

# ENVIRONMENTAL & SOCIAL JUSTICE POLICY

American Electric Power (AEP) defines Environmental and Social Justice (ESJ) as a commitment to consider the environmental and social impacts of our recommendations and decisions as we serve our communities, especially low-wealth communities, communities of color and other historically marginalized communities.

As part of our focus on delivering safe, clean, reliable and affordable electricity, we are dedicated to meaningful engagement with all customers and communities to ensure fair treatment and equitable decision making. Meaningful engagement involves listening, learning and seeking opportunities to partner with our stakeholders to incorporate ESJ into the decisions we make about existing and planned facilities, programs and services.

## AEP's ESJ Policy

AEP will seek and consider input from potentially impacted parties in our decision-making processes as we:

- 1 Develop new infrastructure to power our communities,
- 2 Transition our existing generation fleet to cleaner energy sources; and
- 3 Deploy new programs, services and technologies.



We are dedicated to proactive, meaningful engagement with our customers and communities to ensure equitable treatment regardless of race, color, ethnicity, national origin, culture, faith, ability or income. We want to provide all communities with the opportunity to understand our proposed activities and discuss their concerns so that we may fully understand and consider the environmental, social and health-related impacts of our decisions. We support the equitable distribution of benefits and impacts associated with our activities, and believe all communities should have access to clean, reliable electricity.

We also seek opportunities to build and strengthen relationships with the communities we serve by improving the quality of life through economic development and the philanthropic work of the AEP Foundation. These efforts target benefits to the public in areas such as basic needs, health and safety, education and employment. AEP strives to do the following to equitably benefit all of our customers:

- Provide access to clean, reliable and affordable energy;
- Improve grid resiliency from impacts of climate change;
- Enhance public safety and protection;
- Promote economic and workforce development.

In addition to continued compliance with federal, state and regulatory requirements, AEP commits to the following activities to advance our environmental and social justice focus:

- Integrate environmental and social justice into our operations, processes, programs and policies, including providing employee education and training;
- Continue focusing on attracting and retaining diverse talent and fostering an inclusive work environment;
- Maintain proactive engagement with all affected communities, listen to their concerns and carefully consider their input when making decisions related to existing and/or new electrical facilities;
- Monitor, evaluate and publicly report on the overall progress of our ESJ initiatives in AEP's Corporate Accountability Report.

AEP's ESJ policy is guided by our strategic vision to promote a clean energy transformation; enable growth and increased prosperity for our communities; innovate for the benefit of our customers; build a modern, secure, and resilient grid; and drive operational excellence.

