



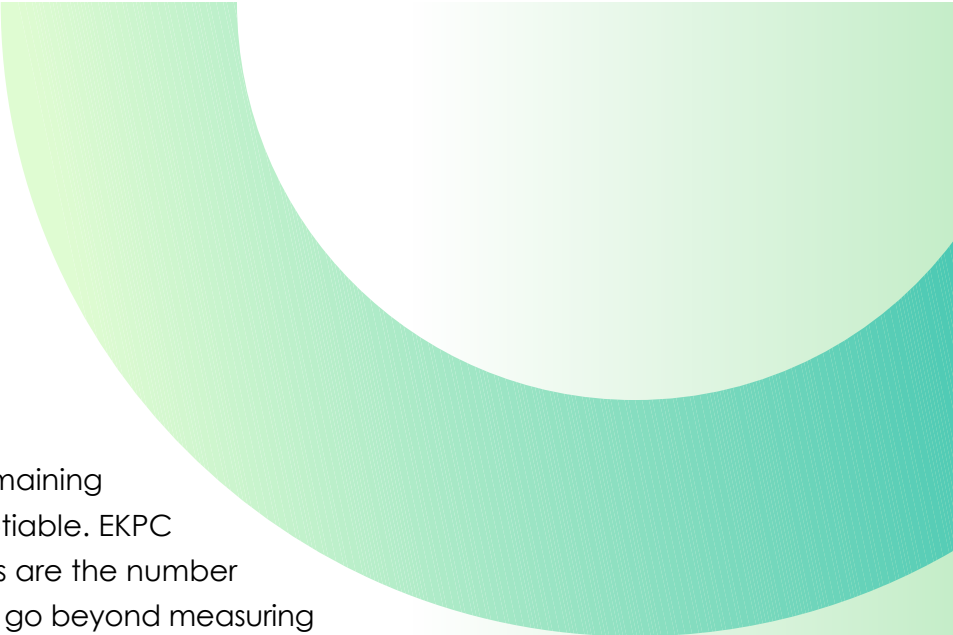
SUSTAINABILITY

EAST KENTUCKY POWER COOPERATIVE

In 2018, EKPC's Board added "sustainability" to the cooperative's mission statement. Since 2020, 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. Those teams continue to track progress and develop new goals.

Each team is led by an EKPC employee and serves on the Sustainability Council. They meet several times a year to discuss progress, generate new ideas/ways to partner and brainstorm ways to involve and inspire employees. Each team includes an EKPC executive employee, with a role of listening and supporting initiatives.



In an ever-evolving industry, remaining a vital cooperative is non-negotiable. EKPC understands its owner-members are the number one priority. Sustainability efforts go beyond measuring environmental emissions. It is baked into everyday decisions. It provides win-win situations in every aspect of the cooperative, including long-term financial benefits.



Sustainability starts with the executive team supplying general direction to the employees, helping them to understand sustainability has a place in our business. But sustainability success is driven by the employee's passion in creating ideas, programs, and projects that improves, not just EKPC's business, but also supports our mission to improve the quality of life in rural Kentucky.

Don Mosier
President and CEO





Purpose:

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

Projects and Initiatives:

- Evaluate large data center load characteristics
- Drone Workshop (in conjunction with Owner-Members Team)
- Re-evaluate BESS (in conjunction with the Energy & Environment Team)
- SF6 reduction utilizing vacuum breakers
- Dynamic Line Ratings for real time operations
- 69kV recloser mid-span for fault protection
- Balcony Solar and battery backup solutions
- Planning criteria and constraint mitigation
- Right-of-way vegetation management

***The reliability
of the electric grid depends
on risk-informed asset evaluation
and prioritizing maintenance
that supports long-term
system sustainability.***

Rick Otte
Team Leader



Purpose:

To support EKPC and the Sustainability Council to recommend meaningful initiatives that aid in enhancing long-term financial viability.

Projects and Initiatives:

- Provide support to the Sustainability Council and corporate sustainability initiatives
 - Bring Your Lunch to Work Event – hosted cooperative-wide lunch event where employees learn about sustainability impacts including recycling efforts, paperless efforts, electric vehicle usage, wellness efforts and the positive greenhouse gas impacts through EKPC's work from home policy
- Enhance employee engagement and financial transparency including educating colleagues on EKPC specific finance functions and how they interconnect across departments
 - Host Snack & Learns:
 - Financial Results and KPIs
 - RUS Loans
 - AP Year-End Accruals
 - Cyber Security & Financial Impacts
 - Long-Term Load Forecast
 - Rate Cases

Financial health is not just about Treasury and Finance; it is about everyone at EKPC. All employees can contribute to the financial health of EKPC, which will lead the cooperative into a successful future. We all play a role in the organization's well-being

Tyler Buttleman
Team Leader



LUNCH & LEARN!

- Financial Health Fridays: Weekly article summaries to encourage people to learn about personal finance topics as well as EKPC financial topics; submitted quarterly employee-written articles for EKPC News that highlight particular EKPC financial topics to increase employee knowledge and exposure to new areas of the organization including Information and technology services, long-term load forecasting, the annual budget and the electric vehicle pool
- Give back to local communities through promoting financial literacy and further education
 - Junior Achievement (JA) Program – two members have volunteered at George Rogers Clark High School to teach three different Career Success courses, resulting in reaching more than 50 high school business class students
 - Junior Achievement Biztown – three members have volunteered at JA BizTown in Lexington to assist with a fifth-grade business simulation learning experience where the students act out different roles in a variety of organizations around a pretend city; more than 60 fifth-grade students were reached through this experience which taught them lessons on how businesses operate in the community



Owner-Members

Purpose:

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

Projects and Initiatives:

- Support owner-members with key accounts through education and owner-member materials
 - Created a list of questions to determine pain points and areas of opportunity for partnership with existing C&I members to help foster relationships and retain members
- Hosted owner-member educational webinar series called What's Watt; More than 170 owner-member employees attending or viewing recording of webinar on the following topics:
 - Generators
 - Key Accounts
 - Envision Services
 - Microgrids
 - DER Programs
 - Net Metering & Co-Gen

Owner-member cooperatives are the drivers of keeping EKPC a vital and industry-leading business. Our team works to ensure owner-members are satisfied, educated and think of EKPC as their trusted, sustainable generation and transmission partner.

Sha Phillips
Team Leader



Kentucky's Touchstone Energy® Cooperatives 

- Green Tariff: educational materials and leave-behind brochure for C&I members
- Created governance document
 - Ensuring that sustainability initiatives are transparently being supported by EKPC's leadership; Utilizing the knowledge of the Cooperative's Board of Directors, in conjunction with established committees such as Risk Oversight, Strategic Issues, Governance and Audit will foster a culture of effective governance
- Created EKPC training and education resources brochure for owner-members
- Planning small business workshops for co-ops with Acceleration by Design; created Sustainably Action plan through economic development for Big Sandy RECC and Jackson Energy
- EV promotion: pilot program; EV Charging Handbook; marketing materials
- Partner with Employee Team to provide tips on how to find and hire best candidates
- Survey owner-member co-op employees about sustainability concepts for the future
 - Completed survey in 2021 and will again in 2026
- Research AI and smart technology opportunities



Purpose:

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

Projects and Initiatives:

- Replace aging coal resources with cleaner resources and/or market purchases
 - 10% energy from new renewables by 2030 – New ERA funding changed the game for Coops seeking to install renewable assets or contract for carbon-free energy
 - 15% energy from new renewables by 2035 – Reviewing these goals given changes to the New ERA portfolio
- Commit to reducing greenhouse gas (GHG)
 - 35% reduction in total CO2 emissions (tons) by 2035 – solar and natural gas generation additions/conversions expected to reduce emission at a faster rate than previously forecasted
 - 70% reduction in total CO2 emissions (tons) by 2050 – environmental regulations may accelerate before 2050

The best way to ensure a reliable and sustainable energy supply is to promote and maintain a diverse portfolio of generation assets. Of course, sustainability goes beyond choosing the right assets and involves doing our part to promote environmental stewardship.

Chris Adams
Team Leader

- Single stream recycling at HQ
 - Over 50,000 lbs per year has been recycled at HQ since 2021
- Retiring Tire-Derived Fuel (TDF) Renewable Energy Credits (RECs) – Annually – offset carbon emissions from energy consumption at HQ, Burnside, and Smith Environmental buildings
- Sustainability Grove
 - Planting more trees throughout campus
 - Maintaining Sustainability Grove through mulch events
- The Bee Team
 - The Bee Team is a group of 10 employees who are enthusiastic about caring for bees on the HQ campus
 - The team maintains the hives on campus that promote healthy pollination in the local community
 - Honey that is collected by the team is sold to employees and fully funds the costs needed to maintain the bee hives
- Re-evaluate BESS (in conjunction with the Electric Grid Team)





Purpose:

Promote a dynamic and evolving workforce to future-proof EKPC. EKPC's workforce will be built around AGILE pillars: adaptable; giving back; inspirational & inclusive; longevity; efficient & engaged.

Projects and Initiatives:

- Student Engineer Engagement
 - Sunset at Solar
 - Mentorships
 - Revised Nepotism and Education Assistance policies
 - Mock interviews and resume critiques
 - Executive Staff presentation
- Energy Kids Camp
 - What began as an outreach effort to local middle schools resulted in an annual "Energizing Kids Power Camp" effort, which has brought more than 50 middle schoolers to HQ; With the help of more than 20 employee volunteers, the students learned about renewable energy, EKPC's conservation efforts, made their own candles in the lab, toured the ECC and earned how EKPC uses drone technology for power line inspection.
- First annual "Energy for Educators"
 - This is an effort to educate teachers, community leaders and parents on energy careers so they can better advocate in the classroom.
- Employee Wellbeing
 - Created Wellness Committee
 - Held annual Wellness Fair



- Re-energize EKPC Brand Ambassador Program
 - More than 50 employees have been identified as “EKPC Brand Ambassadors” and spearhead EKPC's outreach efforts on high school, vocational schools, college campuses and other community events; Sharing their own employee experience allows potential students and recruits to get first-hand knowledge about careers in the energy sector.
 - Mentees and Brand Ambassadors toured various EKPC and Member Owner sites to better connect them with our mission.
- Continued items:
 - Paid Family Leave – adopted in April, 2026; Employees now will have 6 weeks paid leave (after 3 months of service) to use during the birth/adoption of a child
 - Compensation
 - Mentor Program – Currently have 16 mentee pairs at work
 - New Recognition Program
 - Good Giving Committee

Without competent and committed employees, EKPC wouldn't be able to deliver on their commitment to members of safe, reliable and affordable electricity. Employees are the foundation for everything we do.”

Teri Lacy
Team Leader

Employee Involvement:

More than 50 EKPC and owner-member cooperative employees serve on Sustainability teams. Annual Team Meetings and EKPC employee updates are held, along with information on EKPC's Central. Employees are invited to submit ideas and join a team through easy-to-submit forms.

Sustainability Council hosted an Earth Day project/pledge for EKPC employees. More than 160 people responded with commitments to supporting Sustainability efforts. Pledge examples include:

- Only use reusable grocery bags
- Reduce food waste by composting at home
- Stop using Styrofoam cups
- Talk to my kids bout sustainability and the importance of energy efficiency
- Begin a home garden
- Limit printing materials and recycle them when I do print

Each year, EKPC hosts a retreat for all Sustainability Team members and invites guest speakers relevant to the industry, including:

- NiSource
- Castle & Key
- EPRI
- LFUCG Division of Environmental Services
- Toyota (TMMK) Sustainability
- Kentucky Agriculture Cabinet
- Elmwood Stock Farm
- University of Kentucky's Institute of Sustainability and the Environment



Sustainability Team Members attend Bluegrass Greensource's Annual Sustainability Summit. EKPC also sponsors the event, supports grants for students to attend, supplies speakers and tours of Cooperative Solar Farm One for attendees.

One team member completed the NYU Stern Corporate Sustainability Certification.

Members of the teams also participate in the Sustainability Collaborative, formerly known as the DSM/Renewable Collaborative (Demand-side Management). The Collaborative evaluates and recommends ways to expand deployment of renewable and DSM options, and promote collaboration in implementing those ideas. The Collaborative is made up of representatives of 17 electric cooperatives, environmental advocacy organizations and other interested stakeholders. In 2025 and after Collaboration with the stakeholders, EKPC and its 16 owner-member cooperatives more than doubled the DSM programs.

***Sustainability is
an evolving commitment.
Much of the teams' time is spent
researching and learning about
topics that will keep EKPC relevant
and the trusted source for energy
and related services
into the future.***

