

GRI STANDARDS REPORT 2023



**AMERICAN
ELECTRIC
POWER**

2023 GRI Report- Statement of Use

The GRI Standards are a voluntary reporting framework used by organizations around the world as a basis for sustainability reporting. The GRI Framework (index and appendix below) serves as a supplemental report to our Corporate Sustainability Report (CSR). We also disclose additional information through the GRI Electric Utility Sector Supplement, providing industry-specific information. Qualitative data and qualitative statements reflect 2022 performance year.

AEP's 2023 CSR along with this index have been prepared in accordance with the GRI Standards as the updated disclosure metrics have been utilized – GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021.

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GRI Indicator	GRI Data Requests	AEP Response
GRI 2 General Disclosures 2021		
The Organization and its Reporting Practices		
GRI 2-1	Organizational Details	<p>American Electric Power Company Inc. 1 Riverside Plaza Columbus, Ohio 43215-2373 614 716-1000</p> <p>Regulated States Served: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia</p> <p>AEP Facts 2022 Form 10-K</p>
GRI 2-2	Entities included in the organization’s sustainability reporting	<p>AEP Businesses 2022 Form 10-K PDF pg. 1</p>
GRI 2-3	Reporting period, frequency and contact point	<p>Annual Reporting Period: This Report covers data from January 1, 2022 – December 31, 2022 *Unless otherwise Stated</p> <p>Contact Points: See contacts stated on page 2</p> <p>Learn More about AEP’s Reporting: Strategy and Goals Approach to Sustainability</p>
GRI 2-4	Restatements of information	No Significant Restatements
GRI 2-5	External assurance	<p>Audit Statement Board Statement</p>
Activities and Workers		
GRI 2-6	Activities, value chain, and other business relationships	<p>Activities: Electricity Generation, Transmission, and Distribution AEP Businesses</p> <p>Markets Served: Regulated Utilities: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia</p> <p>Other information: AEP Facts 2022 Form 10-K Supply Chain Management AEP’s Supplier Code of Conduct</p> <p>For further supplier information, see appendix 12</p>
GRI 2-7	Employees	<p>See Appendix 1 *Includes EEO-1 report summary</p>

GRI 2-8	Workers who are not employees	Safety & Health Business to Business
Governance		
GRI 2-9	Governance structure and composition	Board Facts & FAQ Board Committees AEP Leadership 2023 Proxy Statement Governance
GRI 2-10	Nomination and selection of the highest governance body	2023 Proxy Statement
GRI 2-11	Chair of the highest governance body	Independent Lead Director: Sara Martinez Tucker 2023 Proxy Statement
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2023 Proxy Statement Board Statement Strategy and Goals
GRI 2-13	Delegation of responsibility for managing impacts	Approach to Sustainability Risk Management AEP's Climate Impact Analysis Board Facts & FAQs
GRI 2-14	Role of the highest governance body in sustainability reporting	CEO Message Chief Sustainability Officer Message Approach to Sustainability Board Facts & FAQs Board Statement
GRI 2-15	Conflicts of interest	AEP's Principles of Corporate Governance AEP's Principles of Business Conduct pg. 16-25
GRI 2-16	Communication of critical concerns	and 54-60
GRI 2-17	Collective knowledge of the highest governance body	
GRI 2-18	Evaluation of the performance of the highest governance body	2023 Proxy Statement 2022 Form 10-K
GRI 2-19	Remuneration policies	AEP's Principles of Corporate Governance
GRI 2-20	Process to determine remuneration	
GRI 2-21	Annual total compensation ratio	
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development strategy	CEO Message Chief Sustainability Officer Message Strategy and Goals Approach to Sustainability AEP's Climate Policy Clean Energy Strategy Pathway to Net Zero

GRI 2-23	Policy commitments	Reports and Policies See Appendix 2 (Supplier Expectations)
GRI 2-24	Embedding policy commitments	AEP's Principles of Business Conduct Risk Management
GRI 2-25	Processes to remediate negative impacts	Environmental Compliance Biodiversity Water Management Waste Management AEP's Principles of Business Conduct
GRI 2-26	Mechanisms for seeking advice and raising concerns	AEP's Principles of Business Conduct pg. 56-59 AEP's Supplier Code of Conduct pg. 5 AEP's Human Rights Policy pg. 5
GRI 2-27	Compliance with laws and regulations	Economic Impact Political Engagement Political Engagement Policy Environmental Compliance AEP's Principles of Business Conduct AEP's Supplier Code of Conduct AEP's Human Rights Policy
GRI 2-28	Membership associations	Political Engagement Political Engagement Policy Trade Association Climate Lobbying Report
Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement
GRI 2-30	Collective bargaining agreements	Labor Relations AEP's Human Rights Policy pg. 2
GRI 3 Material Topics 2021		
Disclosures on material topics		
GRI 3-1	Process to determine material topics	Strategy and Goals
GRI 3-2	List of material topics	Approach to Sustainability
GRI 3-3	Management of material topics	Stakeholder Engagement
GRI 200		
Economic Impact		
GRI 3-3	Material Topic Management Approach: Economic Impact	See Appendix 3 Economic Impact
GRI 201-1	Direct Economic Value Generated and Distributed	ESG Data Center: <ul style="list-style-type: none"> Operational & Financial
GRI 201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Decarbonization AEP's Climate Impact Analysis
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Workforce Development <ul style="list-style-type: none"> Caring for Our Workforce

GRI 202-1	Ratio of Standard Entry Level Wage by Gender Compared to Local Min Wage	See Appendix 4
GRI 202-2	Proportion of Senior Management Hired from the Local Community	See Appendix 5
GRI 203-1	Infrastructure Investments and Services Supported	Economic Impact Decarbonization Electrification
GRI 203-2	Significant Indirect Economic Impacts	See Appendix 3 Economic Impact ESG Data Center – Operational and Financial
GRI 204-1	Proportion of Spending on Local Suppliers	Supply Chain Management
Ethics and Compliance		
GRI 3-3	Material Topic Management Approach: Ethics and Compliance	AEP’s Anti-Corruption Policy Ethics and Compliance AEP’s Principles of Business Conduct
GRI 205-1	Operations Assessed for Risks Related to Corruption	
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	
GRI 206-1	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices	2022: There were no relevant controversies, no legal actions pending or completed during this reporting period for anti-competitive behavior or violations of anti-trust and monopoly legislation. AEP’s Anti-Corruption Policy AEP’s Principles of Business Conduct pg. 14-32
GRI 207-1	Approach to tax	2022 Form 10-K
GRI 300		
Materials		
GRI 301-1	Materials Used by Weight or Volume	Waste Management ESG Data Center – Environmental
GRI 301-2	Recycled Input Materials Used	
Facility Energy Consumption		
GRI 302-1	GRI 302-1 Energy Consumption Within the Organization	Customer Care & Support ESG Data Center: • Operational and Performance > Energy > Facility Energy Performance
GRI 302-4	GRI 302-4 Reduction of Energy Consumption	
Water		
GRI 3-3	Material Topic Management Approach: Water	Water Management ESG Data Center: • Environment > Water 2022 CDP Water Report
GRI 303-1	Water Withdrawal by Source	
GRI 303-2	Water Sources Significantly Affected by Withdrawal of Water	
GRI 303-3	Water Recycled and Reused	

Biodiversity		
GRI 3-3	Material Topic Management Approach: Biodiversity	Biodiversity ESG Data Center: <ul style="list-style-type: none"> Environment > Biodiversity 2022 CDP Water Report
GRI 304-1	Operational Sites Owned, Leased, Managed In, or Adjacent To, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	See appendix 6
GRI 304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	See appendix 7
GRI 304-3	Habitats Protected or Restored	See appendix 8 ESG Data Center: <ul style="list-style-type: none"> Environment > Biodiversity
GRI 304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	See appendix 9
Emissions		
GRI 3-3	Material Topic Management Approach: Emissions	Decarbonization ESG Data Center: <ul style="list-style-type: none"> Environment Emissions 2022 CDP Climate Report
GRI 305-1	Direct (Scope 1) GHG Emissions	
GRI 305-2	Energy Indirect (Scope 2) GHG Emissions	
GRI 305-3	Other Indirect (Scope 3) GHG Emissions	
GRI 305-4	GHG Emissions Intensity	
GRI 305-5	Reduction of GHG Emissions	
GRI 305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	
Waste		
GRI 3-3	Material Topic Management Approach: Waste	Waste Management
GRI 306-1	Water Discharge by Quality and Destination	2022 CDP Water Report
GRI 306-2	Waste by Type and Disposal Method	AEP's TRI Reports Waste Management
GRI 306-3	Significant Spills	
GRI 306-4	Transport of Hazardous Waste	ESG Data Center: <ul style="list-style-type: none"> Environment > Waste
GRI 306-5	Water Bodies Affected by Water Discharges and/or Runoff	2022 CDP Water Report pg. page 13, 49-66
GRI 400		
Employment: Benefits and Health & Safety		
GRI 3-3	Material Topic Management Approach: Benefits and Health and Safety	Safety & Health Workforce Development <ul style="list-style-type: none"> Caring for Our Workforce

GRI 401-1	New Employee Hires and Employee Turnover	See Appendix 10 People
GRI 401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	Workforce Development • Caring for Our Workforce
GRI 401-3	Parental Leave	See Appendix 11
GRI 402-1	Minimum Notice periods regarding Operational Changes	AEP's Climate Impact Analysis Pg. 74 AEP Community Transition Website
GRI 403-1	Workers Representation in Formal Joint Management "Worker Health and Safety Committees	Safety & Health ESG Data Center: • Social > Safety & Health
GRI 403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work-Related Fatalities	
GRI 403-3	Workers with High Incidence or High Risk of Diseases Related to their Occupation	
GRI 403-4	Health and Safety Topics Covered in Formal Agreements with Trade Unions	
Workforce Development		
GRI 3-3	Material Topic Management Approach: Workforce Development	People
GRI 404-1	Average Hours of Training Per Year Per Employee	ESG Data Center: • Social > Workforce > Employee Development Section
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Community Support
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	AEP's Climate Impact Analysis Pg. 74 AEP Community Transition Website Environment and Social Justice Policy
Diversity and Inclusion		
GRI 3-3	Material Topic Management Approach: Diversity and Inclusion	Diversity Equity and Inclusion AEP Leadership Board of Directors
GRI 405-1	Diversity of Governance Bodies and Employees	ESG Data Center: • Governance • Social > Workforce > Employee Development
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	See Appendix 12
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	See Appendix 13
Labor Practices & Decent work		
GRI 3-3	Material Topic Management Approach: Labor Practices and Decent Work	AEP's Human Rights Policy Labor Relations

GRI 407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	Supplier Code of Conduct
GRI 3-3	Material Topic Management Approach: Security Practices	Enterprise Security Safety & Health - Workplace Safety and Security
Human Rights		
3-3	Material Topic Management Approach: Human Rights	AEP's Human Rights Policy Supplier Code of Conduct Ethics & Compliance Enterprise security Culture of Engagement AEP's Principles of Business Conduct
GRI 410-1	Security Personnel Trained in Human Rights Policies or Procedures	
GRI 412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	
GRI 412-2	Employee Training on Human Rights Policies or Procedures	
Community Impacts		
GRI 3-3	Material Topic Management Approach: Community Impact	Social AEP's Climate Impact Analysis Pg. 74 AEP Community Transition Website Environment and Social Justice Policy 2022 CDP Water Report pg. 29 and 32-48
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	
GRI 413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	
GRI 415-1	Political Contribution	ESG Data Center: <ul style="list-style-type: none"> Social > Community Impact Political Engagement Political Engagement Policy Trade Association Climate Lobbying Report
Customer Privacy		
	Material Topic Management Approach: Customer Privacy	AEP has not had substantiated complaints concerning breaches, nor experienced incidents of loss, regarding customer or consumer data resulting from a cyber incident within our network in 2022. AEP continues to work with our third-party vendors to ensure that best practices around data protection are performed. Enterprise Security Risk Management AEP Customer Privacy Policy
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	
Electric Utility Sector Disclosures		
GRI EU1	Installed Capacity	ESG Data Center: <ul style="list-style-type: none"> Operational and Financial > Energy
GRI EU2	Net Energy Output	
GRI EU3	Number of Customer Accounts	ESG Data Center: <ul style="list-style-type: none"> Operational and Financial > Customer
GRI EU4	Length of Electrical Lines	
EU-MA EU-DMA	Aspect Availability and Reliability	ESG Data Center: <ul style="list-style-type: none"> Operational and Financial > Grid Reliability

GRI EU 10	Planned Capacity	Strategy and Goals Decarbonization <ul style="list-style-type: none"> Clean Energy Strategy Pathway to Net Zero AEP's Climate Impact Analysis
EU-MA EU-DMA	Aspect: Research and Development	Decarbonization <ul style="list-style-type: none"> Electrification
EU-MA EU-DMA	Aspect: Plant Decommissioning	Just Transition Environmental, Social Justice AEP's Climate Impact Analysis Pg. 74 Cook Nuclear Plant AEP Community Transition Website Environment and Social Justice Policy
GRI EU 11	Average Generation Efficiency	See Appendix 14
GRI EU 12	Total Distribution and Transmission Losses	See Appendix 15
GRI EU 13	Biodiversity Offset Habitats	Biodiversity See appendix 6 and 9
GRI EU 15	Employees Eligible to Retire	ESG Data Center: <ul style="list-style-type: none"> Social & Workforce
GRI EU 18	Contractor H&S Training	Safety & Health
GRI EU 22	Population Displacement and Compensation	See Appendix 16
GRI EU 25	Public Injuries and Fatalities	ESG Data Center: <ul style="list-style-type: none"> Social > Safety & Health
EU-MA EU-DMA	Aspect: Demand-Side Management	Customer Care & Support
EU-MA EU-DMA	Aspect: Disaster/Emergency Planning and Response	Enterprise Security Risk Management Cook Nuclear Plant
EU-MA EU-DMA	Aspect: Access	Customer Care & Support Economic Impact
GRI EU 26	Unserved Population	ESG Data Center: <ul style="list-style-type: none"> Social > Customer
GRI EU 27	Disconnections for Non-Payment	ESG Data Center: <ul style="list-style-type: none"> Operational and Financial > Customer > Customer Disconnects
GRI EU 28	Power Outage Frequency	ESG Data Center: <ul style="list-style-type: none"> Operational and Financial > Grid Reliability
GRI EU 29	Average Power Outage Duration	
GRI EU 30	Average Plant Availability Factor	
EU-MA EU-DMA	Aspect: Provision of Information	See Appendix 17

2023 GRI Report Appendix

Appendix 1: GRI 2-7 Information on Employees and Other Workers

Reg/Temp	Full/Part	Male	Female	Total
Regular	Full-time	13,459	3,431	16,890
Regular	Part-time	3	14	17
Temporary Employee (Not Contractor)	Full-time	41	9	50
Temporary Employee (Not Contractor)	Part-time	16	1	17
Totals	/	13,519	3,455	16,974

* Note: Because of the types of jobs AEP hires for, we have generally found it to be more effective and efficient to fill full-time positions to accomplish the work we are trying to achieve.

2021 EEO-1 Report (summary data):

JOB CATEGORIES	Male							Female							Total
	White	Hispanic	Black	Pacific Islander	Asian	Native American	2+ Races	White	Hispanic	Black	Pacific Islander	Asian	Native American	2+ Races	
EXEC/SENIOR MGRS	158	4	7	0	7	2	1	45	1	2	0	2	1	0	230
FIRST/MID-LVL MGRS	2,143	138	87	2	37	33	25	421	22	36	0	22	5	8	2,979
PROFESSIONALS	3,300	271	222	1	189	43	58	1,197	101	157	1	89	22	32	5,683
TECHNICIANS	1,113	108	55	0	15	27	19	87	9	14	0	0	4	1	1,452
SALES WORKERS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ADMIN SUPPORT	130	9	31	0	3	4	6	594	95	166	1	7	15	12	1,073
CRAFT WORKERS	3,713	520	167	2	2	92	51	109	7	13	0	0	0	0	4,676
OPERATIVES	311	94	21	0	3	13	6	12	3	2	0	0	0	0	465
LABORERS & HELPERS	20	0	2	0	0	1	0	0	0	0	0	0	0	0	23
SERVICE WORKERS	3	1	0	0	0	0	0	6	0	1	0	0	0	0	11
2021 TOTAL	10,891	1,145	592	5	256	215	166	2,471	238	391	2	120	47	53	16,592
PREVIOUS YEAR TOTAL	10,773	912	585	4	247	200	151	2,399	203	397	2	107	47	50	16,077

Notes:

1. Data as of Oct. 31, 2021
2. EEO-1 Report will be updated with 2022 data once available

Appendix 2: GRI 2-24 Embedding Policy Commitments

Supplier Commitments:

AEP has general contract language requiring adherence to all laws and regulations in its standard terms and conditions. In addition, contracts for all major construction contractors supporting Transmission projects and Generation projects include a Contractor Environmental Requirements Document (CERD) to which the contractor must adhere. Distribution Procurement is including the CERD in all new applicable construction contracts. This document is a supplement to AEP's standard terms and

conditions. Transmission contractors are also required to view an environmental orientation video ahead of working on a project site and annually thereafter. Based on the type of work performed, some contractors and consultants must also undergo an assessment of their environmental skills, experience and qualifications before approved to perform environmental-related scope. For contracts supporting projects and other Generation work, contractors are also required under the CERD to participate in a site-specific Environmental Work Compliance Assessment at the project or facility level.

Appendix 3: GRI 201-1 Direct Economic Value Generated and Distributed and GRI 203-2 Significant Indirect Economic Impacts

AEP’s employment presence within the United States creates economic impact within the various regions. AEP had 17,004 employees as of December 31, 2022. AEP’s operations created or supported an additional 20,024 indirect jobs and 20,407 induced jobs. The total employment impact of AEP is 57,435 employees. These jobs were accompanied by \$5,892 million dollars labor income and through AEP activities had a gross regional product impact of \$17,112 million dollars.

AEP Economic Impacts				
Impact	Employment	Labor Income	Value Added	Output
Direct	17,004	\$2,703,634,191	\$9,285,445,766	\$22,310,397,780
Indirect	20,024	\$2,185,081,957	\$5,974,980,282	\$13,083,073,792
Induced	20,407	\$1,002,862,008	\$1,851,082,565	\$3,304,528,735
Total	57,435	\$5,891,578,156	\$17,111,508,612	\$38,698,000,306

Appendix 4: GRI 202-1 Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

State	Minimum Wage- 2020	Female		Male	
		Starting Rate 2022	Percent	Starting Rate 2022	Percent
Arkansas	\$11.00	\$23.25	211%	\$22.33	203%
Indiana	\$7.25	\$15.75	217%	\$15.75	217%
Kentucky	\$7.25	\$18.27	252%	\$17.24	238%
Louisiana	\$7.25	\$15.75	217%	\$16.25	224%
Michigan	\$9.87	\$23.56	239%	\$21.72	220%
Ohio	\$9.30	\$15	161%	\$13.00	140%
Oklahoma	\$7.25	\$16.07	222%	\$16.75	231%
Tennessee	\$7.25	-	-	\$23.55	325%
Texas	\$7.25	\$15.75	217%	\$18.34	253%
Virginia	\$11.00	\$20.61	187%	\$17.76	161%
West Virginia	\$8.75	\$11.57	132%	\$11.21	128%

*These numbers are based on a range of the ratios of the paid wage to the minimum wage. Range of ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.

Appendix 5: GRI 202-2 Proportion of Senior Management Hired from the Local Community

At AEP, our focus is to drive an Integrated Talent Management Model in support of business needs today and for the future. Part of that is a disciplined, defined approach in the development of future leaders. The objective of AEP is to ensure robust succession plans and readiness for executive positions. In most cases, we promote executive talent from within the organization and while that is our goal, there are positions and skills that necessitate expanding our reach beyond AEP and our service territories. In, 2022, three company executives were selected from outside of the organization and service territory:

- Senior Vice President, Chief Financial Officer
- Vice President Infrastructure, Operations & Support
- Vice President, Talent Management

**Local is defined as the AEP service territory, which includes portions of 11 states and senior management/executive includes Vice President, Senior Vice President, Executive Vice President and Operating Company Presidents*

Appendix 6: GRI 304-1 Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas

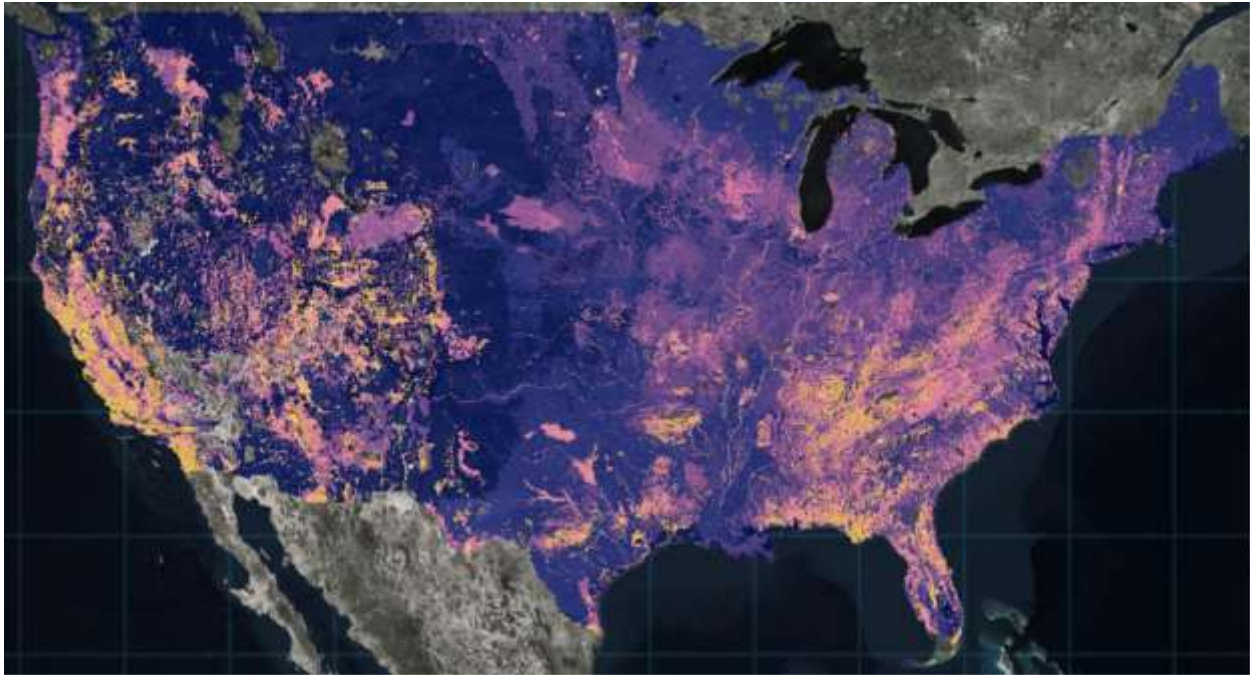
AEP owns or manages the land around its power generating and transmission facilities. This includes power plant sites, office buildings, substations, transmission and distribution lines, as well as coal fields yet to be mined, lands that have been mined, residential structures, river access and various other sites.

Land owned near the power plants directly supports the generation of electricity, serves as a buffer to these operations, and is often leased for agriculture. AEP also operates electric transmission and distribution lines throughout its service territories in Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, West Virginia, and Virginia. Of AEP's nearly 40,000-mile transmission network, less than 3% traverse federal or state lands. While many of the properties through which these lines cross have no special designation, some of them are protected for their ecological value.

As we build and maintain new and existing infrastructure, we are mindful of the potential impacts we may have on wildlife and ecosystems. This includes species protected under the Endangered Species Act and other legislation. We remain committed to following all federal, state and local environmental regulations and practicing environmental stewardship where possible when siting, constructing and operating our assets.

When assessing properties for areas of high biodiversity, we utilize several sources of information. These include the NatureServe Map of Biodiversity Importance, which uses outputs from habitat suitability models of the most imperiled species in the lower 48 United States. The inputs include habitat models for species listed as endangered or threatened under the Endangered Species Act or those that have

been identified by NatureServe as critically imperiled (Global Conservation Status of “G1”) or imperiled (“G2”). An example map is provided below. Areas of high biodiversity are indicated by yellow and orange, while lower biodiversity is indicated by dark purple and blue.



When assessing government lands for new installations, we define protected or areas of high biodiversity as National Wildlife Refuges, National Forest, National Parks, National Grasslands, Bureau of Land Management, National Recreational Lands, National Monuments, National Register of Historic Places, National Cemeteries, National Scenic Rivers, U.S. military installations with aircraft, State Forests, State Parks, State Nature Preserves, State Wildlife Management Areas and State Scenic Rivers.

Some company properties are located near or adjacent to protected areas or areas of high biodiversity value. These areas are designed, regulated or managed to achieve specific conservation objectives, are recognized for important biodiversity features, are a priority for conservation, or have been identified as areas of high biodiversity value.

When environmentally sensitive areas are encountered, we utilize a variety of practices. Our first response is to avoid the areas, minimize any unavoidable impacts, and to mitigate those impacts that do occur. One way we are addressing environmental and biodiversity impacts is by working with the U.S. Fish & Wildlife Service (USFWS) in an effort to obtain an Incidental Take Permit (ITP), which allows for limited and unintentional take of certain endangered or threatened species during the construction of transmission projects. We have also voluntarily adopted a system-wide Avian Protection Plan to mitigate avian mortality, bird-related power outages, and other risks associated with bird interactions with our assets. In addition, we participate in a variety of research projects through the Electric Power Research Institute to help us learn about protecting biodiversity. For more information about how we operate in protected areas or areas of high biodiversity, please refer to the biodiversity section of our [Corporate Sustainability Report](#).

Source Information - AEP Hydro Operations data; AEP Real Estate Asset Management data; ArcGIS and Esri mapping tools; NatureServe and state Natural Heritage Programs (The Map of Biodiversity Importance [esri.com]); USGS PAD-US maps (<https://www.usgs.gov/core-science-systems/science-analytics-and-synthesis/gap/data-tools>); IUCN-USGS “protected areas” definitions; WERS staff records (power plant sites, T&D line routes); National Forest maps; federal threatened and endangered species lists and habitat listings; 2023 Corporate Sustainability Report.

Appendix 7: GRI 304-2 Significant Impacts of Activities, Products, and Services on Biodiversity

Impacts of Power Plant and Transmission Line Construction

The construction of pollution control equipment and associated landfills at power plant sites can result in the loss of wetland and riparian areas. The construction of new transmission lines can have similar impacts. However, these losses are permitted under the Corps of Engineers’ 404 program and mitigated by the company, often on a two to one, three to one or higher basis.

With the magnitude of our construction activities, it is conceivable that we will encounter, or potentially have an impact on a range of species. Impacts to endangered species habitat are avoided, but if they must occur, they are mitigated through in lieu fees to regulatory agencies, the conservation of mitigation habitat, or habitat conservation through Habitat Conservation Plans, as administered by the U.S. Fish and Wildlife Service.

In 2019, we received an Incidental Take Permit (ITP) and began implementing an approved HCP across portions of three states for the American burying beetle (ABB). At the time the ITP was issued in 2019, the ABB was listed as endangered; however, in 2020 the listing was downgraded to threatened. Even amid ongoing litigation with the downgrade of the ABB, AEP remains committed to the continued use of the 30-year ITP/HCP, which allows the use of pre-approved practices through a regional, programmatic approach to minimize impacts to the beetle and its habitat and to encourage its recovery. The HCP covers portions of Arkansas, Oklahoma and northern Texas where we currently have operations or the potential for future development.

In August 2021, AEP was awarded a federal grant from the U.S. Fish and Wildlife Service’s Cooperative Endangered Species Conservation Fund to support the development of our multi-species HCP that will apply to our entire transmission system for 30 years. This HCP is important because it will not only protect the covered species but will also generate cost and time savings for AEP and our customers. Administered by the USFWS, the HCP will enable transmission construction activities that could impact listed species, such as the Indiana bat, to proceed without case-by-case agency consultation, if the practices and mitigation methods described in the plan are followed. The plan will cover construction activities in our 11 regulated states.

This HCP is notably the largest effort to date of its kind that focuses on industry best practices and defines actions needed to fulfill the requirements of the Endangered Species Act. We are also working closely with wildlife protection agencies in each of our states to ensure the HCP is consistent with their goals and regulations and covers the species affected by our work.

Hydroelectric Generation

AEP operates several hydroelectric projects that are adjacent to or contain areas of high biodiversity. The potential impacts of these facilities include alteration of stream and wetland areas by inundation, fluctuation of river flows and reservoir levels, blockage of upstream and downstream fish movement,

and turbine-induced mortality. The alteration of river and stream flow regimes as a result of dam operation can make otherwise suitable riverine habitat unfit for aquatic invertebrates, fish, amphibians, and other riparian-dependent species. Fluctuating stream flows and water levels can also reduce the area suitable for fish spawning and can subject fish eggs to dehydration.

The blockage of both upstream and downstream fish movement by dams, diversion structures, turbines, spillways, and waterways can affect fish populations. Organisms passing over dam spillways or through hydroelectric turbines can be injured by strikes or impacts with solid objects, rapid pressure changes, abrasion with rough structures and the shearing effects of turbulent water. In addition, fish that passthrough trash racks and into turbines become susceptible to turbine-induced mortality.

Migrating fish may be prevented from moving upstream if their passage is blocked by the dams. AEP operates the Niagara and Smith Mountain hydroelectric projects on the Roanoke River, which contains the Roanoke Logperch, a federally endangered fish species. The dams restrict the movements of these fish, potentially isolating the populations and preventing genetic mixing.

While there are many potential hydroelectric environmental impacts, all of these are assessed and if necessary, mitigated during the FERC licensing process. Every AEP hydroelectric project has successfully completed this process.

Impacts of Wind Generation

AEP owns and operates wind facilities that have the potential to impact large raptors, such as golden eagles, and smaller birds, while migrating in large flocks. To avoid avian-bird interactions, turbine design and wind farm siting have taken avian issues into consideration very early in the process. In recent years, bats have come to the wind industry's attention and studies to grasp the dimension of this issue continue. Because of deaths of endangered bats, some wind farms must curtail operations when bats are active.

Cooling Water Intake (Impingement and Entrainment) Impacts on Biodiversity

At AEP's generating facilities that utilize a once-through cooling water heat transfer system, large quantities of water are withdrawn from large rivers, man-made impoundments, or (in the case of D.C. Cook Plant), from adjacent Lake Michigan. The potential impacts on local biodiversity are impingement (fish irreversibly contacted upon intake screens) and entrainment (the passage of small fish and fish eggs through the condenser cooling system. Section 316(b) of the Clean Water Act requires that the placement and operation of cooling water intake systems meet Best Technology Available for minimizing adverse environmental impact (often interpreted to be synonymous with the most cost-effective means of minimizing fish entrainment and impingement).

As an outcome of the final 316(b) and other rulemakings, AEP has closed several once-through cooled facilities and may be required to retrofit improved fish protection equipment at the remaining once-through cooled facilities. Such changes will lower the rates of impingement and/or entrainment of vulnerable fish species.

Climate Change

AEP minimizes the impacts of its operations on the environment; however, the company also recognizes that some impacts may arise that do not have a direct remedy. Of particular note, and in a much larger and more general sense, the company recognizes its possible contribution to global climate change and its potential impacts. Climate change remains a top issue of engagement with many of AEP's

stakeholders. The impacts of a changing climate continue to raise questions globally, with more frequent and severe weather events, wildfires, drought, and flooding that are occurring. Within AEP's service territory, the most significant system-related impacts with a nexus to climate change are extreme weather events.

Today, AEP's transition to a clean energy economy is making good progress as the path forward begins to come into sharper focus. We are achieving carbon dioxide (CO₂) emissions reductions on pace with our goals to reduce AEP's scope 1 greenhouse gas (GHG) emissions 80% by 2030 relative to a 2005 baseline and achieve net-zero GHG emissions by 2045. Our approach to accomplishing net-zero emissions includes significant investment in renewable generation, energy storage, supporting expanded grid development, exploring emerging low- and zero-emission generation technologies, and steadily reducing emissions over time. At the same time, we will continue to transition from higher emitting fossil fuels to lower- and non-emitting resources in a responsible manner to ensure grid reliability and resilience are maintained throughout this transformation. In 2021, we completed and released a [climate scenario analysis](#), to better understand the risks and opportunities to our business from climate change.

For more information on our decarbonization efforts and how AEP is responding to the climate change issue, please refer to our Corporate Sustainability Report [link to be provided here].

Source Information - FERC hydro relicensing studies; AEP Corp of Engineer 404 compliance programs (wetland mitigations); AEP Avian Protection Program. Cooling water intake impacts determined from plant 316(b) studies; AEP 2022 and 2023 Corporate Sustainability Reports; [AEP Climate Change Analysis Report](#).

Appendix 8: GRI 304-3 Habitats Protected or Restored

AEP works in partnership with various community groups, conservation organizations, and environmental agencies to preserve, restore, and enhance existing habitats. This work encompasses many activities, including the reforestation and reclamation of former mine sites, the restoration of impacted wetlands and river corridors, the protection of unique habitats, the enhancement of wildlife areas and reservoirs, the management of tree plantations to encourage wildlife, and the establishment of pollinator habitat. The following habitat protection and restoration examples are split between those required by law and those that were done on a voluntary basis. The acreage values, specified below, are current as of the end of 2022.

Required by Regulation

Wetland and Habitat Mitigations

Wetland and habitat mitigations involve setting aside habitats to replace those that were unavoidably lost due to the construction of AEP facilities. These mitigation projects have been approved by the Corps of Engineers, the U.S. Fish and Wildlife Service, and/or state environmental agencies. Over the past several years, AEP has established approximately 2,236 acres for mitigation purposes, mostly at steam electric, transmission, and hydroelectric projects (see Table below).

In 2019, we began implementing a Habitat Conservation Plan (HCP) across several transmission regions for the American burying beetle, an endangered insect with habitats across several of our service territories. This multi-year HCP has allowed us to use pre-approved practices through a regional, programmatic approach to minimize impacts to the beetle and its habitat, and to encourage its

recovery. The HCP covers portions of Arkansas, Oklahoma and northern Texas where AEP currently has operations or the potential for future development. As of 2022, 154 acres have been set aside to protect the beetle.

Protected Shorelines

Hydroelectric project reservoirs in western Virginia often include important resources that are of value to the local communities and need to be protected. These resources include recreational opportunities, scenic beauty, outstanding water quality, fish and wildlife habitat and wetlands. As part of the FERC requirements for three hydroelectric projects, AEP has agreed to protect 118 miles of shoreline habitat (approximately 431 acres) to provide these resources.

Enhanced Reservoirs

AEP has enhanced nearly 6,300 acres of company-managed reservoirs (see Table below). In compliance with the requirements of FERC license renewals, wildlife management plans have been negotiated at many hydroelectric projects, which require the installation and monitoring of duck boxes and nesting structures within the pools above each dam. These activities support ducks, bluebirds, purple martins, kestrels, owls, ospreys and bald eagles. Work is also done to improve the sport fishing opportunities in the reservoirs upstream of the projects. Efforts include the construction of bush pile fish attractors in the river pools and fish stocking.

Voluntary Protections and Donations

Conservation Areas

Over 96,700 acres have been set aside as part of AEP's corporate stewardship program to protect unique habitats (see Table below). These include areas such as the Nipissing Dune Trail at the Cook Energy Information Center, a 24-acre nature preserve to protect the Kentucky silver bell, a rare tree species near the AEP Cook Coal Terminal in southern Illinois, and the eagle watch pavilion at the Flint Creek Plant in northwest Arkansas. This acreage is lower due to the sale of AEP ReCreation Land property to the Ohio Department of Natural Resources (ODNR); however, this land will still be used for conservation purposes as part of the ODNR's Appalachian Hills Wildlife Area.

In 2023, our environmental stewardship efforts at the Flint Creek Power Plant received a silver Wildlife Habitat Council (WHC) Conservation Certification. The designation recognizes the plant's habitat enhancement programs, including tallgrass prairie restoration, nesting boxes and other bird habitat improvement, pollinator garden landscapes, restoration of native plant species and environmental awareness education. The Flint Creek Power Plant has approximately 700 acres of designated as wildlife habitat and is home to the 65-acre Eagle Watch and Nature Trail, which includes a half-mile walking trail and wildlife-viewing pavilions, all open to the public. The facility is also home to a pollinator garden, prairie restoration efforts and many environmental educational events, all of which are voluntarily hosted by plant employees.

Wildlife Management Areas

Nearly 76,000 acres, including properties that have been set aside as wildlife management areas at the retired Conesville, Breed, and Poston Plants, are currently managed for the support of hunting, fishing and wildlife. Donations have also been made to state wildlife management areas in Ohio to allow for the expansion of land holdings (see Table below). More recently, thousands of acres of the former AEP ReCreation Land property have been sold to the ODNR to create the Appalachian Hills Wildlife Area. This 54,525-acre, formerly strip-mined, property has been restored and now supports many species of wildlife, including deer, rabbit, turkey, mourning dove, squirrel and grouse, which are the principal game

species. The area is also becoming increasingly popular as a bird watching destination. Many bird species, some rare, are found throughout the unique grassland/brushland landscape. Largemouth bass and bluegill are the predominant species of fish in the local ponds and wetlands.

Enhanced Reservoirs

The Southwestern Electric Power Company (SWEPCO), a subsidiary of AEP, has been involved in the creation of fish habitat in two SWEPCO power plant reservoirs (Welsh and Pirkey), resulting in nearly 2,400 acres of enhanced fish habitat. This work included the installation of wood duck nesting boxes and other habitat enhancements.

Reforestation/Mine Reclamation and Forest Management

AEP's commitment to trees and forest preservation is strong. For many decades AEP has had a cooperative agreement with the ODNR, allowing citizens to use AEP's ReCreation Lands, Ohio land that was once surface mined for coal, which has been ecologically reclaimed as outdoor recreation area for the public to enjoy for use. With the electric market deregulation in Ohio and the reduction of coal mining in this area, AEP no longer has a future business need for this land. On July 17, 2018, AEP completed the sale of a portion of the land to create a new state park named in honor of Jesse Owens, turning it over to the State of Ohio. At more than 13,000 acres, the Jesse Owens State Park and Wildlife Area is now one of the State's largest parks, attracting hundreds of thousands of visitors each year for fishing, canoeing, hiking, camping and other outdoor activities. The transfer of land to the ODNR has continued, providing long-term protection for ecologically reclaimed Ohio land that was once surface mined for coal.

AEP has a long history of supporting the establishment of tree plantations by providing and planting trees on company, government-owned, not-for-profit, and private properties. The government-owned and not-for-profit properties are "protected, restored and managed," while the private properties are considered to be "restored."

AEP has thousands of acres of forestland under forest management. The primary focus of this program is to maintain the long-term productivity of existing forest assets by following a management philosophy of sustainable forestry on property that will remain in forest cover for the foreseeable future. This is accomplished by providing guidance, direction, coordination and oversight of all company forest management activities. The forest resource is maintained in a steady state by balancing forest growth with timber harvests. The AEP Forest Management Program is committed to sustained production of renewable forest products under a multiple use management approach. Sustainable forestry means managing forests to meet the needs of the present without compromising the ability of future generations to meet their own needs by practicing a land stewardship ethic. This integrates the reforestation, management, growth, nurturing and harvesting of trees for useful products while conserving soil, air and water quality, wildlife habitat, aesthetics and recreational uses. *(Chart on next page)*

Habitat Protected or Restored

Habitat Restored, Protected or Enhanced Required by Regulation	Reason for Protection/Restoration	Habitat Acreage	Habitat Designation/Use	Habitat characteristics
Habitat Mitigations	Corp. permits, USFWS HCP requirements	1,821	Stream watersheds, American burying beetle habitat	Grasslands, upland forests
Wetland Mitigations	Corp. permits, FERC requirements	441	wetland/stream mitigation	wetlands, shorelines, streams
NSR Conservation Areas	Consent Decree	21,072	conservation and recreation areas	forests, prairies, grasslands, marine wetlands and forests, lake dunes, stream and river corridors, bird habitat
Protected Streams	Consent Decree	15	conservation area	warm-water fishery
Protected Shorelines	FERC requirement	431	resource protection area	Wetlands, streams, fish and wildlife habitat
Enhanced Reservoirs	FERC requirement	6,294	enhanced reservoir, recreation	duck boxes, nesting structures, salmon fishery, vegetation control, fish habitat
Pollinator Habitat	Mitigations	107	prairie re-vegetation	Prairie and pollinator habitat
Voluntary Protections and Donations				
Conservation Areas*	Corporate stewardship	96,734	enhanced habitats, wildlife refuge	bird, forest and prairie habitat, wetlands, dunes
Conservation Stream	Corporate stewardship	12	conservation area	stream headwaters
Wildlife Management Areas*	Corporate stewardship	75,918	hunting/fishing	wildlife/forest habitat
Enhanced Reservoirs	Corporate stewardship	2,398	enhanced reservoir, recreation	fish habitat
Reclaimed Forests	Reforestation/mine reclamation	78,344	tree plantation, recreation	wildlife/forest habitat
Pollinator Habitat	Corp stewardship, research, demonstrations	262	ROW, wind, solar or other infrastructure re-vegetation	Prairie and pollinator habitat

*Conservation Area acreage significantly decreased due to the sale of ReCreation Land property to the Ohio Department of Natural Resources. Subsequently, the Wildlife Management Area acreage increased significantly (~43,000 acres).
Source Information - AEP ReCreation Land records; AEP report, "Beyond Environmental Compliance," AEP System Environmental Performance reports; WERS staff records; AEP Wildlife Habitat Council Certification records; AEP 2021 Corporate Accountability and 2022-2023 Corporate Sustainability Reports.

Appendix 9: GRI 304-4 IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations

In lieu of the IUCN Red List, AEP has created a list of federally threatened and endangered species that may be present near company facilities. A report provided by NatureServe (2015) was used as the initial basis for this response. This report provides a summary of priority, at-risk species in proximity to power plants and transmission lines managed by AEP.

“At-risk” species are defined as those that are either federally listed, are candidate, proposed or petitioned for listing under the U.S. Endangered Species Act (ESA), and/or are globally ranked by NatureServe as Critically Imperiled (G1/T1) or Imperiled (G2/T2). The NatureServe analysis used Platt’s spatial data of power plants and transmission lines (>69kV) and identified species within three miles of the company’s electric power infrastructure.

AEP also conducts its own analyses on the occurrence of protected species on a project-specific and company-wide basis. For example, AEP now notes the occurrence of two additional species within its service territory that have both been recently designated for listing (Monarch butterfly), or possible listing (American bumble bee). Due to the acquisition of a wind farm in Hawaii, four more species (Blackburn’s sphinx moth, Hawaiian petrel, Hawaiian goose, and the Hawaiian hoary bat), which are all endangered and the subject of an HCP, have been noted by AEP (note, this facility is in the process of being sold, therefore, these species will not be included in future responses). Excluding state-listed species, a total of 116 endangered, threatened, petitioned or candidate species are likely to be present within a 3-mile buffer of an AEP power plant or transmission line (see Table below).

Taxonomic Group	Number of Species
Freshwater mussels	37
Fish	13
Bats	7
Birds	12
Mammals (excluding bats)	4
Flowering plants	23
Insects	9
Reptiles	7
Snails	1
Crustacea	3
Total number of species	116

AEP continues to implement a Habitat Conservation Plan (HCP) for the American Burying Beetle that was finalized in 2019. This beetle was downlisted from endangered to threatened in 2020. The HCP is a mechanism by which AEP can comply with the ESA. The HCP deals with potential impacts from our transmission and distribution operations, maintenance, and construction activities over the next 30 years. The federal permit associated with the HCP will help AEP continue to operate efficiently to provide safe and reliable electricity to meet the energy needs of our customers, while assisting in the conservation of the ABB and its habitat.

AEP is also working with USFWS on a 30-year system-wide, programmatic HCP dealing with ten other species potentially affected by the Company’s transmission construction activities, including the federally endangered Indiana bat, whooping crane, red-cockaded woodpecker, golden-cheeked warbler, eastern massasauga rattlesnake, Mitchell’s satyr butterfly, and rusty patched bumble bee. This HCP is currently in the drafting stage and is anticipated to bring tangible benefits to the covered bat, bird, and other terrestrial species in all eleven states in which AEP traditionally operates.

In August 2014, the USFWS received a petition to list the monarch butterfly under the ESA due to its notable decline in recent years. After finding it appropriate to review whether the monarch butterfly needs protection, the Service issued a “warranted, but precluded” decision, which means that the butterfly meets the definition of a threatened or endangered species, but that the agency lacks the resources to take further action to list the species. During the summer, monarchs are found throughout the United States, particularly in areas where milkweed, their host plant, is available. Each year, monarchs undertake a multi-generational migration of thousands of miles to and from overwintering and breeding areas. These areas significantly overlap AEP’s generation and transmission network.

Of the seven insect species within AEP’s operating territories that are listed as a candidate, threatened, or endangered species, six are considered to be a pollinator species or species which help move pollen between flowers. Pollinators provide vital support to our natural ecosystems, including food production. At AEP, we are taking multiple measures to protect pollinators and promote their well-being. This includes participating in the Electric Power Research Institute’s Power in Pollinators Program to research ways that electric utilities can support pollinator habitats and raise public awareness of their importance to society.

We also work to raise awareness about the importance of pollinators to our employees and communities. Each year, we organize an annual Pollinator Week in concert with peer utilities across the country. Through social media and other interactive communications, we share information about the role of pollinators in plant fertilization and AEP’s efforts to facilitate pollinator population growth through vegetation management.

Source Information – Nature Serve. 2015. *American Electric Power: Species Prioritization Brief*. Prepared by NatureServe for the Electric Power Research Institute, April 14, 2015; Environmental Law Institute, et al. 2011. *A practitioner’s handbook: Optimizing conservation and improving mitigation through the use of progressive approaches*. Presented by Cambridge Systematics to the National Cooperative Highway Research Program Project 25-25, Task 67; Brown, J.W. 2006. “Eco-Logical: An ecosystem approach to developing infrastructure projects.” Cambridge, Massachusetts: U.S. Department of Transportation; AEP 2023 [Corporate Sustainability Report](#).

Appendix 10: GRI 401-1 New Employee Hires and Employee Turnover

Diversity, Equity & Inclusion at AEP

AEP is committed to cultivating a diverse, equitable and inclusive work environment that supports the development and advancement of all. We foster an inclusive workplace that celebrates and values all forms of diversity including culture, background and diversity of thought while actively working to eliminate unconscious biases. In addition, we believe our workforce should generally reflect the diversity of our customers and the communities we serve so that we may better understand how to tailor our services to meet their expectations.

Diversity, equity and inclusion (DEI) is a strategic priority for AEP. We established four key principles to guide our efforts, including setting objectives to increase the inclusion and advancement of underrepresented groups, including gender, gender identity, racial and ethnic minorities and differently abled; establishing leadership accountability around DEI outcomes; building and maintaining a workforce that reflects the communities we serve; and, supporting the communities we serve so they will prosper. Our DEI progress is tied to enterprise, business unit and operating company annual incentive compensation objectives, which is measured through our annual employee culture survey.

DEI Strategic Priorities

Principle	Priority	Objectives
Leadership	Business Unit Objectives & Metrics	Establish leadership accountability around DEI outcomes <ul style="list-style-type: none"> • Set leader DEI targets for representation, talent development, learning and succession • Implement DEI leader accountability tool to track progress • Increase communication across the enterprise about DEI progress
Diverse Workforce	Talent Retention & Recruitment	Build and maintain a workforce that reflects the communities we serve <ul style="list-style-type: none"> • Increase the number of leaders from underrepresented groups within the enterprise and within successor pools
Inclusion	Employee Engagement	Promote an inclusive culture where all employees can thrive <ul style="list-style-type: none"> • Increase DEI engagement through programming, mentoring and development • Measure ERG participation and effectiveness
Community	Community Visibility	Support the communities we serve so they will prosper <ul style="list-style-type: none"> • Increase volunteerism and amplify community impact stories across service territories • Increase spend with small and diverse businesses within our home office and operating company communities

In addition, the Human Resources Committee of the Board of Directors provides oversight of our compensation and human resources policies and practices, including an annual review of our diversity, equity and inclusion strategy, results of our culture survey, pay equity and compliance with equal opportunity laws. We also monitor progress through our support and participation in a number of external partnerships and DEI commitments, including:

- [Paradigm for Parity®](#)
- [CEO Action for Diversity & Inclusion™ pledge](#)
- [Columbus Commitment: Achieving Pay Equity](#)
- [City of Tulsa’s Pay Equity Pledge in Oklahoma](#)
- [Take the Pledge for Action | NAM](#)
- [Business Roundtable’s Statement on the Purpose of a Corporation](#)
- [Edison Electric Institute \(EEI\) Advancing Racial Justice, Diversity, Equity, and Inclusion](#)

Building a culture where employees of all backgrounds feel welcome is a priority for AEP. In 2022, leaders and employees across the company worked together to help AEP achieve key DEI goals.

AEP DEI Strategy in Action

- **Inclusion, Diversity, Equity & Accessibility Summit** – AEP furthered DEI learnings through its first Inclusion, Diversity, Equity and Accessibility (I.D.E.A.) Summit in 2022.
- **Gallup Pulse Survey** – To learn more about employee sentiment regarding AEP’s DEI efforts and workplace equity, AEP launched the company’s first Pulse Survey in partnership with Gallup.
- **DEI Advisory Council** – AEP relaunched its DEI Advisory Council, which consists of decision-makers from across the company who own AEP’s DEI strategy.

- **Pay Equity Study** – AEP analyzes pay variances for female and minority employees to ensure equal and fair employee compensation, regardless of race or gender.
- **Affirmative Action Program** – In 2022, AEP’s Human Resources team developed 93 affirmative action plans for all AEP sites with more than 50 employees to improve minority and women representation across all areas of our business.
- **Employee Resource Groups** – AEP’s eight ERGs reflect the diverse makeup of our workforce and provide valuable insight into the diverse communities we serve.

Diversity, Equity & Inclusion Metrics

At AEP, we understand the importance of providing clear, accurate and consistent data and information in a timely manner. AEP’s ESG Data Center reflects our commitment to transparency by proactively sharing over 250 operational, financial, environmental, social and governance data points. In addition, AEP produces several supplemental reports, including; GRI, SASB and TCFD; discloses material corporate policies; and additional financial disclosures. This demonstrates that we are listening to our stakeholders and addressing issues that are most relevant for our business. Data below reflects year-end 2022. To learn more, please visit [AEP’s 2023 Corporate Sustainability Report](#).

Hires by Employee Category as a Percent of Total Hires - 2022		
Category	# of Hires	%
Female	490	25.5%
Male	1,429	74.5%
Total	1,919	
Native American or Alaska Native	45	2.3%
Asian	89	4.6%
Black or African American	135	7.0%
Hispanic or Latino	189	9.8%
Native Hawaiian or Pacific Islander	3	0.2%
Two or More Races	48	2.5%
White	1,377	71.8%

Hiring Rate Calculation Example: Female hiring rate = female hires/total new hires

Opportunities by Employee Category as a Percent of Total Opportunities - 2022		
Category	# of Opportunities	%
Female	363	24.5%
Male	1,119	75.5%
Total	1,482	
Native American or Alaska Native	24	1.6%
Asian	28	1.9%
Black or African American	100	6.7%
Hispanic or Latino	125	8.4%
Native Hawaiian or Pacific Islander	2	0.1%

Two or More Races	31	2.1%
White	1,163	78.5%
<i>Opportunity Rate Calculation Example: Female opportunity rate = female opportunities/total new opportunities</i>		

Turnover by Employee Category as a Percent of Total Turnover - 2022		
Category	# of Turnovers	%
Female	372	22.6%
Male	1,273	77.4%
Total	1,645	
Native American or Alaska Native	24	1.5%
Asian	45	2.7%
Black or African American	142	8.6%
Hispanic or Latino	108	6.6%
Native Hawaiian or Pacific Islander	0	0.0%
Two or More Races	35	2.1%
White	1,280	77.8%
<i>Turnover Rate Calculation Example: Female turnover rate = female turnover/total turnover</i>		

Employee Retention by Category as a Percent of Total Employees by Category - 2022			
Category	# of Retained Employees	Total # of Employees	%
Female	2,981	3,353	88.9%
Male	11,911	13,184	90.3%
Total	14,891	16,537	90.0%
Native American or Alaska Native	256	280	91.4%
Asian	366	411	89.1%
Black or African American	796	938	84.9%
Hispanic or Latino	1,345	1,453	92.6%
Native Hawaiian or Pacific Islander	9	9	100.0%
Two or More Races	231	266	86.8%
White	11,807	13,087	90.2%
<i>Retention Rate Calculation Example: Female retention rate = number of retained female employees / total female employees</i>			

Appendix 11: GRI 401-3 Number and retention rates of employees entitled to, that took, and that returned to work from parental leave

Metric	Male	Female
Report the number of employees by gender that were entitled to parental leave.	13,300	3,349
Report the number of employees by gender that took parental leave.	504	74
Report the number of employees who returned to work after parental leave ended, by gender.	502	71

Report the number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work by gender. *Represents parental leaves occurring in 2021 accounting for a full year of return-to-work post leave	489	56
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Return To Work Rate		
Male: 100%	Female: 96%	This rate was determined by dividing the total number of employees who had returned to work by the total number of employees who had taken parental leave.

Retention Rate		
Male: 93%	Female: 85%	This rate was determined by taking the number of parental leaves that occurred during 2021 (523 males, 84 females) and dividing that number by the number of employees still employed at AEP one year post leave (489 males, 71 females).

***Effective 4/1/23** the AEP Parental Leave Program was changed from 2 weeks of leave to the following benefit:

The Parental Leave Program offers six weeks (240 hours) of paid time off within a "rolling" 12-month period (approximately one year) to eligible fathers, mothers, domestic partners, and adoptive parents who wish to take time off to care for a newborn or newly adopted child or provide support for their family following birth or adoption. While on paid parental leave, employees will receive 100% of their pay, up to a maximum of six weeks (240 hours). Paid parental leave is limited to once every rolling 12 months. [FMLA](#) will run concurrent with the use of paid parental leave.

Full-time employees actively at work at the time of birth/adoption, and at the time leave is requested and taken, are eligible for paid parental leave. If the birthing parent is an AEP employee, time off in connection with the birth of the child is covered under both [Paid Maternity Leave](#) and Paid Parental Leave. Paid Parental Leave is a separate benefit that may be used in addition to Paid Maternity Leave, subject to the guidelines below.

Paid Parental Leave is automatically approved if taken within two-weeks post-birth (or conclusion of Paid Maternity Leave) and if taken in a single block of time. Intermittent leave may be approved but must be mutually agreed upon by the supervisor and the employee and must be documented on the Parental Leave Documentation form. Intermittent leave must be taken in increments of no less than one full scheduled workday. Barring a mutually agreed upon intermittent leave arrangement, any leave not taken within eight weeks post-birth (or conclusion of Paid Maternity Leave) will be forfeited. If Paid Parental Leave is forfeited, unpaid FMLA may still apply.

Appendix 12: GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men and Minority to Non-Minority

Basic Salary and Remuneration of Women to Men

Employee Category	Female Avg. Salary	Male Avg. Salary	Female/ Male % Average Salary	Female Average Remuneration	Male Average Remuneration	Female/Male % Average Remuneration
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Executive/Sr Level Officials	\$281,303	\$279,709	100.57%	\$546,664	\$656,793	83.23%
First/Midlevel Officials	\$133,701	\$130,367	102.56%	\$166,125	\$167,244	99.33%
Professional	\$91,464	\$103,257	88.58%	\$101,921	\$118,472	86.03%
Technicians	\$73,438	\$81,614	89.98%	\$86,176	\$101,867	84.60%
Administrative Support Workers	\$49,733	\$46,923	105.99%	\$54,994	\$51,663	106.45%
Craft Workers	\$77,993	\$89,491	87.15%	\$98,202	\$119,324	82.30%
Operatives	\$58,403	\$63,369	92.16%	\$64,781	\$75,506	85.80%
Laborers and Helpers	\$50,666	\$49,599	102.15%	\$50,666	\$52,759	96.03%
Service Workers	\$49,366	\$50,666	97.44%	\$53,297	\$56,217	94.81%

Basic Salary and Remuneration of Minority to non-minority Employees

Employee Category	Minority Avg. Salary	Non-minority Avg. Salary	Minority/non-minority % Average Salary	Minority Average Remuneration	Non-minority Average Remuneration	Minority/non-minority % Average Remuneration
Executive/Sr Level Officials	\$264,715	\$282,367	93.75%	\$491,311	\$650,936	75.48%
First/Midlevel Officials	\$127,608	\$131,503	97.04%	\$157,994	\$168,520	93.75%
Professional	\$96,959	\$100,712	96.27%	\$108,396	\$115,246	94.06%
Technicians	\$75,968	\$82,100	92.53%	\$92,049	\$102,562	89.75%
Administrative Support Workers	\$48,046	\$49,904	96.28%	\$53,241	\$55,070	96.68%
Craft Workers	\$88,932	\$89,253	99.64%	\$116,545	\$119,300	97.69%
Operatives	\$62,957	\$63,229	99.57%	\$72,792	\$75,915	95.89%
Laborers and Helpers	\$45,843	\$49,893	91.88%	\$48,877	\$52,744	92.67%
Service Workers	\$50,666	\$49,799	101.74%	\$55,566	\$54,343	102.25%

Appendix 13: GRI 406-1 Incidents of Discrimination and Corrective Actions Taken

2023 Response:

Disability – 8
Age – 1
Race – 1
Gender – 1
National Origin – 2
Retaliation – 6
Religion – 0

In 2022 AEP had a total of 7 discrimination cases filed with state agencies (EEOC) and 5 cases filed with the courts for a total of 12.

** Charges identified above may be the result of a single case with multiple charges (ex. A single individual may have opened a case with both disability and retaliation charges)*

Appendix 14: GRI EU11 Average Generation Efficiency

By State:

State	2022 Average Generation Efficiency (%)			
	Coal	Gas	Nuclear	All Fuels
AR	35.0%	28.7%		34.7%
IN	32.0%			32.0%
KY		32.9%		32.9%
LA		45.4%		45.4%
MI			33.1%	33.1%
OH		49.8%		49.8%
OK	32.5%	33.3%		33.0%
TX	30.2%	31.0%		30.3%
VA		27.7%		27.7%
WV	32.7%	27.9%		32.6%

By Operating Company:

Operating Company	2022 Average Generation Efficiency (%)			
	Coal	Gas	Nuclear	All Fuels
APCO	32.7%	46.3%		35.2%
I&M	32.0%		33.1%	32.8%
KPCO		32.9%		32.9%
PSO	32.5%	33.3%		33.0%
SWEPCO	32.2%	39.9%		33.9%

Generation Efficiency Data Notes:

1. Figures include AEP-operated plants only.
2. Figures are based on net generation and measured fuel usage.
3. Figures for coal also include some energy from secondary startup fuel (oil or gas).
4. The average generation figures listed are based on metered energy output (generator) and metered energy input (fuel consumption and heating value for fossil units; reactor calorific heat for nuclear units). The instruments used for these measurements are maintained and calibrated. We do not have a specific uncertainty value available.

Appendix 15: GRI EU12 Total Distribution and Transmission Losses

Losses and energy unaccounted for at the jurisdiction, state and company level are provided. These losses reflect what occurred in 2022. No estimate of technical/non-technical losses have been developed. (Chart on next page)

	Sales (GWh)	Energy Requirements (GWh)	Losses (GWh)	Loss Percentage
Jurisdiction Level				
APCo Virginia	16,139	17,333	1,194	6.9%
APCo West Virginia	11,890	12,821	931	7.3%
I&M Indiana	17,751	19,181	1,430	7.5%
I&M Michigan	2,954	3,247	293	9.0%
Kingsport Power	1,867	1,931	64	3.3%
Kentucky Power	5,470	5,910	441	7.5%
Ohio Power	44,651	47,115	2,465	5.2%
PSO	19,150	20,321	1,171	5.8%
SWEPCO-Arkansas	4,676	4,852	175	3.6%
SWEPCO-Louisiana	6,669	7,160	491	6.9%
SWEPCO-Texas	8,446	8,896	450	5.1%
TCC	29,383	30,972	1,589	5.1%
TNC	7,091	7,617	526	6.9%
Wheeling Power	4,824	4,952	128	2.6%
AEP Total	180,960	192,309	11,348	5.9%
State Level				
Arkansas	4,676	4,852	175	3.6%
Indiana	17,751	19,181	1,430	7.5%
Kentucky	5,470	5,910	441	7.5%
Louisiana	6,669	7,160	491	6.9%
Michigan	2,954	3,247	293	9.0%
Ohio	44,651	47,115	2,465	5.2%
Oklahoma	19,150	20,321	1,171	5.8%
Tennessee	1,867	1,931	64	3.3%
Texas	44,920	47,485	2,565	5.4%
Virginia	16,139	17,333	1,194	6.9%
West Virginia	16,714	17,773	1,059	6.0%
AEP Total	180,960	192,309	11,348	5.9%
Company				
AEP Ohio	44,651	47,115	2,465	5.2%
AEP Texas	36,474	38,589	2,115	5.5%
Appalachian Power Company	29,960	32,085	2,124	6.6%
Indiana Michigan Power Company	20,705	22,428	1,723	7.7%
Kentucky Power Company	5,470	5,910	441	7.5%
Kingsport Power Company*	1,867	1,931	64	3.3%

Public Service Company of Oklahoma	19,150	20,321	1,171	5.8%
Southwestern Electric Power Company	19,792	20,908	1,117	5.3%
Wheeling Power Company	4,824	4,952	128	2.6%
AEP Total	181,024	192,309	11,284	5.9%

*Note: Kingsport Power included APCo total.

Appendix 16: GRI EU 22 Population Displacement and Compensation

Company	Closed Transactions in 2022	Number of People Displaced in 2022
AEP Indiana Michigan Transmission Company, Inc.	1	2
AEP Ohio Transmission Company, Inc.	8	0
AEP Oklahoma Transmission Company, Inc.	1	0
AEP Texas Central Company	4	0
AEP Texas Central Company	2	0
AEP Texas North Company	5	0
AEP Texas North Company	6	0
AEP West Virginia Transmission Company, Inc.	2	8
Appalachian Power Company	9	0
Appalachian Power Company	3	0
Electric Transmission Texas, LLC	4	0
Indiana Michigan Power Company	8	10
Indiana Michigan Power Company	6	0
Kentucky Power Company	1	0
Ohio Power Company	5	6
Ohio Power Company	7	1
Public Service of Oklahoma	2	0
Public Service of Oklahoma	6	0
Public Service of Oklahoma	0	0
Public Service of Oklahoma	1	0
Southwestern Electric Power Company	6	0
Southwestern Electric Power Company	0	0
Southwestern Electric Power Company	10	0
Southwestern Electric Power Company-TX	1	0
Southwestern Electric Power Wind	6	0
AEP Total	104	27

When expanding or creating new generation or transmission facilities, AEP finds it necessary to acquire property, the company seeks to ensure that no economic displacement occurs. If properties are purchased for company use, AEP endeavors to enter into purchase agreements that compensate property owners in a fashion that precludes economic displacement.

We consider a person/people displaced once the purchase transaction has closed and the property is in AEP's name. In many cases, AEP continues to allow the property owner to continue living on or use the premises (with a lease agreement) up to the date we begin utilizing the site. Nevertheless, we consider the landowner/family displaced as of the date the property changes hands.

Appendix 17: EU-MA EU-DMA - Aspect: Provision of Information

AEP utilizes multiple communication channels to address the needs of all customer classes. For example, AEP provides a toll free TDD (Telecommunications Device for the Deaf) service that is available 24/7 for hearing impaired. All customers can access their AEP operating company website to perform a variety of functions: view bill, sign up for paperless billing, account balance information, payment and usage history, start/stop service, update phone number, mailing address, report power outages and make payments on their American Electric Power accounts. AEP allows for multiple payment options. Customers take advantage of our third-party vendors offering translation in a variety of languages. AEP also prints Braille bills for the visually impaired. The monthly customer bill messaging and inserts notify customers of many energy efficiency programs and other products and services.

- Customers can communicate with AEP via online, social media, IVR, phone, email, mail, and fax
- A TDD message is displayed on bills.
- All websites give access to the above-stated functions.
- Customers can make payments by phone, mail, at authorized payment stations, electronically through their financial institution, their operating company website or by participating in a checkless payment plan.
- Our third-party vendor, Language Select, translates bills in a variety of languages. Braille bills are processed through a vendor – The League of the Blind and Disabled.
- The Regulatory, Marketing, Energy Efficiency Programs and Corporate Communications groups submit bill messages and inserts.