

A Message from David Campbell, Evergy's President and CEO

Diversity, equity and inclusion (DE&I) represent vital components of who we are as Evergy. Our mission is to empower a better future, and that encompasses all those we serve. Our vision is to become the best energy company, and we know the only way to achieve that vision is through a diverse, equitable and inclusive culture that promotes productivity and innovation and engages the talented people who power our company. And we can only fulfill our core values of safety, integrity, ownership, and adaptability by respecting each other and those we serve, being accountable for our actions, and focusing on the good of the whole. DE&I is a vital element to these objectives.

When racial inequities sparked protests throughout the country in 2020, we put the infrastructure in place to host conversations moderated by leading change management experts to create dialogue and share thoughts and solutions to help make our work environment a more inclusive space. We've continued to listen to feedback from our employees in order to advance our commitment to DE&I. In 2021, our initiatives will drive impact at Evergy through particular focus on supplier diversity, talent pipeline, engagement, and development.

Hiring, developing, and engaging diverse talent adds depth to our company and makes us stronger. We all have unique life experiences that make each of us different and important to our company and our communities. One of this year's priority initiatives will focus on enhancing developmental opportunities for diverse and underrepresented employees. We will also seek to foster a culture of inclusion by enhancing our training offerings, supporting our business resource groups and partnering with our local communities. In addition, we will initiate actions geared toward deepening and broadening the talent pool of diverse and underrepresented employees. At Evergy, it's our obligation to each other and to those we serve to embrace our unique perspectives, to be aware of how our actions impact our stakeholders, and to take proactive steps to continually improve at fostering diversity, equity and inclusion throughout our organization.

Beyond creating an inclusive culture within our company, Evergy strives to be nationally recognized as a leader in the realm of supplier diversity. By increasing opportunities for diverse suppliers and enhancing the competitiveness of the supply chain, we promote economic value for our customers, shareholders and the communities we serve. Our supplier diversity initiatives benefit both underrepresented businesses and the communities in which they're located through job creation, increased wages, and tax revenue. We believe as small businesses grow in our communities, the economy in our region will grow as well.

To truly fulfill our mission of empowering a better future, we've committed to demonstrable progress in our priority initiatives. It will be a process that requires sustained effort and commitment. Working together, I have no doubt that we will make significant progress in these areas as we advance the company's mission and vision.

Sincerely yours,
David Campbell
President & CEO
Evergy

