



Statement of Policy on Affirmative Action under VEVRAA and Section 503 of the Rehabilitation Act

American Electric Power is a government contractor subject to the Vietnam Era Veterans Readjustment Assistance Act of 1974 (VEVRAA) and Section 503 of the Rehabilitation Act of 1973. In compliance with VEVRAA, it is the policy of the company to take affirmative action to employ and advance the employment of disabled veterans; recently separated veterans; active wartime or campaign badge veterans; and Armed Forces service medal veterans (collectively "qualified protected veterans").

In compliance with Section 503, it is the policy of the company to take affirmative action to employ and advance the employment of qualified individuals with disabilities. The company's policy is to base all employment decisions solely on valid job requirements. We do not discriminate against any employee or applicant for employment because he or she is a qualified protected veteran or a qualified individual with a disability. Employment decisions are based on merit, qualifications, and abilities. This policy applies to all employment actions, including but not limited to recruitment, hiring, promotion, transfer, layoff, recall, termination, compensation, and selection for training.

The company will make reasonable accommodations for qualified individuals, including qualified disabled veterans, with known disabilities unless doing so would result in undue hardship. We prohibit harassment, intimidation, threats, coercion, and discrimination against employees or applicants who engage in activities related to the administration of the laws cited in this policy or any laws requiring equal opportunities for qualified protected veterans or individuals with disabilities.

If you have a disability or are a qualified protected veteran and would like to be considered under the Affirmative Action Program, please contact the HR Service Center at 1-888-237-2363 or email hr@aep.com. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment.

As President & Chief Executive Officer of American Electric Power, I am committed to the principles of Affirmative Action under VEVRAA and Section 503 of the Rehabilitation Act. I have appointed Phillip Ulrich, Executive Vice President and Chief Human Resources Officer, as the Affirmative Action Officer. One of his duties is to establish and maintain an internal audit and reporting system to measure the company's programs effectively.

In furtherance of the company's policy regarding Affirmative Action, we have developed written Affirmative Action Plans (AAPs) for each covered establishment that set forth the policies, practices, and procedures we are committed to applying. AAPs are available for inspection by any employee or applicant for employment upon request during normal business hours by contacting the HR Service Center.



President and Chief Executive Officer

April 1, 2025
Date