Kentucky Power Company KPSC Case No. 2024-00243 Commission Staff's Post Hearing Data Requests Dated February 3, 2025

DATA REQUEST

KPSC PHDR 1

For each year beginning in 2020, provide a table for all named executives of Kentucky Power that details the individual's total compensation.

a. As part of the response provide a full explanation of how the total compensation is calculated, including, but not limited to, the individual's salary, bonus, stock awards, non-equity incentive plan compensation, and all other compensation.

b. Additionally, detail what percentage of the individual's total compensation is performance based and how any performance-based compensation is determined, including but not limited to any board-approved earnings per share measure, total shareholder return measure, and/or a carbon free capacity mix measure.

RESPONSE

a. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the year tabs (i.e. tab "2020") for how the compensation is calculated. Please note that Kentucky Power does not have "named executives" as that term of art applies to the publicly traded American Electric Power Company. Kentucky Power has provided the requested information for Kentucky Power's officers.

b. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the yearly "LTI Measures" and "STI Measures" tabs for the performance metrics for years 2020 through 2024.

Witness: Tanner S. Wolffram

Kentucky Power Company KPSC Case No. 2024-00243 Commission Staff's Post Hearing Data Requests Dated February 3, 2025

DATA REQUEST

KPSC PHDR 2

- 2. For each year beginning in 2020, provide a table for all named executives of American Electric Power Company that details the individual's total compensation.
- a. As part of the response provide a full explanation of how the total compensation is calculated, including but not limited to the individual's salary, bonus, stock awards, non-equity incentive plan compensation, and all other compensation.
- b. Additionally, detail what percentage of the individual's total compensation is performance based and how any performance-based compensation is determined, including but not limited to any board approved earnings per share measure, total shareholder return measure, and/or a carbon free capacity mix measure.

RESPONSE

- a. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the year tabs (i.e. tab "2020") for how the compensation is calculated.
- b. Please see KPCO_R_KPSC_PHDR_1_ConfidentialAttachment1 for the requested information. Specifically, please see the yearly "LTI Measures" and "STI Measures" tabs for the performance metrics for years 2020 through 2024.

Witness: Tanner S. Wolffram

VERIFICATION

The undersigned, Tanner S. Wolffram, being duly sworn, deposes and says he is the Director of Regulatory Services for Kentucky Power, that he has personal knowledge of the matters set forth in the foregoing responses and the information contained therein is true and correct to the best of his information, knowledge, and belief.

Commonwealth of Kentucky)
Case No. 2024-00243
County of Boyd

Subscribed and sworn to before me, a Notary Public in and before said County and State, by Tanner S. Wolffram, on February 13, 2024.

Marilys Mishelle Caldwelle Notary Public MARILYN MICHELLE CALDWELL Notary Public Commonwealth of Kentucky Commission Number KYNP71841 My Commission Expires May 5, 2027

My Commission Expires May 5,2027

Notary ID Number KYNP71841