

American Electric Power Equity Statement

The unjust deaths of George Floyd, Ahmaud Arbery, Breonna Taylor and many more black Americans are appalling and underscore how much work we need to do to address the racial divide in our country.

AEP is committed to a culture where everyone is valued and treated with dignity and respect. Our leaders participate in unconscious bias and inclusive leadership training, and I actively support the work of our employee resource groups to increase understanding among employees from all backgrounds. *We've made it clear that anyone who can't support our inclusion and diversity commitment doesn't belong at AEP.*

We also focus AEP's community giving on basic human needs and STEM education in struggling communities. And we track our progress to increase diversity on our leadership team and among our suppliers. But we need to take bigger and bolder steps toward equity.

We're committed to creating positive social change both within and outside the walls of AEP.

We will talk about race, prejudice and inclusiveness openly, even if it's uncomfortable.

We will partner with other companies and the public sector, including law enforcement, to find solutions and take meaningful steps to do better for our communities.

We don't have all of the answers. But we are going to be part of a solution.