AEP's 2025 SASB & GRI Standards Report

2025 GRI & SASB Standards Report – Statement of Use

AEP's 2025 GRI & SASB Standards report supplements the Company's Corporate Sustainability Report, providing a comprehensive view of additional quantitative metrics and qualitative narrative in guidance with the GRI Standards and Electric Utility Sector Supplement, as well as SASB's standards for Electric Utilities & Power Generators. These standards are voluntary reporting frameworks used by organizations around the world as a basis for providing decision-useful, industry-based disclosure on sustainability issues. This report is also in partial alignment with the ISSB S1 Standards: General Requirements for Disclosure of Sustainability-related Financial Information.

Quantitative data and qualitative statements reflect 2024 performance year.

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<table>
<tr><th>Data Request</th><th>Response</th></tr>
<tr><td colspan="2">Greenhouse Gas Emissions & Energy Resource Planning</td></tr>
<tr><td>IF-EU-110a.1
(1) Gross global Scope 1 emissions, percentage covered under
(2) emissions-limiting regulations, and
(3) emissions-reporting regulations</td><td>Performance Data</td></tr>
<tr><td>IF-EU-110a.2
Greenhouse gas (GHG) emissions associated with power deliveries</td><td>
<table>
<tr><th>Electric Company</th><th>State</th><th>CO_2 Lbs./MWh</th></tr>
<tr><td>AEP (Parent Company)[1]</td><td>--</td><td>1,079</td></tr>
<tr><td>AEP Ohio[2]</td><td>OH</td><td>953</td></tr>
<tr><td>Appalachian Power[3]</td><td>VA/WV</td><td>1,438</td></tr>
<tr><td>Indiana Michigan Power[4 and 5]</td><td>IN/MI</td><td>432</td></tr>
<tr><td>Kingsport Power</td><td>TN</td><td>933</td></tr>
<tr><td>Wheeling Power</td><td>WV</td><td>1,432</td></tr>
<tr><td>Public Service Company of Oklahoma[6]</td><td>OK</td><td>1,055</td></tr>
<tr><td>Southwestern Electric Power Company[7]</td><td>AR/LA/TX</td><td>1,258</td></tr>
<tr><td>Kentucky Power</td><td>KY</td><td>1,373</td></tr>
</table>
Notes:
- Rates shown are in CO_2 Lbs./MWh not CO_2e Lbs./MWh.
- Rates shown are equivalent to EEI Resource Mix Residual Rates.
- Competitive Businesses – AEP Generation Resources, AEP Energy Partners (AEP Texas/TNC), AEP Renewables, AEP Onsite Partners – not included.
1. Includes energy furnished without charge in electricity delivered from purchased power (Column G) (power purchased directly by customers from other providers).
2. Reflects AEP Ohio’s purchased generation used to serve Ohio Customers that did not chose an alternative supplier. MWh's and emission rates effected by REC activity.
3. APCO had REC sale activities. MWh's and emission rates impacted by REC activity.
4. I&M data includes 100% of Rockport 1 only.
5. I&M had REC sale activities. MWh's and emission rates impacted by REC activity.
6. PSO had REC sale activities. MWh's and emission rates impacted by REC activity.
7. SWEPCO had REC sale activities. MWh's and emission rates impacted by REC activity.</td></tr>
<tr><td>IF-EU-110a.3
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</td><td>Energy

Operational Excellence</td></tr>
</table>

Air Quality	
IF-EU120a.1 Air emissions of the following pollutants: (1) NOx (excluding N_2O) (2) SOx, (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg) Percentage of each in or near areas of dense population	Performance Data Toxic Release Inventory (TRI) Reporting
Water Management	
IF-EU140a.1 (1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Performance Data
IF-EU140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks	2025 Corporate Sustainability Report • Water Management
Coal Ash Management	
IF-EU150a.1 Amount of coal combustion residuals (CCR) generated; percentage recycled	Performance Data 2025 Corporate Sustainability Report • Waste Management
IF-EU150a.3 Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations	CCR Rule Compliance
Energy Affordability	
IF-EU-240a.1 Average retail electric rate for (1) residential (2) commercial (3) industrial customers	Retail rates for residential customers can be found on operating company websites. AEP Ohio AEP Texas Appalachian Power Indiana Michigan Power Kentucky Power Public Service Company of Oklahoma Southwestern Electric Power Company

IF-EU-240a.3 Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Performance Data
IF-EU-240a.4 Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	2025 Corporate Sustainability Report
Workforce Health and Safety	
IF-EU320a.1 (1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Performance Data
End-use Efficiency & Demand	
IF-EU-420a.2 Percentage of electric load served by smart grid technology	Performance Data
IF-EU-420a.3 Customer electricity savings from efficiency measures, by market	Performance Data **Energy Efficiency information by OpCo:** AEP Ohio AEP Texas Appalachian Power Indiana Michigan Power Kentucky Power Public Service Company of Oklahoma Southwestern Electric Power Company
Nuclear Safety & Emergency Management	
IF-EU540a.1 Total number of nuclear power units, broken down by results of most recent independent safety review	AEP has two nuclear power units operating at the Cook Nuclear Plant in Michigan Indiana Michigan Cook Nuclear Plant
IF-EU540a.2 Description of efforts to manage nuclear safety and emergency preparedness	Cook Nuclear Plant Emergency Plan 2024 Form 10K: Pdf pp. 23 & 27

<table>
<tr><th colspan="2">Grid Resiliency</th></tr>
<tr><td>IF-EU-550a.1
Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations</td><td>See page 14 of this report</td></tr>
<tr><td>IF-EU-550a.2
(1) System Average Interruption Duration Index (SAIDI)
(2) System Average Interruption Frequency Index (SAIFI)
(3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days</td><td>Performance Data</td></tr>
<tr><th colspan="2">Activity Metrics</th></tr>
<tr><td>IF-EU-000.A
Number of:
(1) residential
(2) commercial,
(3) industrial customers served</td><td>Performance Data</td></tr>
<tr><td>IF-EU-000.B
Total electricity delivered to:
(1) residential
(2) commercial
(3) industrial
(4) all other retail customers
(5) wholesale customers</td><td>2024 Form 10K: Pdf pg. 65, 68

<table><tr><th>Customer Type</th><th>Vertically Integrated and Transmission and Distribution Utilities Total (Millions of KWhs)</th></tr><tr><td>Residential</td><td>57,807</td></tr><tr><td>Commercial</td><td>60,794</td></tr><tr><td>Industrial</td><td>61,381</td></tr><tr><td>Other</td><td>3,013</td></tr><tr><td>Total Retail</td><td>182,995</td></tr><tr><td>Wholesale</td><td>16,537</td></tr><tr><td>Total KWhs</td><td>199,532</td></tr></table></td></tr>
<tr><td>IF-EU-000.C
Length of transmission and distribution lines</td><td>Performance Data</td></tr>
<tr><td>IF-EU-000.D
Total electricity generated, percentage by major energy source, percentage in regulated markets</td><td>Performance Data</td></tr>
<tr><td>IF-EU-000.E
Total wholesale electricity purchased</td><td>Performance Data</td></tr>
</table>

Metric Number	GRI Data Requests	AEP Response
GRI 2 General Disclosures 2021		
The Organization and its Reporting Practices		
GRI 2-1	Organizational Details	American Electric Power Company Inc. 1 Riverside Plaza Columbus, Ohio 43215-2373 614 716-1000 Regulated States Served: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia AEP Facts 2024 Form 10K
GRI 2-2	Entities included in the organization's sustainability reporting	AEP Businesses 2024 Form 10K PDF pg. 1
GRI 2-3	Reporting period, frequency and contact point	**Annual Reporting Period:** This Report covers data from January 1, 2024 – December 31, 2024 *Unless otherwise Stated **Contact Points:** See contacts stated on page 2
GRI 2-4	Restatements of information	No Significant Restatements
GRI 2-5	External assurance	2025 Corporate Sustainability Report Audit Statement Board Statement
Activities and Workers		
GRI 2-6	Activities, value chain, and other business relationships	**Activities:** Electricity Generation, Transmission and Distribution AEP Businesses **Markets Served:** Regulated Utilities: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia Other information: AEP Facts 2024 Form 10K For further supplier information, see appendix 2
GRI 2-7	Employees	See Appendix 1 or Performance Data

GRI 2-8	Workers who are not employees	2025 Corporate Sustainability Report • Safety & Health Business to Business
Governance		
GRI 2-9	Governance structure and composition	Board Facts & FAQ Board Committees AEP Leadership 2025 Proxy Statement Governance
GRI 2-10	Nomination and selection of the highest governance body	2025 Proxy Statement
GRI 2-11	Chair of the highest governance body	Independent Board Chair: Sara Martinez Tucker 2025 Proxy Statement
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement
GRI 2-13	Delegation of responsibility for managing impacts	
GRI 2-14	Role of the highest governance body in sustainability reporting	
GRI 2-15	Conflicts of interest	AEP's Principles of Corporate Governance AEP's Principles of Business Conduct pgs. 16-25 and 54-60
GRI 2-16	Communication of critical concerns	
GRI 2-17	Collective knowledge of the highest governance body	2025 Proxy Statement 2024 Form 10K AEP's Principles of Corporate Governance AEP's Principles of Business Conduct
GRI 2-18	Evaluation of the performance of the highest governance body	
GRI 2-19	Remuneration policies	
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	2025 Corporate Sustainability Report • About AEP • Energy • Operational Excellence
GRI 2-23	Policy commitments	2025 Corporate Sustainability Report • Risk Management Reports and Policies AEP Principles of Business Conduct
GRI 2-24	Embedding policy commitments	
GRI 2-25	Processes to remediate negative impacts	2025 Corporate Sustainability Report • Biodiversity
GRI 2-26	Mechanisms for seeking advice and raising concerns	AEP Principles of Business Conduct AEP's Supplier Code of Conduct AEP's Human Rights Policy
GRI 2-27	Compliance with laws and regulations	Political Engagement Environmental Compliance Political Engagement Policy AEP's Principles of Business Conduct AEP's Supplier Code of Conduct AEP's Human Rights Policy
GRI 2-28	Membership associations	
Stakeholder Engagement		
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement
GRI 2-30	Collective bargaining agreements	AEP's Supplier Code of Conduct AEP's Human Rights Policy
GRI 3 Material Topics 2021		
Disclosures on Material Topics		
GRI 3-1	Process to determine material topics	2025 Corporate Sustainability Report • AEP's Mission, Vision & Core Principles
GRI 3-2	List of material topics	
GRI 3-3	Management of material topics	

GRI 200		
Economic Impact		
GRI 3-3	Material Topic Management Approach: Economic Impact	See Appendix 3 2025 Corporate Sustainability Report Performance Data
GRI 201-1	Direct Economic Value Generated and Distributed	
GRI 201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	2025 Corporate Sustainability Report • Operational Excellence
GRI 201-3	Defined Benefit Plan Obligations and Other Retirement Plans	2025 Corporate Sustainability Report • Workforce Planning & Development
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	2025 Corporate Sustainability Report • Energy • Operational Excellence
GRI 203-2	Significant Indirect Economic Impacts	See Appendix 3 2025 Corporate Sustainability Report • Energy Performance Data
GRI 204-1	Proportion of Spending on Local Suppliers	2025 Corporate Sustainability Report • Supply Chain Management Performance Data
Ethics and Compliance		
GRI 3-3	Material Topic Management Approach: Ethics and Compliance	2025 Corporate Sustainability Report • Ethics and Compliance AEP's Principles of Business Conduct AEP's Anti-Corruption Policy
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	2024 Form 10K PDF page 63
GRI 207-1	Approach to tax	2024 Form 10K

GRI 300		
Materials		
GRI 301-1	Materials Used by Weight or Volume	2025 Corporate Sustainability Report • Waste Management Performance Data
GRI 301-2	Recycled Input Materials Used	
Facility Energy Consumption		
GRI 302-1	GRI 302-1 Energy Consumption Within the Organization	Performance Data
GRI 302-4	GRI 302-4 Reduction of Energy Consumption	
Water		
GRI 3-3	Material Topic Management Approach: Water	2025 Corporate Sustainability Report • Water Management Performance Data
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	2025 Corporate Sustainability Report • Biodiversity Performance Data
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 Performance Data
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	Performance Data
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	2025 Corporate Sustainability Report • Waste Management
GRI 306-1	Water Discharge by Quality and Destination	Performance Data
GRI 306-2	Waste by Type and Disposal Method	AEP's TRI Reports Performance Data 2025 Corporate Sustainability Report • Waste Management
GRI 306-3	Significant Spills	
GRI 306-4	Transport of Hazardous Waste	
GRI 400		
Employment: Benefits and Health & Safety		
GRI 3-3	Material Topic Management Approach: Benefits and Health and Safety	2025 Corporate Sustainability Report • Safety & Health AEP Benefits
GRI 401-1	New Employee Hires and Employee Turnover	See Appendix 10 Performance Data
GRI 401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	AEP Benefits
GRI 401-3	Parental Leave	See Appendix 11
GRI 403-1	Workers Representation in Formal Joint Management "Worker Health and Safety Committees	2025 Corporate Sustainability Report • Safety & Health Performance Data
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	
Workforce Development		
GRI 3-3	Material Topic Management Approach: Workforce Development	2025 Corporate Sustainability Report • Workforce Planning & Development Performance Data
GRI 404-1	Average Hours of Training Per Year Per Employee	
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	

Diversity and Inclusion		
GRI 3-3	Material Topic Management Approach: Diversity and Inclusion	2025 Corporate Sustainability Report • Culture AEP Leadership Board of Directors Performance Data
GRI 405-1	Diversity of Governance Bodies and Employees	
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 AEP's Supplier Code of Conduct
GRI 407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	
GRI 3-3	Material Topic Management Approach: Security Practices	2025 Corporate Sustainability Report • Enterprise Security • Safety & Health
Human Rights		
3-3	Material Topic Management Approach: Human Rights	AEP's Principles of Business Conduct AEP's Human Rights Policy AEP's Supplier Code of Conduct 2025 Corporate Sustainability Report • Ethics & Compliance
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	2025 Corporate Sustainability Report • Community Engagement
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	Political Engagement & Lobbying at AEP Political Engagement Policy

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 the AEP Network in 2024. Also, AEP continues to work with our third-party vendors to ensure that best practices around data protection are performed. 2025 Corporate Sustainability Report • 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	Performance Data
GRI EU2	Net Energy Output	Performance Data
GRI EU3	Number of Customer Accounts	Performance Data
GRI EU4	Length of Electrical Lines	Performance Data
EU-MA EU-DMA	Aspect Availability and Reliability	
GRI EU 10	Planned Capacity	2025 Corporate Sustainability Report • Operational Excellence
EU-MA EU-DMA	Aspect: Research and Development	2025 Corporate Sustainability Report • Operational Excellence
EU-MA EU-DMA	Aspect: Plant Decommissioning	2025 Corporate Sustainability Report • Operational Excellence Cook Nuclear Plant
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	2025 Corporate Sustainability Report • Biodiversity See appendix 6 and 9
GRI EU 15	Employees Eligible to Retire	Performance Data
GRI EU 18	Contractor H&S Training	2025 Corporate Sustainability Report • Safety & Health
GRI EU 22	Population Displacement and Compensation	See Appendix 16
GRI EU 25	Public Injuries and Fatalities	Performance Data
EU-MA EU-DMA	Aspect: Demand-Side Management	2025 Corporate Sustainability Report • Customer Care

EU-MA EU-DMA	Aspect: Disaster/Emergency Planning and Response	2025 Corporate Sustainability Report • Enterprise Security • Risk Management Cook Nuclear Plant
EU-MA EU-DMA	Aspect: Access	Performance Data
GRI EU 26	Unserved Population	
GRI EU 27	Disconnections for Non-Payment	Performance Data
GRI EU 28	Power Outage Frequency	Performance Data
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

2024 GRI Report Appendix

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

Reg/Temp	Full/Part	Male	Female	Not Specified	Total
Regular	Full-time	13,003	3,262	2	**16,267**
Regular	Part-time	2	16	0	**18**
Temporary Employee (Not Contractor)	Full-time	20	3	0	**23**
Temporary Employee (Not Contractor)	Part-time	16	6	0	**22**
Totals	/	**13,041**	**3,287**	**2**	**16,330**

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.

2023 EEO-1 Report (summary data):

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
	Male		Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	7	2	154	6	5	0	1	1	46	2	1	0	1	1	227
First/Mid-Level Officials and Managers	146	20	2241	83	44	1	41	35	480	42	20	0	6	11	3170
Professionals	318	119	3413	246	240	2	40	81	1276	180	110	1	29	33	6088
Technicians	132	13	1144	59	19	1	24	21	92	14	3	0	5	2	1529
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	11	100	117	31	3	0	3	9	593	162	7	0	20	20	1076
Craft Workers	585	8	3883	149	4	3	112	60	110	14	0	0	0	0	4928
Operatives	80	5	315	23	1	1	16	9	11	0	0	0	0	1	462
Laborers and Helpers	0	0	19	2	0	0	0	0	3	0	0	0	0	0	24
Service Workers	1	0	3	0	0	0	0	0	6	0	0	0	0	0	10
CURRENT 2023 REPORTING YEAR TOTAL	1280	267	11289	599	316	8	237	216	2617	414	141	1	61	68	17514

Notes:

1. Data as of Dec. 31, 2023
2. Year-end 2024 EEO-1 data will be published 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 more than 16,000 employees as of December 31, 2024. The number of employees created or supported an additional 18,767 indirect jobs and 24,390 induced jobs. The total job effect of AEP is 59,179. These jobs were accompanied by $7,090 million dollars labor income and through AEP activities had a gross regional product impact of $23,091 million dollars.

AEP Economic Impacts				
Impact	**Employment**	**Labor Income**	**Value Added**	**Output**
Direct	16,022	$3,022,565,939	$11,425,019,241	$25,644,736,171
Indirect	18,767	$2,642,835,377	$8,954,838,698	$17,047,881,010
Induced	24,390	$1,424,448,110	$2,710,740,894	$4,470,792,765
Total	**59,179**	**$7,089,849,426**	**$23,090,598,833**	**$47,163,409,946**

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

		Female		Male		Not Specified [3]	
State	**Minimum Wage- 2024**	**Starting Rate 2024**	**Percent**	**Starting Rate 2024**	**Percent**	**Starting Rate 2024**	**Percent**
Arkansas	$11.00	$24.03[2]	218%	$33.01	300%		
Indiana	$7.25	$17.00	234%	$17.00	234%		
Kentucky[1]	$7.25			$22.98	317%		
Louisiana	$7.25	$17.00	234%	$17.00	234%		
Michigan	$10.56	$23.00 [2]	218%	$25.30	240%		
Ohio	$10.70	$16.50	154%	$16.83	157%		
Oklahoma	$7.25	$17.00	234%	$17.00	234%		
Tennessee[1]	$7.25			$25.95	358%		
Texas	$7.25	$19.23	265%	$19.23	265%	$48.56	670%
Virginia	$12.41	$22.00	177%	$24.03	194%		
West Virginia	$8.75	$17.00	194%	$11.61	133%		

*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.

[1] In 2024 there were no female new hires in Kentucky or Tennessee.

[2] The observed decrease in starting salaries for new hires in certain states in 2024 compared to 2023 is likely due to a higher proportion of hires into positions with lower starting rates.

[3] 'Not Specified' employees are employees who chose not to specify a gender.

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, 2024, three company executives were selected from outside of the organization and service territory:

- Chief Executive Officer
- Vice President, Transformation
- Vice President, Chief Communications Officer

*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

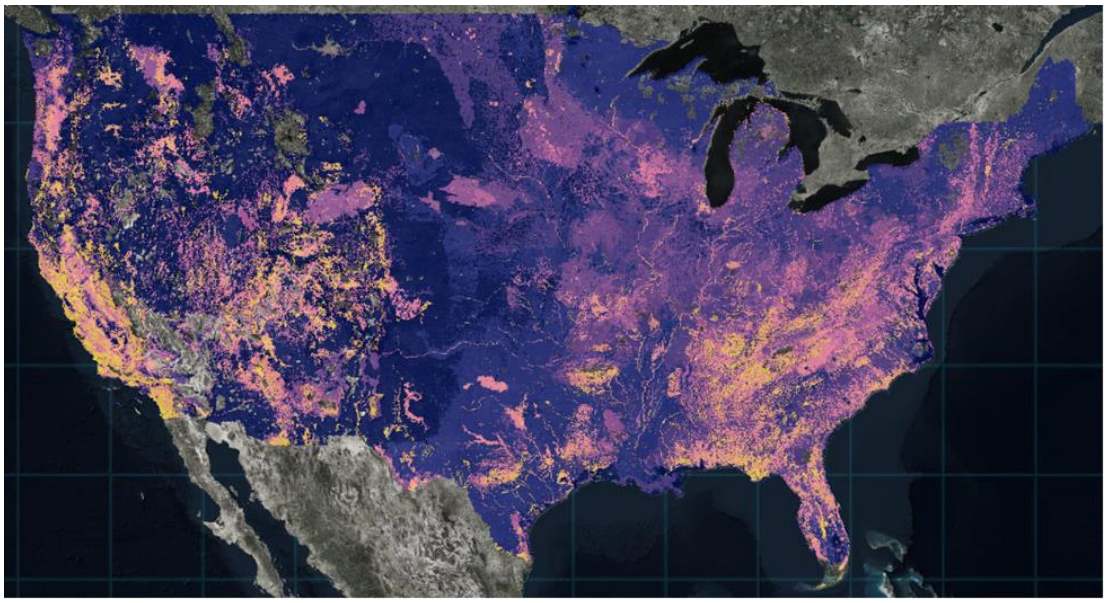
Appendix 6: GRI 304-1 Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas

AEP may own, lease or manage land around its power generating and transmission facilities. This includes power plant sites, office buildings, substations, transmission and distribution lines right-of-way, 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 approximately 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 or habitats. 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 Nature Serve 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 with potential high biodiversity as National Wildlife Refuges, National Forests, National Parks, National Grasslands, Bureau of Land Management, National Recreational Lands, National Monuments, National Register of Historic Places, National Cemeteries, National Scenic Rivers, State Forests, State Parks, State Nature Preserves, State Wildlife Management Areas, State Scenic Rivers and Tribal lands.

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) to develop a Habitat Conservation Plan 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 transmission and distribution assets. In addition, we have participated in a variety of research projects through the Electric Power Research Institute to support research on how utilities can assist with 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 [link to be added here].

Source Information - ArcGIS and Esri mapping tools; NatureServe and state Natural Heritage Programs (The Map of Biodiversity Importance [esri.com]); 2024 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 (or state equivalent) program and mitigated by the company as required and 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 (HCP), 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, 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 transmission-related 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 pass through trash racks and into turbines become susceptible to turbine-induced mortality. Based on entrainment and impingement studies conducted at some of our hydroelectric facilities, aquatic mortality has been considered low. However, at other hydro facilities, mitigation was necessary.

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 required to conduct FERC licensing has successfully completed this process.

Impacts of Wind Generation

AEP owns and operates wind facilities that have the potential to impact avian species. Bats are another species susceptible to impacts from wind facilities. To minimize and/or mitigate potential adverse impacts, wind facilities have been sited, constructed and are operated in accordance with the U.S. Fish and Wildlife Service's Land-based Wind Energy Guidelines.

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.

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 are current as of the end of 2024.

Required by Regulation

Wetland/Stream and Habitat Mitigations

Wetland, stream, and/or habitat mitigations involve setting aside sensitive 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 2,710 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 2024, 581 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

Nearly 100,000 acres (99,826) 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 70-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.

In 2025, our environmental stewardship efforts at the Flint Creek Power Plant received a 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 74,500 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, lands of the former AEP ReCreation Land property were 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, 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. In 2023, Pirkey Plant ceased coal combustion and management of the power plant reservoir.

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 public use. With 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 significant portion of the land to create a new state park named in honor of Jesse Owens, turning it over to the State of Ohio. 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.” A total of approximately 63 million trees have been planted over the past several decades.

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.

Habitat Protected or Restored

Habitat Restored, Protected or Enhanced	Reason for Protection/Restoration	Habitat Acreage	Habitat Designation/Use	Habitat characteristics
Required by Regulation				
Habitat Mitigations	Corp. permits, USFWS HCP requirements	2,249	Stream watersheds, American burying beetle habitat	Grasslands, upland forests
Wetland/Stream Mitigations	Corp. permits, FERC requirements	462	wetland/stream mitigation	wetlands, shorelines, streams
NSR Conservation Areas	Consent Decree	21,072	conservation and recreation areas	forests, prairies, grass lands, marine wetlands and forests, lake dunes, stream and river corridors, bird habitat
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	99,826	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	74,490	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	433	ROW, wind, solar or other infrastructure re-vegetation	Prairie and pollinator habitat

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 2022-2024 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 American Electric Power (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). 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	10
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 (ABB) 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. As part of this HCP, AEP is also incorporating coverage of three additional bat species including the Little Brown bat (under federal review), federally proposed tricolored bat, and federally-endangered Northern long-eared bat. This HCP is still 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.

On December 12, 2024, the U. S. Fish and Wildlife Service (the Service) proposed to list the monarch butterfly as threatened with species-specific protections and flexibilities to encourage conservation under section 4(d) of the Endangered Species Act. The proposed "threatened" status would provide protection to monarchs and their critical habitats, while the 4(d) rule is designed to encourage conservation efforts with flexibility and exemption for certain practices and land uses. 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.

We also work to raise awareness about the importance of pollinators to our employees and communities. 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 2022-2024 Corporate Sustainability Reports.

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

For additional context regarding AEP's workforce, please visit the Employee Commitment section of the 2025 Corporate Sustainability Report.

Inclusion Metrics:

Hires by Employee Category as a Percent of Total Hires – 2024		
Category	**# of Hires**	**%**
Female	400	30.8%
Male	897	69.1%
Not Specified	1	0.1%
Total	***1,298***	
Native American or Alaska Native	34	2.6%
Asian	42	3.2%
Black or African American	139	10.7%
Hispanic or Latino	133	10.2%
Native Hawaiian or Pacific Islander	0	0%
Two or More Races	42	3.2%
White	874	67.3%
Not Specified	34	2.6%
Hiring Rate Calculation Example: Female hiring rate = female hires/total new hires		

Opportunities by Employee Category as a Percent of Total Opportunities - 2024		
Category	**# of Opportunities**	**%**
Female	181	20.1%
Male	721	79.9%
Total	***902***	
Native American or Alaska Native	10	1.1%
Asian	17	1.9%
Black or African American	31	3.4%
Hispanic or Latino	67	7.4%
Native Hawaiian or Pacific Islander	0	0%
Two or More Races	13	1.4%
White	748	82.9%
Not Specified	16	1.8%
Opportunity Rate Calculation Example: Female opportunity rate = female opportunities/total new opportunities		

Turnover by Employee Category as a Percent of Total Turnover - 2024		
Category	**# of Turnovers**	**%**
Female	682	27.3%
Male	1,814	72.7%
Not Specified	1	0.04%
Total	***2,497***	
Native American or Alaska Native	28	1.1%
Asian	75	3.0%
Black or African American	196	7.9%
Hispanic or Latino	141	5.7%
Native Hawaiian or Pacific Islander	1	0.04%
Two or More Races	43	1.7%
White	1,958	78.4%
Not Specified	55	2.2%

Turnover Rate Calculation Example: Female turnover rate = female turnover/total turnover
The increase in turnover rate between 2023 and 2024 can be attributed to a voluntary severance effort AEP conducted in 2024.

Employee Retention by Category as a Percent of Total Employees by Category - 2024			
Category	**# of Retained Employees**	**Total # of Employees**	**%**
Female	2,938	3,569	82.3%
Male	12,252	13,955	87.8%
Not Specified	1	2	50.0%
Total	***15,191***	***17,526***	***86.7%***
Native American or Alaska Native	280	304	92.1%
Asian	388	452	85.8%
Black or African American	821	994	82.6%
Hispanic or Latino	1,394	1,521	91.7%
Native Hawaiian or Pacific Islander	7	8	87.5%
Two or More Races	274	310	88.4%
White	11,777	13,637	86.4%
Not Specified	250	300	83.3%

Retention Rate Calculation Example: Female retention rate = number of retained female employees / total female employees

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.	13,124	3,306
Report the number of employees by gender that took parental leave.	532	71
Report the number of employees who returned to work after parental leave ended, by gender.	525	67
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 2023 accounting for a full year of return to work post leave.	457	62

Return To Work Rate		
Male: 99%	Female: 94%	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.

Post-Leave Retention Rate		
Male: 91%	Female: 84%	This rate was determined by taking the number of employees still employed one year post leave (457 males 62 females) by the number of parental leaves that occurred during 2024. (504 males, 74 females).

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, the employee will receive 100% of 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 (*AEP's Maternity Leave provides for a standard paid leave period of six weeks of pay for childbirth and recovery immediately thereafter; this benefit stands independent of AEP's sick pay plan. While on maternity leave, employees receive 100% of their pay, up to a maximum of six weeks (240 hours)*) 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	Not Specified Avg. Salary	Not Specified Average Remuneration
Executive/Sr Level Officials	$289,099	$289,491	100%	$442,679	$472,780	94%		
First/Midlevel Officials	$143,852	$137,069	105%	$163,576	$164,686	99%		
Professional	$96,743	$109,098	89%	$102,625	$117,815	87%	$87,997	$90,502
Technicians	$78,375	$86,975	90%	$87,321	$104,105	84%		
Administrative Support Workers	$50,676	$47,947	106%	$53,701	$50,286	107%		
Craft Workers	$81,702	$95,891	85%	$98,851	$131,062	75%		
Operatives	$63,546	$71,325	89%	$67,158	$84,271	80%		
Laborers and Helpers	$53,750	$52,306	103%	$54,171	$53,261	102%		
Service Workers	$53,871	$53,750	100%	$56,619	$55,910	101%		

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	$266,728	$292,115	91%	$394,206	$473,953	83%
First/Midlevel Officials	$137,067	$138,524	99%	$158,704	$165,519	96%
Professional	$103,093	$106,326	97%	$110,020	$114,534	96%
Technicians	$81,690	$87,390	93%	$95,736	$104,415	92%
Administrative Support Workers	$49,172	$50,847	97%	$51,998	$53,825	97%
Craft Workers	$95,124	$95,582	100%	$129,339	$130,550	99%
Operatives	$71,118	$71,125	100%	$83,012	$84,186	99%
Laborers and Helpers	$50,944	$52,624	97%	$51,487	$53,586	96%
Service Workers	$53,750	$53,854	100%	$56,403	$56,447	100%

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

In 2024 AEP had a total of five discrimination cases filed with state agencies (EEOC) and three cases filed with the courts for a total of eight.

2024 Data Year Incidents:
Disability – 4
Age – 2
Race – 2
Gender – 3
National Origin – 0
Retaliation – 5
Religion – 0

Notes:

- Charges identified above may be the result of a single case with multiple charges and/or individuals filing with both a state agency and the courts (ex. A single individual opened a case with both disability and retaliation charges; Another, filed both with the EEOC and the Court).

Appendix 14: GRI EU11 Average Generation Efficiency

By Operating Company:

Operating Company	2024 Average Generation Efficiency			
	Coal	Gas	Nuclear	All Fuels
APCO	32.0%	45.2%		34.2%
I&M	34.2%		32.9%	33.1%
KPCO		33.3%		33.3%
PSO	31.6%	32.8%		32.6%
SWEPCO	32.2%	38.2%		34.1%

By State:

State	2024 Average Generation Efficiency			
	Coal	Gas	Nuclear	All Fuels
AR	34.4%	28.3%		34.0%
IN	34.2%			34.2%
KY		33.3%		33.3%
LA		44.2%		44.2%
MI			32.9%	32.9%
OH		49.9%		49.9%
OK	31.6%	32.8%		32.6%
TX	30.0%	30.2%		30.0%
VA		27.1%		27.1%
WV	32.0%	28.0%		31.8%

*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. In regard to confidence level, 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 2024. No estimate of technical / non-technical losses have been developed.

	Sales (GWh)	Energy Requirements (GWh)	Losses (GWh)	Loss Percentage
Jurisdiction Level				
APCo Virginia	15,360	16,472	1,112	6.7%
APCo West Virginia	11,669	12,652	982	7.8%
I&M Indiana	17,707	19,020	1,313	6.9%
I&M Michigan	2,979	3,258	278	8.5%
Kingsport Power	1,803	1,827	24	1.3%
Kentucky Power	5,396	5,750	354	6.2%
Ohio Power	48,661	51,407	2,746	5.3%
PSO	19,136	20,328	1,192	5.9%
SWEPCO-Arkansas	4,508	4,729	222	4.7%
SWEPCO-Louisiana	6,398	6,858	460	6.7%
SWEPCO-Texas	8,268	8,527	259	3.0%
TCC	31,338	31,875	536	1.7%
TNC	11,048	12,075	1,027	8.5%
Wheeling Power	4,963	5,072	109	2.1%
AEP Total	**189,234**	**199,848**	**10,613**	**5.3%**
State Level				
Arkansas	4,508	4,729	222	4.7%
Indiana	17,707	19,020	1,313	6.9%
Kentucky	5,396	5,750	354	6.2%
Louisiana	6,398	6,858	460	6.7%
Michigan	2,979	3,258	278	8.5%
Ohio	48,661	51,407	2,746	5.3%
Oklahoma	19,136	20,328	1,192	5.9%
Tennessee	1,803	1,827	24	1.3%
Texas	50,654	52,476	1,822	3.5%
Virginia	15,360	16,472	1,112	6.7%
West Virginia	16,633	17,724	1,091	6.2%
AEP Total	**189,234**	**199,848**	**10,613**	**5.3%**
Company				
AEP Ohio	48,661	51,407	2,746	5.3%

AEP Texas	42,386	43,949	1,563	3.6%
Appalachian Power Company	28,856	30,951	2,094	6.8%
Indiana Michigan Power Company	20,686	22,277	1,591	7.1%
Kentucky Power Company	5,396	5,750	354	6.2%
Kingsport Power Company*	1,803	1,827	24	1.3%
Public Service Company of Oklahoma	19,136	20,328	1,192	5.9%
Southwestern Electric Power Company	19,174	20,114	940	4.7%
Wheeling Power Company	4,963	5,072	109	2.1%
AEP Total	**189,258**	**199,848**	**10,589**	**5.3%**

*Note: Kingsport Power included in Appalachian Power total

Appendix 16: GRI EU 22 Population Displacement and Compensation

When, in the course of 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 actually utilizing the site. Nevertheless, we consider the landowner/family displaced as of the date the property changes hands.

Company	Closed Transactions	How Many Displaced People?
AEP Indiana Michigan Transmission Company, Inc.	2	0
AEP Ohio Transmission Company, Inc.	0	0
AEP Oklahoma Transmission Company, Inc.	11	0
AEP West Virginia Transmission Company, Inc.	1	0
AEP Texas Central Company	9	0
AEP Texas Central Company	7	2
AEP Texas North Company	3	0
AEP Texas North Company	3	0
AEP West Virginia Transmission Company, Inc.	6	3
Appalachian Power Company	25	14
Appalachian Power Company	11	9
Appalachian Power Company	4	0
Electric Transmission Texas, LLC	2	0
Indiana Michigan Power Company	0	0
Indiana Michigan Power Company	3	1

Kentucky Power Company	1	1
Kentucky Power Company	1	0
Kentucky Power Company	1	0
Kingsport Power Company	1	0
NM Renewable Development	1	0
Ohio Franklin Realty	3	0
Ohio Power Company	8	6
Ohio Power Company	10	0
Public Service of Oklahoma	1	0
Public Service of Oklahoma	2	0
Public Service of Oklahoma - Wind	1	0
Southwestern Electric Power Company	11	0
Southwestern Electric Power Company	1	0
Southwestern Electric Power Company	7	2
Southwestern Electric Power Company - TX	2	0
Southwestern Electric Power Company - TX	2	0
Southwestern Electric Power Company - Wind	1	0
Transource Pennsylvania	1	0
Wheeling Power Company	1	0
Flat Ridge IV Wind	1	0
	144	**38**

*Closed Transactions= Purchase land acquisitions closed

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 Autopay.
- 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.