At American Electric Power (AEP), our vision is to deliver an energy future built on diverse energy resources and an interactive power grid that is more reliable and secure. We are transforming our business to create sustainable economic, social and environmental value for all of our stakeholders. We also envision a culture in which diversity is the norm and employees, customers, suppliers and stakeholders of all identities are valued, respected and engaged.

Diversity at AEP — We embrace diversity by respecting the differences and similarities as well as the cultural experiences, backgrounds, talents and ideas of employees, customers, suppliers and stakeholders. This includes race, ethnicity, religion, sex, gender identity and expression, national origin, sexual orientation, age, physical ability, etc.

Inclusion at AEP — We intentionally focus our efforts to leverage differences and similarities in our employees, suppliers, customers and communities. By leveraging our differences, we are better positioned to meet customer expectations while developing innovative solutions that improve the lives of our stakeholders.

Our Strategy — Leadership commitment, continual learning and communication form the core of our diversity and inclusion strategy. The four focus areas of our strategy, along with ongoing initiatives and best practices, are noted below:

Focus Area #1: Diverse Workforce — Build a diverse, high-performing workforce that reflects the communities we serve.

- Joined Paradigm for Parity®, a coalition of employers committed to promoting gender parity in leadership roles, to strengthen our own commitment to workplace diversity. Women currently comprise 30 percent of our Board of Directors, AEP leadership and regional utility presidents.
- Partnered with the Fisher School of Business. As part of their semester project, students in the Managing Diversity MBA course are developing an AEP Targeted Educational Pipeline Program aimed at bringing diverse students into AEP’s job candidate pools.
• Implemented a sponsorship initiative through which senior leaders advocate for the upward mobility of female, minority and nonminority high-potential talent.

Focus Area #2: Inclusive and Engaged Workforce — Cultivate a collaborative and inclusive work environment that empowers all employees.

As part of our commitment to the CEO Action for Diversity & Inclusion pledge:

• Conducted listening tours at more than 20 of our locations, providing employees with a safe place to discuss the state of diversity and inclusion at AEP.
• Provided conscious inclusion (unconscious bias) education for Executive Council members.
• Incorporated a multicultural floating holiday into the company holiday schedule. A multicultural floating holiday will be available to employees for religious observances, cultural celebrations and federal holidays not currently observed by the company. This approach further promotes the company’s goal of diversity and inclusion.

Focus Area #3: Sustainability and Accountability — Establish accountability measures to ensure that the AEP management and leadership teams demonstrate behavior that advances diversity and inclusion initiatives.

• Formed a Diversity and Inclusion Advisory Council that consists of a diverse group of senior leaders who represent a cross-section of business units. The Council is charged with ensuring that diversity and inclusion goals, objectives and initiatives are integrated into corporate policies, processes and practices as a core element of our business mission. Subcommittees of the Council collaborate in the development of initiatives and strategies to ensure success in three critical areas — workforce management, supply chain management and customer/community experience.
• Conduct quarterly State of Diversity discussions with business unit leaders to stay abreast of hiring, promotion and retention activity.

Focus Area #4: External Partnerships — Foster relationships with external partners and stakeholders.

• Broaden access to diverse talent by building partnerships with educational institutions, diverse community activities, organizations and professional associations.
• Support Employee Resource Groups in sponsoring programming and activities in partnership with external partners and stakeholders such as Canine Companions for Independence, PRIDE parades across the AEP footprint, Native American Community Council, and Our Lady of Guadalupe Center to name a few.

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