



Mapping the Road to EKPC's Future

Sustain (sə-'stā-n)

1. Strengthen or support physically or mentally.
 2. Bear (the weight of an object) without breaking or falling.
 3. Cause to continue for an extended period or without interruption.
 4. Uphold, affirm, or confirm the justice or validity of.
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EKPC exists to serve its member-owned cooperatives by safely delivering reliable, affordable and sustainable energy and related services.

- EKPC's mission statement

SUSTAINABILITY

EAST KENTUCKY POWER COOPERATIVE

In 2018, EKPC's Board added "sustainability" to the cooperative's mission statement. For the past year, five employee teams have been gaining a better understanding of the changes taking place in and around the energy industry, changes that will affect EKPC for decades to come. These teams established the following principles and are developing plans to meet them. Like EKPC's employee-based Safety teams, these Sustainability teams are envisioned to continue functioning into the future, helping EKPC identify and meet key challenges. Sustainability will always be a moving target and this plan will change and evolve.



Purpose:

To ensure EKPC is consistent in vision and relationships with owner-members by developing strategies that ensure long-term energy solutions, partnerships and stability.

Principles

- Work with our owner-members, supporting and enabling them to expand their businesses in response to evolving member service expectations and energy solutions derived from technological advances.
- In partnership with participating owner-members, leverage our combined economies of scale to provide cost-effective and competitive behind-the-meter services.
- Attract and retain businesses in our communities, as the success of our owner-members and EKPC rely on growth and stability.



HIGHLIGHTS:

Foster entrepreneurship to cultivate home-grown jobs and investment.

Electric vehicles can save money and reduce environmental impact.

Includes team members from Farmers RECC, Licking Valley RECC, Nolin RECC and Owen Electric.



Employees

Purpose:

To ensure EKPC meets our Owner-members expectations for cost control and reliability while remaining competitive in attracting and retaining talent by promoting a dynamic and evolving workforce today and in the future.

Principles

- Cultivate a high-performing, diverse and inclusive workforce; encourage and reward respect, collaborative thinking and community volunteerism.
- Ensure long-term workforce success; utilize succession planning, leadership development and professional development resources.
- Study, evaluate and recommend strategies to adapt to post-pandemic workforce trends related to organizational values and culture, worker expectations, candidate/employee behavior and employee relationships.
- Ensure EKPC's workforce is prepared to meet the needs of a rapidly changing energy industry, shifting consumer expectations and the many other challenges ahead by remaining strategically flexible.



HIGHLIGHTS:

Over 4,000 leadership development hours in 2019.

EKPC employees have submitted 265 ideas for improving operations in the last three years.

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Purpose:

To design and implement strategies to increase fuel diversity, decrease carbon emissions, and promote environmental stewardship throughout EKPC.

Principles

- Commit to reducing greenhouse gas.
- Provide glide-path to replace aging coal resources with cleaner resources and/or market purchases.
- Enhance and promote environmental stewardship projects.
- Adopt new energy technologies to help achieve goals.



HIGHLIGHTS:

**35% CO2 reduction by 2035;
70% by 2050.**

**10% energy from new renewables
by 2030; 15% by 2035.**

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Purpose:

To ensure EKPC is increasing security, reliability, and resiliency on the transmission system while ensuring the solutions align with downstream grid changes.

Principles

- Grid security: Assessing facilities and cyber threats, and incorporating new technologies.
- Grid reliability: Considering ways to innovatively improve management of facilities and rights-of-way while reducing the environmental impact.
- Grid resiliency: Evaluating ways to ensure EKPC transmission grid can withstand the inevitable challenges ahead.



HIGHLIGHTS:

176 wooden poles replaced with steel poles.

All EKPC service centers certifying an employee as a commercial drone pilot.

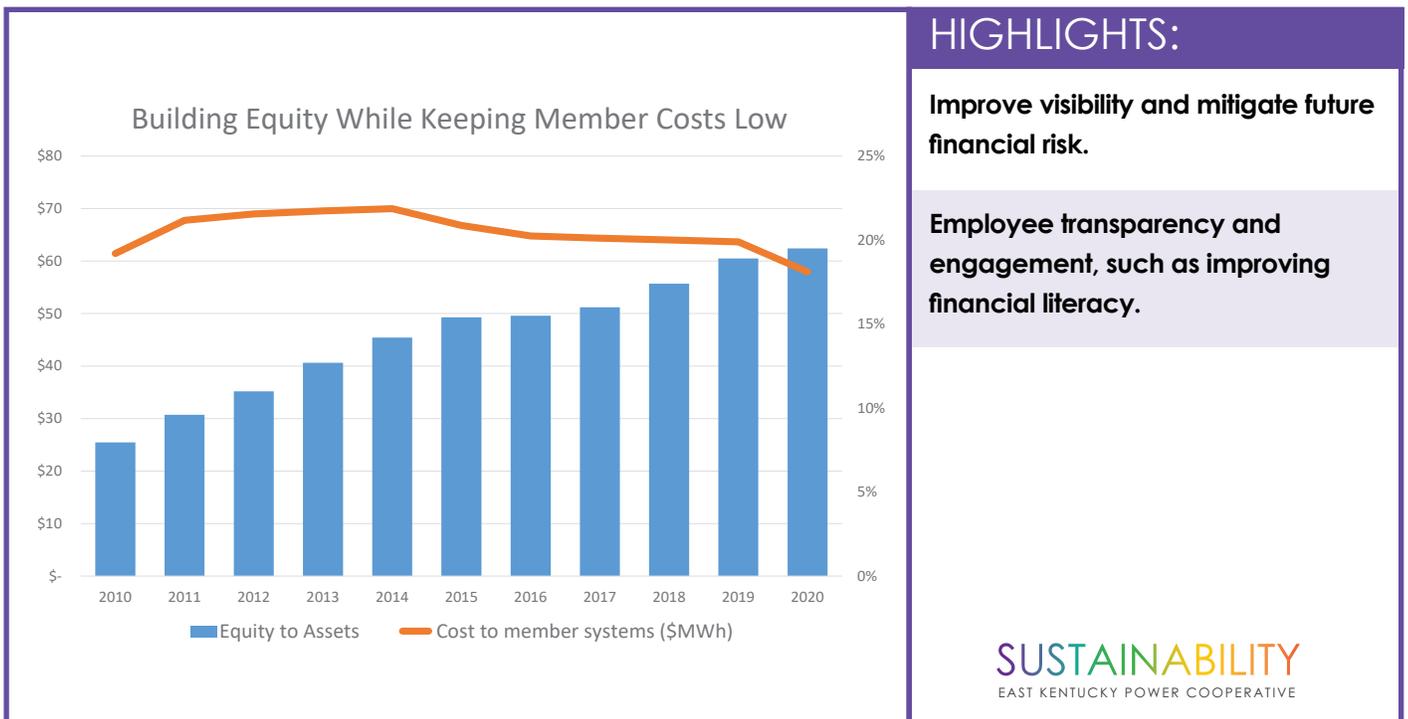


Purpose:

To promote financial sustainability principles that enhance long-term viability.

Principles

- Enhancing responsible financial management.
- Strengthening financial flexibility.
- Building financial resilience.
- Maintaining our forward focus to develop a high degree of strategic strength.



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