

American Electric Power

Policy Prohibiting Harassment

For many years our Company has had a written policy on Equal Employment Opportunity. This policy addresses the Company's position regarding all aspects of the work relationship. Our Company is committed to ensuring an environment that is fair and respectful to all individuals, employees and nonemployees alike, regardless of: "age, race, color, sex, ethnicity, sexual orientation, genetic information, disability, veteran status, gender identity and expression, language, religion, political or other opinion, national or social origin, property, birth or any other protected status covered by applicable federal, state or local law."

Our Company always has been and will continue to be committed to providing a work environment that is free of intimidation and harassment. Abuse of the dignity of anyone through derogatory comments or objectionable conduct, not only is offensive employee behavior, but is a violation of Company policy and will not be tolerated.

If you believe that you have been subjected to harassment of any kind, promptly report the incident either to your immediate supervisor or to their local Human Resources representative or the Ethics and Compliance department. Management will then thoroughly and impartially investigate the complaint. The complaint and information discussed during the investigative process will be confidentially maintained to the extent practical. You will not be retaliated against because you have either reported harassment or participated in the investigative process. Where the complaint is determined to be valid, immediate corrective action will be taken, which can include the imposition of discipline upon the employee or employees who have caused the harassment.

It is the responsibility of each of us to establish and maintain a work environment free of any form of harassment.



President and Chief Executive Officer

January 1, 2024

Date

American Electric Power

Statement of Policy on Equal Employment

It is hereby reaffirmed that it is the policy of American Electric Power (AEP) to provide Equal Employment Opportunity in all aspects of the employer-employee relationship including recruiting, hiring, upgrading and promotion, conditions and privileges of employment, company sponsored training programs, educational assistance, social and recreational programs, compensation, benefits, transfers, discipline, layoffs and termination of employment to all employees and applicants without discrimination because of: "age, race, color, sex, ethnicity, sexual orientation, genetic information, disability, veteran status, gender identity and expression, language, religion, political or other opinion, national or social origin, property, birth or any other protected status covered by applicable federal, state or local law."

As, President & Chief Executive Officer of American Electric Power, I am committed to the principles of Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity throughout all levels of the Company, I have selected Janelle Coleman American Electric Power's Vice President of Diversity and Inclusion, as the Equal Employment Opportunity Officer.

This policy is made available to employees, applicants, and recruitment sources. The Company will utilize recruitment sources that have a policy of referring applicants on a nondiscriminatory basis. The Company will maintain a broad recruitment base to assure a representative cross-section of applicants. The Company will actively seek to advance female and minority applications for hire and employees for promotion into positions that have few female and/or minority persons.

In furtherance of AEP's policy regarding Affirmative Action and Equal Employment Opportunity, AEP has developed a written Affirmative Action Program which sets forth the policies, practices, and procedures that AEP is committed to in order to ensure that its policy of nondiscrimination and affirmative action is accomplished. Each Company establishment has its own Affirmative Action Plan and portions of it are available in the Human Resources office for inspection by any employee or applicant for employment upon request, during normal business hours.



President and Chief Executive Officer

January 1, 2024
Date

Statement of Policy on Affirmative Action

American Electric Power is a government contractor subject to section 503 of the Rehabilitation Act of 1973 and The Vietnam Era Veterans Readjustment Assistance Act of 1974. It is the policy of the Company to take affirmative action to employ and advance the employment of qualified individuals with disabilities and disabled veterans, active-duty wartime or campaign badge veterans, Armed Forces service medal veterans, recently separated veterans, and pre-JVA veterans ("qualified protected veterans") and to base all employment decisions only on valid job requirements. It is the policy of the Company not to discriminate against any employee or applicant for employment because he or she is a qualified individual with a disability or qualified protected veteran. Employment decisions are based on merit, qualifications, and abilities. This policy applies to all employment actions, including but not limited to recruitment, hiring, upgrading or promotion, transfer, demotion, layoff, recall, termination, compensation, and selection for training, including apprenticeships, at all levels of employment.

The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in undue hardship. Further, the Company prohibits harassment, intimidation, threats, coercion, and discrimination against employees or applicants because they have engaged in, or may have engaged in, filing a complaint, assisting in a review, investigation, or hearing, or have otherwise sought to obtain their legal rights related to any federal, state, or local law regarding equal employment opportunity for qualified individuals with disabilities or qualified protected veterans.

If you have a disability or are a qualified protected veteran and would like to be considered under the Affirmative Action Program, please tell your Human Resources (HR) department. You may inform your HR department of your desire to benefit under the program at this time or at any time in the future. Submission of this information is voluntary, and refusal to provide it will not subject you to any adverse treatment.

As President & Chief Executive Officer of American Electric Power, I am committed to the principles of Affirmative Action and Equal Employment Opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the Company, I have selected Janelle Coleman, American Electric Power's Vice President of Diversity & Inclusion, as the Affirmative Action Officer. One of the Affirmative Action Officer's duties is to establish and maintain an internal audit and reporting system to allow for effective measurement of the Company's programs.

In furtherance of the Company's policy regarding Affirmative Action and Equal Employment Opportunity, the Company has developed written Affirmative Action Plans ("AAPs") for each establishment that set forth the policies, practices, and procedures that the Company is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified individuals with disabilities and qualified protected veterans is followed. This AAP is available in the Human Resources office for inspection by any employee or applicant for employment upon request, during our normal business hours.



President and Chief Executive Officer

January 1, 2024
Date