

GRI STANDARDS REPORT

2022



2022 GRI Report

AEP's 2022 Corporate Sustainability Report (CSR) has been prepared in accordance with the GRI Standards Core Option. The GRI Standards are a voluntary reporting framework used by organizations around the world as a basis for sustainability reporting. The GRI Framework serves as a supplemental report to our CSR. We also disclose additional information through the GRI Electric Utility Sector Supplement, providing industry-specific information. Qualitative data and qualitative statements reflect 2021 performance year.

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GRI Indicator	GRI Data Requests	AEP Response
Organization overview		
GRI 102-1	Name of the Organization	American Electric Power Company Inc.
GRI 102-2	Activities, Brands, Products, and Services	Electricity Generation, Transmission, and Distribution AEP Businesses AEP Facts
GRI 102-3	Location of Headquarters	1 Riverside Plaza Columbus, Ohio 43215-2373 614 716-1000 AEP Facts
GRI 102-4	Location of Operations	Regulated States Served: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia AEP Facts
GRI 102-5	Ownership and Legal Form	2021 Form 10-K Pdf Pg. 1 and 15-18
GRI 102-6	Markets Served	Regulated Utilities: Arkansas, Indiana, Kentucky, Louisiana, Michigan, Ohio, Oklahoma, Tennessee, Texas, Virginia, West Virginia AEP Businesses
GRI 102-7	Scale of the Organization	Number of employees: Approx. 16,600 Net Revenues: \$16.79 Billion AEP Facts 2021 Form 10-K
GRI 102-8	Information on Employees and Other Workers	See appendix 1 *EEO-1 Report included on page 13
GRI 102-9	Supply Chain	Supply Chain Management AEP's Supplier Code of Conduct
GRI 102-11	Precautionary Principle or Approach	Risk Management
GRI 102-12	External Initiatives	Economic Impact Community Support Diversity Equity & Inclusion Environmental & Social Justice Customer Experience Broadband Access
GRI 102-13	Membership of Associations	Political Engagement

GRI 102-14	Statement From Senior Decision-maker	Chairman’s Message
GRI 102-15	Key Impacts, Risks, and Opportunities	2021 Form 10-K pg. 22-31 Risk Management Decarbonization Strategy AEP’s Climate Impact Analysis
GRI 102-16	Values, Principles, Standards, and Norms of Behavior	AEP’s Principles of Business Conduct
GRI 102-17	Mechanism for Advice and Concerns about Ethics	AEP’s Principles of Business Conduct pg. 54-60 AEP’s Supplier Code of Conduct pg. 5 AEP’s Human Rights Policy pg. 5
Governance		
GRI 102-18	Governance Structure	Board Facts & FAQ Board Committees AEP Leadership
GRI 102-19	Delegating Authority	Strategy Board Facts & FAQs
GRI 102-20	Executive-Level Responsibility for Economic, Environmental, and Social Topics	Strategy – ESG Governance & Oversight Board Statement AEP Leadership
GRI 102-21	Consulting Stakeholders on Economic, Environmental, and Social Topics	Stakeholder Engagement
GRI 102-22	Composition of the Highest Governance Body and its Committees	Board of Directors
GRI 102-23	Chair of the Highest Governance Body	Nicholas K. Akins, Chairman, President, and CEO Board of Directors
GRI 102-24	Nominating and Selecting the Highest Governance Body	2022 Proxy Statement
GRI 102-25	Conflicts of Interest	AEP’s Principles of Corporate Governance AEP’s Principles of Business Conduct pg. 16-25
GRI 102-26	Role of the Highest Governance Body in Setting Purpose, Values, and Strategy	Board Statement Strategy – ESG Governance & Oversight 2022 Proxy Statement
GRI 102-27	Collective Knowledge of Highest Governance Body	2022 Proxy Statement pg. 4-17
GRI 102-28	Evaluating the Highest Governance Body’s Performance	AEP’s Principles of Corporate Governance 2022 Proxy Statement
GRI 102-29	Identifying and Managing Economic, Environmental and Social Impacts	AEP’s Climate Impact Analysis Risk Management 2021 Form 10-K Strategy – Monitoring ESG Risks & Opportunities

GRI 102-30	Effectiveness of Risk Management Process	Risk Management
GRI 102-31	Review of Economic, Environmental and Social Topics	Strategy –ESG Governance & Oversight Stakeholder Engagement
GRI 102-32	Highest Governance Body’s Role in Sustainability Reporting	Strategy – ESG Governance & Oversight Board Statement Chairman’s Message
GRI 102-33	Communicating Critical Concerns	AEP’s Principles of Business Conduct pg. 54-60
GRI 102-34	Nature and Total Number of Critical Concerns	2022 Proxy Statement 2021 Form 10-K
Annual Compensation		
GRI 102-35	Remuneration Policies	2022 Proxy Statement
GRI 102-36	Process for Determining Remuneration	2022 Proxy Statement
GRI 102-37	Stakeholders Involvement in Remuneration	2022 Proxy Statement
GRI 102-38	Annual Total Compensation Ratio	2022 Proxy Statement pg. 78
GRI 102-39	Percentage Increase in Annual Total Compensation Ratio	2022 Proxy Statement pg. 78
Stakeholder Engagement		
GRI 102-40	List of Stakeholder Groups	Stakeholder Engagement
GRI 102-41	Collective Bargaining Coverage	Human Capital Management: - Labor Relations Section AEP’s Human Rights Policy pg. 2
GRI 102-42	Identifying and Selecting Stakeholders	Stakeholder Engagement
GRI 102-43	Approach to Stakeholder Engagement	Stakeholder Engagement
GRI 102-44	Key Topics and Concerns Raised	Strategy Stakeholder Engagement
Materiality and Topic Boundaries		
GRI 102-45	Entities Included in the Consolidated Financial Statements	AEP Businesses 2021 Form 10-K Pdf pg. 1
GRI 102-46	Defining Report Content and Topic Boundaries	Decarbonization Strategy Strategy Stakeholder Engagement
GRI 102-47	List of Material Topics	Strategy Stakeholder Engagement
GRI 102-48	Restatements of Information	No Significant Restatements
GRI 102-49	Changes in Reporting	No Significant Changes

GRI 102-50	Reporting Period	January 1, 2021 – December 31, 2021 *Unless otherwise stated
GRI 102-51	Date of Most Recent Report	AEP's 2022 Corporate Sustainability Report Released May 19, 2022
GRI 102-52	Reporting Cycle	Annual Strategy
GRI 102-53	Contact Point for Questions Regarding the Report	Sandra Nessing: smnessing@aep.com Melissa Tominack: matominack@aep.com Madeline Miller: mjmiller5@aep.com
GRI 102-54	Claims of Reporting in Accordance with the GRI Standards	GRI Core Option
GRI 102-55	GRI Content Index	This table is the GRI Index for AEP pg. 3-13
GRI 102-56	External Assurance	Audit Statement Board Statement
103-1	Explanation of the Material Topic and its Boundary	Strategy Stakeholder Engagement
Economic Impact		
GRI 103-1, 103-2, 103-3 Management Approach	Economic Performance	Chairman's Message 2021 Form 10-K Annual Report pg. 1 Strategy ESG Data Center – Operational and Financial
201-1	Direct Economic Value Generated and Distributed	Economic Impact Broadband Accessibility ESG Data Center – Operational and Financial Appendix 2
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	Decarbonization Strategy AEP's Climate Impact Analysis
201-3	Defined Benefit Plan Obligations and Other Retirement Plans	Human Capital Management : Caring For Our Workforce section
GRI 202-1	Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage	See appendix 3
GRI 202-2	Proportion of Senior Management Hired from The Local Community	See appendix 4
GRI 103-1, 103-2, 103-3 Management Approach	Indirect Economic Impacts	Economic Impact AEP's Climate Impact Analysis Pg. 78 ESG Data Center – Operational and Financial
GRI 203-1	Infrastructure Investments and Services Supported	Economic Impact Broadband Accessibility Decarbonization Strategy Grid Modernization Electrification

GRI 203-2	Significant Indirect Economic Impacts	Economic Impact ESG Data Center – Operational and Financial Appendix 2
GRI 103-1, 103-2, 103-3 Management Approach	Procurement Practices	See appendix 5
GRI 204-1	Proportion of Spending on Local Suppliers	Supply Chain Management
Ethics & Compliance		
GRI 103-1, 103-2, 103-3 Management Approach	Anti-corruption	AEP’s Anti-Corruption Policy AEP’s Principles of Business Conduct pg.14-25
GRI 205-1	Operations Assessed for Risks Related to Corruption	AEP’s Anti-Corruption Policy Ethics and Compliance AEP’s Principles of Business Conduct Pg. 13-20
GRI 205-2	Communication and Training about Anti-Corruption Policies and Procedures	Ethics and Compliance AEP’s Principles of Business Conduct pg. 13-24, 46-47
GRI 103-1, 103-2, 103-3 Management Approach	Anti-competitive Behavior	AEP’s Anti-Corruption Policy AEP’s Principles of Business Conduct pg. 18-19
GRI 206-1	Legal Actions for Anti-Competitive Behavior, Anti-trust, and Monopoly Practices	2021: 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. 17-26
GRI 207-1	Approach to tax	2021 Form 10-K Pg. 87-103, 236, 355-365
Materials		
GRI 301-1	Materials Used by Weight or Volume	Waste Management ESG Data Center – Environmental
GRI 301-2	Recycled Input Materials Used	Waste Management ESG Data Center – Environmental
Facility Energy Consumption		
GRI 103-1, 103-2, 103-3 Management Approach	Energy Management Approach	Decarbonization Strategy Grid Modernization Electrification Customer Experience: Energy Management section
GRI 302-1	GRI 302-1 Energy Consumption Within the Organization	See Appendix 6 Customer Experience: Energy Management section
GRI 302-4	GRI 302-4 Reduction of Energy Consumption	ESG Data Center – Operational and Financial

Water		
GRI 103-1, 103-2, 103-3 Management Approach	Water Management Approach	Water Management 2021 CDP Water Report ESG Data Center – Environmental
GRI 303-1	Water Withdrawal by Source	2021 CDP Water Report pg. 11-13 ESG Data Center – Environmental
GRI 303-2	Water Sources Significantly Affected by Withdrawal of Water	2021 CDP Water Report pg. 10-11 ESG Data Center – Environmental
GRI 303-3	Water Recycled and Reused	ESG Data Center: Environmental, Water Section 2021 CDP Water Report
Biodiversity		
GRI 103-1, 103-2, 103-3 Management Approach	Biodiversity Management Approach	See appendix 7
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 8
GRI 304-2	Significant Impacts of Activities, Products, and Services on Biodiversity	See appendix 9
GRI 304-3	Habitats Protected or Restored	See appendix 10
GRI 304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	See appendix 11
Emissions		
GRI 103-1, 103-2, 103-3 Management Approach	Emissions Management Approach	Decarbonization Strategy AEP’s Climate Impact Analysis
GRI 305-1	Direct (Scope 1) GHG Emissions	ESG Data Center: Environment, Emissions Section 2021 CDP Climate Report
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 103-1, 103-2, 103-3 Management Approach	Effluents and Waste Management Approach	Waste Management 2021 CDP Climate Report
GRI 306-1	Water Discharge by Quality and Destination	2021 CDP Water Report page 13-17

GRI 306-2	Waste by Type and Disposal Method	AEP's TRI Reports
GRI 306-3	Significant Spills	Waste Management
GRI 306-4	Transport of Hazardous Waste	ESG Data Center : Environment, Waste Section
GRI 306-5	Water Bodies Affected by Water Discharges and/or Runoff	2021 CDP Water Report pg. page 13, 49-66
Environmental Compliance		
GRI 103-1, 103-2, 103-3 Management Approach	Environmental Compliance Management Approach	AEP's Climate Impact Analysis Environmental Performance EHS Policy & Philosophy 2021 CDP Climate Report
GRI 307-1	Non-Compliance with Environmental Laws and Regulations	Environmental Performance
GRI 103-1, 103-2, 103-3 Management Approach	Supplier Environmental Assessment Management Approach	See appendix 12
Employment: Benefits and Health & Safety		
GRI 103-1, 103-2, 103-3 Management Approach	Employment Management Approach	Human Capital Management
GRI 401-1	New Employee Hires and Employee Turnover	See appendix 13 Human Capital Management
GRI 401-2	Benefits Provided to Full-Time Employees that are Not Provided to Temporary or Part-Time Employees	Human Capital Management : Caring for our Workforce Section
GRI 401-3	Parental Leave	See appendix 14
GRI 103-1, 103-2, 103-3 Management Approach	Management Approach: Labor/Management Relations	Human Capital Management
GRI 402-1	Minimum Notice periods regarding Operational Changes	AEP's Climate Impact Analysis Pg. 74 AEP Community Transition Website
GRI 103-1, 103-2, 103-3 Management Approach	Occupational Health and Safety Management Approach	
GRI 403-1	Workers Representation in Formal Joint Management "Worker Health and Safety Committees	Safety & Health at AEP
GRI 403-2	Types of Injury and Rates of Injury, Occupational Diseases, Lost Days, and Absenteeism, and Number of Work- Related Fatalities	Safety & Health at AEP ESG Data Center : Social, Safety & Health Section
GRI 403-3	Workers with High Incidence or High Risk of Diseases Related to their Occupation	Safety & Health at AEP
GRI 403-4	Health and Safety Topics Covered in Formal Agreements with Trade Unions	Safety & Health at AEP

Workforce Development		
GRI 103-1, 103-2, 103-3 Management Approach	Training and Education Management Approach	Human Capital Management
GRI 404-1	Average Hours of Training Per Year Per Employee	See appendix 15 Human Capital Management
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Human Capital Management
GRI 404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	See appendix 16
Diversity & Inclusion		
GRI 103-1, 103-2, 103-3 Management Approach	Diversity and Equal Opportunity Management Approach	Diversity Equity & Inclusion
GRI 405-1	Diversity of Governance Bodies and Employees	AEP Leadership Board of Directors ESG Data Center: Governance Section
GRI 405-2	Ratio of Basic Salary and Remuneration of Women to Men	See appendix 17
GRI 103-1, 103-2, 103-3 Management Approach	Non-discrimination Management Approach	AEP's Principles of Business Conduct Pg.10, 54-59 Diversity Equity & Inclusion
GRI 406-1	Incidents of Discrimination and Corrective Actions Taken	See appendix 18
Labor Practices & Decent work		
GRI 103-1, 103-2, 103-3 Management Approach	Freedom of Association and Collective Bargaining Management Approach	Human Capital Management: Labor Relations AEP's Human Rights Policy pg. 2
GRI 407-1	Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	
GRI 103-1, 103-2, 103-3 Management Approach	Child Labor Management Approach	See appendix 19
GRI 103-1, 103-2, 103-3 Management Approach	Forced or Compulsory Labor Management Approach	AEP's Human Rights Policy pg. 3
GRI 103-1, 103-2, 103-3 Management Approach	Security Practices Management Approach	Enterprise Security Safety & Health at AEP- Workplace Safety and Security
Human Rights		
GRI 410-1	Security Personnel Trained in Human Rights Policies or Procedures	Ethics & Compliance Enterprise security AEP's Human Rights Policy
GRI 103-1, 103-2, 103-3 Management Approach	Human Rights Assessment Management Approach	AEP's Principles of Business Conduct pg. 8-12 AEP's Human Rights Policy

GRI 412-1	Operations That Have Been Subject to Human Rights Reviews or Impact Assessments	Human Capital Management : Culture AEP's Principles of Business Conduct pg. 8, 11 AEP's Human Rights Policy
GRI 412-2	Employee Training on Human Rights Policies or Procedures	Ethics & Compliance AEP's Human Rights Policy pg. 5
Community Impacts		
GRI 103-1, 103-2, 103-3 Management Approach	Local Communities Management Approach	Community Support AEP's Climate Impact Analysis Pg. 74
GRI 413-1	Operations with Local Community Engagement, Impact Assessments, and Development Programs	Community Support AEP's Climate Impact Analysis Pg. 74
GRI 413-2	Operations with Significant Actual and Potential Negative Impacts on Local Communities	Environment and Social Justice Policy 2021 CDP Water Report pg. 78 AEP's Climate Impact Analysis Pg. 74 AEP Community Transition Website
GRI 103-1, 103-2, 103-3 Management Approach	Supplier Social Assessment Management Approach	See appendix 20 Business to Business
GRI 103-1, 103-2, 103-3 Management Approach	Public Policy Management Approach	Political Engagement Political Engagement Policy
GRI 415-1	Political Contribution	
GRI 103-1, 103-2, 103-3 Management Approach	Customer Health and Safety Management Approach	Safety and Health : Public Safety
Product Responsibility		
GRI 103-1, 103-2, 103-3 Management Approach	Marketing and Labeling Management Approach	Customer Experience AEP Businesses
Customer Privacy		
GRI 103-1, 103-2, 103-3 Management Approach	GRI 103-1, 103-2, 103-3 Customer Privacy Management Approach	See appendix 21 Enterprise Security Risk Management
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	
GRI 103-1, 103-2, 103-3 Management Approach	Socioeconomic Compliance Management Approach	Economic Impact Political Engagement

Electric Utility Sector Disclosures		
GRI EU1	Installed Capacity	ESG Data Center : Operational and Financial, Energy Section
GRI EU2	Net Energy Output	
GRI EU3	Number of Customer Accounts	ESG Data Center : Social, Customer Section

GRI EU4	Length of Electrical Lines	ESG Data Center : Operational and Financial, Grid Reliability Section
EU-MA EU-DMA	Aspect Availability and Reliability	
GRI EU 10	Planned Capacity	Strategy AEP's Climate Impact Analysis Decarbonization Strategy
EU-MA EU-DMA	Aspect: Research and Development	Decarbonization Strategy Grid Modernization Electrification
EU-MA EU-DMA	Aspect: Plant Decommissioning	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 22
GRI EU 12	Total Distribution and Transmission Losses	See Appendix 23
GRI EU 13	Biodiversity Offset Habitats	Biodiversity See appendix 6 and 9
GRI EU 15	Employees Eligible to Retire	ESG Data Center : Social, Workforce
GRI EU 18	Contractor H&S Training	Safety & Health
GRI EU 22	Population Displacement and Compensation	See Appendix 24
GRI EU 25	Public Injuries and Fatalities	Safety & Health
EU-MA EU-DMA	Aspect: Demand-Side Management	Customer Experience
EU-MA EU-DMA	Aspect: Disaster/Emergency Planning and Response	Risk Management Enterprise Security Cook Nuclear Plant
EU-MA EU-DMA	Aspect: Access	ESG Data Center : Social, Customer Section Broadband Accessibility Customer Experience
GRI EU 26	Unserved Population	Economic Impact Broadband Accessibility Customer Experience
GRI EU 27	Disconnections for Non-Payment	See appendix 25
GRI EU 28	Power Outage Frequency	ESG Data Center : Operational and Financial, Grid Reliability Section
GRI EU 29	Average Power Outage Duration	
GRI EU 30	Average Plant Availability Factor	
EU-MA EU-DMA	Aspect: Provision of Information	See appendix 26

2022 GRI Report Appendix

Appendix 1: GRI 102-8 Information on Employees and Other Workers

Reg/Temp	Full/Part	Male	Female	Total
Regular	Full-time	13,316	3,316	16,632
Regular	Part-time*	4	18	22
Temporary (Not including Contractors)	Full-time	21	5	26
Temporary (Not including Contractors)	Part-time	7	1	8

* 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.

State	Male	Female
AR	323	30
AZ	0	1
CA	8	7
CO	2	1
DC	3	6
FL	5	4
GA	2	1
HI	4	1
IL	76	28
IN	787	177
KS	1	1
KY	318	45
LA	511	204
MD	1	1
MI	1003	181
MN	5	2
MO	1	1
NC	2	3
NE	1	0
OH	4373	1508
OK	1335	361
OR	1	0
PA	12	2
SC	2	0
TN	67	11
TX	2107	341
VA	926	133
WA	3	0
WV	1469	290

2021 EEO-1 Report (summary data):

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

Notes:

1. Data as of Oct. 31, 2021

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

AEP’s employment presence within the United States creates economic impact within the various regions. AEP had 16,688 employees as of December 31, 2021. The number of employees created or supported an additional 20,722 indirect jobs and 22,073 induced jobs. The total job effect of AEP is 59,475. These jobs were accompanied by \$5,781 million dollars labor income and through AEP activities had a gross regional product impact of \$17,102 million dollars.

AEP Economic Impacts				
Impact	Employment	Labor Income	Value Added	Output
Direct	16,681	\$2,544,069,153	\$9,124,164,248	\$22,022,020,051
Indirect	20,722	\$2,250,652,287	\$6,146,671,322	\$13,572,332,448
Induced	22,073	\$985,976,460	\$1,831,632,037	\$3,284,782,282
Total	59,475	\$5,780,697,900	\$17,102,467,607	\$38,879,134,782

Appendix 3: GRI 202-1 Ratio of Standard Entry Level Wage by Gender Compared to Local Minimum Wage

State	Minimum Wage- 2020	Female		Male	
		Starting Rate 2019	Percent	Starting Rate 2019	Percent
Arkansas	\$11.00	\$21.19	193%	\$29.61	269%
Indiana	\$7.25	\$21.15	292%	\$17.79	245%
Kentucky	\$7.25	\$18.27	252%	\$21.29	294%
Louisiana	\$7.25	\$15.75	217%	\$15.50	214%
Michigan	\$9.87	\$21.15	214%	\$18.23	185%
Ohio	\$9.30	\$15.00	161%	\$13.00	140%
Oklahoma	\$7.25	\$14.75	203%	\$14.75	203%
Tennessee	\$7.25	\$18.27	252%	\$32.21	444%
Texas	\$7.25	\$18.99	262%	\$18.25	252%
Virginia	\$11.00	\$20.67	188%	\$20.77	189%
West Virginia	\$8.75	\$15.75	180%	\$15.75	180%

*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 4: GRI 202-2 Proportion of Senior Management Hired from the Local Community

While the selection of staff and senior management is based on a range of considerations, it is the company's policy to try to fill vacancies from within the organization. Leadership, knowledge, performance, and diversity are some of the factors considered in making selection decisions. Every effort is made to promote from within the organization; however, there are instances when the uniqueness of job requirements or skills necessitate expanding outreach to areas outside of the company or our service territory. During 2021, three company executives were selected from outside of the organization and service territory, including:

- Senior Vice President, Chief Human Resources Officer
- Vice President External Affairs & Customer Experience
- Vice President Applications & Business Solutions

*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 5: GRI 103-1, 103-2, 103-3 Management Approach: Procurement Practices

AEP seeks to maintain relationships with suppliers who are good stewards of the environment, ethically and morally responsible, focused on diversity and inclusion, and maintain an unwavering focus on safety and health. AEP manages procurement from a category management approach with business unit facing support. The Procurement policy establishes governance for competitive bidding and proper oversight controls. The purpose of AEP's management approach is to build fiduciary responsibility into the business processes that surround decisions and activities that have an influence on cost, quality, and delivery of goods and/or services as well as ensure that AEP's values are supported and/or furthered during these activities. Our Supplier Code of Conduct reflects expectations for suppliers to uphold AEP's values around safety and health, environmental performance, ethics and compliance, anti-bribery, human dignity, diversity and inclusion, and security. Suppliers are also accountable and responsible to adhere to all federal, state, and local laws and requirements.

At AEP, no aspect of our work is more important than safety and health, whether it is for an employee, a contractor or a member of the communities that we serve. Under our culture of Zero Harm, we believe that all injuries and occupational illnesses are preventable *Because We Care* that everyone goes home in the same condition as when they came to work. Our requirements are used in conjunction with the applicable AEP General Terms and Conditions for work performed across the AEP System. These requirements reflect AEP's minimum expectations regarding safety, health, and environmental practices and may exceed the requirements of federal, state, and local regulatory agencies. Contractor safety performance is monitored and evaluated during the performance of the contract by AEP representatives. If warranted by a contractor's poor safety performance, AEP may require the contractor to develop a safety improvement plan.

AEP's Supplier Diversity Program focuses on maximizing opportunities for diverse businesses, which include those owned by women, minorities [including Hispanic, African American, Asian American, Indian (subcontinent) and Native American], LGBTQ+, veterans and service-disabled veterans, as well as [HUBZone](#) and disadvantaged businesses. Our supplier diversity goal is to achieve 15% of our total managed spend with diverse suppliers [includes Tier 1 (prime) and Tier 2 (subcontractors) suppliers] by the end of 2025.

Appendix 6: GRI 302-1 Energy Consumption within the Organization, GRI 302-4 Reduction of Energy Consumption

Within our own operations, we take measures to reduce energy consumption. We reduced our kilowatt-hour (kWh) usage, normalized for weather, by approximately 38% in 2021, compared with the 2007 baseline, in nearly 215 buildings. This resulted in approximately \$7.9 million in cost savings.

We achieved these energy consumption reductions mostly through equipment investments, such as new lighting, heating and cooling systems, control systems installations along with employee education.

Location	kWh BASELINE (2007)	kWh ACTUAL USAGE (2021)	(DECREASE)/INCREASE	% kWh REDUCTION
1RP/Arena	27,405,740	14,599,800	(12,805,940)	-46.73%
APCO/KPCO	37,833,908	22,364,729	(15,469,179)	-40.89%
Corpus	22,224,407	14,232,647	(7,991,760)	-35.96%
I&M	17,396,777	10,396,928	(6,999,849)	-40.24%
Ohio	29,595,226	19,406,892	(10,188,334)	-34.43%
Tulsa	32,621,673	23,333,592	(9,288,081)	-28.47%
Grand Total	167,077,731	104,334,588	(62,743,143)	-37.55%

Appendix 7: GRI 103-1, 103-2, 103-3 Management Approach: Biodiversity

Many of AEP’s business decisions involve finding the right balance between environmental protection and economics. Compromises are often necessary, and it can be difficult to please all stakeholders involved. AEP is not immune to these issues and always strives to balance the needs of its stakeholders with the need to protect the environment.

As we build and maintain new and existing infrastructure across our service territory, such as transmission or renewable generation facilities, we are mindful of the potential impacts we may have on wildlife and ecosystems. This includes species protected under the Endangered Species Act, the Migratory Bird Treaty Act and the Bald and Golden Eagle Protection Act. 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, including, for example, adherence to the U.S. Fish & Wildlife Service’s (USFWS) voluntary Land-Based Wind Energy Guidelines.

We value and practice environmental stewardship and conservation across our service territory. Whether through reclaiming former industrial land for outdoor recreation, such as nature trails and campsites, or integrating conservation measures into new and rebuilt transmission lines, we take steps to preserve the natural ecosystem as we grow our business.

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. 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. Renewable wind and solar facilities are also owned and operated in California, Hawaii, Indiana, Michigan, Minnesota, Nevada, Oklahoma, and Texas.

Avoiding protected lands and areas of biodiversity, while also avoiding visual and cultural resources, is of great importance during new generation or transmission line siting. Some company properties are located adjacent to protected areas or areas of high biodiversity. 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. High biodiversity areas include national parks and forests and habitat for federal and state endangered species. If forested, freshwater or wetland ecosystem areas must be disturbed during the construction of new facilities, efforts are made to minimize the amount of habitat that is impacted. Once

construction starts, areas of high ecological value that are disturbed are replaced or restored through compensatory mitigation.

AEP is committed to operational excellence and complying with all applicable environmental regulations, while being good stewards of natural resources. One way we verify our compliance is through internal environmental audits. The audits provide additional focus on risk areas and provide assurance that compliance processes are robust, consistent and implemented system wide. In 2021, we conducted 26 audits of environmental compliance, which included inspections of 37 locations.

Environmental audits may reveal potential gaps in performance that are related to regulatory requirements and company procedures or policies. These could include areas such as recordkeeping, inspection criteria, training topics and equipment configuration. Auditors also recognize practices that go beyond regulatory requirements to bring about robust and sustained compliance. Although reports are site-specific, we aggregate and share results and best practices across the company to improve performance.

As an example of AEP's commitment to these principles, we have been testing the feasibility of using native seed mixes through research and site demonstrations. In 2016, we partnered with the Dawes Arboretum in Newark, Ohio to support research on the use of native vegetation on utility right-of-way (ROW) sites to support wildlife, biodiversity, and sustainability. The research study demonstrates the feasibility of economically incorporating native plants and pollinator habitats into ROWs through prairie establishment. The Dawes Arboretum project replicates a post-construction restoration scenario and uses a native prairie seed mix to meet these requirements. Researchers are documenting rich biodiversity and monitoring habitat quality, erosion control, and succession of prairie development. Rare species, such as the American Bumble Bee and the Wood Thrush, a priority watch list bird species, have also been documented at the research site. The study has found that the native seeding approach is suitable for use in transmission ROW sites when appropriate plant species are selected. Due to this innovative approach, AEP received a Technology Transfer Award for Integrated Vegetation Management from the Electric Power Research Institute (EPRI).

Appendix 8: 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, 917 miles, or less than 3 percent, 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.

To help determine which AEP steam electric facilities are located near areas of high biodiversity, we used the Nature Serve The Map of Biodiversity Importance (MoBI), which uses outputs from habitat suitability models for 2,216 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”). A major advantage of the MoBI maps is that the diversity of animals *and* plants is analyzed. 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.

AEP generation facilities were “mapped” onto the following three maps, which highlight areas with concentrations of imperiled species within the lower 48 states:

- Summed range-size rarity of imperiled species in the United States
- Richness of Imperiled Species in the United States
- Protection-weighted Range-size Rarity of Imperiled Species in the United States

Diversity ranges of low, medium and high were determined and those facilities near areas of “high” diversity, as well as those located near existing protected areas (Gap Status of 1 or 2 - managed for biodiversity) from the US Protected Areas database, were identified. An example of a previous mapping exercise for the Conesville Plant, which we no longer operate but still own surrounding property, and the Dresden Plant, is provided below. Note that facilities are in areas of high biodiversity as well as located near protected areas of high biodiversity.

Some company properties are located 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. High biodiversity areas include national parks and forests and habitat for federal and state endangered species.

Type of facility owned, leased or managed	Number of Sites	Adjacent Property Biodiversity Descriptions	Potential Impacts
Steam Electric	9	Unique forest, prairie and avian habitats; rare plants, fish and freshwater mussels; federally designated critical habitats	Entrainment, impingement, thermal discharges; avian impacts; habitat alteration
Retired Steam Electric	3	River refuge and National wildlife refuge	No impacts
Hydroelectric Projects	6	Unique wetland and avian habitats; rare fish, freshwater mussels, invertebrates and unique plant species	Flow alteration, land inundation, disruption of fish passage, turbine mortality
Transmission lines	917 miles	Federally designated critical habitat and National wildlife refuges; other federal or state lands	Avian impacts
Wind Farms	1	Unique biodiversity and avian habitats	Avian and bat impacts
Solar Projects	1	Critical habitat	Potential avian impacts

Forests/Tree Plantations	1	Preserve for exotic rare and endangered species	No impacts
Other	1	State Wildlife Area; mixed forest, brushlands, and wetlands	No impacts

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.

Appendix 9: 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.

In August 2021, AEP was awarded a federal grant from the USFWS Cooperative Endangered Species Conservation Fund to support the development of a multi-species HCP that will apply to our entire transmission system for 30 years. If approved, 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.

This HCP is notably the largest effort of its kind to date 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. This is similar to the work we have done to implement an approved HCP to protect the American burying beetle, which occurs in portions of Arkansas, Oklahoma and Texas.

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.

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 note, and in a much larger and more

general sense, the company recognizes its possible contribution to global climate change and its potential impacts. For more than a decade, AEP has engaged various stakeholders on the impacts, risks and opportunities associated with climate change. 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 for 2030 and 2050. We have already made excellent progress in reducing our own carbon footprint. Through 2021, we have achieved a carbon emissions reduction of 70%, from a 2000 baseline. We have set aggressive goals that we review annually and adjust as needed, which we did in 2019. In 2021, we completed and released a [climate scenario analysis](#), to better understand the risks and opportunities to our business from climate change.

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 Corporate Sustainability Report; [AEP Climate Impact Analysis Report](#).

Appendix 10: 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, and the management of tree plantations to encourage wildlife. 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 2021.

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 over 1,800 acres for mitigation purposes, mostly at steam electric, transmission, and hydroelectric projects (see Table below).

With the magnitude of our construction activities, it is conceivable that we will encounter, or potentially have an impact on, a range of species. One way we are addressing this is by working with the USFWS to establish Habitat Conservation Plans (HCPs). Learn more about this effort on page 19-20 of this report.

New Source Review Consent Decree Projects

On December 10, 2007, the United States District Court for the Southern District of Ohio entered a Consent Decree between AEP, the United States Department of Justice on behalf of the U.S. Environmental Protection Agency, eight states and 13 environmental organizations, regarding alleged violations of the New Source Review provisions of the Clean Air Act. Pursuant to the Consent Decree, AEP provided \$10 million for the acquisition and/or restoration of ecologically significant areas in Indiana, Kentucky, Ohio, North Carolina, Pennsylvania, Virginia and West Virginia. In addition, AEP provided \$3 million in Project Dollars to fund nitrogen impact mitigation projects in the Chesapeake Bay watershed. AEP has made biodiversity protection and enhancement key factors in the selection of

projects to meet this obligation. As of December 31, 2021, approximately 20,890 acres have been purchased or protected as part of this program.

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 137,000 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

In 2020, 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, all open to the public. Flint Creek recently donated 966 tree pots to the Watershed Conservation Resource Center for growing seedlings that will ultimately be planted along stream banks for stabilization and ecological improvements. There are plans to increase the number of wildlife viewing structures at the Flint Creek Eagle Watch in the near future.

Flint Creek has held certification under the WHC's Corporate Lands for Learning and Wildlife at Work programs since 2004 and 2002, respectively, and since 2016 when the two programs were combined into the Conservation Certification. Our most recent certification extends through December 2022, which is indicative of the decades of dedication and commitment to environmental stewardship by the Flint Creek team.

Wildlife Management Areas

Over 32,000 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).

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 Ohio Department of Natural Resources, 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 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 poised to become one of the State's largest parks once future sales are complete, attracting hundreds of thousands of visitors each year for fishing, canoeing, hiking, camping and other outdoor activities. The transfer of land to the Ohio Department of Natural Resources (ODNR) continues, 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.

AEP domestically 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	1,476	Stream watersheds, American burying beetle habitat	Grasslands, upland forests
Wetland Mitigations	Corp. permits, FERC requirements	438	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	24	prairie re-vegetation	Prairie and pollinator habitat
Voluntary Protections and Donations				
Conservation Areas	Corporate stewardship	137,436	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	32,625	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	301	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 Corporate Sustainability Reports.

Appendix 11: 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. Excluding state-listed species, a total of 112 endangered or threatened 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	6
Birds	11
Mammals (excluding bats)	4
Flowering plants	23
Insects	7
Reptiles	7
Snails	1
Crustacea	3
Total number of species	112

With the magnitude of our construction activities, it is conceivable that we will encounter, or potentially have an impact on, a range of species. One way we are addressing this is by working with the USFWS to establish Habitat Conservation Plans (HCPs). Learn more about this effort on page 19-20 of this report.

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 EPRI'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.

During the 2021 pollinator week, AEP hosted virtual events including an employee webinar with over 130 participants that focused on the value of drawing beneficial insects to gardens as a form of pest control. AEP was also invited to host a spotlight session during the EPRI Pollinator Power Party where we shared our pollinator efforts across our service territory followed by an interactive Q&A session featuring AEP's Environmental services team and AEP employees doubling as beekeepers.

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 Corporate Sustainability Report.

Appendix 12: GRI 103-1, 103-2, 103-3 Management Approach: Supplier Environmental Assessment

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 13: GRI 401-1 New Employee Hires and Employee Turnover

Hires in 2021

State	Gender	Active Employees	hires Total	Hires Under 30	% Hires Under 30	Hires 30 to 50	% Hires 30 to 51	Hires Over 50	% Hires Over 50
AR	M	332	8	5	62.5%	3	37.5%	0	0%
AR	F	28	3	1	33.3%	2	66.7%	0	0%
AZ	M	1	0	0	0%	0	0%	0	0%
AZ	F	1	0	0	0%	0	0%	0	0%
CA	M	8	4	2	50%	1	25%	1	25%
CA	F	10	1	1	100%	0	0%	0	0%
CO	M	2	0	0	0%	0	0%	0	0%
CO	F	2	1	0	0%	0	0%	1	100%
DC	M	2	0	0	0%	0	0%	0	0%
DC	F	5	2	0	0%	2	100%	0	0%
FL	M	6	0	0	0%	0	0%	0	0%
FL	F	2	0	0	0%	0	0%	0	0%
GA	M	2	0	0	0%	0	0%	0	0%
GA	F	0	0	0	0%	0	0%	0	0%
HI	M	4	0	0	0%	0	0%	0	0%
HI	F	1	0	0	0%	0	0%	0	0%
IL	M	85	3	2	66.7%	1	33.3%	0	0%
IL	F	29	4	0	0%	4	100%	0	0%
IN	M	862	64	34	53.1%	25	39.1%	5	7.8%
IN	F	183	12	3	25%	6	50%	3	25%
KS	M	1	0	0	0%	0	0%	0	0%
KS	F	1	0	0	0%	0	0%	0	0%
KY	M	342	20	10	50%	10	50%	0	0%
KY	F	49	2	0	0%	2	100%	0	0%
LA	M	509	26	20	76.9%	6	23.1%	0	0%
LA	F	225	9	2	22.2%	7	77.8%	0	0%
MD	M	1	0	0	0%	0	0%	0	0%
MD	F	1	0	0	0%	0	0%	0	0%
MI	M	1015	52	25	48.1%	26	50%	1	1.9%
MI	F	184	16	3	18.8%	10	62.5%	3	18.8%
MN	M	1	2	1	50%	1	50%	0	0%
MN	F	1	1	0	0%	0	0%	1	100%
MO	M	0	1	0	0%	0	0%	1	100%
MO	F	1	0	0	0%	0	0%	0	0%
NC	M	3	0	0	0%	0	0%	0	0%

State	Gender	Active Employees	hires Total	Hires Under 30	% Hires Under 30	Hires 30 to 50	% Hires 30 to 51	Hires Over 50	% Hires Over 50
NC	F	3	0	0	0%	0	0%	0	0%
NE	M	1	0	0	0%	0	0%	0	0%
NE	F	1	0	0	0%	0	0%	0	0%
OH	M	4299	423	192	45.4%	188	44.4%	43	10.2%
OH	F	1447	212	86	40.6%	90	42.5%	36	17%
OK	M	1316	132	65	49.2%	52	39.4%	15	11.4%
OK	F	335	46	9	19.6%	24	52.2%	13	28.3%
OR	M	2	0	0	0%	0	0%	0	0%
OR	F	0	0	0	0%	0	0%	0	0%
PA	M	13	1	0	0%	1	100%	0	0%
PA	F	2	0	0	0%	0	0%	0	0%
SC	M	1	1	0	0%	1	100%	0	0%
SC	F	0	0	0	0%	0	0%	0	0%
TN	M	65	1	1	100%	0	0%	0	0%
TN	F	12	1	0	0%	1	100%	0	0%
TX	M	2126	147	82	55.8%	60	40.8%	5	3.4%
TX	F	336	27	9	33.3%	15	55.6%	3	11.1%
VA	M	917	62	41	66.1%	16	25.0%	5	8.0%
VA	F	131	16	5	31.3%	8	50%	3	18.8%
WA	M	1	0	0	0%	0	0%	0	0%
WA	F	0	0	0	0%	0	0%	0	0%
WV	M	1563	78	46	59%	29	37.2%	3	3.8%
WV	F	316	16	5	31.3%	9	56.3%	2	12.5%

Terminations in 2021

State	Gender	Total Terminations	Terms Under 30	% Terms Under 30	Terms 30 to 50	% Terms 30 to 50	Terms Over 50	% Terms Over 50
AR	M	18	1	5.6%	4	22.2%	13	72.2%
AR	F	3	0	0%	1	33.3%	2	66.7%
AZ	M	1	0	0%	1	100%	0	0%
AZ	F	0	0	0%	0	0%	0	0%
CA	M	2	0	0%	2	100%	0	0%
CA	F	6	2	33.3%	3	50%	1	16.7%
CO	M	0	0	0%	0	0%	0	0
CO	F	1	0	0%	1	100%	0	0
DC	M	0	0	0%	0	0%	0	0

State	Gender	Total Terminations	Terms Under 30	% Terms Under 30	Terms 30 to 50	% Terms 30 to 50	Terms Over 50	% Terms Over 50
DC	F	0	0	0%	0	0%	0	0
FL	M	2	0	0%	0	0%	2	100%
FL	F	0	0	0%	0	0%	0	0
GA	M	0	0	0%	0	0%	0	0
GA	F	0	0	0%	0	0%	0	0
HI	M	0	0	0%	0	0%	0	0
HI	F	0	0	0%	0	0%	0	0
IL	M	11	3	27.3%	7	63.6%	1	9.1%
IL	F	3	0	0%	3	100%	0	0%
IN	M	101	12	11.9%	23	22.8%	66	65.3%
IN	F	17	0	0%	4	23.5%	13	76.5%
KS	M	0	0	0%	0	0%	0	0
KS	F	0	0	0%	0	0%	0	0
KY	M	31	1	3.2%	4	12.9%	26	83.9%
KY	F	5	0	0%	3	60%	2	40%
LA	M	34	5	14.7%	7	20.6%	22	64.7%
LA	F	27	4	14.8%	13	48.1%	10	37%
MD	M	0	0	0%	0	0%	0	0%
MD	F	0	0	0%	0	0%	0	0%
MI	M	105	13	12.4%	19	18.1%	73	69.5%
MI	F	19	3	15.8%	4	21.1%	12	63.2%
MN	M	0	0	0%	0	0%	0	0%
MN	F	0	0	0%	0	0%	0	0%
MO	M	0	0	0%	0	0%	0	0%
MO	F	0	0	0%	0	0%	0	0%
NC	M	1	0	0%	1	100%	0	0%
NC	F	0	0	0%	0	0%	0	0%
NE	M	1	0	0%	0	0%	1	100%
NE	F	1	0	0%	0	0%	1	100%
OH	M	371	74	19.9%	137	36.9%	160	43.1%
OH	F	158	47	29.7%	63	39.9%	48	30.4%
OK	M	119	27	22.7%	29	24.4%	63	52.9%
OK	F	23	3	13%	7	30.4%	13	56.5%
OR	M	0	0	0%	0	0%	0	0%
OR	F	0	0	0%	0	0%	0	0%
PA	M	2	1	50	1	50	0	0%
PA	F	0	0	0%	0	0%	0	0%
SC	M	1	0	0%	0	0%	1	100%
SC	F	0	0	0%	0	0%	0	100%

State	Gender	Total Terminations	Terms Under 30	% Terms Under 30	Terms 30 to 50	% Terms 30 to 50	Terms Over 50	% Terms Over 50
TN	M	2	0	0%	0	0%	2	100%
TN	F	1	0	0%	0	0%	1	100%
TX	M	167	22	13.2%	38	22.8%	107	64.1%
TX	F	25	6	24%	3	12%	16	64%
VA	M	51	11	21.6%	15	29.4%	25	49%
VA	F	13	4	30.8%	2	15.4%	7	53.8%
WA	M	0	0	0%	0	0%	0	0%
WA	F	0	0	0%	0	0%	0	0%
WV	M	179	16	8.9%	54	30.2%	109	61%
WV	F	46	7	15.2%	15	32.6%	24	52.2%

Turnover in 2021

State	Gender	Percent Turnover Under 30	Percent Turnover 30-50	Percent Turnover Over 50
AR	M	0.3%	1.2%	3.9%
AR	F	0%	36.0%	7.1%
AZ	M	0%	100%	0%
AZ	F	0%	0%	0%
CA	M	0%	25%	0%
CA	F	20%	30%	10%
CO	M	0%	0%	0%
CO	F	0%	50%	0%
DC	M	0%	0%	0%
DC	F	0%	0%	0%
FL	M	0%	0%	33.3%
FL	F	0%	0%	0%
GA	M	0%	0%	0%
GA	F	0%	0%	0%
HI	M	0%	0%	0%
HI	F	0%	0%	0%
IL	M	3.5%	8.2%	1.1%
IL	F	0%	10.3%	0%
IN	M	1.4%	2.7%	7.7%
IN	F	0%	2.2%	7.2%
KS	M	0%	0%	0%
KS	F	0%	0%	0%
KY	M	0.3%	1.2%	7.6%
KY	F	0%	6.1%	4.1%

State	Gender	Percent Turnover Under 30	Percent Turnover 30-50	Percent Turnover Over 50
LA	M	1%	1.4%	4.3%
LA	F	1.8%	5.8%	4.4%
MD	M	0%	0%	0%
MD	F	0%	0%	0%
MI	M	1.3%	1.9%	7.2%
MI	F	1.6%	2.2%	6.5%
MN	M	0%	0%	0%
MN	F	0%	0%	0%
MO	M	0%	0%	0%
MO	F	0%	0%	0%
NC	M	0%	33.3%	0%
NC	F	0%	0%	0%
NE	M	0%	0%	100%
NE	F	0%	0%	100%
OH	M	1.7%	3.2%	3.7%
OH	F	3.2%	4.4%	3.3%
OK	M	2.1%	2.2%	4.8%
OK	F	0.9%	2.1%	3.9%
OR	M	0%	0%	0%
OR	F	0%	0%	0%
PA	M	7.7%	7.7%	0%
PA	F	0%	0%	0%
SC	M	0%	0%	100%
SC	F	0%	0%	0%
TN	M	0%	0%	3.1%
TN	F	0%	0%	8.3%
TX	M	1%	1.8%	5%
TX	F	1.8%	0.9%	4.8%
VA	M	1.2%	1.6%	2.7%
VA	F	3.1%	1.5%	5.3%
WA	M	0%	0%	0%
WA	F	0%	0%	0%
WV	M	1%	3.5%	7%
WV	F	2.2%	4.7%	7.6%

Appendix 14: 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.	13,334	3,314
Report the number of employees by gender that took parental leave.	338	67
Report the number of employees who returned to work after parental leave ended, by gender.	337	65
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 2020 account for a full year of return-to-work post leave	384	62

Return To Work Rate		
Male: 100%	Female: 97%	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: 96%	Female: 98%	This rate was determined by taking the number of parental leaves that occurred during 2020 and dividing that number by the number of employees still employed at AEP one year post leave.

The Parental Bonding Leave Program offers 80 hours of paid time off within a "rolling" 26-pay period timeframe (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 his or her family following birth or adoption.

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 bonding leave. If the birth mother is an AEP employee, her time off in connection with the birth of the child is covered under the AEP Sick Leave Policy. Parental Bonding Leave is a separate benefit that may be used in addition to sick leave, subject to the guidelines below.

Up to 80 hours of Parental Bonding Leave may be taken at any time, in full workday intervals, within the 26 pay periods (approximately one year) following adoption or birth, subject to supervisory approval.

Parental Bonding Leave runs concurrently with 12-week leave benefits under FMLA. Employees are required to take paid leave prior to unpaid leave under FMLA.

AEP's sick pay plan provides paid time off for childbirth and recovery, as well as for prenatal care and diagnostics prior to the birth of your child.

The standard leave period for maternity leave is six weeks after childbirth. If you experience complications requiring additional time off, you will be asked to provide supporting documentation to AEP's Integrated Disability Management (IDM) Recovery Center. While on maternity leave, you'll receive either 100% or 60% of your pay based on your years of service, up to a maximum of 1,040 hours of sick pay within the last 26 pay periods.

In addition to sick leave, you may use other paid time off such as vacation, personal days, and parental bonding leave to extend your time off. Also, if you qualify for leave under the Family Medical Leave Act (FMLA), you may take any remaining unpaid leave available.

Appendix 15: GRI 404-1 Average Hours of Training per Year per Employee

Employee Category	Total Hours	Distinct Users	Average Hours
Administrative Support Workers	11,310	1,222	9
Craft Workers	346,555	4,968	70
Executive/Sr Level Officials	2,975	251	12
First/Mid-Level Officials	115,440	3,179	36
Laborers and Helpers	1,892	47	40
Operatives	37,788	496	76
Professionals	134,692	6,079	22
Service Workers	533	12	44
Technicians	68,343	1,548	44
Total	719,528	17,802	40

Gender	Total Hours	Distinct Users	Average Hours
F	58,453	3,594	16
M	661,076	14,208	47
Total	719,528	17,802	40

Appendix 16: GRI 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews

Gender	Employees With Performance Coaching Forms	Total Employees	% of Employees with Performance Coaching Forms
M	8,986	13,348	67.32%
F	2,976	3,340	89.10%
Total	11,962	16,688	71.68%

Appendix 17: GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men

Employee Category	State	Female Avg. Salary	Male Avg. Salary	Female/ Male % Average Salary	Female Average Remuneration	Male Average Remuneration	Female/Male % Average Remuneration
Executive/Sr Level Officials	IL	\$230,000	\$278,104	83%	\$566,641	\$774,296	73%
Executive/Sr Level Officials	IN	\$235,000	\$246,488	95%	\$470,000	\$740,915	63%
Executive/Sr Level Officials	KY	N/A	\$226,303	N/A	N/A	\$687,809	N/A
Executive/Sr Level Officials	LA	N/A	\$258,137	N/A	N/A	\$839,974	N/A
Executive/Sr Level Officials	MI	\$266,698	\$268,690	99%	\$841,232	\$993,167	85%
Executive/Sr Level Officials	OH	\$263,309	\$282,684	93%	\$890,845	\$1,057,149	84%
Executive/Sr Level Officials	OK	\$254,034	\$217,658	117%	\$820,130	\$607,209	135%
Executive/Sr Level Officials	TX	\$361,282	\$253,320	143%	\$1,408,491	\$725,311	194%
Executive/Sr Level Officials	VA	\$198,000	\$223,039	89%	\$541,552	\$643,839	84%
Executive/Sr Level Officials	WV	N/A	\$257,500	N/A	N/A	\$801,274	N/A
First/Mid-Level Officials	AR	\$132,538	\$120,675	110%	\$306,687	\$272,500	113%
First/Mid-Level Officials	IL	\$111,375	\$118,703	94%	\$248,002	\$276,436	90%
First/Mid-Level Officials	IN	\$115,058	\$116,633	99%	\$256,836	\$272,576	94%
First/Mid-Level Officials	KY	\$112,765	\$110,066	102%	\$263,727	\$269,574	98%
First/Mid-Level Officials	LA	\$119,065	\$130,838	91%	\$269,422	\$299,358	90%
First/Mid-Level Officials	MI	\$126,523	\$130,644	97%	\$294,417	\$314,223	94%
First/Mid-Level Officials	OH	\$138,106	\$130,336	106%	\$322,389	\$305,615	105%

Employee Category	State	Female Avg. Salary	Male Avg. Salary	Female/ Male % Average Salary	Female Average Remuneration	Male Average Remuneration	Female/Male % Average Remuneration
First/Mid-Level Officials	OK	\$125,075	\$125,959	99%	\$280,345	\$287,509	98%
First/Mid-Level Officials	TX	\$124,304	\$123,103	101%	\$281,210	\$280,217	100%
First/Mid-Level Officials	VA	\$124,498	\$117,059	106%	\$281,405	\$269,550	104%
First/Mid-Level Officials	WV	\$103,489	\$117,469	88%	\$228,632	\$273,647	84%
Professionals	AR	\$80,960	\$98,577	82%	\$173,179	\$215,444	80%
Professionals	IL	\$83,176	\$90,931	91%	\$176,029	\$190,574	92%
Professionals	IN	\$78,685	\$92,880	85%	\$170,288	\$203,565	84%
Professionals	KY	\$79,358	\$93,065	85%	\$170,900	\$207,585	82%
Professionals	LA	\$83,754	\$98,502	85%	\$180,535	\$216,571	83%
Professionals	MI	\$94,680	\$113,846	83%	\$206,928	\$254,681	81%
Professionals	OH	\$90,693	\$100,683	90%	\$194,174	\$218,428	89%
Professionals	OK	\$84,847	\$98,751	86%	\$180,690	\$213,860	84%
Professionals	TX	\$87,136	\$94,211	92%	\$186,673	\$205,168	91%
Professionals	VA	\$78,435	\$93,973	83%	\$166,402	\$203,440	82%
Professionals	WV	\$83,838	\$98,943	85%	\$180,430	\$217,485	83%
Technicians	AR	\$89,419	\$89,018	100%	\$195,058	\$200,110	97%
Technicians	IL	\$31,668	N/A	100%	\$63,336	N/A	100%
Technicians	IN	\$71,188	\$73,586	97%	\$157,870	\$168,784	94%
Technicians	KY	\$65,750	\$74,899	88%	\$141,821	\$176,121	81%
Technicians	LA	\$72,727	\$80,494	90%	\$158,284	\$178,170	89%
Technicians	MI	\$84,015	\$90,661	93%	\$192,346	\$209,562	92%
Technicians	OH	\$64,585	\$73,514	88%	\$136,916	\$162,727	84%
Technicians	OK	\$71,349	\$81,460	88%	\$151,786	\$184,677	82%
Technicians	TX	\$61,985	\$81,817	76%	\$133,271	\$183,208	73%
Technicians	VA	\$81,887	\$74,005	111%	\$178,177	\$163,527	109%
Technicians	WV	\$82,965	\$82,341	101%	\$183,946	\$188,304	98%
Administrative Support Workers	AR	\$52,270	N/A	100%	\$108,969	N/A	100%
Administrative Support Workers	IL	\$49,638	\$42,882	116%	\$113,949	\$88,983	128%
Administrative Support Workers	IN	\$54,881	\$50,434	109%	\$117,837	\$108,673	108%
Administrative Support Workers	KY	\$50,431	N/A	100%	\$109,502	N/A	100%
Administrative Support Workers	LA	\$47,725	\$45,896	104%	\$101,338	\$96,946	105%

Employee Category	State	Female Avg. Salary	Male Avg. Salary	Female/ Male % Average Salary	Female Average Remuneration	Male Average Remuneration	Female/Male % Average Remuneration
Administrative Support Workers	MI	\$55,482	\$53,582	104%	\$118,853	\$115,383	103%
Administrative Support Workers	OH	\$48,361	\$44,466	109%	\$101,684	\$92,444	110%
Administrative Support Workers	OK	\$47,660	\$44,278	108%	\$100,149	\$92,611	108%
Administrative Support Workers	TX	\$51,033	\$49,334	103%	\$107,195	\$102,740	104%
Administrative Support Workers	VA	\$54,037	\$49,633	109%	\$113,131	\$102,898	110%
Administrative Support Workers	WV	\$46,503	\$43,713	106%	\$98,892	\$92,449	107%
Craft Workers	AR	\$81,446	\$85,547	95%	\$179,054	\$194,942	92%
Craft Workers	IL	N/A	\$71,898	N/A	N/A	\$174,480	N/A
Craft Workers	IN	\$67,549	\$77,130	88%	\$150,975	\$189,059	80%
Craft Workers	KY	\$64,418	\$78,583	82%	\$156,339	\$195,632	80%
Craft Workers	LA	\$69,359	\$82,953	84%	\$149,728	\$195,663	77%
Craft Workers	MI	\$76,012	\$84,019	90%	\$180,048	\$200,243	90%
Craft Workers	OH	\$68,062	\$78,534	87%	\$149,221	\$183,043	82%
Craft Workers	OK	\$87,329	\$84,312	104%	\$199,134	\$195,586	102%
Craft Workers	TX	\$67,760	\$83,327	81%	\$148,261	\$194,950	76%
Craft Workers	VA	\$72,919	\$79,757	91%	\$160,281	\$183,287	87%
Craft Workers	WV	\$77,664	\$80,667	96%	\$177,208	\$190,507	93%
Operatives	AR	\$45,178	\$80,923	56%	\$90,371	\$185,270	49%
Operatives	IL	N/A	\$69,744	N/A	N/A	\$180,426	N/A
Operatives	IN	\$47,865	\$48,156	99%	\$95,972	\$104,722	92%
Operatives	KY	N/A	\$47,585	N/A	N/A	\$100,655	N/A
Operatives	LA	\$55,931	\$64,320	87%	\$119,967	\$142,479	84%
Operatives	MI	\$85,280	\$62,412	137%	\$181,607	\$135,694	134%
Operatives	OH	\$56,950	\$49,880	114%	\$124,028	\$106,944	116%
Operatives	OK	\$56,236	\$60,098	94%	\$121,055	\$125,340	97%
Operatives	TX	\$61,649	\$64,652	95%	\$130,955	\$142,155	92%
Operatives	VA	\$57,450	\$48,856	118%	\$119,607	\$104,216	115%
Operatives	WV	\$66,186	\$47,006	141%	\$150,131	\$102,275	147%
Laborers and Helpers	TX	N/A	\$43,638	N/A	N/A	\$91,226	N/A
Laborers and Helpers	WV	\$48,227	\$49,598	97%	\$96,455	\$104,122	93%
Service Workers	LA	\$39,374	N/A	100%	\$82,186	N/A	100%
Service Workers	WV	\$48,227	\$48,227	100%	\$102,179	\$101,955	100%

Appendix 18: GRI 406-1 Incidents of Discrimination and Corrective Actions Taken

For purposes of this report, any charge of discrimination is treated as an "incident." In 2021, a total of 15 incidents were filed with the EEOC or applicable state agency.

Disability – 3

Age – 2

Race – 3

Gender – 1

National Origin – 0

Retaliation – 6

Religion – 0

Appendix 19: GRI 103-1, 103-2, 103-3 Management Approach: Child Labor, and GRI 103-1, 103-2, 103-3 Management Approach: Forced or Compulsory Labor

AEP's policies and practices have long reflected a commitment to, and respect for, human rights as required by all applicable federal, state and local laws, rules, regulations, orders and ordinances, including, without limitation, environmental protection, energy, safety and health, and labor laws and regulations, as well as applicable industry codes and standards. [AEP's Human Rights Policy](#) summarizes efforts in place for employees, contractors, suppliers, communities, and other stakeholders to understand our philosophy, practices and commitment regarding human rights.

AEP stands firmly against the use of forced labor, child labor, prison labor and human trafficking within our services and operations including our supply chains. We expect the use of workers who have voluntarily agreed to all employment terms, are free to end their employment when they choose, are not forced into debt bondage situations or coerced to work, do not meet the definition of child labor, and are able to freely enter and exit their workspaces and living quarters.

Appendix 20: GRI 103-1, 103-2, 103-3 Management Approach: Supplier Social Assessment

At AEP, we believe in doing the right thing every time for our customers, each other and our future. We expect all employees to uphold the highest of ethical standards and that management is one of uncompromising integrity. We expect the same from our suppliers.

AEP values its relationships with our suppliers, energy providers, and other organizations looking to do business with us and we want to be as transparent as possible in our expectations of them. AEP's Supplier Code of Conduct acts as a guide for suppliers in carrying out their responsibilities and defines both the ethical and legal standards by which they must operate.

Our Supplier Code of Conduct is a guidepost as we strive to build a diverse pool of suppliers focused on inclusion of others and powering a new and brighter future for our customers and communities.

Please visit AEP's [Supplier Code of Conduct](#) and [Supply Chain Management](#) webpage to learn more.

Appendix 21: GRI 103-1, 103-2, 103-3 Management Approach: and GRI 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data

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 2021. AEP continues to work with our third-party vendors to ensure that best practices around data protection are performed.

Appendix 22: GRI EU11 Average Generation Efficiency

By State:

State	2021 Average Generation Efficiency (%)			
	Coal	Gas	Nuclear	All Fuels
AR	34.8%	28.4%		34.7%
IN	31.8%			31.8%
KY		33.0%		33.0%
LA		47.2%		47.2%
MI			33.0%	33.0%
OH		50.0%		50.0%
OK	33.3%	34.9%		34.3%
TX	30.5%	29.4%		30.3%
VA		28.0%		28.0%
WV	34.2%	27.9%		34.1%

By Operating Company:

Operating Company	2021 Average Generation Efficiency (%)			
	Coal	Gas	Nuclear	All Fuels
APCO	34.6%	46.3%		36.3%
I&M	31.8%		33.0%	32.8%
KPCO	32.8%	33.0%		32.8%
PSO	33.3%	34.9%		34.3%
SWEPSCO	32.4%	40.4%		34.0%

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 23: 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 2020. No estimate of technical / non-technical losses have been developed.

	Sales (GWh)	Energy Requirements (GWh)	Losses (GWh)	Loss Percentage
Jurisdiction Level				
APCo Virginia	15,984	17,195	1,211	7.0%
APCo West Virginia	11,985	12,986	1,000	7.7%
I&M Indiana	17,588	19,095	1,507	7.9%
I&M Michigan	2,819	3,157	339	10.7%
Kingsport Power	1,627	1,683	57	3.4%
Kentucky Power	5,172	5,609	437	7.8%
Ohio Power	44,024	46,661	2,637	5.7%
PSO	18,214	19,283	1,068	5.5%
SWEPCO-Arkansas	4,472	4,636	164	3.5%
SWEPCO-Louisiana	6,289	6,768	479	7.1%
SWEPCO-Texas	7,560	8,221	661	8.0%
TCC	27,000	28,351	1,351	4.8%
TNC	5,984	6,261	277	4.4%
Wheeling Power	4,660	4,786	127	2.6%
AEP Total	173,378	184,692	11,314	6.1%
State Level				
Arkansas	4,472	4,636	164	3.5%
Indiana	17,588	19,095	1,507	7.9%
Kentucky	5,172	5,609	437	7.8%
Louisiana	6,289	6,768	479	7.1%
Michigan	2,819	3,157	339	10.7%
Ohio	44,024	46,661	2,637	5.7%
Oklahoma	18,214	19,283	1,068	5.5%
Tennessee	1,627	1,683	57	3.4%
Texas	40,544	42,833	2,289	5.3%
Virginia	15,984	17,195	1,211	7.0%
West Virginia	16,645	17,772	1,127	6.3%
AEP Total	173,378	184,692	11,314	6.1%
Company				
AEP Ohio	44,024	46,661	2,637	5.7%

AEP Texas	32,984	34,612	1,628	4.7%
Appalachian Power Company	29,653	31,864	2,212	6.9%
Indiana Michigan Power Company	20,407	22,253	1,846	8.3%
Kentucky Power Company	5,172	5,609	437	7.8%
Kingsport Power Company*	1,627	1,683	57	3.4%
Public Service Company of Oklahoma	18,214	19,283	1,068	5.5%
Southwestern Electric Power Company	18,321	19,624	1,304	6.6%
Wheeling Power Company	4,660	4,786	127	2.6%
AEP Total	173,435	184,692	11,258	6.1%

*Note: Kingsport Power included APCo total.

Appendix 24: 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 in 2020	Number of People Displaced in 2020
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

Company	Closed Transactions in 2020	Number of People Displaced in 2020
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

Appendix 25: GRI EU27 Disconnections for Non-Payment

2021 Customer Disconnects	
Total Number of Residential Customer Disconnects	402,799
Total number of Residential Reconnects within 7 Days	328,516
Total Number of Customer Disconnects	418,328
Total Number of reconnects within 7 days	340,595

Appendix 26: 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 are able to 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 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, through 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.