



PPL CORPORATION 2023 Sustainability Report

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About this report

This annual Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards including the GRI Electric Utility Sector Supplement. We have also addressed topics identified in the Sustainability Accounting Standards Board (SASB) Electric Utilities and Power Generators and Gas Utilities and Distributors Standards, as well as recommendations from the Task Force on Climate-related Financial Disclosures (TCFD).

Our views about the company's direct and indirect impacts, risks, challenges and opportunities are presented throughout this report and in other publicly available documents. This report covers activities that occurred in calendar year 2023 and contains the best information available at the time of publication. Unless otherwise noted, figures reported are through Dec. 31, 2023. Environmental, social and governance data can be challenging to accurately measure. We correct and report errors in prior-year data when found, and we work to continually improve our data measurement, gathering and reporting processes to support the integrity of information presented.

The report is reviewed by the company's leadership team, including the chief executive officer. The Corporate Audit department has conducted reviews related to the compilation of this report, including in-depth reviews of specific metrics, as part of ongoing controls related to voluntary sustainability reporting. An external audit has not been conducted.

You can find more information about PPL and our sustainability performance at pplweb.com/sustainability.

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Message from our President and CEO

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SUSTAINABILITY STRATEGY

As we pursue our vision to be the best utility company in the U.S. and our strategy to create the utilities of the future, we never lose sight of the vital service we provide to power people's lives.

That's a responsibility we don't take lightly.

ENERGY & ENVIRONMENT

Our commitment to act responsibly guides our efforts as we prepare the grid for climate change and transition our operations to a cleaner energy future, all while maintaining safe, reliable and affordable service for our 3.6 million customers.

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I'm very proud of what our PPL team was able to accomplish in 2023.

GOVERNANCE & MANAGEMENT

We achieved top-quartile reliability at each of our utilities, record reliability for our companies in Kentucky and Rhode Island, and generation reliability in Kentucky that was among the very best in the nation — all despite heightened storm activity across the regions we serve.

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We continued to enhance our safety programs with a strong focus on reducing the severity of injuries and ensuring all employees and contractors return to their families safe and well at the end of each day.

We completed \$2.4 billion of planned capital investments to advance a reliable, resilient, affordable and cleaner energy future.

We continued to find ways to operate more efficiently, exceeding our annual operations and maintenance savings target and delivering \$75 million in savings for 2023 through our strong, enterprise-wide focus on technology and business transformation.

These operational and financial achievements were matched by strong results elsewhere that position us for future success.

In Kentucky, we received regulatory approval to retire 600 megawatts of aging coal generation and more than 50 megawatts of aging peaking units by 2027 and replace them with an affordable, reliable and cleaner energy mix.

We secured approval of our first Infrastructure, Safety and Reliability plans since acquiring Rhode Island Energy. We

also received the green light to invest up to \$153 million to deploy advanced metering across Rhode Island, an important step in creating a smarter, more resilient, more reliable and more dynamic grid capable of supporting the state's ambitious climate goals.

Looking ahead, we recognize we still have room to improve as we pursue our vision to be the best utility company in the U.S., and our focus in 2024 continues to be executing our utility of the future strategy.

We are affordably and reliably transitioning our fleet to cleaner sources and remain on track to achieve net-zero carbon emissions by 2050, along with our interim greenhouse gas reduction targets of 70% by 2035 and 80% by 2040.

We're engaged in more than 150 active research projects, with more than \$100 million in active federal funding, to accelerate development and commercialization of clean energy technologies needed to achieve a net-zero carbon future.

We're strengthening our transmission and distribution systems to protect against climate impacts and keep our systems and data secure against cyber threats.

We're expanding our industry-leading use of smart grid, automation, data analytics and AI to automate outage detection and response, support proactive asset replacement and promote self-healing.

We're focused on preparing our energy infrastructure to reliably meet two to three times today's electricity demand as electrification and economy-wide decarbonization progress. In addition, we're intent on expanding our ability to reliably manage two-way power flows and balance the grid as distributed energy resources increase.

Lastly, we're committed to expanding self-service options for our customers, using digital tools to enhance the customer experience, and keeping energy as affordable as possible. In 2023, we helped connect customers to more than \$47 million in energy assistance to reduce the energy burden on low-income customers. Our utility of the future strategy will continue to prioritize affordability and reliability moving forward.



As we continue to position ourselves to create long-term value for our customers and shareowners, we will engage with stakeholders to drive legislative, regulatory and market design changes that ensure we preserve sufficient dispatchable generation capacity to meet our customers' growing needs, including demand from data centers and other areas of economic growth and electrification.

We will remain focused on best positioning PPL to attract, engage and retain the best and brightest from an increasingly diverse talent pool in the U.S. and we will continue to foster professional development and employee engagement. In 2023, women held 36% of leadership positions and ethnic and racially diverse employees held 17% of leadership positions.

Finally, we will continue to support the success of the communities we serve — in 2023, our company and affiliated foundations donated more than \$13.6 million through philanthropy to improve lives, enable new growth and support economic development.

Guided by our responsible business strategy and strong governance, we are confident that we will deliver a sustainable energy future that benefits our customers, our employees, our communities and our shareowners.

Thank you for your interest in PPL, and we invite you to read more about our progress and plans in this report, which provides transparent and standardized disclosure of our sustainability performance.

Sincerely,

Vince Sorgi
PPL President and Chief Executive Officer

About PPL

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WHO WE ARE

PPL Corporation (NYSE: PPL), headquartered in Allentown, Pennsylvania, is a leading U.S. energy company focused on providing electricity and natural gas safely, reliably and affordably to more than 3.6 million customers in the U.S.

HOW WE MEASURE SUCCESS

Our vision at PPL is to be the best utility company in the U.S. Here's how we will define success.

Top decile in
safety nationally


Top quartile in
customer satisfaction,
reliability and cost
efficiency nationally

Premium stock
valuation relative
to peers


\$8.3 Billion
in annual revenue



3.6 Million
utility customers in the U.S.


6,600
Employees


7,500 MW
of regulated generation capacity in Kentucky


71,700 GWh
of electricity delivered


86,500 Miles
approximate miles of electric power lines


7,700 Miles
approximate miles of gas distribution mains

As of Dec. 31, 2023

WHAT WE BELIEVE

Our values guide our progress toward becoming the best utility in the U.S.



Safety - We never compromise on safety and health for our employees, contractors, customers and the public. We're committed to ensuring everyone on our properties goes home safely at the end of every day.



Passion - We love what we do, we bring our energy and enthusiasm to work each day, we care about each other, and we're driven to deliver long-term value for our customers and shareowners.



Innovation - We anticipate our customers' future needs and innovate to meet them. We're agile, creative and committed to continuous improvement.



Responsibility - Individually, and as teams, we're accountable for our actions and results. As a company, we're good stewards of the environment and we strengthen the communities we serve.



Integrity - We are transparent, ethical and fair in all we do, and we comply with legal and regulatory requirements.



Teamwork - We act as OnePPL, one company and one team. We leverage our collective and unique talents, knowledge and experiences to deliver better results for our customers. We value diversity, equity, inclusion and respect.

Our companies

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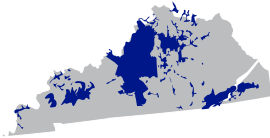
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PPL's high-performing, award-winning utilities are addressing energy challenges head-on by building smarter, more resilient and more dynamic power grids and advancing sustainable energy solutions.



Louisville Gas and Electric Company and Kentucky Utilities Company

Louisville Gas and Electric Company (LG&E) and Kentucky Utilities Company (KU) provide essential energy services to more than 1.3 million customers throughout Kentucky and parts of Virginia. LG&E and KU also operate about 7,500 megawatts of power generation.



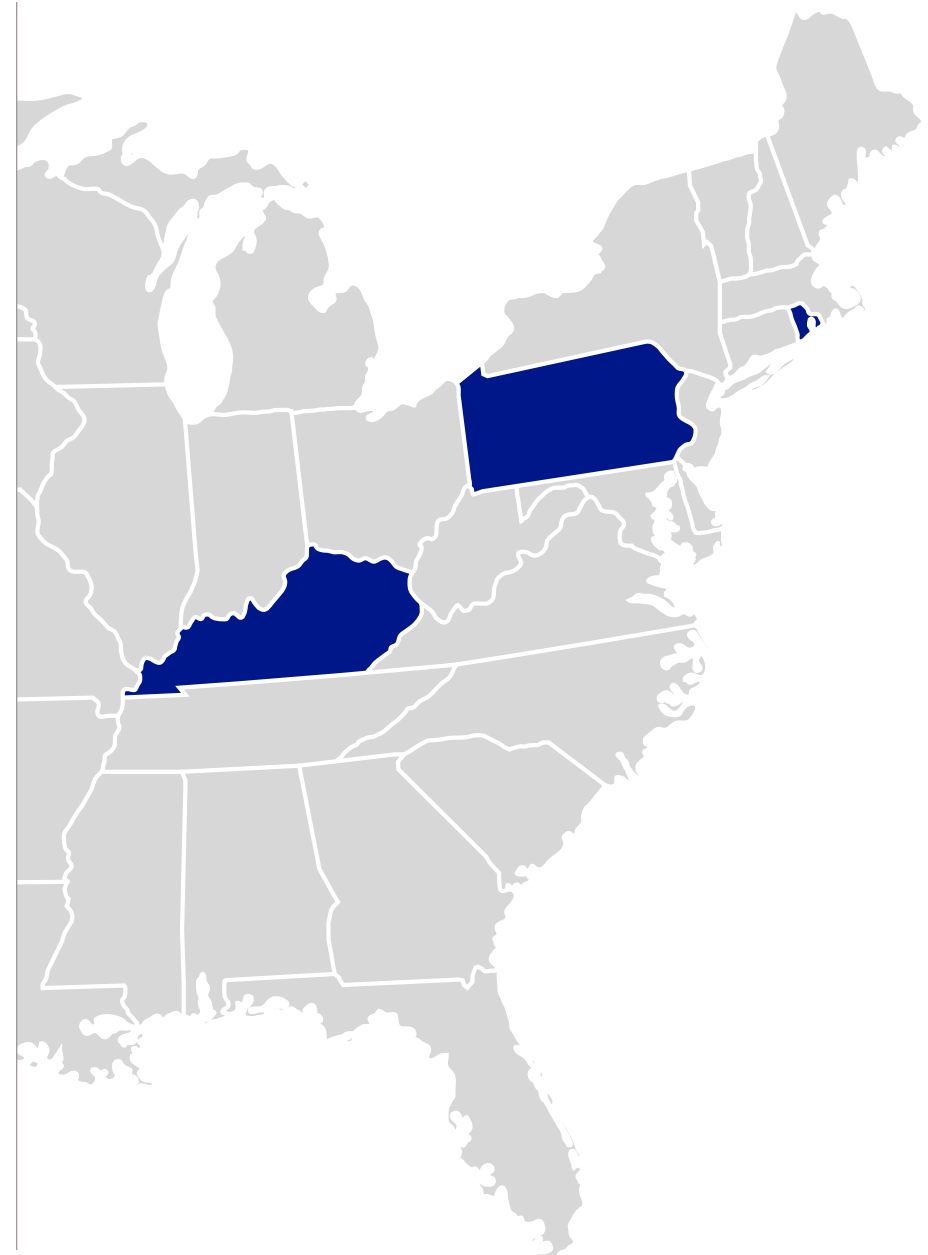
PPL Electric Utilities Corporation

PPL Electric Utilities Corporation (PPL Electric) provides electricity distribution and transmission services to about 1.5 million customers in Pennsylvania.



Rhode Island Energy

Rhode Island Energy (RIE) provides essential energy services to nearly 800,000 homes and businesses across Rhode Island through the delivery of electricity and natural gas.



Awards and recognition

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<p>2023 Charles Steinmetz Top Innovator Award in Grid Operations for groundbreaking additions to its distribution system (PPL Electric)</p> <p><i>Public Utilities Fortnightly</i></p>	<p>'Top 20' U.S. utility in economic development (LG&E and KU)</p> <p><i>Site Selection Magazine</i></p>	<p>Champion of Board Diversity for having at least 30% of its board consisting of women (PPL)</p> <p><i>Forum of Executive Women</i></p>
<p>Edison Award for industry-leading Dynamic Line Rating technology (PPL Electric)</p> <p><i>Edison Electric Institute</i></p>	<p>Emergency Response Awards for restoration efforts related to severe weather in our service territories (LG&E and KU, PPL Electric and RIE)</p> <p><i>Edison Electric Institute</i></p>	<p>ENERGY STAR® Partner of the Year Award for energy efficiency program (PPL Electric and RIE)</p> <p><i>U.S. Department of Energy</i></p>
<p>Named one of America's Greatest Workplaces for Women 2023 (PPL)</p> <p><i>Newsweek</i></p>	<p>Platinum Award for worksite wellness to recognize exceptional commitment to employee well-being, integration of wellness into the workplace, and exemplary leadership in managing employee benefits (LG&E and KU)</p> <p><i>Worksite Wellness Council</i></p>	<p>Received the top score of 100% on the 2023 Disability Equality Index (DEI), earning the designation as one of the best places to work for people with disabilities (PPL)</p> <p><i>Disability:IN and the American Association of People with Disabilities</i></p>
<p>Recognized as one of the top utilities in the nation for workforce diversity in 2023 (PPL)</p> <p><i>DiversityInc</i></p>		
<p>Technology Transfer Awards for achievements in innovation, sustainability, research and development (LG&E and KU)</p> <p><i>Electric Power Research Institute</i></p>	<p>Recognized as Utility Communicator of the Year, receiving 18 awards for customer communications throughout Kentucky (LG&E and KU)</p> <p><i>Utility Communicators International</i></p>	<p>Trendsetter Award in 2023 for political disclosures and accountability (PPL)</p> <p><i>Center for Political Accountability and the Zicklin Center for Business Ethics Research</i></p>

Performance data

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Key performance indicators in support of our sustainability efforts in 2023

ENERGY PORTFOLIO	2023
GENERATION	
Generation capacity (MW)	7,535
Owned net generation (MWh)	29,422,636
Generation efficiency (MMBtu/owned net MWh)	9.8
EMISSIONS	
Net-zero goal-related emissions (CO ₂ e) (metric tonnes) ¹	25,761,892
Generation carbon emissions intensity (metric tonnes/owned net MWh)	0.853
Sulfur dioxide emissions intensity (metric tonnes/owned net MWh)	.00041
Nitrogen dioxide emissions intensity (metric tonnes/owned net MWh)	.00044
Mercury emissions (Kg)	41
WATER	
Water withdrawal (megaliters/year)	379,422
Water intensity (withdrawal/owned net MWh)	0.013
Volume of water recycled and reused (percent total)	92.01%
WASTE	
Coal combustion products beneficially used (percent total)	71.9%

¹Net-zero goal-related emissions include Scope 1, Scope 2 and select Scope 3. See page 81 of this report for detailed information.

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INFRASTRUCTURE		2023
<i>ELECTRICITY</i>		
Miles of distribution lines		75,497
Miles of transmission lines		11,076
<i>NATURAL GAS</i>		
Miles of gas distribution mains		7,674
Miles of gas transmission mains		359
OPERATIONAL PERFORMANCE		
<i>EMPLOYEE SAFETY</i>		
Total hours worked		13,058,862
Number of lost-day cases		25
Lost-time incident rate		0.38
Recordable incident rate		1.33
Work-related fatalities		0
<i>RELIABILITY</i>		
SAIDI - Average outage duration (in minutes)		78.84
SAIFI - Average number of interruptions		0.67
CAIDI – Average restoration time (in minutes)		118.32
Average plant availability factor		87.71%
Unplanned outage rate		5.15%

RESOURCES AND COMMUNITY	2023
CUSTOMERS	
Customer count (at end of year)	3,618,844
ENERGY EFFICIENCY	
Incremental annual electricity savings from energy-efficiency measures (MWh)	367,908
Natural Gas Energy Efficiency Measures (MMBtu)	318,621
Total rebates (in millions \$)	\$120.77
BOARD OF DIRECTORS AND WORKFORCE	
Female representation, Board of Directors (percentage)	40%
Ethnic and racially diverse representation, Board of Directors (percentage)	30%
Female representation, executives/senior managers (percentage)	36%
Ethnic and racially diverse representation, executive/senior managers (percentage)	17%
Total workforce	6,629
Female representation, workforce (percentage)	26%
Ethnic and racially diverse representation, workforce (percentage)	13%
SUPPLY CHAIN	
Total spent on diverse businesses (in millions \$)	\$399
Number of diverse businesses	231
COMMUNITY SUPPORT	
Total charitable giving in communities served, including Foundation donations (in millions \$)	\$13.6
Total volunteer hours	31,829

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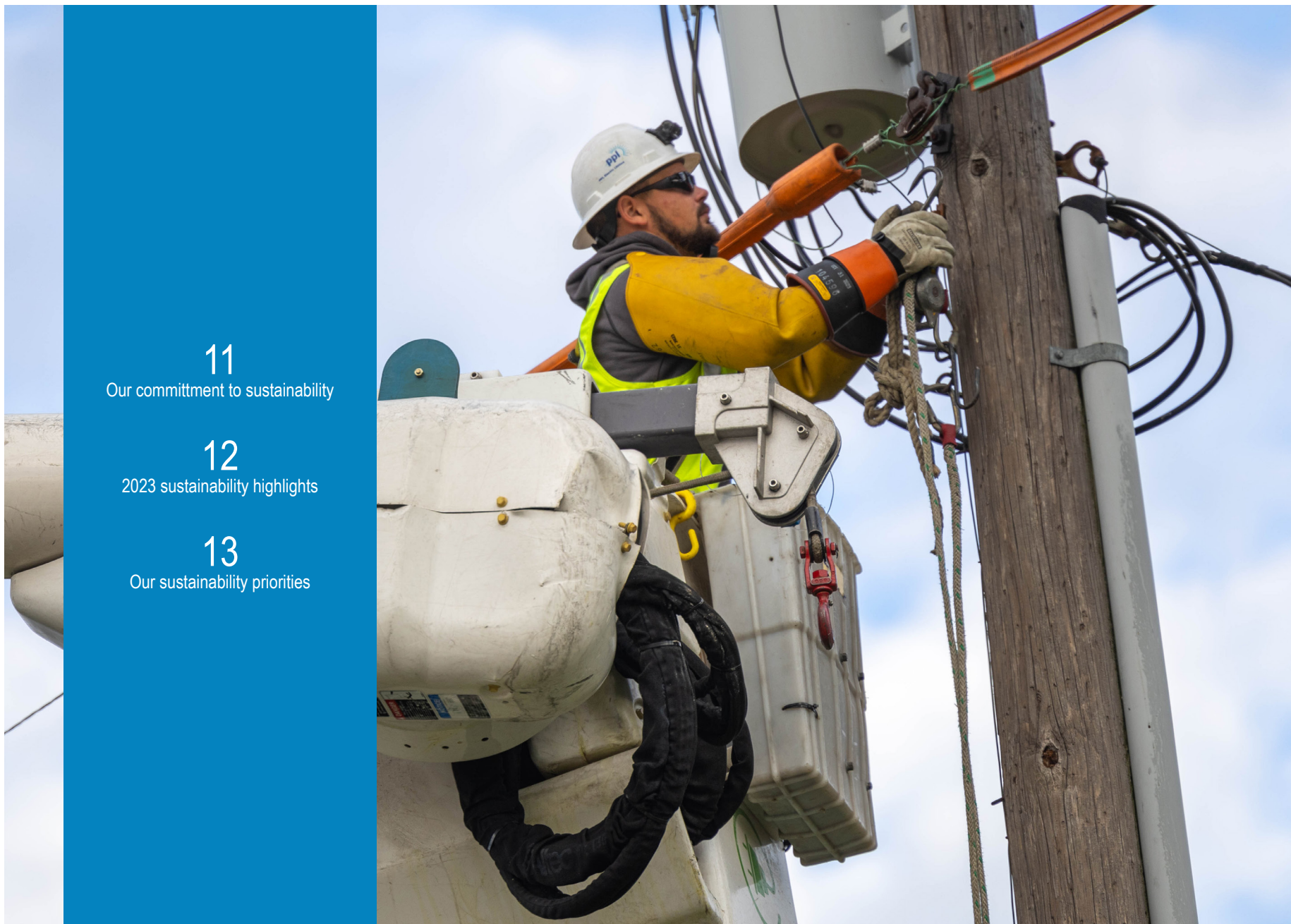
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Our commitment to sustainability

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We understand the decisions we make today can help shape our energy future for generations to come.

We're focused on an economical and sustainable transition to cleaner energy sources through innovation, responsible resource management and investments in infrastructure that support a more reliable, resilient and efficient grid.

PPL collaborates with utility industry partners and benchmarks its sustainability practices and environmental, social and governance (ESG) performance through the Electric Power Research Institute's Sustainability Interest Group and the Edison Electric Institute's (EEI) ESG Committee.

The company took a leadership role in developing the EEI and American Gas Association (AGA) Sustainability/ESG reporting template for investor-owned utilities. PPL consults widely accepted frameworks to inform the company's transparent, voluntary sustainability disclosures and assesses sustainability performance and best practices using a variety of ESG ratings.

PPL has also adopted a net-zero-by-2050 greenhouse gas emissions goal and set targets for fleet vehicle electrification and building energy use. The company's commitment to greenhouse gas reductions is evident in the actions described in the

report and other sustainability disclosures, and by the inclusion of certain climate-related metrics in officers' long-term incentive compensation. The company has also committed to strengthening diversity, equity and inclusion efforts to support our current workforce, attract future talent and empower the communities we serve. Our sustainability priorities related to safety, employee engagement, diversity and environmental stewardship, along with modeling of corporate values, are incorporated into individual performance evaluations and annual incentive compensation for all PPL executives.

Sustainability Governance

GOVERNANCE, NOMINATING AND SUSTAINABILITY COMMITTEE, BOARD OF DIRECTORS

Oversees the company's practices and positions to further its sustainability strategy and corporate governance, including specific environmental and corporate social responsibility initiatives.

CORPORATE LEADERSHIP COUNCIL AND KEY LEADERS

Reviews, provides strategic input on and approves the company's sustainability strategy and priorities. Executive leadership (CEO, CFO, COO, CLO, CHRO, CTIO), business segment presidents and the vice president of public affairs and sustainability officer guide the development of the sustainability strategy and enable the integration of sustainability across the enterprise and in the corporate strategy.

CORPORATE SUSTAINABILITY COMMITTEE

Oversees and establishes sustainability priorities and performance metrics. This committee includes senior leadership membership from operating companies, human resources, compliance, risk, investor relations, controller, legal, supply chain and corporate audit.

SUSTAINABILITY CORE TEAM

Cross-functional and enterprise-wide team of subject matter experts who conduct analyses of sustainability priority issues and environmental, social and governance trends, and is responsible for developing environmental, social and governance disclosures.

2023 sustainability highlights

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Energy & Environment	Social impact	Responsible Governance & Management
<ul style="list-style-type: none"> LG&E and KU received regulatory approval to retire 600 megawatts of aging coal generation and more than 50 megawatts of aging peaking units by 2027 and replace them with an affordable, reliable and cleaner energy mix. <i>Page 16.</i> PPL Corporation's capital plan includes more than \$14.3 billion of generation replacement and transmission investments through 2027 to strengthen grid reliability and resilience and safely, reliably and affordably advance the clean energy transition. <i>Page 20.</i> Rhode Island Energy received regulatory approval to implement advanced metering across the state, an important step in modernizing the state's energy infrastructure. <i>Page 20.</i> U.S. Department of Energy selected PPL Electric Utilities and Rhode Island Energy for grid modernization projects. <i>Page 20.</i> 	<ul style="list-style-type: none"> PPL's employees and retirees, combined with matching contributions from its affiliated foundations, pledged more than \$8 million during PPL's annual employee-led charitable giving campaign. The year's record-setting contributions, in partnership with United Way, will support nearly 500 local nonprofit organizations in Pennsylvania, Rhode Island, Kentucky and Virginia. LG&E reached a new three-year contract agreement with International Brotherhood of Electrical Workers Local 2100, which currently represents more than 600 employees. KU also reached a new five-year agreement with the United Steelworkers. Rhode Island Energy launched Customer Assistance Expos to provide customers with personalized information about various energy-efficiency and payment programs, including bill assistance for low-income customers and other initiatives to help them save on their home gas and electric bills. <i>Page 34.</i> 	<ul style="list-style-type: none"> Launched a new Transformation Management Office, combining technology, operations and finance to ensure a unified approach to achieving the initiatives vital to our transformational journey. <i>Page 56.</i> Completed the transition of more than 40% of Rhode Island Energy's applications onto PPL systems in the ongoing integration project. <i>Page 55.</i> Utility industry veteran Linda G. Sullivan joined PPL's Board of Directors in January 2023. Appointed Christine M. Martin, a 20-year veteran of PPL, president of PPL Electric Utilities Corporation in October 2023.

Our sustainability priorities

PPL's sustainability strategy is informed by regular priority issues assessments, stakeholder outreach and peer benchmarking. Assessments are conducted every two to three years to identify the issues most helpful to stakeholders in evaluating the company's environmental, social and governance performance and overall sustainability.

- **Affordability** – Drive innovation, agility, and operational and cost efficiencies across the company to preserve affordability for customers.
- **Community support** – Improve vitality and quality of life in the communities we serve through just and equitable community contributions including philanthropy, volunteerism and economic development.
- **Customer experience** – Engage with customers to deliver industry-leading service and solutions.
- **Cybersecurity and grid protection** – Maintain comprehensive risk assessment and management strategy to protect the grid, customer and employee data, and the company's assets.
- **Decarbonize our generation** – Economically retire aging coal-fired generation as it reaches the end of useful economic life, while maintaining reliability and affordability for our Kentucky customers and supporting state economic development.
- **Decarbonize our non-generation operations** – Reduce greenhouse gas emissions associated with our energy delivery and reduce our own carbon footprint through electrification of our fleet vehicles and by reducing energy use in our buildings.
- **Drive digital innovation and R&D** – Advance new technologies through research, development and innovation in partnership with industry and research institutions.
- **Emergency preparedness** – Maintain business continuity and prepare for events that affect our ability to serve customers.
- **Environmental stewardship and resource management** – Minimize our impact on the environment and communities we serve through responsible resource management, conservation of natural habitats and native species, and identification of culturally sensitive areas.
- **Governance, compliance and ethics** – Maintain strong corporate governance, transparent public policy engagement, compliance with legal and regulatory requirements, and ethical business practices.
- **Position the grid to enable clean energy resources** – Expand and modernize the grid to drive decarbonization, advance electrification and promote options to reduce customer energy use, including energy efficiency.
- **Reliability & Resiliency** – Enhance the reliability and resiliency of critical infrastructure through continued investments and innovation.
- **Safety** – Provide leadership, guidance and support on safety measures to ensure safety of the public, our employees and contractors.
- **Supply chain management** – Ensure supply chain resilience by cultivating a pool of diverse, strategic suppliers and business partners.
- **Workforce** – Cultivate a diverse, equitable and inclusive culture where employees feel respected and engaged, and invest in the current and future workforce through training and development, succession planning and a pipeline for recruitment and internal advancement.

Presented in alphabetical order.

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Clean energy transition

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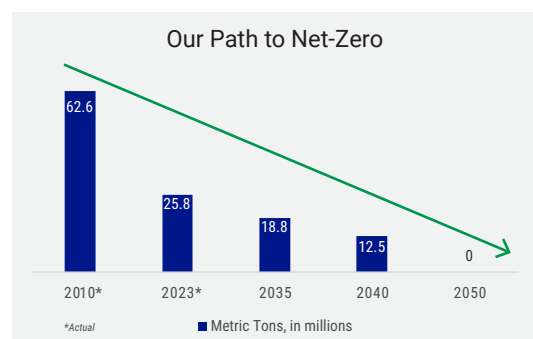
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OUR CLEAN ENERGY STRATEGY DRIVES AN EFFICIENT TRANSITION AND ECONOMIC DEVELOPMENT, WHILE MAINTAINING RELIABILITY AND AFFORDABILITY.

- > *We have committed to achieve net-zero carbon emissions by 2050.²*
- > *We are on track to achieve interim targets of 70% reduction by 2035 and 80% reduction by 2040.*
- > *We have committed to not burn unabated coal by 2050.*
- > *We are affordably and reliably transitioning our generation fleet to cleaner sources, while reducing carbon intensity and absolute emissions.*
- > *We are investing in R&D and innovative technologies that we expect will advance the clean energy transition.*



Our clean energy strategy

Our broad-based clean energy transition strategy ensures we can achieve our emissions reduction targets and deliver an affordable, reliable and resilient clean energy future for our customers and communities. We continue to evaluate our

infrastructure investment plans with this clean energy strategy in mind to ensure a successful transition.

The four pillars of our strategy are:

- Decarbonize our Kentucky generation as coal units reach end of useful economic lives.
- Drive digital innovation and R&D to enable new technologies.
- Decarbonize our non-generation operations
- Position the grid as an enabler for clean energy resources and drive energy efficiency and demand-side management.

As we transition to a clean energy future, we measure all proposed climate policies against three core principles: Customer Focus, Sustainability and Effectiveness. Our [Climate Policy Principles](#) are available online.

Risks and opportunities associated with climate change

Our businesses are subject to physical, market and economic risks relating to potential effects of climate change. Climate change may produce changes in weather or other environmental conditions, including temperature or precipitation levels, and thus may impact consumer demand for electricity. In addition, the potential physical effects of climate change, such as increased frequency and severity of storms, floods, and other climatic events, could disrupt our operations and cause us to incur significant costs to prepare for or respond to these effects. Climate change may also contribute to the heightened risk or severity of wildfires. Though the annual FEMA National Risk Index for wildfires in the jurisdictions we provide service is very low to relatively moderate, wildfires

could disrupt operations and cause us to incur significant costs. These or other meteorological changes could lead to increased operating costs, capital expenses or power purchase costs.

Greenhouse gas regulation could increase the cost of electricity, particularly power generated by fossil fuels, and such increases could have a depressive effect on regional economies. Reduced economic and consumer activity in our service areas — both generally and specific to certain industries and consumers accustomed to previously lower cost power — could reduce demand for the power we generate, market and deliver. Demand for our energy-related services could be similarly lowered by consumers' preferences or market factors favoring energy efficiency, low-carbon power sources or reduced electricity usage.

While PPL prepares for risks associated with climate change, policies and shifts in practices that combat these issues can give rise to opportunities to meet these challenges.

Additional enhancements to the grid are necessary to make it stronger, more resilient and flexible to withstand increasingly frequent severe storm events, as well as to enable the connection of distributed renewable and low-carbon generation sources.

Decarbonizing the economy will lead to increased electrification and demand for renewable energy, and the declining cost of renewables provides new investment opportunities in the renewable and distributed energy space, including solar generation and energy storage solutions driven by customer demand, favorable policies and retirement of existing coal-fired generation plants at the end of their economic life.

²The net-zero goal relates to direct and indirect carbon emissions consistent with Greenhouse Gas Protocol guidance and referenced by the EPA Center for Corporate Climate Leadership.

Decarbonizing our generation

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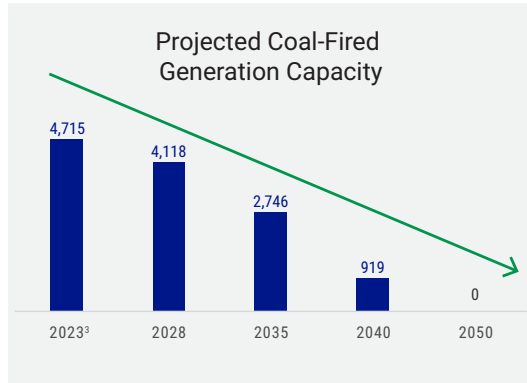
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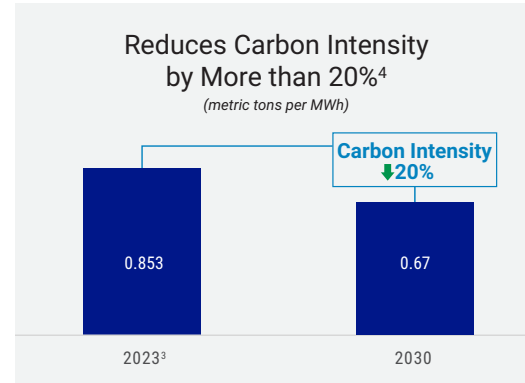
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- > *Economically retire coal-fired generation.*
- > *Advance cleaner power generation and leverage future technologies.*
- > *Maintain reliability and affordability for our Kentucky customers and support economic development.*

We continue to make progress toward our goal to achieve net-zero carbon emissions by 2050, having reduced carbon emissions nearly 59% from 2010 levels. We are also on track to achieve our interim targets of a 70% reduction by 2035 and an 80% reduction by 2040.

Maintaining reliability and affordability is a critical component to achieving net-zero emissions as we economically decarbonize our generation fleet in Kentucky.



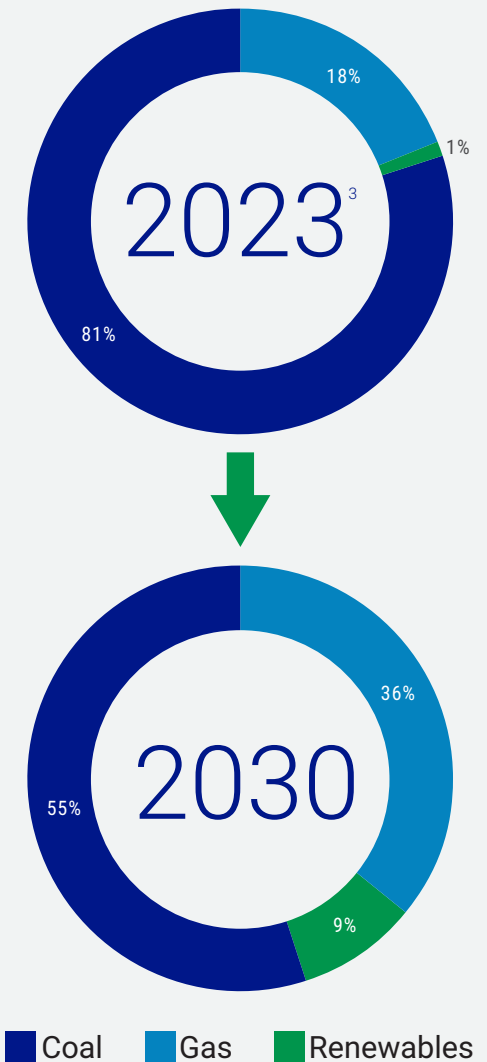
We continue to assess the dynamic energy landscape to identify opportunities to economically support this transition.

In Kentucky, LG&E and KU have received regulatory approval to retire 600 megawatts of aging coal-fired generation and more than 50 megawatts of peaking units; construct a new 640 megawatt combined-cycle natural gas plant; and add more than 1,000 megawatts of solar generation and energy storage. Once concluded, these actions will reduce the company's carbon intensity by more than 20%.

To advance the cleaner energy transition, we are working on modernizing our electric grids and gas LDC networks enterprise-wide.

Meaningful Transition to Lower Carbon Generation

(% of MWh)



³ Actual 2023 data used in graphs.

⁴ Projected absolute emissions reduction and carbon intensity reflect resource mix as approved in recent KPSC Order.

Drive digital innovation and R&D to enable new technologies

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- > *Advance new technologies through research, development and innovation in partnership with industry and research institutions.*

PPL is actively involved in industry and public sector partnerships focused on advancing research in several key technology areas: advanced dispatchable renewables and power electronics; long-duration energy storage and advanced demand efficiency; zero-carbon fuels (e.g., hydrogen); advanced nuclear energy; and carbon capture, utilization and storage.

It is through a collective commitment to research and development that PPL's operating utilities are able to improve reliability, resiliency and flexibility of the power grid while helping to usher in a new era of sustainable energy.

We're engaged in more than 150 active research projects, with more than \$100 million in active federal funding, steering key industry partnerships and collaborating with industry and academia to enable decarbonization.

Key partnerships include:

- Investing in Energy Impact Partners' global investment platform, which brings together leading companies and entrepreneurs worldwide to foster innovation toward a sustainable energy future. PPL has invested \$50 million across EIP's investment platform aimed at accelerating the shift to a low-carbon future and driving commercial-scale solutions needed to deliver deep, economy-wide decarbonization. Collaboration with EIP is expected to provide PPL greater visibility into emerging technologies that can be leveraged to advance the clean energy transition.

- Serving as an anchor sponsor of the Low Carbon Resources Initiative, a five-year initiative led by the Electric Power Research Institute and Gas Technology Institute to help accelerate research and development of low-carbon and zero-carbon technologies. The Low-Carbon Resources Initiative is a collaborative focused on identifying, developing and demonstrating affordable pathways to economy-wide decarbonization. This initiative is pursuing fundamental advances in a variety of low-carbon electric generation technologies and low-carbon energy carriers, such as advanced nuclear; carbon capture, utilization and sequestration; hydrogen; ammonia; synthetic fuels and biofuels. Research also includes assessing low-carbon pathways for producing, transporting and storing these energy carriers, as well as opportunities to use them in power generation, transportation and other applications.

- Creating innovative partnerships with academia including our longstanding partnership with the University of Kentucky's Institute for Decarbonization and Energy Advancement (IDEA) at the PPL R&D Center and new strategic research partnerships with the University of Rhode Island and Kentucky State University. Our research with IDEA aims to develop a flexible, net negative CO₂ emissions technology that will be directly applicable to natural gas combined-cycle power generation while minimizing the associated capital costs of installing this technology. Our partnerships with the University of Rhode Island focus on offshore wind, climate change and nuclear technology. Our research partnership with Kentucky State University (KSU) focuses on the community benefits of decarbonization technologies.



The following are examples of key research and development projects started or active in 2023:

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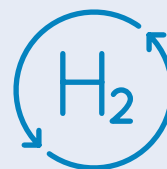
SOLAR

Deployed new, state-of-the-art, high-efficiency 360-degree tracking solar panels at our Renewable Integration Research Facility. These multi-axis tracking panels follow the sun as it moves through the sky. We also continue to partner with the University of Kentucky to research ways to recycle solar panels and reuse their input components to potentially lower costs, reduce waste and improve sustainability.



WIND

Deployed Kentucky's first utility-scale wind turbine in partnership with Northern Power Systems. The wind turbine is directly connected to the battery storage system located at our Renewable Integration Research Facility demonstrating how combining the strengths of solar, wind, hydro and energy storage can provide more reliable and affordable renewable electricity generation. In Rhode Island, we continue our partnership with the University of Rhode Island on off-shore wind and are applying jointly for federal research funding.



HYDROGEN

Partnered with the University of Kentucky to develop green hydrogen production with Direct Air Capture technology that could be used to reverse the accumulation of carbon dioxide in the atmosphere. Our joint team has won multiple federal awards for our process, has successfully demonstrated this technology in the laboratories at the bench scale, and in 2023 won another federal award to scale up the technology at our Renewable Integration Research Facility. Our pilot project will run on 100% on-site renewable energy and produce dedicated streams of captured carbon dioxide and hydrogen.



ELECTRIC VEHICLE CHARGING INFRASTRUCTURE

Committed to using all electric light-duty vehicles by 2030, including new Ford F-150 Lightning electric trucks, and deployed six electric vehicle charging stations to enable electric transportation between project locations. Three of the R&D electric vehicle charging stations are completely solar powered.



NUCLEAR

Partnered with Idaho National Laboratory to determine the feasibility of fully transitioning the Ghent coal-fired generating plant to a nuclear power plant. The study evaluated different types of small modular nuclear reactor technologies, siting, permitting, and identifying the infrastructure that can be reused to reduce the cost of converting a plant from coal to nuclear. PPL is also partnering with the University of Rhode Island on nuclear research.

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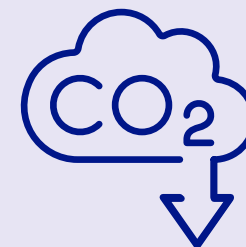
**STORAGE**

Implementing battery-energy storage systems to provide clean energy to customers during times of peak electrical demand. RIE is piloting two battery-energy storage systems to improve resiliency and performance. The two battery systems are designed to store electrical energy during low-usage periods. One is a front-of-the-meter system, meaning it will remain in an at-ready state and can be utilized immediately if an outage occurs to prevent customer loss of power. The second system is a behind-the-meter system that can be charged and discharged daily and used as a load peak-shaving asset. The battery systems could provide an option that not only avoids outages but also avoids resorting to more expensive, less sustainable energy alternatives during peak demand.

In Kentucky, PPL continues to test the state's largest lithium-ion battery and has applied for federal funding for newer long-duration storage technologies.

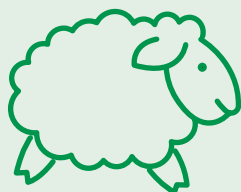
**RESILIENCY PLANNING**

Collaborating in the Climate Resilience and Adaptation initiative (READi), a three-year initiative launched by the Electric Power Research Institute (EPRI) to address energy system climate resilience and adaptation as extreme weather events continue to increase. The effort is focused on strengthening grid resilience against potential climate and weather impacts. Climate READi will enable global energy companies, climate scientists, regulators and other stakeholders to proactively analyze and apply climate data, allowing for the planning, design and operation of resilient energy systems of the future.

**CARBON CAPTURE**

Collaborating with the University of Kentucky's Institute for Decarbonization and Energy Advancement to create net-negative carbon dioxide emissions. The collaborative is researching the capture of CO₂ emissions at natural gas combined-cycle power plants.

The research aims to develop a flexible, net-negative CO₂ emissions technology that will be directly applicable to natural gas combined-cycle power generation while minimizing the associated capital costs of installing this technology. In partnership with the University of Kentucky and EPRI, we are developing plans for a large pilot and full-scale carbon capture system at the company's Cane Run natural gas combined-cycle generating station for net neutral operation with a product stream of 99.9% purity carbon dioxide.

**SOLAR VEGETATION MANAGEMENT**

Adapting best practices to our additional solar site after successfully adding a flock of sheep to our E.W. Brown solar facility. We added approximately 50 sheep to the Solar Share solar farm and integrated sustainable vegetation management with the previously installed pollinator habitat. PPL won an EPRI Technology Transfer Award for "Enhancing Solar Facility Vegetation Management Through Grazing and Native Solutions" for our deployment of sheep and pollinators at our E.W. Brown Solar Facility.

Position the grid as an enabler for clean energy resources

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- > *Leverage leading performance across our utilities to expand and modernize the grid and integrate utility-scale renewables and distributed energy resources.*
- > *Advance electrification and support adoption of electric vehicles.*
- > *Promote options to reduce customer energy use.*

PPL's \$14.3 billion regulated capital investment plan from 2024 to 2027 is focused on grid modernization and resiliency throughout our service territories and generation transition in Kentucky.

A significant portion of our investments in infrastructure improvements has been focused on incorporating new technology and hardening transmission and distribution systems.

PPL's utilities are actively monitoring and maintaining their systems, updating aging power lines and substations, building new ones, and incorporating advanced technology to keep power flowing to our customers.

CAPITAL INVESTMENT PLAN

PPL is investing \$14 billion between 2024-2027

35%	Electric Transmission
30%	Electric Distribution
16%	Electric Generation (non-coal)
10%	Gas Operations (LDC)
5%	Electric Generation (coal-fired)
4%	Other

OnePPL SPIRIT | INNOVATION

Grid modernization projects selected for federal funding

PPL Electric and RIE have been selected to receive up to \$100 million in federal funding to advance grid modernization and decarbonization efforts through the Bipartisan Infrastructure Law.

PPL Electric's Grid of the Future project, which represents \$99 million in planned investments, includes a combination of hardware and software components that work seamlessly together to deliver grid flexibility to the transmission and distribution systems and provide significant customer benefits, including increased reliability and resiliency, while advancing an affordable clean energy transition.

RIE's Smart Grid for Smart Decarbonization project proposed integrating a variety of advanced technologies to improve visibility and control of the electric grid, strengthen reliability, better enable the electric grid to integrate increased renewable energy resources, and reduce infrastructure costs for customers.

Across PPL, we're focused on creating utilities of the future that are agile, innovative and technology-enabled to drive additional value for customers and shareowners and support a reliable, affordable clean energy transition.

The federal funding opportunity was highly competitive, with PPL's operating companies being among 34 proposals selected out of over 300 submitted. Federal funding is from the Bipartisan Infrastructure Law, also known as the Infrastructure Investment and Jobs Act, via the Grid Resilience and Innovation Partnerships funding opportunity managed by the U.S. Department of Energy's Grid Deployment Office.

Preliminary selection does not guarantee funding. PPL Electric and RIE are working with the Grid Deployment Office to clarify details of its plan to secure the awards.

Advanced technology enables us to monitor and address the constantly changing conditions on the grid. We're installing sensors and relays across the system to send back information in real-time, allowing us to isolate problems and re-route power so the fewest customers are affected for the shortest amount of time.

To help reduce maintenance costs, we are harnessing the power of digital science and analytics to tell us when parts need replacement. For example, we can now reliably tell from corrosion rates and other

data when a piece of equipment might fail, and replace it preemptively, thus avoiding a power outage.

As technology plays an increasing role in our business, we're especially attentive to cyber threats and other potential dangers to the grid. We plan and operate our systems with the latest intelligence around cyber and physical intrusion and regularly evaluate our security by testing our system's defenses.

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Reliability and resiliency

PPL has been a leader in smart grid innovation, and we continue to invest in our networks to advance the clean energy transition and make our already strong reliability record even better.

Investments to modernize and strengthen the grid include:

- Replacing aging equipment, often to higher design standards.
- Installing smart grid technology and automation to enable real-time monitoring of system conditions, detect faults and quickly restore power to as many customers as possible when outages occur.
- Building new power lines and substations to support increased demand, improve resiliency and give us greater flexibility to reroute power.
- Rebuilding existing power lines with stronger poles and wires to better withstand extreme wind and tree impacts.
- Clearing trees and other vegetation that pose a threat to power lines.
- Installing devices to prevent lightning and animals from damaging equipment.
- Enhancing cyber and physical security to protect critical T&D assets.
- Assessing flood risks at critical facilities, such as substations and power plants, and relocating facilities or installing defenses, where necessary.

RELIABILITY

PPL's operating companies achieve top-decile reliability performance, exceeding the national average

	PPL Total	US AVG ⁵
SAIDI	78.84	131.1
SAIFI	0.67	1.09
CAIDI	118.32	120.2

SAIDI is the average outage duration (in minutes), excluding major events, per IEEE definition 1366.

SAIFI is the average number of interruptions per customer, excluding major events, per IEEE definition 1366.

CAIDI represents the average time (in minutes) required to restore service after a sustained interruption occurs, per IEEE definition 1366.

⁵ 2022 US Average



RIE'S ADVANCED METERING FUNCTIONALITY PROPOSAL APPROVED

RIE is committed to investing in its energy system to help meet the state's clean energy goals. The company took a major step forward in September 2023 when the Rhode Island Public Utilities Commission authorized RIE to implement Advanced Metering Functionality (AMF) across the state over the next three years.

Approximately 60% of the electric meters across the state are nearing the end of their design life and need to be replaced. The advanced meters will provide customers with greater control, choice and convenience in managing their energy consumption. AMF technology will also help meet evolving customer expectations by enhancing outage management capabilities and enabling more convenient remote service connections.

RIE expects the first of the new meters to be rolled out in late 2024. In advance of deployment, the company will engage customers with a robust communication plan, providing more details about the technology in advance of installation.

Enabling clean energy resources

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- > *Leverage leading performance across our utilities to expand and modernize the grid and integrate utility-scale renewables and distributed energy resources.*
- > *Advance electrification and support adoption of electric vehicles.*
- > *Promote options to reduce customer energy use.*

PPL's operating companies are committed to advancing a renewable energy future and empowering their customers and communities to do the same.

- LG&E and KU is currently accepting enrollments in the sixth section of their Solar Share facility. The subscription-based Solar Share program is a cost-effective option available to residential, business and industrial customers who want to support solar energy for as little as 20 cents per day. More than 2,800 LG&E and KU customers across Kentucky have enrolled in the program that helps them reach their own renewable energy goals. Upon completion, the Solar Share facility will have eight sections and a total capacity of 4 megawatts.
- The [Renewable Choice Calculator](#) helps LG&E and KU customers explore their sustainability options. By inserting a few details — including customer type and average monthly bill — the calculator uses the utilities' Solar Share Program and Green Energy Program to provide a solution that enables most customers to support renewables at a level that is equal to 100% of their power consumption for less than \$1 per day or about 5% more on their monthly energy bill.
- PPL Electric's Distributed Energy Resource Management System helps PPL Electric integrate



more distributed energy resources like private solar while preserving network reliability and power quality.

- To date, PPL Electric has connected nearly 400 megawatts of renewable energy to the grid.
- PPL Electric procures cleaner energy resources under Pennsylvania's Alternative Energy Portfolio Standards Act. From June 2022 to May 2023, alternative power sources comprised 18% of the power purchased by PPL Electric for its default service customers. This included 8% from solar, wind and hydropower energy sources. Based upon the current alternative-energy standard, Pennsylvania's renewable energy obligations have plateaued at 18%. Any increase to the requirement will require amendments to the state's statute.
- The user-friendly [Renewable Energy Connection](#) website makes it easier for PPL Electric customers to apply to connect solar panels and other generation systems to the grid.
- RIE supports the state of Rhode Island's Renewable Energy Standard (RES), which

requires purchase of 100% renewable electricity by 2033. In 2023, RIE met its requirement of 23% renewable electricity. In 2023, RIE issued a request for proposals for long-term contract capacity for 1,200 megawatts of offshore wind energy.

- RIE also offers two customer programs to encourage local renewable energy connections. About 620 megawatts of renewable energy nameplate capacity has been connected by year-end 2023.

Electrification

In support of efforts to reach economy-wide electrification, PPL participates in the National Electric Highway Coalition. More than 60 electric companies across the U.S. participate in this alliance organized around the common goal of deploying electric vehicle fast charging infrastructure to accelerate electric transportation.

The coalition is also empowering drivers to make the switch to electric vehicles. From fast charging stations to online marketplaces, member companies are helping drivers plug in with an electric vehicle. Some of these initiatives include:

- Installing charging stations and helping others install charging stations and connect to the grid.
- Providing charging locators so drivers know how and where to charge up.
- Providing resources to make buying an electric vehicle easier.
- Offering rebates and incentives to help customers save while making the switch.

Energy efficiency

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GIVING OUR CUSTOMERS THE TOOLS THEY NEED TO SAVE

PPL empowers our customers to save energy and money while connecting them to the resources they need to get the job done. Collectively, energy-efficiency programs helped customers save more than 367,900 megawatt-hours of electricity and reduced peak demand by more than 76 megawatts. Programs to support natural gas energy efficiency saved 318,600 MMBtu throughout 2023.

PPL's utilities share important energy-efficiency information with both business and residential customers on a regular basis. This information is distributed through online and television advertising,

by mail, through digital means and in person. It includes home-energy analytics, energy-savings tips and information about available energy-efficiency rebates.

Our companies offer a variety of services to help customers save energy, calculate their indirect greenhouse gas and carbon emissions and adopt renewable energy. Programs offered include:

- Online resources to make it easier to connect renewable energy resources.
- Smartphone apps that allow customers to trace their carbon footprint.
- Conservation/home energy performance monitoring.

- Low-income weatherization.
- High-efficiency lighting.
- HVAC testing and tune-ups.
- New construction advisory services.
- Education resources on electric vehicles.
- Load management options with financial incentives to reduce demand during peak hours.
- Appliance removal with incentives for replacement with EnergySmart appliances.
- Smart energy profiles and dashboards for monitoring usage and performance.
- Energy-efficiency education.

Energy Efficiency Program



76 MW

Peak demand reduction



\$121M

Total rebates



582K

Total number of participants



\$186M

Total utility
investment in programs



173K

Metric tonnes of CO₂e
emissions avoided as a
result of energy savings

Decarbonize our non-generation operations

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- > *Electrify fleet vehicles.*
- > *Reduce emissions associated with our electric and gas use, including increasing renewables consumption at PPL's company buildings.*
- > *Assess operational improvements and investments necessary to maintain emissions rates at or below industry average across PPL's utilities, including an assessment of gas distribution system operations.*

PPL is working to make system enhancements necessary to meet electricity demand over the long term to support electrification efforts by our customers, including the adoption of electricity-fueled transportation. We are also reducing our own carbon footprint through electrification of our fleet vehicles.

We have strengthened our commitment to fleet electrification by setting goals on electric vehicle adoption. PPL's operating companies are electrifying their light, medium and heavy-duty fleet vehicles and employing the use of electric lifts on bucket trucks.

We are assessing opportunities for efficiency and renewable self-generation to reduce energy usage at our owned buildings by approximately 30% by 2030. We also plan to install at least one solar array annually per company to help offset energy use.

Electrification and energy reduction goals⁶

100%

**Electrification of
light-duty vehicles by 2030**

80%

**Heavy-duty vehicles fitted with
electric lift technology by 2030**

50%

**Electrification of medium-
and heavy-duty vehicles by 2030**

~30%

**Reduction in building
energy use by 2030**



INTEGRATING SOLAR IN OUR OWN FACILITIES

PPL Electric added solar arrays to two more buildings in 2023, as part of its goal to have solar power at all buildings in Pennsylvania by 2030.

PPL Electric has installed a combined 250 kW of solar at four facilities. More installations are planned across operating companies in the upcoming years. It's the type of investment that customers expect and one that the company will continue building on as part of our commitment to a clean energy future.

In addition to the solar panels, a solar-powered system is being used to generate hot water at three service centers. A closed-loop water system circulates from the rooftop solar array to solar hot water tanks, heating up the water in those tanks. Similar systems will be set up at other service centers.

⁶PPL is currently evaluating goals related to fleet electrification to reflect market availability.

Investing in safe, reliable natural gas service

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In addition to providing electricity, PPL's utilities in Kentucky and Rhode Island also own and operate natural gas distribution systems, and we recognize the criticality of the natural gas system in maintaining safe, affordable and reliable energy for our customers as we decarbonize our economy.

In Kentucky, LG&E's system is made up of over 4,800 miles of natural gas transmission and distribution lines; compressor stations that move the gas through the system to customers; and natural gas storage fields that enable LG&E to purchase gas when costs are low and store it for later use, passing on the savings to customers.

RIE's natural gas system consists of 3,227 miles of natural gas distribution lines.

Both utilities employ comprehensive natural gas safety measures that include 24/7 monitoring by a central Gas Control Room; conducting leak surveys; operating a Pipeline Integrity Management Program that identifies and minimizes potential pipeline risks; and educating community partners and the general public about natural gas safety.

LG&E has undertaken a multi-year asset modernization and replacement program, which has resulted in a reduction in methane leaks and gas loss and has improved the safety and reliability of the gas system. Natural gas infrastructure update projects in Kentucky include:

- Replacing approximately 45,000 steel customer service lines. About one-third of this ongoing project is completed.
- Completing the removal of approximately 4,400 steel curbed services.

- Completing the replacement of approximately 15.5 miles of transmission pipeline.
- Upgrading city gate stations and gas regulation facilities with new valves, piping, and modern regulation and measurement equipment. This work was completed in 2023.

In Rhode Island, the Public Utilities Commission is undertaking a regulatory proceeding to investigate the future of gas use and infrastructure in the state, a response to the 2021 Act on Climate, which requires economy-wide greenhouse gas emissions reductions to net-zero by 2050.

The investigation into the gas distribution business will look at changes, such as moratoriums on new hookups, incentives for renewable natural gas, and transitioning customers to alternative heating sources like electricity.

As part of the proceeding, RIE is conducting a technical analysis to evaluate options that will achieve the emissions goals of the Act on Climate and identify investments in the natural gas infrastructure that are needed to maintain safety, reliability and affordability for customers. A key component of the proceeding is comprehensive stakeholder engagement, which is expected to conclude in 2024.



Environmental stewardship and resource management

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A STRONG COMMITMENT TO COMPLIANCE, TRANSPARENCY AND CONTINUOUS IMPROVEMENT

- > *Minimize our impact on the environment and communities we serve through responsible resource management*
- > *Seeking innovative solutions and opportunities to reduce, reuse and recycle waste materials*
- > *Conserving natural habitats and native species*

All facets of the daily operations of electric power and natural gas companies — from water discharges and atmospheric emissions to dams and transmission line rights-of-way — can have an impact on the environment.

PPL works throughout all phases of its projects to avoid and minimize impacts to the environment, especially in sensitive resource areas. We routinely ensure structures and access roads are located to avoid impacting sensitive areas like wetlands and waterways, as well as critical habitat for rare, threatened, or endangered flora and fauna.

Our [Environmental Policy](#) provides a framework to ensure we conduct business in an environmentally responsible manner.

In addition to ensuring compliance with all state and federal environmental regulations, we have a longstanding commitment to carry out all business activities in ways that preserve and promote a clean, safe and healthy environment.

PPL's operating companies have a strong commitment to compliance, transparency and continuous improvement. The companies share best practices and provide regular performance reports to senior leadership, and external reporting of environmental performance is reflected in annual reports available to the public.



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Environmental Management

PPL's environmental management system helps our operating companies comply with applicable regulations, minimize our impact on the environment, and continually improve our processes.

We implement and maintain systems and procedures to provide a systematic approach to managing activities that could impact the environment and ensure that we meet or exceed environmental laws and regulations. An enterprise-wide director of environmental compliance oversees environmental compliance and management and reports to the senior vice president of engineering and construction. Risks related to environmental management are included in the Enterprise Risk Management process and reported quarterly to the Audit Committee of the board of directors.

Procedures and plans include:

- Air Emissions Compliance
- Water Discharge Compliance
- Waste and Byproduct Compliance
- Groundwater Protection Planning
- Spill Prevention and Response Procedures
- Environmental Audits and Assessments
- Permitting, Monitoring, Recordkeeping and Reporting
- Avian Protection
- Biodiversity and Habitat
- Construction

Employees are expected to conduct business in accordance with PPL's Environmental Policy:

Personal Responsibility

Hold ourselves accountable for conducting business with integrity and transparency.

Resource Commitment

Provide the human and financial resources necessary to carry out our environmental policy.

Continual Improvement

Monitor and assess our environmental performance and risks to set measurable targets that result in continual improvement.

Innovation

Support leading research and invest in innovation to advance sustainable resource management and reduce our environmental impact.

Stewardship

Promote conservation of natural resources, protection of biodiversity, pollution reduction and protection of the environment. We expect suppliers and contractors acting on our behalf to operate consistent with our environmental policy.

Compliance

Meet or exceed all applicable environmental laws, regulations and the voluntary standards we have adopted. We move promptly to address environmental compliance issues whenever they are identified.

Engagement

Openly communicate our environmental commitments, actions, performance and policy, and listen to the concerns of our stakeholders. We provide environmental education opportunities to our employees, customers and the public. We engage with regulators, customers, employees and the community to assess potential impacts of development activity, environmental initiatives and actions stemming from the company's business activities.

Water use and stewardship

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PPL carefully manages the water it uses and monitors the impact of wastewater discharged into waterways. PPL's utilities support programs that protect waterways and the ecosystems that depend on them in the service areas where the utilities operate. In addition, the companies collaborate with a variety of stakeholders and state agencies to ensure that watersheds and reservoirs meet both the needs of the utilities and other stakeholders, including the public.

With our utilities located in the eastern part of the United States, no water used for our operations is sourced from regions with high or extremely high baseline water stress. In fact, data from the National Oceanic and Atmospheric Administration shows the eastern half of the country has gotten more rain, on average, over the last 30 years than it did during the 20th century.

PPL's only operations with any significant water usage are the power generation operations in Kentucky. All but one of LG&E and KU's power plants are located

No water is sourced from regions with high or extremely high baseline water stress.

on the Ohio River, which is not adversely affected by drought. The National Oceanic and Atmospheric Administration predicts the Ohio River's water levels daily and has never required LG&E and KU to reduce non-hydro generation due to river temperature or water volume issues. There is only one power plant, the Ohio Falls hydroelectric plant, that could be impacted by water volume because it is a run-of-river dam. However, that plant accounts for only about 1% of the company's power generation.

Our water management strategy includes:

- Paying consumptive use fees to cover the costs of reservoir projects and storage space designed to benefit all users and maintain adequate river levels during low flow periods.

- Utilizing closed-cycle cooling at our generating plants to reduce the volume of cooling water withdrawn from the region's watershed.
- A Groundwater Protection Plan
- A Stormwater Best Management Practices Plan
- A Spill Prevention Control and Countermeasure plan that facilitates the safe storage of chemicals and oils on site. Proper secondary containment and monthly tank inspections ensure chemicals remain out of the watershed and groundwater.

The companies also continue to decrease consumptive water use as they improve power plant efficiency and have transitioned to dry-ash handling at remaining coal-fired power plants in Kentucky.

349,093

Megaliters per year of water discharged

379,422

Megaliters per year of water withdrawn

30,329

Megaliters per year of water consumed

92%

Total volume of water recycled and reused

Waste management

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PPL has high standards for managing waste from our operations. In keeping with the company's commitment to advance a cleaner energy future and encourage responsible stewardship, we seek innovative solutions and opportunities to reduce, reuse and recycle waste materials.

The companies have strong waste management programs in place focused on recycling and eliminating hazardous waste. Other waste streams include e-waste, cardboard, municipal trash, scrap metals, wooden utility poles and coal combustion residuals.

This year, over 71.9% of the coal combustion residuals generated by LG&E and KU were recycled for manufacturing wallboard and cement. LG&E and KU have closed 18 coal combustion residuals wet storage impoundments. Only three facilities remain, with construction for closure expected to be complete in 2025. Complying with the coal combustion residuals rule, no sluiced materials are sent for treatment to any of our utilities' wet coal combustion residuals storage impoundments.

100%
Universal waste
diverted from landfills

54%
Non-hazardous waste
diverted from landfills



OnePPL SPIRIT | RESPONSIBILITY

Responsible remediation of closed sites

As part of PPL's environmental remediation program, our utilities are responsible for rehabilitating sites where operations, even by predecessor companies, have long since ceased. These ongoing responsibilities include monitoring, testing and remediating manufactured gas plants.

Manufactured gas plants had their roots in the 1700's with the discovery that a process of heating coal would produce gas for illumination.

The remediation process includes working with each state's environmental protection department and keeping stakeholders informed about the company's environmental evaluation and response program for these sites throughout the investigative and remediation processes.

Remediation has been conducted at three former LG&E manufactured gas plant sites, which have been redeveloped for new land uses. Remediation has also been conducted at four former KU manufactured gas plant sites.

RIE regularly shares up-to-date information with the community via public meetings, project websites, mailed notices to site neighbors and fact sheets on two prominent manufactured gas plant remediation projects in Rhode Island.

In Pennsylvania, PPL Electric is remediating two manufactured gas plants, with the expectation that restoration efforts will conclude in 2026.

Biodiversity

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- > *Protecting habitat and biodiversity*
- > *Creating awareness*
- > *Working with key partners*

Biodiversity is an essential component of a healthy environment, and PPL is committed to developing solutions to preserve biodiversity and restore ecosystems across the areas where we operate.

The day-to-day operation of the power delivery network has the potential to affect ecosystems and habitat, as well as the living plants, animals and aquatic species present in the natural environment.

PPL's biodiversity practices comply with state, federal and local regulations. In addition, our operating companies work extensively to ensure the



environment is protected while work is being done on the electrical and natural gas delivery systems, especially in sensitive resource areas.

We recognize the importance of conserving natural habitats and native species and work with various partners to protect biodiversity.

Our biodiversity strategy includes:

- Ensuring compliance with all state and federal regulatory requirements related to habitat management, watershed management, biodiversity preservation and ecosystem restoration.
- Adopting comprehensive Avian Protection Plans to protect birds from coming in contact with electrical equipment and power lines.
- Using pollinator-supportive and native plants as part of construction, maintenance and restoration activities where practical.
- Implementing habitat mitigation practices to prevent or reduce detrimental effects on biodiversity from company actions and ongoing operations, wherever possible.
- Partnering with state and nongovernmental agencies to identify and protect species of concern in proposed work areas before work is executed and permits are requested.
- Engaging with stakeholders when planning, building and operating our energy infrastructure.
- Supporting community initiatives to protect the environment through charitable contributions, volunteerism and direct engagement on restoration efforts.

POWERING POLLINATORS

UTILITY RIGHTS-OF-WAY PROVIDE ECOLOGICAL CONDITIONS THAT ALLOW NATIVE SPECIES TO THRIVE.

Employees survey hundreds of miles of electric transmission rights-of-way within our service territory and identify populations of native flowers and grasses. We use maintenance practices that help facilitate growth and will reintroduce native grasses and wildflowers when planting is appropriate.

PPL's operating companies continue research and development on management and protection of pollinator habitats. The utilities have established pollinator projects to test the native plants that will reduce mowing costs and mowing-related emissions, prevent soil erosion, and serve as a habitat for pollinators.



230

**Total acres of
PPL pollinator test sites**

Vegetation management

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Effective vegetation management along distribution and transmission lines is a critical part of maintaining the reliability our customers depend on to power their homes and businesses.

Our vegetation management program is designed to promote the safe and reliable operation of the electric grid, while making sure that we are sensitive to both the concerns of property owners and our obligations to electricity customers. We work with conservation, land management and environmental groups, on both state and federal levels, to advance common goals of electric reliability and environmental stewardship.

Trees and other tall vegetation need to be kept away from power lines. If they get too close, power outages can result. Tree-related outages can potentially affect thousands of customers for extended periods of time. Keeping overhead power lines clear of limbs and brush also enables our crews to detect and repair issues that impact service during storms. Tree interference also poses potentially significant safety risks to our employees and the public.

PPL's utilities all conduct tree clearance trimming throughout their service areas on cycles to maintain reliable service. The utilities use integrated vegetation management practices to encourage compatible species that reduce the need for herbicides. Our vegetation management practices promote healthy ecosystems and provide measurable results, such as greater natural species diversity along rights-of-way to limit and control non-native species.

The utilities also use light detection and ranging technology (LiDAR) to map vegetation including individual trees adjacent to transmission rights-of-way. This technology helps our foresters identify trees that represent a risk to our electric facilities. The system is designed to assist in prioritizing vegetation management activities so tree crews can be deployed more precisely.

In addition to tree trimming, which is a critical part of maintaining the reliability of the grid, the vegetation management team is also committed to enhancing the environment and landscape. We provide trees, saplings and native plants to public and conservation groups throughout Kentucky, Pennsylvania and Rhode Island. Collectively, more than 4,600 saplings are donated annually throughout our service territories in Kentucky and Pennsylvania. RIE donates to the Rhode Island Tree Council for the purchase of saplings.

75,500

Miles of distribution lines

11,000

Miles of transmission lines

EMBARKING ON AN ENTERPRISE-WIDE MAPPING SYSTEM

PPL is embarking on a multi-year initiative to create an enterprise-wide Geographic Information System (GIS) that will allow users throughout the company to see millions of company assets on a map.

Employees from across the company will be able to track company assets like transmission lines, gas pipelines, meters and much more. Currently, this technology is limited and available only to specific work groups, and separate systems are used across different business groups.

The initial implementation was rolled out in October as part of the integration of RIE's systems.

Rather than a standalone platform, the GIS system will be connected to a work management system and other software platforms, allowing for greater organizational efficiencies.

The system will be rolled out over the next five years.

SOCIAL IMPACT

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Stakeholder engagement

Our operating companies have a history of community engagement and public meetings to support development activities and engage with stakeholders regularly throughout the year. That continuous and ongoing engagement is critical as we work to create the utilities of the future. Whether we are building and maintaining more resilient and reliable infrastructure or transitioning to cleaner energy sources, we are helping to ensure a balanced, responsible and just transition that considers the impact on our employees, communities and customers. PPL engages with our stakeholders regularly and values the insights they provide as we work to deliver results for today and set strategic goals for the future.

OUR STAKEHOLDER GROUPS' APPROACH TO ENGAGEMENT

Communities

- Ongoing discussions and partnerships with environmental groups related to operational activities
- Power plant advisory committees for facility neighbors
- Support for events and programs of nonprofits, chambers and associations
- Volunteerism (board service, events, long-term programs)

Customers

- Billing statements and messaging
- Consumer advisory panels
- Customer commitment advisory forums
- Customer feedback (surveys, online comments, phone calls)
- Demand-side management/energy efficiency advisory groups
- Customer Assistance Expos
- Email newsletters
- J.D. Power survey
- Market research
- Press releases and media opportunities
- Websites
- Social Media

Government

(local, state, federal)

- Attendance at, and participation in, meetings and hearings with regulators and policymakers
- Continuous dialogue

Industry Associations

Attendance at regular meetings and conferences and active participation in organizations such as:

- American Gas Association
- Edison Electric Institute
- Electric Power Research Institute
- Energy Storage Association
- Smart Electric Power Alliance
- State and regional chambers of commerce and industry associations

Employees

- Business resource groups
- Company intranet
- Employee feedback (via surveys)
- Performance reviews
- Safety and health committees
- Town hall meetings
- Training events

Shareowners

- Investor calls
- Investor relations website
- Ongoing discussions through meetings and calls
- Quarterly earnings news releases

Suppliers

- Supplier meetings
- Supplier networking summits

Energy equity, environmental justice and a just transition

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ENSURING A JUST AND EQUITABLE ENERGY TRANSITION

- > *Consult with leaders in their fields of research and innovation to advance sustainable practices*
- > *Involve impacted communities and their leaders in decision-making processes and projects under development*
- > *Adapt our approach in partnership with the communities we serve as we move forward together toward a clean energy future*

As markets, customers and the generation and delivery of energy evolve, PPL remains true to our commitment to conduct business in an environmentally responsible manner. Additionally, we proactively take measures to bring value to all of our customers, create sustainable communities and treat our employees with dignity and respect. Our approach takes into consideration equitable access and affordability for all customers in planning and program design; complies with existing local, state and federal laws while ensuring community awareness and involvement; and ensures the workforce and local economy are not negatively impacted by the transition to clean energy.

Energy equity

Whether siting new power lines or installing environmental controls on existing generating plants, PPL encourages improvements that reduce our environmental impact, modernize energy infrastructure, empower customers with new options, and drive innovation that benefits society.

We believe decarbonization and grid resiliency are broad benefits to be enjoyed across all communities, and that those benefits can be achieved reliably and affordably.

We are focused on investing in infrastructure improvements that will improve resiliency, deliver clean energy and enhance associated program offerings, such as electric vehicle charging and energy efficiency, to all communities that both want and need it.



OnePPL SPIRIT | PASSION

Connecting with our customers

RIE held a series of Customer Assistance Expos in 2023 intended to provide customers with personalized information about various energy-efficiency and payment programs, including bill assistance for low-income customers and other initiatives to help them save on their home gas and electric bills.

RIE's Customer Advocate team partnered with various state agencies — including CAPP (Community Action Partnership of Providence County), United Way (211 van), LIHEAP (Low-Income Home Energy Assistance Program), Green & Healthy Homes Initiative, Family Services of RI and RI Food Bank, among others — to provide customers with a convenient "one-stop shop" of resources.

RIE's Customer Advocates provided information on critical programs, including discount rates, federal grant programs and local emergency relief from the Good Neighbor Energy Fund.

Environmental justice

We recognize that our infrastructure projects have the potential to significantly impact local communities. We leverage more than a century of experience developing and maintaining the systems that keep electricity and natural gas flowing, and we have long-established practices to ensure we are focused on engagement, access, affordability and community support in every project we develop, including:

- Using environmental screening to identify all communities impacted by projects under development.
- Seeking early and frequent stakeholder engagement, including public open houses and public feedback surveys.
- Communicating with power plant advisory committees and neighbors.
- Providing timely and transparent information.
- Working with local community leaders.
- Expanding community support and development efforts.
- Engaging with stakeholders, including regulators, customers, employees, commercial and recreational groups, and the community at large to assess potential impacts of development activity, environmental initiatives and actions stemming from the company's business activities.
- Supporting and utilizing leading research and investing in innovation to advance sustainable resource management and reduce our environmental impact.

Across our service territories, our teams work with various partners as we aim to minimize our operational impact on sensitive resource areas, protecting biodiversity and ecosystems. In addition, we offer grants to environmental conservation organizations for community revitalization; support research and development projects related to pollinator habitat protection; manage pollinator habitats at company facilities; work to identify and protect species of concern in proposed work areas; and provide trees and pollinator-friendly plants to county and municipal parks, environmentally focused groups and schools through various distribution programs.



Just transition

We carefully consider environmental and economic factors that impact employees, communities and customers when assessing and planning development activity. The company is developing a framework that outlines the considerations, resources and plans we'll use to engage our stakeholders, prepare for retiring our Kentucky coal-fired generation economically, and move forward with future replacement generation.

The framework takes into consideration best practices, lessons learned from past experiences, available data and ways to include internal and external stakeholders in this process.

While focused on generation retirements, our approach to stakeholder engagement for all projects that have the potential to significantly impact communities we serve will include:

- Identifying key internal stakeholders and accountable owners
- Conducting a project-needs assessment
- Assessing outreach and planning considerations
- Creating a profile of the impacted area
- Identifying external stakeholders
- Organizing community outreach
- Establishing a strategic communications plan

With PPL's Kentucky-based power plants providing hundreds of well-paying jobs and ongoing tax revenues for the communities in which they serve, we know that the retirement of a power plant can have a significant impact on employees and the community. To help ensure a just transition for our employees and the communities we serve, we work to retire power plants in a way that aims to be the least disruptive to the local economy, including through retraining programs. We engage with regulators, customers,



employees and the community early and often during a multi-year process as we economically retire existing generation and construct replacement generation.

LG&E and KU's long-standing commitment to being good corporate citizens within the communities they serve allows them to better understand the unique challenges and interests facing each community. LG&E and KU's community relations and government affairs departments have pursued a strategy of engagement through customer interaction, local community board memberships, active participation within neighborhood groups, and consistent dialogue with elected officials. Company employees serve on over 100 community boards and devote thousands of volunteer hours a year to various organizations.

The companies have successfully retired plants in the past with minimal to no disruption to the workforce or our local communities. The companies' transition plan for generation plant retirements through 2030 includes consideration of employee impacts through multi-year workforce planning, with job impacts expected to be minimized through attrition, internal transfers and retraining.

The companies' phased transition planning provides:

- Flexibility for each location to address its specific needs.
- Less disruption to the workforce and community.
- Opportunities for continued reinvestment and reuse of existing generation sites.
- Ability to support economic development through replacement with a reliable, affordable and resilient energy portfolio.

Economic development

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CONTRIBUTING TO THE ECONOMIC VITALITY OF OUR COMMUNITIES

Mapping out long-term energy plans that contribute to economic vitality is part of the way PPL's companies work to provide a bright future for the communities we serve. We understand enhancement and construction of utility infrastructure, at a reasonable cost, is vital to attracting and retaining businesses that create jobs for our communities.

We provide incentives to support economic development efforts. For example, LG&E and KU's Economic Development Rider — an incentive rate for existing industry expansions, new project locations and redevelopment initiatives within the service area — continues to be recognized as an exemplary business attraction tool. The company's economic development and major accounts team works with state, county and local officials, regional partners, site consultants, real estate developers and industry associations on potential business relocations and expansions.

In Pennsylvania and Rhode Island, the utilities' key account managers work to engage business and industrial customers to help them get the most from their energy dollars through the utilities' energy efficiency programs. They also serve as liaisons with operations to assist with the electrical power needs of large customers and proactively address potential reliability issues. In addition, the companies' community relations teams are actively involved in various organizations dedicated to helping communities thrive.

To further contribute to economic development in our regions, PPL's subsidiaries and their executives are actively involved in business organizations, such as local chambers of commerce and economic development organizations.



LG&E AND KU HELP FORD BLUEOVAL SK BATTERY PARK MEET MAJOR MILESTONE

Ford BlueOval SK Battery Park in Glendale, Kentucky, is energized for service, achieving a major milestone that will allow the manufacturer to commission equipment for service and be operation-ready ahead of schedule.

LG&E and KU continue to play a big role in the construction of the electric and gas infrastructure to support operations.

The \$5.8 billion battery-manufacturing site — a partnership of Ford Motor Co. and SK On — is expected to create 5,000 jobs and add substantially to LG&E and KU's gas and electric loads.

Years of advance planning by state officials, community leaders and economic developers — including LG&E and KU's Business and Economic Development team — laid the groundwork for Ford and SK On to bring its business to Kentucky.

A project of this magnitude would generally take four years or more. The LG&E and KU team successfully compressed it to 18 months, while maintaining an excellent safety record and coming in on budget.

Strengthening the communities we serve

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MAKING A POSITIVE IMPACT THROUGH CHARITABLE GIVING

As we work to create the utilities of the future, we strive to be a responsible corporate citizen and support the communities in which we live and work. Volunteerism and charitable giving are key in our efforts to be an active and positive force in our communities.

Charitable giving — through each utility and their affiliated foundations — help to bolster education; promote diversity, equity and inclusion; develop the future workforce of the energy sector; conserve and protect our environment and strengthen local communities.

Collectively, PPL's operating companies and affiliated foundations contributed more than \$13.6 million in 2023 to support local organizations through annual grant and charitable giving programs in Kentucky, Pennsylvania and Rhode Island. The support is one of the many ways the company works year-round to uphold its values, which include a focus on corporate citizenship.

Our employees support their local communities through volunteerism and charitable contributions. In 2023, the company's employee giving campaigns raised more than \$4 million in employee and retiree pledges. Coupled with matching funds from the PPL's affiliated foundations, which match contributions dollar for dollar, this will direct more than \$8 million to support local nonprofits in states where we operate.

\$13.6 million

Total company and
foundation charitable giving

31,800

Number of employee volunteer hours



Safety

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WE NEVER COMPROMISE ON SAFETY AND HEALTH FOR OUR EMPLOYEES, CONTRACTORS, CUSTOMERS AND THE PUBLIC.

Safety is more than a commitment at PPL. It's a value that is rooted in everything we do. Our goal is to achieve top-decile safety performance nationally across the enterprise.

PPL's operating companies all have a strong accident-prevention culture. Employees own the concept of health and safety at a grassroots level, and that commitment enables employees to hold each other accountable while sharing good practices focused on reducing risks and preventing workplace accidents. Our approach is outlined in our [health and safety policy](#).

As we continued to drive toward improving our safety performance in 2023, we undertook a number of initiatives:

- Expanded our use of safety guidelines and training tools in order to address the most serious injuries experienced by employees.
- Empowered bargaining unit safety advocates to enhance employee engagement, observe work done by peers and recommend ways to improve safety.
- Encouraged daily stretching among all employees at all company locations.
- Provided opportunities for health assessments to improve employees' overall health and fitness.
- Implemented an expanded and strengthened Stop Work Authority policy across the corporation.

2023 EMPLOYEE SAFETY

	LG&E-KU	PPL	RIE	TOTAL
Total Hours Worked	5,709,917.5	4,926,163.0	2,422,782.0	13,058,862.5
Number of lost-day cases	8	8	9	25
Lost-Time Incident Rate	0.28	0.32	0.74	0.38
Recordable Incident Rate	1.02	1.10	2.56	1.33
Work-related fatalities	0	0	0	0



OnePPL SPIRIT | SAFETY

Good Catch program engages employees in safety

PPL Electric's Good Catch program provides a way for employees to identify problems and unsafe conditions and do something about them.

Employees submit safety suggestions about existing or potential safety issues through the Corporate Corrective Action Tracking System.

"Good Catches of the Month" are selected monthly by the safety operations team, based on recommendations by regional safety committees. The suggestions are shared with all employees via the company's intranet to help them learn to identify programs and unsafe conditions and be empowered to take action to address them.

Good Catches typically are related to conditions of PPL equipment and facilities; improvements to processes and procedures to eliminate gaps that could lead to unsafe conditions; and unsafe behaviors.

The reports help to identify where potential issues may exist before a negative outcome occurs. The consistently high number of Good Catch reports indicates that employees are engaged and using human performance tools like situational awareness. It also indicates a culture that is committed to learning and focused on continuing to get better.

Safety programs

Our ultimate goal is to ensure that we all remain safe and healthy at home and on the job and return home to our families safely at the end of each and every workday.

Components of our program include:

- **Hazard assessment and mitigation** — Aggressively identify, assess and mitigate hazards of all types before they cause injuries.
- **Incident investigation and reporting** — Perform a root-cause analysis and meaningful investigation and report after the failure of any safety or health control that results in an incident or a near-miss/close call.
- **Employee involvement** — Capitalize on the company's most valuable resource, employees, by actively creating and facilitating opportunities to become involved in loss-prevention efforts. PPL has voluntary employee safety committees across the company in virtually every business unit that plan and execute safety improvement activities.

These committees, with representatives from first line and management, communicate safety messages to employees and hold regular safety meetings. In addition, collective bargaining agreements contain language that references the need for a strong health and safety advisory committee.

- **Job briefings** — Ensure that employees participate in a job briefing prior to the start of any work related to natural gas or electricity operations.
- **Compliance** — Ensure that all business areas and employees comply with local, state and federal regulatory requirements.
- **Vehicle incident prevention** — Ensure employees have the resources, skills and knowledge necessary to drive safely and defensively in order to reduce the number of vehicle incidents.
- **Business partner relationships** — Foster better communication and closer working relationships between employees and business partners to strengthen the company's safety culture.

- **Near-miss/close-call reporting** — Report all incidents that could have resulted in injury, so hazards can be addressed to prevent similar incidents in the future.
- **Empowerment** — Seize the freedom, responsibility and accountability for controlling and correcting unsafe work without repercussions.
- **Communication** — Foster reciprocal communication that will support safe work habits and a hazard-free environment.
- **Leadership** — Demonstrate the courage and knowledge to correct unsafe actions, ensure the safety and well-being of co-workers and promote safety as the most important thing we do.
- **Health and wellness** — Maintain and cultivate a culture of health and wellness to reduce injuries, reduce healthcare costs, promote productivity and maintain a healthy workforce.

Contractor Safety

PPL's commitment to safety encompasses our contractors, who are contractually obligated to comply with stringent [safety and health requirements](#).

Our standard contract language includes expectations that contractors maintain current operator qualifications needed for job requirements. PPL also provides training to satisfy these qualifications, when necessary. Contractors are required to comply with all applicable laws, regulations and industry standards.

2023 CONTRACTOR SAFETY

	LG&E-KU	PPL	RIE	TOTAL
Total Hours Worked	7,607,192.0	3,410,248.5	822,420.0	11,839,860.5
Number of lost-day cases	7	7	1	15
Lost-Time Incident Rate	0.18	0.41	0.24	0.25
Recordable Incident Rate	0.97	0.76	0.73	0.84
Work-related fatalities	2	0	0	2

Community Safety

We also have a responsibility to keep our communities safe in addition to conducting our day-to-day work activities safely. Our public websites provide a variety of safety resources for our customers, students and the general public. We also conduct in-person electrical hazard awareness training for first responders and emergency management personnel throughout our service territories, which helps ensure safe and effective practices for first responders when responding to emergencies.

Emergency Management

PPL's corporate emergency management plan summarizes the prevention, mitigation, preparedness, response, business continuity and recovery activities that serve as the comprehensive integrated approach to establishing and maintaining an effective response to and recovery from internal or external disasters.

The ultimate goal of our emergency and disaster plans is to ensure the resiliency of the electric and gas service we provide to the communities we serve.

With a focus on safety and reliability, PPL's operating companies maintain business continuity plans and policies and procedures for responding to a variety of emergencies as required by regulatory agencies. The company conducts regular training including drills and tabletop exercises that connect employees with key stakeholders to ensure preparedness.

We work closely with public safety and emergency preparedness organizations to coordinate responses to emergency events. To help restore electric service to communities after catastrophic emergencies or significant natural events, LG&E and KU, PPL Electric and RIE are among the utilities that developed RESTORE, or Regional Equipment Sharing for Transmission Outage Restoration.

PPL's crews often are called upon to help restore power in other regions as part of a mutual assistance

agreement. When releasing employees for assistance, the company always takes into consideration its own customers' needs and ensures it has plenty of resources available for maintenance work and emergency situations back home. The crews providing assistance represent a fraction of the people available to maintain and repair our system.

With utilities spread across different geographic regions of the U.S., the company is able to take a OnePPL approach in addition to mutual assistance. When one of PPL's operating companies needs support, we are able to share company resources from one utility to another to assist with restorations.

Clear communication is the hallmark of our strategy that leads to successful disaster management with less confusion, and we work closely with public safety and emergency preparedness organizations to coordinate responses to emergency events.

Our emergency management plan considers:

- The response to real-world and simulated emergency scenarios and disasters.
- The recovery of time-sensitive processes in accordance with pre-established recovery time objectives.
- The restoration and ultimate return to a permanent operating environment.
- Support to existing local response plans.

The Emergency Management team conducts a hazard vulnerability analysis on an annual basis to evaluate natural, man-made, technological and hazardous materials risks and vulnerabilities.

Each employee is required to complete annual training, which addresses all-hazards information for the employee based on the Corporate Emergency Management Plan and Corporate Security Plan.



Customer experience

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CUSTOMERS

3,156,187	454,495	8,068	3	91	3,618,844
Residential	Commercial	Industrial	Municipals/Wholesale	Gas Transport	TOTAL

The PPL family of companies provides essential energy services to more than 3.6 million customers in the U.S. Through our regulated utility subsidiaries, PPL delivers electricity to customers in Kentucky, Pennsylvania, Rhode Island and Virginia; delivers natural gas to customers in Kentucky and Rhode Island; and generates electricity from power plants in Kentucky. We strive to provide the highest quality service, safely, reliably and affordably to our customers, improving quality of life in the areas we serve.

Customer Satisfaction

Customer feedback is important to us as we look to continuously improve our quality of service. PPL relies on independent market research firms to conduct periodic customer satisfaction surveys. Customer feedback is obtained through telephone and online surveys, advisory boards, focus groups, online panels, mail surveys and customer service lines. We use the results of this feedback to evaluate our service, identify customer interests and concerns, determine critical needs and offer our customers an opportunity to communicate their interests and concerns. We also measure customer satisfaction for specific transactions to ensure we are providing the best customer experience possible. In addition, we participate in syndicated studies, such as J.D. Power, to benchmark performance among utility peers and as

another way to gain insight about our customers from an objective source.

We offer convenient customer care and support 24/7. Customers can connect with us through:

- Phone
- Live chat
- Web self-service
- Interactive voice response

Affordability and Assistance

Our business strategy prioritizes affordability, and we continually seek to work more efficiently by eliminating redundancies, improving processes and using more automation to minimize costs while maintaining our high level of service. This helps keep energy affordable for customers.



Customer assistance

We help our customers use energy wisely and provide a number of assistance programs to help vulnerable customers.

Financial assistance

PPL's utilities have helped connect customers to more than \$47 million in energy assistance in 2023 through funds generated by employee and customer donations, state and federal programs, local agencies, foundation grants and other sources. Our customer service teams helped more than 231,000 customers across our service territories in Kentucky, Pennsylvania, Rhode Island and Virginia.

In Kentucky and Virginia, **Winterhelp**, **WinterCare** and **WinterShare** are third-party heating assistance programs that provide heating assistance for the utilities' qualifying customers. The assistance offered by the programs is contributed by customers through tax-deductible donations. In addition, the companies make contributions to the programs. Both LG&E and KU have relationships with local charities, community action groups and government assistance offices to further help customers.

In Pennsylvania, **Operation HELP** provides financial aid to PPL Electric residential customers to help pay energy bills for low-income families with financial hardships. The program is funded jointly through contributions from PPL Electric, employees, retirees and customers. Operation HELP also supports **CARES**, the Customer Assistance and Referral Evaluation Service program. CARES is a special referral service for customers with temporary hardships such as illness, injury, loss of job or high medical bills.

Additionally in Pennsylvania, OnTrack is a special payment plan for PPL Electric's low-income customers



that offers reduced monthly payments, debt forgiveness and referrals to other assistance programs. It is funded through residential customer rates.

In Rhode Island, the **Good Neighbor Energy Fund** provides assistance to households unable to meet an energy expense due to financial difficulty. Administered by the United Way of Rhode Island, the program is a cooperative effort funded by sponsoring energy companies and their foundations, their employees and other donors.

All of PPL's utilities support the **Low Income Home Energy Assistance Program (LIHEAP)**, a federal program that assists eligible low-income households with their heating and cooling energy costs, bill payment assistance, energy crisis assistance, weatherization and energy-related home repairs. In 2023, total LIHEAP assistance for PPL customers was \$44 million.

Energy savings

WeCare (Weatherization, Conservation Advice and Recycling Energy) is designed to create savings through weatherization and energy education to help LG&E and KU income-eligible customers in need.

WRAP — PPL Electric's Winter Relief Assistance Program — helps customers with limited incomes reduce their home energy use and lower their electric bills. WRAP provides energy education and energy saving measures for customers, when applicable. All measures and services are free.

Language assistance

Our utilities provide live call translation that allows customer representatives to conference in a translator for customers who would prefer to conduct business in their native language instead of English.

Our employees

OUR PEOPLE ARE WORKING TO CREATE THE UTILITIES OF THE FUTURE TODAY

PPL is supported by more than 6,600 talented, innovative employees, focused on providing safe, reliable and affordable energy to our customers. PPL, in turn, is committed to providing employees with a diverse and engaging workplace, rich with opportunities that foster innovation and personal success.

We're always looking for people whose core competencies align with our company values, including safety and teamwork. Potential employees can expect a work environment built around these values.



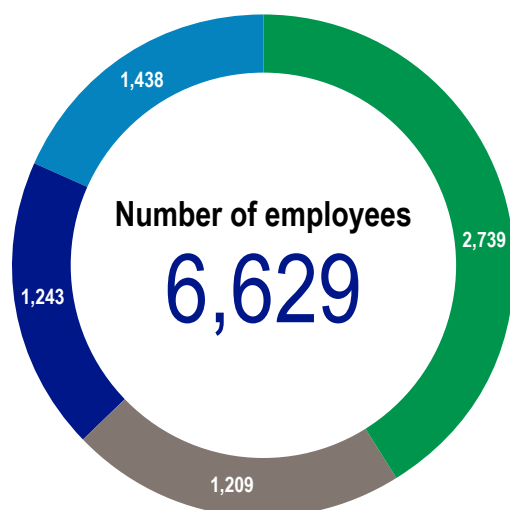
REPRESENTATION IN LEADERSHIP

36%

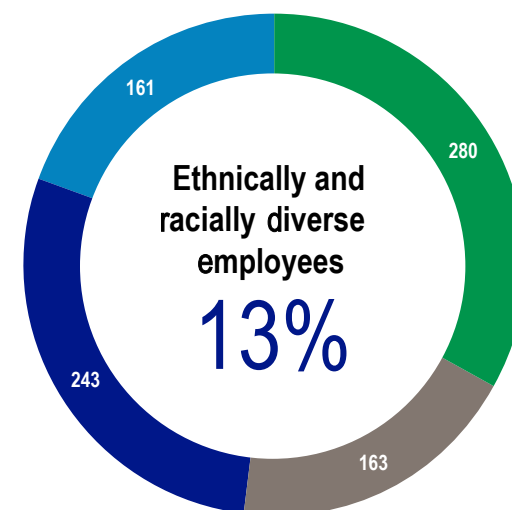
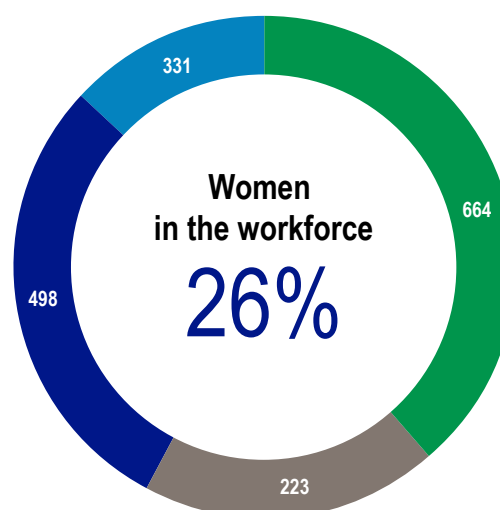
Women in leadership

17%

Ethnically and racially diverse leadership



EMPLOYEE DATA



■ LG&E and KU ■ PPL Electric ■ PPL Services ■ RIE

Fostering an inclusive workplace

PPL supports the principles of non-discrimination and equal opportunity. We recognize that our communities are diverse, and our goal is to empower others to celebrate differences and raise understanding. We are dedicated to making a long-lasting impact through enterprise-wide commitments intended to cultivate a diverse, equitable and inclusive culture.

DIVERSITY, EQUITY AND INCLUSION COMMITMENTS



ATTRACT, DEVELOP AND RETAIN A HIGH-PERFORMING, DIVERSE WORKFORCE

- Developed recruiting strategies, which include requiring diverse interview panels and the identification of good faith efforts to fill positions.
- Participated in job fairs and advertised open positions with niche websites focused on job placement for underrepresented candidates.
- Engaged business resource group leaders to share bi-weekly reports of new job postings within their networks to expand our search for diverse talent.
- Provided test prep and mock interviewing to prepare students for testing and interviews.
- Identified and partnered with community organizations to educate high school students about careers in the utility industry, creating a pipeline of diverse applicants for future openings.



MAINTAIN A WORKPLACE CULTURE OF EQUITY AND INCLUSION

- Implemented a Diversity, Equity and Inclusion Council, a governance model that includes executive oversight, provides guidance for company leadership and raises awareness among employee on the enterprise-wide strategy.
- Sponsored and supported business resource group initiatives focused on Career, Culture and Community, expanded to 21 [business resource groups](#) enterprise-wide, and hosted an annual business resource group conference.
- Conducted annual pay-equity reviews. Also, with all external hires and internal promotions or lateral job moves, we review employee pay from both an internal equity and external equity perspective and adjust when appropriate.
- Engaged management and their employees during staff meetings to increase awareness of diversity, equity and inclusion.
- Provided compliance and unconscious bias training for employees as well as training for leadership focused on appreciating differences, performance management and lawful hiring practices.
- Hosted a multitude of events and shared communications to educate employees on topics including Black History Month, Hispanic Heritage Month, Juneteenth, Lunar New Year, Diwali, the empowerment of women leaders and Pride Month.
- Introduced a mental health wellness platform to provide resources and to lessen the stigma of mental illness.

DIVERSITY, EQUITY AND INCLUSION COMMITMENTS


**FOSTER PARTNERSHIPS THAT SUPPORT THE
GROWTH AND VITALITY OF THE DIVERSE
COMMUNITIES AND CUSTOMERS WE SERVE**

- Provided financial and volunteer support to organizations serving historically underrepresented groups.
- Awarded grant funding through the PPL Foundation to nonprofits that are improving multi-cultural relations and supporting minority-led organizations leading change.
- Partnered with community organizations focused on the economic advancement of the diverse communities in the areas we serve.


**DEVELOP AND SUSTAIN RELATIONSHIPS WITH DIVERSE
SUPPLIERS, VENDORS AND SERVICE PROVIDERS**

- Hosted in-person supplier and virtual networking events in our service territories and participated in others nationwide to connect with diverse and small businesses.
- Sponsored and participated in the Energizing Powerful Connections Conference with other utility companies to support development of diverse suppliers.
- Continued participation in the Energy Impact Partners Elevate Council focused on funding for diverse businesses advancing clean energy technologies.
- Continued to lead and participate in the Louisville Mayor's Procurement and Equity Task Force.


INCREASE DIVERSE REPRESENTATION IN LEADERSHIP ROLES

- Increased the number of women in leadership positions to 36%, up from 23.8% in 2020.
- Increased the number of ethnic and racially diverse employees in leadership positions to 17%, up from 8.6% in 2020.
- Increased representation in our Formal Mentoring Program, in which 16% of mentors and 21% of mentees were minorities.

Our workforce strategy

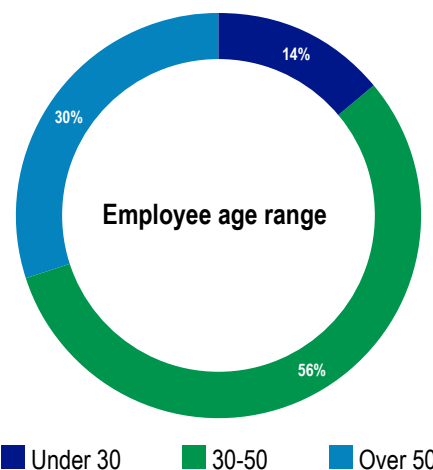
PPL supports the success of our current and future workforce by cultivating a diverse, equitable and inclusive culture, fostering professional development, and encouraging employee engagement. Matters related to these priorities and corporate culture are overseen by PPL's senior management, which provides updates to the PPL Board of Directors.

PPL has a strong focus on workforce planning, enabling the company to:

- Forecast ebbs and flows in workforce requirements.
- Determine the size and type of workforce required for future business success.
- Identify and address talent gaps and plan for future talent needs.
- Develop plans, sourcing strategies and tactics.

In 2023, PPL had a retention rate of 91% and a turnover rate of 9%. The company's internal hiring rate is 31%.

To attract top talent, generate awareness of careers in energy and foster a love of STEM subjects (science, technology, engineering and math) among students, PPL's operating companies participate in learning opportunities for students of all ages, support strong



internship and co-op programs that engage students in career-specific work experience, informational interviews, fun activities, community service opportunities and networking with employees at all levels. With nearly 200 interns annually, many of which are hired into full-time positions, the program provides a pipeline of skilled workers in a variety of fields.

PPL participates in many outreach activities focusing on historically underrepresented populations such as women, ethnic and racial minorities, LGBTQIA+ people, veterans and individuals with disabilities. Career fairs, multicultural leadership conferences,

university leadership summits, mock interviews, resume reviews, panel discussions, career bootcamps, networking and affinity group sponsorships are part of our ongoing efforts to maintain PPL's position as an employer of choice.

Training and development

PPL is focused on continually developing current employees, while also building a strong pipeline of skilled workers for the future. The company has also continued efforts to build a more inclusive workforce.

PPL's operating companies are committed to creating a workplace atmosphere that rewards performance and encourages professional development. Beyond occupational training, the companies offer:

- Craftworker and lineworker development programs.
- Tuition reimbursement for undergraduate and graduate degrees.
- Leadership development programs.
- Personal skills and management training courses.
- Mentoring programs.
- Skill development opportunities.

TRAINING

299K

Total training hours

45

Average training hours per employee

2,477

Number of training courses
offered annually to employees

\$1.13M

Continuing education
contributions

Craft trade apprentice and trainee programs

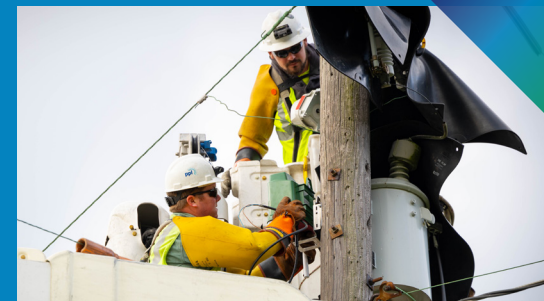
PPL is taking a proactive approach to expanding the talent pool for positions that will be available in the next several years due to retirements.

In addition to college co-op programs, our operating companies have various apprenticeship programs for lineworkers, electricians and craft workers in generation and natural gas operations.

With the average apprentice program taking more than four years to complete, this is a long-term investment in the future workforce of the company.

Many students are able to gain hands-on knowledge about the various career paths that utilities offer while they obtain the degrees that are required for some craft worker positions.

We partner with community and technical colleges throughout our service territories in Kentucky, Pennsylvania and Rhode Island to recruit top student talent. Additionally, we work with many lineworker training schools to recruit trainees, including the Southeast Lineman Training Center.



OnePPL SPIRIT | TEAMWORK

Trainees welcomed to the PPL Electric team

Twenty new PPL Electric Utilities employees recently began training to become future lineworkers who will play critical roles in helping the company provide safe, reliable and affordable power to nearly 1.5 million customers.

The latest group of helpers at PPL's training center is the third class to go through the program this year. The previous two classes produced a combined 36 helpers who are now working with crews across our 29-county service territory.

During their initial eight to 10 weeks of training, the trainees get lessons in the classroom and learn to climb poles safely before they are assigned to crews. They learn PPL Electric's safety rules and human performance tools, as well as the company's processes, procedures and work methods.

Once they complete that portion of the training, they take on roles in the field and go through on-the-job training to become journeyman lineworkers. The company currently has 142 trainees working in the field. Trainees serve in apprenticeships for approximately four years before becoming journeyman lineworkers.

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Human Rights

PPL is committed to operating in ways that help promote, protect and support human rights in our workforce and the communities in which we do business.

Beyond complying with federal, state and local laws and regulations applicable to human rights, PPL's [Standards of Integrity](#) and [Supplier Code of Conduct](#) provide a framework for operations that reflect these values and principles, not only for our own operating companies but for vendors and suppliers as well. The full human rights policy statement is available [online](#).

Training on the *Standards of Integrity* is conducted annually to ensure every employee understands the company's commitment to and respect for human rights.

PPL engages an independent, third-party vendor to operate our EthicsHelpline, which is available 24 hours a day, seven days a week, via phone or online. Employees, suppliers, customers and other stakeholders can report a human rights concern through the EthicsHelpline, which provides anonymity, or directly to the company.

Collective bargaining and freedom of association

PPL supports our employees' right to freedom of association as well as the right to form or join a union, bargain collectively and engage in union activities. With 37% of PPL's workforce represented by a labor union, the company's operating utilities collaborate with union leadership to enhance workplace safety, meet



the growing expectations of our customers, and adapt to the challenges of rapidly changing technologies.

Among other things, employees are encouraged to participate in health and safety groups such as the safety advocate program and to join one or more business resource groups, which are employee-driven organizations formed around common experiences and perspectives.

Bargaining unit employees have access to a grievance procedure for internal dispute resolution. The grievance procedure promotes a prompt and responsible conclusion of issues raised by bargaining unit employees.

OnePPL SPIRIT | INTEGRITY**A collaborative approach to worker representation**

LG&E reached a new three-year contract agreement with International Brotherhood of Electrical Workers Local 2100, which currently represents more than 600 employees.

Company and union leaders worked together in the best interests of employees and customers, continuing a positive partnership that has spanned more than four decades.

The agreement, which is currently in effect through Oct. 1, 2026, includes 3% annual wage increases in each year of the contract for all employees represented by IBEW 2100.

Military veterans

PPL's operating companies have earned a trusted reputation among the military community as preferred employers.

In addition to supporting time off for active duty and for periodic military training, the company also supports employees who are members of a military reserve organization in the following ways:

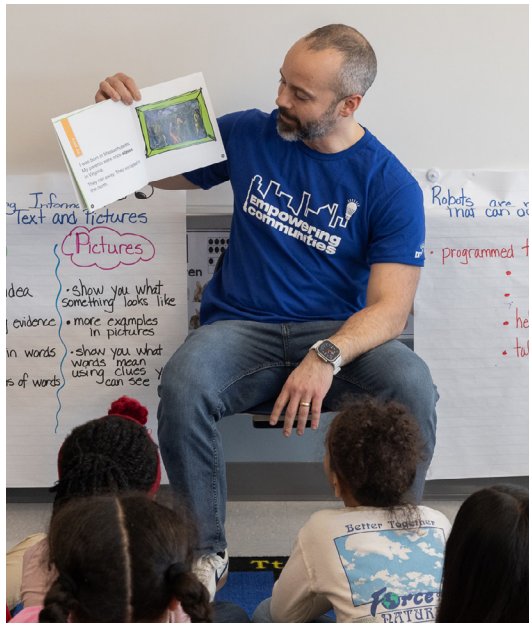
- Pays the difference between the regular pay they would have received, if they had worked, and their government pay for a period of six months for eligible employees.
- Provides additional time off to take care of personal affairs, if necessary, before reporting for duty.
- Implements retroactively any step and merit increases that were deferred during the leave of absence.



Business resource groups

PPL empowers our employees to form and participate in business resource groups to foster an environment of inclusion and provide an opportunity for employees with common experiences and perspectives to network and engage in professional development opportunities. PPL's companies have a combined 21 business resource groups.

Throughout the year, business resource group members organize employee events to educate fellow employees and build awareness regarding diversity and inclusion as well as professional development. Members are also actively involved in various cultural, community and volunteer programs that enable them to extend their reach outside their workplaces.



21

Business resource groups

37%

**Employees covered by
collective bargaining agreements**

5%

Veterans



Support for our employees

We provide resources to help our employees thrive.

In addition to challenging, rewarding careers and competitive salaries, PPL offers an excellent benefits program for both salaried and union positions. PPL offers comprehensive health and welfare benefits and a total rewards package that supports and promotes work-life balance.

PPL offers competitive vacation offerings; a comprehensive retirement program; and internal and external development opportunities, including tuition reimbursement offerings for undergraduate and/or graduate degrees.

Our commitment and partnership with our employees has successfully powered PPL decade after decade and fosters an environment that encourages employees to directly impact the overall success of PPL. As we look toward the future, PPL is looking for team members that embrace and foster new ideas and perspective to build upon our strong, value-based culture.



Benefits

- Medical, dental and vision coverage.
- Paid vacation, sick leave and holidays, in addition to flexible and hybrid schedules for certain positions.
- Family-friendly parental and caregiver leave, including up to six weeks of paid parental leave for eligible employees.
- 401(k) plan that provides employer match and employer contributions (if eligible).
- Health care and dependent care reimbursement accounts.
- Health Savings Account (HSA) with employer contribution.
- Tuition reimbursement.
- Basic life and supplemental employee and dependent life insurance.
- Long-term disability coverage.
- Lifestyle perks and discounts.



Health and Wellness

- Employee Assistance Program including virtual and in person mental health support services.
- Tele-health medical services.
- Onsite primary care for many of our employees.
- Coaching/registered dietitian services.
- Chronic disease care.
- Tobacco cessation.
- Maternal health programs.
- Financial wellness resources.

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ENSURING TRANSPARENCY, ACCOUNTABILITY AND ETHICAL STEWARDSHIP

Governance structure and practices

Strong leadership and well-managed operations are the cornerstones of a successful business. PPL's corporate governance practices are designed to ensure long-term value for our shareowners, customers and the communities we serve.

An engaged, experienced and diverse board is aligned with and responsive to shareowner interests. PPL's Board of Directors is committed to its role in exercising independent oversight of the company's

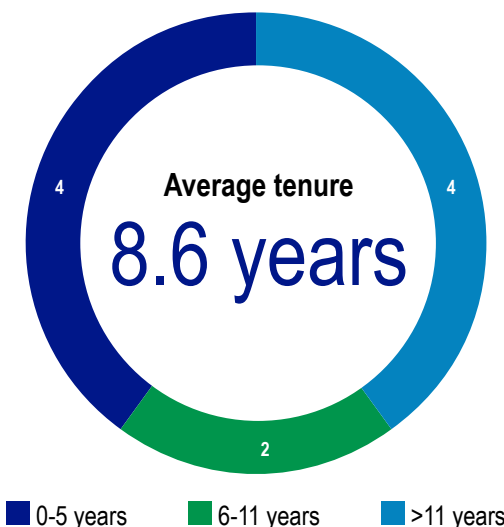
business strategies and risk management, ensuring we continue to deliver long-term value for our customer and shareowners.

The Board of Directors' responsibilities include overseeing the company's long-term strategy and execution, risk management policies and practices, selecting the company's leaders and advising senior management.

The board's oversight also includes reviewing senior management's approach to environmental, social and governance performance. The board has designated its Governance, Nominating and Sustainability Committee (GNSC) as the body responsible for overseeing PPL's sustainability strategy and responsible business practices and positions. The board stays informed on these matters through regular updates from subject matter experts.

Committed to diversity, the GNSC considers skills, expertise, background, professional experience, education and other individual characteristics, such as race, gender and ethnicity, as well as a variety of attributes that contribute to the board's collective strength. Two of the board's four independent committees are led by women. In 2023, longtime utility veteran Linda Sullivan joined the Board of Directors, serving on the audit and finance committees.

More information on our directors and board structure is provided on the governance section of the company's website, along with PPL's annual proxy statement and [Guidelines for Corporate Governance](#). Additional details about the role of the board, independence of the directors, role of the independent directors (including the independent chair), and selection of directors can be found in the *Guidelines for Corporate Governance*.



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Directors are independent

An engaged, experienced and diverse Board

Key skills in:

- Risk Management
- Capital Markets, Finance and Accounting
- Regulated Industry/Regulated Utility Experience
- Operations Experience and Safety
- Environmental and Sustainability
- Technology, Digitalization and Innovation
- Cybersecurity
- Customer Relationships and Marketing

BOARD COMPOSITION

40%

**Percentage of women
on Board of Directors**

30%

**Percentage of ethnic and
racial diversity on Board of Directors**

50%

**Independent board
committees chaired by women**

Based on 10 directors as of December 2023

Responsible Compensation

The board is committed to responsible compensation programs that support the company's strategy, culture and values over the long term. Incentive compensation for executives and employees is based on performance against financial and nonfinancial goals set by the Board of Directors through its People and Compensation Committee. Each year, the board and executive management team evaluate the company's strategy and, together with the advice of the company's independent compensation consultant, refine performance goals and priorities to help ensure long-term benefit to our shareowners.



DIRECTOR COMPENSATION

The board believes that to continue to attract talent to the board, outside directors should be remunerated for their services at a level competitive with that provided by other comparable publicly traded corporations.

Directors who are company employees (currently only PPL's chief executive officer) do not receive any separate compensation for service on the board of directors or its committees. Information regarding compensation of PPL's directors can be found in the 2024 Proxy Statement, beginning on page 31.



EXECUTIVE COMPENSATION

The board has taken steps to further align with shareowners' interests, and in 2022 and continuing in 2023, added a new environmental, social and governance component to the long-term incentives of the executive compensation program. Information regarding PPL's executive compensation program and compensation philosophy and objectives, as well as a discussion of how executive compensation decisions affecting our named executive officers were made for 2023, are included in the "Compensation Discussion and Analysis" section of the 2024 Proxy Statement. Additional details about specific compensation of the named executive officers are included in the 2024 Proxy Statement, beginning on page 37.



NON-EXECUTIVE COMPENSATION

PPL provides variable compensation for non-executive employees, including short-term incentives, long-term incentives and variable pay, such as bonuses, based on individual performance, company financial performance and the company's attainment of operational goals. All eligible employees receive an evaluation of their skills and performance on an annual basis, helping to strengthen the connection between pay and performance.

Financial performance

2023 FINANCIAL HIGHLIGHTS

For the years ended December 31

FINANCIAL	2023	2022
Operating revenues (millions)	\$8,312	\$7,902
Net income (millions)	\$740	\$756
Earnings from ongoing operations (millions) ^(a)	\$1,183	\$1,041
Total assets (millions)	\$39,236	\$37,837
Earnings per share - Diluted	\$1.00	\$1.02
Earnings from ongoing operations per share – Diluted ^(a)	\$1.60	\$1.41
Book value per share ^(b)	\$18.90	\$18.89
Market price per share	\$27.10	\$29.22
Market price/book value ratio	143%	155%

OPERATING – ELECTRICITY SALES (GWh) ^(c)

Retail delivered	63,982	67,405
Wholesale supplied ^(d)	531	1,080

(a) Management utilizes “Earnings from Ongoing Operations” or “Ongoing Earnings” as a non-GAAP financial measure that should not be considered as an alternative to reported earnings, or net income, an indicator of operating performance determined in accordance with GAAP. PPL believes that Earnings from Ongoing Operations is useful and meaningful to investors because it provides management’s view of PPL’s earnings performance as another criterion in making investment decisions. In addition, PPL’s management uses Earnings from Ongoing Operations in measuring achievement of certain corporate performance goals, including targets for certain executive incentive compensation. Other companies may use different measures to present financial performance. Earnings from Ongoing Operations is adjusted for the impact of special items. Special items are presented in the financial tables on an after-tax basis with the related income taxes on special items separately disclosed. Income taxes on special items, when applicable, are calculated based on the statutory tax rate of the entity where the activity is recorded.

(b) Based on 737,130 and 736,487 shares of common stock outstanding (in thousands) at December 31, 2023, and December 31, 2022.

(c) Excludes the Rhode Island Regulated segment electricity sales as revenues are decoupled from volumes delivered.

(d) Represents FERC-regulated municipal and unregulated off-system sales.

PPL COMPLETES MAJOR RIE INTEGRATION MILESTONE

Employees and contractors across the enterprise continue to provide a smooth and seamless transition to PPL management for our RIE customers, completing all planned integration milestones for 2023 and keeping us on pace to end in 2024 our remaining transition services currently provided by National Grid.

PPL has successfully exited about 40% of the transition services.

Completed integration includes systems that support gas pipeline planning, operation and compliance; electric work order design and management; development of operating procedures for planned electric work; certain procurement and warehousing activities; and other operations.

Enterprise risk management

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PPL maintains a robust enterprise risk management process that provides a business portfolio view of material risks that may impact the achievement of PPL's business strategy. As part of the enterprise risk management process, representatives from PPL's operating companies and service groups identify, assess, monitor and report ongoing and emerging risks, including climate-related and broader environmental, social and governance risks. The company's Risk Management group oversees this process and reports quarterly to the Audit Committee of the Board of Directors.

Business Continuity and Crisis Response Planning

PPL has a Corporate Crisis Plan to ensure the company is prepared to respond quickly in the event of a corporate-level crisis; to protect the public, environment, employees, facilities and operations; to mitigate impacts; to define roles for response and recovery; and to establish internal and external communications protocols.

The plan establishes the PPL Executive Crisis Team, which sets policy, directs crisis preparedness by the company's various business lines and operations, assesses and directs the provision of corporate-level resources and coordinates activities with regional company locations in the event of a major crisis.

The standing members of the Executive Crisis Team are the president and chief executive officer; the chief legal officer; the chief financial officer; the chief human resources officer; the chief information and digital officer; the chief operating officer; the chief security officer; the vice president-Public Affairs and Sustainability; operating company presidents; the



vice president-Corporate Communications; and the senior director and chief physical security officer. Additional members can be added to the Executive Crisis Team as needed, depending on the situation.

The team maintains various crisis planning scenarios and robust notification tools and procedures. In addition, it conducts periodic plan exercises, refining protocols after each event.

Transformation Management

In 2023, PPL launched the Transformation Management Office to guide the company's efforts to become the best utility in company in the U.S.

With goals to be top decile in safety and top quartile in reliability, customer satisfaction and cost efficiency, the company requires collaboration, innovation and continuous improvement across every facet of the organization.

The Transformation Management Office combines technology, operations and finance to ensure a unified approach to achieving initiatives that are vital to our transformational journey.

The office is led by the chief financial officer, the chief operating officer and chief information and digital officer. In addition, it is supported by the utility presidents and their teams, as well as subject matter experts from across the company.

Cybersecurity and grid protection

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The physical and cybersecurity of the electric grid and natural gas systems is critical to reliably meet the nation's energy needs and to preserve national security.

PPL's strategy for managing cyber-related risks is risk-based and, where appropriate, integrated within PPL's enterprise risk management processes. PPL has also adopted and implemented the Institute of Internal Auditors Three Lines Model to provide a systematic approach to govern and manage cybersecurity risk management and controls. PPL's chief security officer, who reports directly to the chief technology and innovation officer, directs the overall strategy and program, to include governance processes for the oversight of cybersecurity risk management. These governance processes include quarterly leadership council reviews of key initiatives, cyber risk metrics and potential threats.

Cybersecurity and the effectiveness of PPL's cybersecurity strategy are integral and regular topics of discussion at board meetings.

PPL's cybersecurity strategy includes:

- Actively monitoring company systems.
- Regularly reviewing and updating security standards, and policies and procedures based upon the threat landscape and industry best practices.
- Conducting incident response and tabletop exercises for cyber resiliency.
- Security awareness and training to improve user behavior and security hygiene, including ethical phishing campaigns.
- Leveraging industry-leading experts to perform risk

assessments to learn and improve our protections.

- Routinely participating in industry-wide programs to further information sharing, intelligence gathering and unity of effort in responding to potential or actual attacks.
- Corporate governance in the form of a Corporate Security Council that meets quarterly to review and understand risks and direct actions to continually improve PPL's security posture and mitigate cyber risks.

Our cybersecurity strategy is aligned with and informed by the following:

- Electricity Information Sharing and Analysis Center.
- Cybersecurity Risk Information Sharing Program.
- Electricity Sub-Sector Coordinating Council.
- Edison Electric Institute's cybersecurity and resiliency efforts.
- Federal Energy Regulatory Commission.
- North American Electric Reliability Corporation.
- Transportation Safety Administration Security Directives for Gas Operations.
- National Institute of Standards and Technology Cybersecurity Framework.
- Department of Homeland Security Cybersecurity Infrastructure Security Agency.

Our workforce serves as an essential line of defense for the protection of our systems and assets.

Maintaining a culture of security is one way to help us prepare for and be able to detect and respond to cyberattacks.



We reinforce a culture of security by conducting annual security awareness training, maintaining a progressive ethical phishing program to educate and test our employees' ability to spot and report malicious emails, and by conducting incident response exercises with senior leadership and their supporting staffs to better prepare ourselves should PPL ever be impacted by a significant cyberattack.

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Data protection and privacy

Our companies take privacy and protection of customer information seriously and have rigorous controls in place to protect customer information and regulate its proper use.

- We take steps to limit the information collected from customers to only what is necessary to provide services requested.
- Only authorized employees and organizations hired to provide services have access to customer information, and access is limited to what is needed for their roles.
- Information, including customer data, housed in our systems is routinely monitored for security and vulnerabilities.
- Employees and contractors are required to take annual security awareness training (information protection is one of many topics covered by the training), which includes guidelines for protecting customer information.
- Contractors performing work on our companies' behalf must confirm they understand and abide by their obligations to protect PPL information.
- Customers' online account information is protected by secure authentication features to prevent unauthorized access.
- Customer information is never shared without permission, unless required by law.
- We comply with all laws regarding the safeguarding of the personally identifiable information of our customers.

**Physical resiliency**

A reliable and secure power grid is built to withstand and recover quickly from disruptions.

We have made — and continue to make — significant investments to strengthen our security protections and enhance grid reliability and resiliency.

Continuous evaluation of risks and threats through collaboration with industry partners as well as with federal, state and local officials help develop the strategy deployed to protect our assets.

Our implementation of “defense in depth” and layered protection strategies helps PPL develop a cost-effective, secure and robust approach to deter,

delay, detect, deny, respond to and recover from risks and threats to the organization and our assets.

Crisis management plans are also critical to resiliency and timely restoration. Testing those plans regularly is essential. PPL conducts a variety of exercises and drills to help test our incident protocols and critical functions and identify areas for improvement, including NERC’s biennial GridEx that simulates both physical and cyber attack scenarios.

Additionally, PPL invests in new power lines, substations and smart technologies to continue to strengthen the resiliency of the power grid.

Supply chain management

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PPL's supply chain organization negotiates and secures contracts to procure materials, labor and services necessary to support the business and infrastructure investment. Our ongoing partnerships with diverse suppliers ensures we are able to get the wires, poles, fuel and countless products that help us keep the power flowing for our customers.

PPL's operating companies require suppliers to observe our high standards of business ethics and professional and personal integrity when bidding or providing materials or services to PPL.

The company's enterprise-wide [Supplier Code of Conduct](#), which applies to anyone supplying goods or services to PPL, includes guidelines on a variety of topics including diversity, corruption, ethics and cybersecurity. We also expect our suppliers to extend

these standards to their own supply chains with respect to goods and services provided to us.

Accordingly, PPL reviews the safety and environmental performance of its business partners and incorporates compliance requirements in purchase orders and contracts. The value PPL places on diversity carries over to the people from whom the company purchases goods and services.

PPL is a member of the Sustainable Supply Chain Alliance (SSCA), an organization of utilities and suppliers working together to advance sustainability best practices in utility supply chain activities and supplier networks. We utilize SSCA's sustainability project supplier survey to gather data from our suppliers.

We are focused on diversifying the suppliers within our supply chain. To maximize opportunities for diverse businesses, PPL and its operating companies actively reach out to minority, woman, veteran, disabled veteran, disabled and LGBTQIA+ owned businesses. We host annual supplier networking events to attract business leaders who will help expand the diversity of our supplier base and serve as active members of various development councils serving diverse business suppliers.

2023 SUPPLIER DIVERSITY



\$3.3 billion

Total corporate spend on goods and services



\$1.2 billion

Total corporate spend on locally based suppliers



\$399 million

Total corporate spend on diverse suppliers



231

Number of diverse business suppliers

Ethics and compliance

To fulfill our obligation to shareowners and all others who have a stake in PPL's business and the communities we serve, we (and our contractors) must adhere to high ethical standards, work safely and responsibly, and comply with both the spirit and the letter of all laws and regulations that govern our business. We recognize that to do otherwise would be costly to our company — not just financially, but also in terms of the strong reputation built by generations of PPL employees.

PPL has established a compliance and ethics program that is founded upon PPL's [Standards of Integrity](#). The *Standards of Integrity*, along with our [Vision and Values](#), define the way that we conduct our business. They apply in all situations, at all times, guiding the decisions we make and the actions we take.



AUDIT COMMITTEE, BOARD OF DIRECTORS

Provides high-level oversight of the compliance and ethics program, which applies to PPL and all of its subsidiaries.



VICE PRESIDENT-CORPORATE AUDIT AND CHIEF COMPLIANCE OFFICER

Has overall responsibility for PPL's compliance and ethics program and chairs the Corporate Compliance Committee.



CORPORATE COMPLIANCE COMMITTEE

Serves as an integral part of PPL's enterprise-wide compliance and ethics governance structure and a key component of the compliance and ethics program.



COMPLIANCE WORKING GROUP

Identifies, evaluates and assesses existing and emerging compliance risks and potential issues with existing programs.



INVESTIGATION WORKING GROUP

Reviews investigation reports of all significant investigations by PPL and its subsidiaries. The group's membership consists of key personnel representing the compliance, audit, human resources and legal functions.

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Working with integrity

PPL is committed to strong governance practices and high ethical standards. Directors and all PPL officers are always expected to act ethically and adhere to the policies set forth in the *Standards of Integrity*. Every member of the Board of Directors receives a copy of the *Standards of Integrity*. It is the responsibility of each director to advise the corporate secretary of any actual or potential conflict of interest, and any affiliation with public or privately held enterprises, including for-profit and nonprofit entities that may create a potential conflict of interest to the company or inconsistency with applicable laws, company policies or values.

Every employee is expected to read, understand and comply with the *Standards of Integrity* and associated company policies. In addition, employees are expected to report any compliance or ethics concerns to their immediate supervisors or via another appropriate reporting mechanism, including anonymous reporting mechanisms that are in place and publicized to employees. PPL takes any instance of noncompliance seriously. Failure to obey laws and regulations or violations of company policies may result in employee discipline to the extent permissible under applicable law, up to and including termination.

Employees receive annual training on the *Standards of Integrity*. As part of the training, every employee is required to certify that he or she understands the expectation to report misconduct and understands that PPL will not tolerate any form of retaliation for any report made in good faith. All training is tracked, recorded and reported to executive leadership. Targeted communications on key compliance and ethics topics are also issued as needed.

Reporting and handling of violations

Employees are expected to ask questions or raise concerns about the application or interpretation of the *Standards of Integrity*.

The company does not discriminate against or tolerate any form of retaliation toward employees who ask questions or raise concerns in good faith, and provides an “EthicsHelpline” for confidential and, if desired, anonymous reporting of concerns. PPL’s EthicsHelpline toll-free phone number and internet site are available 24 hours a day, seven days a week. The EthicsHelpline, which is managed by an external vendor to promote confidence in confidentiality, is also

accessible on the internet. In addition to employees, suppliers, customers and other external parties can use the EthicsHelpline to report concerns.

Guidelines are in place for promptly responding to allegations of misconduct and include notifying the vice president and chief compliance officer of the allegations. Issues and trends are identified and reported to the Audit Committee of the Board of Directors. Allegations are handled and reported to the Audit Committee each quarter, with the most serious allegations being reported on an expedited basis to the chair of the Audit Committee as soon as reasonably practicable after initial intake discussions.



Public policy engagement

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Laws and policies enacted at the federal, state and local levels can have a significant impact on PPL and our customers, employees and shareowners. PPL actively encourages public policy that furthers our ability to provide energy safely, reliably, affordably and sustainably for our customers and communities, and supports our growth and innovation in ways that benefit our company and our stakeholders. Our active participation in the public policy arena helps to ensure that public officials are kept informed of key issues that affect the interests of our stakeholders.

PPL's Public Affairs department is in regular communication with executive leadership and provides an annual report to the board on key issues and advocacy positions, with periodic updates as key

issues arise. Additionally, on an annual basis, the board's Governance Nominating and Sustainability Committee receives a report of corporate political contributions.

Details regarding PPL's approach to public policy engagement, including compliance, trade association membership, political action committees and contributions to certain tax-exempt organizations are available online on the [company's website](#).

The company's transparent reporting and oversight has earned a trendsetter ranking by the CPA-Zicklin Index, which benchmarks the political disclosure and accountability policies and practices of leading U.S. public companies.

94.3
(out of 100)

**Ranking as Trendsetter in Political
Disclosure and Accountability
by the CPA-Zicklin Index**

LEGISLATIVE AND POLICY PRIORITIES

PPL actively monitors and engages in a broad array of federal and state policy issues that could impact our customers, employees and shareowners.

Affordability

PPL advocates for federal resources like the Low Income Home Energy Assistance Program (LIHEAP), a federal program that makes annual grants to states, tribes and territories to operate home energy assistance programs. In addition to this direct bill assistance, PPL supports energy efficiency, weatherization, and other payment assistance programs that promote options to reduce usage, educate customers, and lower customer costs.

Clean energy

PPL engaged extensively with policymakers in the passage of clean energy tax credits to make the energy transition more affordable for our customers and accelerate the commercialization of new zero-carbon technologies. PPL will continue to support policies that achieve sustainable climate solutions and maintain affordability and reliability.

Competitiveness

PPL supports a competitive corporate tax code that promotes economic growth. This includes tax policies that recognize the special accounting and regulatory requirements unique to utility companies.

Electrification

PPL advocates for policies that advance electrification efforts across the entire economy.

Environmental regulations

PPL supports environmental rules that keep energy reliable and affordable for our customers and communities throughout the clean energy transition. The policies we support will enable PPL to sustainably manage its energy resource portfolio, have a realistic pathway to implementation, and consider relevant technological, economic, legal and regulatory dynamics.

Innovation

In addition to directly investing in R&D initiatives, PPL advocates for robust support for federal R&D activities at agencies like the Department of Energy, National Labs, and the National Science Foundation. PPL actively partners with the federal government and research organizations on next generation energy demonstration projects.

Natural gas

PPL supports the sustainable use of natural gas as a lower carbon, flexible baseload generation resource, a critical enabler of greater use of renewable energy, and an affordable energy source for end-use customers. Appropriately regulated, natural gas can safely and reliably meet community energy needs and enable energy affordability and economic development.

Permitting and Siting Reform

PPL supports policies to make the permitting and siting process more efficient while maintaining important environmental protections. These reforms can lower costs and reduce timelines to complete the large-scale energy infrastructure projects necessary for the clean energy transition, including the construction of offshore wind, pipelines and electric transmission lines.

Physical and cybersecurity

To promote effective protection of the energy grid, PPL supports risk-based rules and requirements that balance security risk, operational efficiency and customer costs, while enabling new grid technologies. Also, given constant and rapidly-evolving physical and cybersecurity threats, PPL supports a government-industry partnership approach to improve sector-wide resilience.

Pipeline safety

PPL supports clear and achievable rules that make it possible for pipeline operators to continue to safely own, operate and maintain natural gas facilities for the benefit of our customers.

Transmission

PPL has engaged with FERC to advocate for efficient interconnection processes, transmission planning and expansion — local, regional and interregional — that avoids undue cost burdens to customers. PPL also supports policies that accommodate regional differences and the important role of states. Above all, PPL is committed to ensuring continued reliability of the transmission system.

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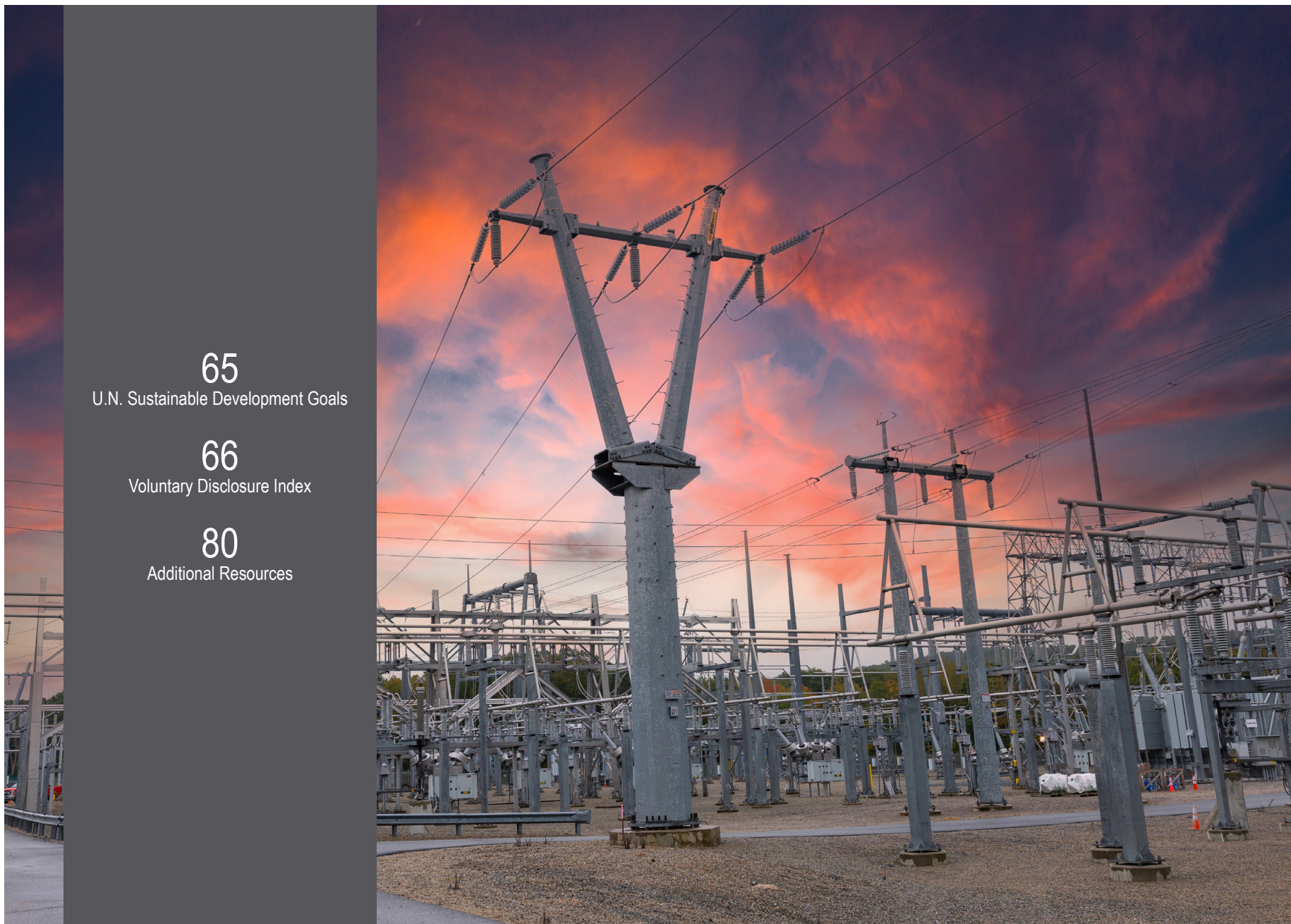
U.N. Sustainable Development Goals

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Voluntary Disclosure Index



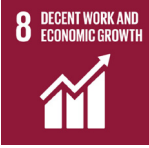


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Additional Resources



Alignment with the United Nations Sustainable Development Goals

Our mission to provide safe, affordable, reliable, sustainable energy to our customers aligns with several of the United Nations Sustainable Development Goals.

Sustainable Development Goal	Relevance
 <p>6 CLEAN WATER AND SANITATION</p> <p>Clean water and sanitation</p>	<p>We carefully manage the water we use while generating electricity and monitor the impact of wastewater discharged into waterways. PPL supports programs that protect waterways and the ecosystems that depend on them in the service areas where our utilities operate.</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>Affordable and clean energy</p>	<p>We are focused on providing safe, affordable, reliable and environmentally responsible energy solutions to our customers.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>Decent work and economic growth</p>	<p>We are focused on cultivating success for our employees by fostering an inclusive, respectful and diverse workplace that rewards performance, promotes professional development and enables employees to achieve their full potential. We also work closely with local and state officials to foster economic development that creates jobs throughout the communities we serve.</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p>Industry, innovation and infrastructure</p>	<p>We are investing in tomorrow's energy infrastructure by developing a more reliable, resilient and efficient grid that fosters continued progress and enables a cleaner energy future.</p>
 <p>13 CLIMATE ACTION</p> <p>Climate action</p>	<p>We have developed a clean energy transition strategy that supports a net-zero economy and our decarbonization goals while keeping affordability, value and reliability at the core.</p>

Voluntary Disclosure Index

PPL's annual sustainability report has been prepared in accordance with the following voluntary frameworks and initiatives: the Global Reporting Initiative (GRI) Universal Standards, including electric utility sector specific indicators, the Sustainability Accounting Standards Board (SASB) Standard for electric and gas utilities and the Task Force for Climate-related Financial Disclosure (TCFD), and the United Nations Sustainable Development Goals (UNSDGs). These disclosures are meant to assist our investors, customers, business partners and other stakeholders in obtaining standardized disclosure. Unless otherwise noted, this document covers all of PPL Corporation (NYSE: PPL) and its subsidiaries, and all quantitative data covers the period from Jan. 1 to Dec. 31, 2023.

DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
The organization and its reporting practices				
Organizational details	About PPL Our companies Performance data Customers	2-1	IF-EU-000.A Number of: (1) residential, (2) commercial and (3) industrial customers served IF-EU-000.B Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers and (5) wholesale customers IF-EU-000.C Length of transmission and distribution lines IF-EU-000.D a) Total electricity generated, percentage by major energy source, percentage in regulated markets b) Total wholesale electricity purchased IF-GU-000.A Number of: (1) residential, (2) commercial and (3) industrial customers served IF-GU-000.B Amount of natural gas delivered to (1) residential customers, (2) commercial customers, (3) industrial customers and (4) transferred to a third party IF-GU-000.C Length of natural gas transmission and distribution lines	
Entities included in the organization's sustainability reporting	Our companies	2-2		
Reporting period, frequency and contact point	PPL's 2023 Corporate Sustainability Report is developed on an annual basis for calendar year 2023 and was published April 2024. Any questions regarding the report can be directed to community@pplweb.com .	2-3		
Restatements of information	PPL had no significant restatements to report in 2023.	2-4		
External Assurance	External assurances for this report have not been conducted.	2-5		

DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Activities and workers				
Activities, value chain, and other business relationships	About PPL Our companies Supply chain management	2-6		
Employees	Our employees	2-7		
Workers who are not employees	Contractor Safety	2-8		
Governance				
Governance structure and composition	Corporate Governance Structure	2-9		Governance Describe management's role in assessing and managing climate-related risks and opportunities
Nomination and selection of the highest governance body	2024 Proxy Statement pages 27-28	2-10		
Chair of highest governance body	2024 Proxy Statement pages 20-21	2-11		
Role of the highest governance body in overseeing the management of impacts	Governance	2-12		Governance The board's oversight of climate-related risks and opportunities
Delegation of the responsibility for managing impacts	Governance	2-13		
Role of the highest governance body in sustainability reporting	Governance Sustainability governance	2-14		Governance The board's oversight of climate-related risks and opportunities
Conflicts of interest	PPL Corporation's Independence Guidelines	2-15		
Communication of critical concerns	Anyone wishing to make their concern known to PPL's board, its independent chair, any board member, or the independent directors as a group, may do so by writing to such person or persons in care of the Corporate Secretary's Office at PPL Corporation, Two North Ninth Street, Allentown, PA 18101.	2-16		
Collective knowledge of the highest governance body	Board Composition	2-17		
Evaluation of the performance of the highest governance body	2024 Proxy Statement pages 6-19	2-18		
Remuneration policies	Responsible compensation	2-19		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
INTRODUCTION				
Process to determine remuneration	2024 Proxy Statement pages 26	2-20		
Annual total compensation ratio	2024 Proxy Statement pages 82	2-21		
Strategy, policies and practices				
SUSTAINABILITY STRATEGY				
Statement on sustainable development strategy	Our sustainability strategy	2-22		
Policy commitments	Legislative and policy priorities	2-23		
ENERGY & ENVIRONMENT				
Process to remediate negative impacts	Ethics and compliance	2-25		
Mechanisms for seeking advice and raising concerns	Ethics and compliance	2-26		
SOCIAL				
Compliance with laws and regulations	Ethics and compliance	2-27		
Membership associations	Public policy engagement	2-28		
Stakeholder engagement				
GOVERNANCE & MANAGEMENT				
Approach to stakeholder engagement	Stakeholder engagement Energy equity, environmental justice and a just transition	2-29		
Collective bargaining agreements	Collective bargaining	2-30		
DISCLOSURE				
Disclosure on material topics	Our sustainability priorities			
Process to determine material topics	Our sustainability priorities	3-1		
List of material topics	Our sustainability priorities	3-2		
Management of material topics	Sustainability governance	3-3		Metrics and Targets a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.
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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Economic performance				
Direct economic value	2023 Form 10-K	201-1		
Financial implications and other risks and opportunities for the organization's activities due to climate change	Risks and opportunities	201-2	Strategy <ul style="list-style-type: none"> a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario Risk Management <ul style="list-style-type: none"> a) Describe the organization's processes for identifying and assessing climate-related risks b) Describe the organization's processes for managing climate-related risks c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management 	
Coverage of the organization's defined benefit plan obligations	2023 Form 10-K	201-3		
Market presence				
Ratios of standard entry-level wage by gender compared to local minimum wage	PPL's companies seek to provide work hours, wages and benefits in compliance with all applicable laws, including regulations related to stable scheduling and work hours.	202-1		
Proportion of senior management hired from the local community	Hiring and promotion is based on merit, not whether a candidate is from a particular locality.	202-2		
Infrastructure investments and services supported	Grid modernization Research and development	203-1	IF-EU-420a.1 Percentage of electric utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (RAM) IF-GU-420a.1 Percentage of natural gas utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (RAM)	

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Significant indirect economic impacts	<u>Economic development</u> <u>Customer assistance</u> <u>Charitable giving</u>	203-2		
Proportion of spending on local suppliers	<u>Supply chain management</u>	204-1		
Professional integrity				
Operations assessed for risks relate to corruption	All business units are subject to anti-corruption risks analysis.	205-1		
Communication and training on anti-corruption policies and procedures	All employees receive regular anti-corruption training as well as training on a variety of important policies and procedures. PPL's <i>Standards of Integrity</i> , which highlights certain key policies and procedures, can be accessed online at any time.	205-2		
Confirmed incidents of corruption and actions taken	PPL does not publicly disclose this information.	205-3		
Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcomes.	PPL does not publicly disclose this information.	206-1		
Tax				
Approach to tax	Taxes are discussed throughout the 2023 Form 10-K. See Note 6 beginning on page 116.	207-1		
Tax governance, control and risk management		207-2		
Stakeholder engagement and management of concerns related to tax		207-3		
Environmental management				
Materials used by weight or volume	<u>Fuel consumption</u> <u>Waste management</u> <u>Water use and management</u>	301-1		
Recycled input material used	We continue to investigate opportunities to incorporate recycled fuels in our operations.	301-2		
Energy consumption within the organization	<u>Energy consumption and output</u>	302-1		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Energy consumption outside the organization	<u>Energy consumption and output</u>	302-2		
Energy intensity	<u>Carbon intensity</u>	302-3		
Reduction of energy consumption	<u>Energy efficiency</u>	302-4	IF-EU-420a.3 Customer electricity savings from efficiency measures, by market IF-GU-420a.2 Customer natural gas savings from efficiency measures, by market	
Reductions in energy requirements of products and services	<u>Energy efficiency</u>	302-5		
Interactions with water as a shared resource	<u>Water use and management</u>	303-1		
Management of water discharge-related impacts	<u>Water use and management</u> <u>Total Number and Volume of Significant Spills</u>	303-2	IF-EU-140a.2 Number of incidents of noncompliance associated with water quantity and/or quality permits, standards and regulations	
Water withdrawal	<u>Water use and management</u>	303-3	IF-EU-140a.1 Water withdrawn, water consumed and percentage from water-stressed areas IF-EU-140a.3 Description of water management risks and discussion of strategies and practices to mitigate those risks	
Water discharge	<u>Water use and management</u>	303-4		
Water consumption	<u>Water use and management</u>	303-5		
Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<u>Biodiversity</u>	304-1		
Significant impacts of activities, products and services on biodiversity	<u>Biodiversity</u>	304-2		
Habitats protected or restored	<u>Biodiversity</u>	304-3		
IUCN Red List species and national conservation lists species with habitats in areas affected by operations	<u>Biodiversity</u>	304-4		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Direct greenhouse gas (GHG) emissions (Scope 1)	<u>Net-zero goal-related emissions</u> <u>Other CO₂e Emissions</u>	305-1	IF-EU-110a.1 a. Scope 1 emissions b. Percentage covered under emissions limiting regulations c. Percentage covered under emissions limiting regulations	Metrics and Targets b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
Energy indirect greenhouse gas (GHG) emissions (Scope 2)	<u>Net-zero goal-related emissions</u>	305-2	IF-EU-110a.2 Greenhouse gas (GHG) emissions associated with power deliveries	Metrics and Targets b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
Other indirect greenhouse gas (GHG) emissions (Scope 3)	<u>Net-zero goal-related emissions</u> <u>Other CO₂e Emissions</u>	305-3		Metrics and Targets b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks
Greenhouse gas (GHG) emissions intensity	<u>Carbon intensity</u>	305-4		
Reduction of greenhouse (GHG) emissions	<u>Net-zero goal-related emissions</u> <u>Enabling clean energy resources</u>	305-5	IF-EU-110a.3 Discussion of emissions reduction strategies IF-EU-110a.4 Number of customers served in markets subject to renewable portfolio standards (RPS) and fulfillment	
Emissions of ozone-depleting substances (ODS)	This is not material to PPL.	305-6		
NOx, SOx, and other significant air emissions	<u>Air emissions</u>	305-7	IF-EU-120a.1 a) NOx and SO ₂ b) Particulate Matter (PM10) c) Lead (Pb) d) Mercury (Hg)	

DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Waste generation and significant waste-related impacts	<u>Waste management</u>	306-1		
Management of significant waste-related impacts	<u>Waste management</u>	306-2	IF-EU-150a.1 Amount of coal combustion residuals (CCR) generated, percentage recycled IF-EU-150a.2 Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	
Waste generated	<u>Waste management</u>	306-3		
Waste diverted from disposal	<u>Waste management</u>	306-4		
Waste directed to disposal	<u>Waste management</u>	306-5		
New suppliers that were screened using environmental criteria	<u>Supplier Code of Conduct</u>	308-1		
Negative environmental impacts in the supply chain and actions taken	<u>Supplier Code of Conduct</u>	308-2		
Social				
New employee hires and employee turnover	<u>Workforce planning</u>	401-1		
Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>Benefits</u>	401-2		
Parental leave	PPL offers family-friendly parental and caregiver leave, including financial assistance for adoption and more flexibility with sick time, allowing employees to tend to family members or aging parents if the need arises. Eligible employees can take up to six consecutive weeks of paid leave following the birth or adoption of a child. In 2023, 38 women and 138 men used parental leave. A total of 171 employees returned to work, resulting in a 97.2% retention rate.	401-3		
Minimum notice periods regarding operational changes	Notice periods vary by collective bargaining agreement. We comply with applicable laws, regulations and collective bargaining agreements.	402-1		
Occupational health and safety management system	<u>Safety programs</u>	403-1		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Hazard identification, risk assessment, and incident investigation	<u>Safety</u> 2022 EEI-AGA ESG/Sustainability Report	403-2	IF-GU-540a.1 Number of (1) reportable pipeline incidents, (2) Corrective Action Orders (CAO) and (3) Notices of Probable Violation (NOPV) IF-GU-540a.2 Percentage of distribution pipeline that is (1) cast and/ or wrought iron and (2) unprotected steel IF-GU-540a.3 Percentage of natural gas (1) transmission and (2) distribution pipelines inspected IF-GU-540a.4 Description of efforts to manage the integrity of natural gas delivery infrastructure, including risks related to safety and emissions	
Occupational health services	<u>Safety</u>	403-3		
Worker participation, consultation, and communication on occupational health and safety	<u>Safety programs</u>	403-4		
Worker training on occupational health and safety	<u>Safety programs</u>	403-5		
Promotion of worker health	<u>Safety</u>	403-6		
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<u>Safety</u>	403-7		
Workers covered by an occupational health and safety management system	<u>Safety</u>	403-8		
Work-related injuries	<u>Safety</u>	403-9	IF-EU-320a.1 a. Occupational safety statistics	
Work-related ill health	<u>Safety</u>	403-10	IF-EU-320a.1 a. Occupational safety statistics	
Average hours of training per year per employee	<u>Training and development</u>	404-1		
Programs for upgrading skills and transition assistance programs	<u>Training and development</u>	404-2		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Percentage of employees receiving regular performance and career development reviews	PPL's expectations are that all eligible employees receive an evaluation of their skills and performance on an annual basis. The company's business units have formal performance appraisal processes that cover 100% of eligible active, full-time and part-time employees.	404-3		
Diversity of governance bodies and employees	<u>Board composition</u> <u>Our employees</u>	405-1		
Operations and suppliers identified in which the right to freedom of association and collective bargaining may be at risk	No risks to, or violations of, the right to freedom of association or the right to form or join a union, bargain collectively, or engage in union activities were identified. About 37% of PPL's workforce is represented by a labor union and the company's operating utilities collaborate with union leadership to enhance workplace safety, meet the growing expectations of our customers, and adapt to the challenges of rapidly changing technologies.	407-1		
Operations and suppliers at significant risk for incidents of child labor	None. We comply with applicable laws, rules and regulations wherever we operate.	408-1		
Operations and suppliers at significant risk for incidents of forced or compulsory labor	None. We comply with applicable laws, rules and regulations wherever we operate.	409-1		
Security personnel trained in human rights policies or procedures	All domestic Corporate Security personnel complete corporate <i>Standards of Integrity</i> training on an annual basis. Additionally, all domestic Corporate Security personnel complete a training program on indicators and response to workplace violence events at least bi-annually. All contract security personnel working domestically complete training programs on ethics and conduct and cultural diversity administered by their employer.	410-1		

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DISCLOSURE	PPL'S RESPONSE	GRI	SASB	TCFD
Operations with local community engagement, impact assessments and development programs	100% of PPL's operations have programs for local community engagement. Stakeholder engagement Customer assistance Community support Economic development Energy equity, environmental justice and just transition	413-1	IF-EU-240a.4 Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory IF-GU-240a.4 Discussion of impact of external factors on customer affordability of natural gas, including the economic conditions of the service territory	
New suppliers that were screened using social criteria	Supplier Code of Conduct	414-1		
Negative social impacts in the supply chain and actions taken	Supplier Code of Conduct	414-2		
Political contributions	Public Policy Engagement	415-1		
Assessment of health and safety impacts of product and service categories	Safety	416-1		
Incidents of non-compliance concerning the health and safety impacts of products and services	PPL does not publicly disclose this information.	416-2		
Requirements for product and service information and labeling	Electric and natural gas service cannot be labeled. We provide regular and detailed safety information to customers via bill inserts, public service announcements, presentations, social media and the company's websites.	417-1		
Incidents of non-compliance concerning marketing communications	PPL does not publicly disclose this information.	417-3	IF-EU-550a.1 Number of incidents of noncompliance with physical security and/or cybersecurity standards or regulations	
Substantiated complaints concerning breaches of customer privacy and losses of customer data	PPL does not publicly disclose this information.	418-1		

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Electric Utilities Sector Disclosure					
Description	PPL's response	GRI	SASB	TCFD	SDG
Installed capacity, broken down by primary energy source and regulatory regime	<u>Installed capacity</u>	EU1			
Net energy output broken down by primary energy source and regulatory regime	<u>Energy consumption and output</u>	EU2			
Number of residential, industrial, institutional and commercial accounts	<u>Customer experience</u> <u>Average Customer Bills</u>	EU3	IF-EU-240a.2 a) Typical monthly electric bill for residential customers for 500 kWh of electricity delivered per month b) Typical monthly electric bill for residential customers for 1,000 kWh of electricity delivered per month IF-GU-240a.1 Average retail natural gas rate for c) residential customers d) commercial customers e) industrial customers f) transportation services only SASB: IF-GU-240a.2 Typical monthly gas bill for residential customers for (1) 50 MMBtu and (2) 100 MMBtu of gas delivered per year		
Length of above and underground transmission and distribution	<u>About PPL</u>	EU4			
Allocation of CO ₂ emissions allowances, or equivalent, broken down by carbon trading framework	None.	EU5			
Management approach to ensure short- and long-term electricity availability and reliability	PPL addresses availability and reliability in our integrated resource plans that are submitted to regulatory agencies. All PPL operating companies use smart grid technology across their networks.	G4-DMA Availability & Reliability	IF-EU-420a.2 Percentage of electric load served by smart grid technology		
Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Forecast demand for LG&E and KU is 6,172 MW, and LG&E and KU generation capacity is currently 7,579 MW, providing a 22.8% reserve margin.	EU10			
Demand-side management programs including residential, commercial, institutional and industrial programs	Where applicable, PPL addresses planned capacity and projected demand in integrated resource plans that are submitted to regulatory agencies. <u>Energy efficiency</u>	G4-DMA Demand Side Management			

Description	PPL's response	GRI	SASB	TCFD	SDG
Research and development activity and expenditure aimed at providing reliable electricity and promoting sustainable development	<u>Drive digital innovation and R&D</u>	G4-DMA Research & Development			
Average generation efficiency of thermal plants by energy source and regulatory regime	In 2023, the average generation efficiency for LG&E and KU was 9.8 (MMBtu/Net MWh).	EU11			
Transmission and distribution losses as a percentage of total energy	PPL's operating utilities use standard utility industry practices to review and identify line losses that are outside of industry norms and take necessary steps to mediate those issues as they occur. In 2023, line loss as a percentage of total energy was: 5.18% for KU 3.49% for LG&E (electric) 1.12% for LG&E (gas) 5.60% for PPL Electric 8.00% for RIE (electric) 3.80% for RIE (gas)	EU12			
Biodiversity of offset habitats compared to the biodiversity of the affected areas	<u>Biodiversity</u>	EU13			
Programs and processes to ensure the availability of a skilled workforce	<u>Workforce strategy</u>	G4-DMA Skilled Workforce			
Percentage of employees eligible to retire in next 5 and 10 years, broken down by job category and region	<u>Workforce strategy</u>	EU15			
Days worked by contractor and subcontractor employees involved in construction, operation and maintenance activities	<u>Contractor Safety</u>	EU17			
Percentage of contractor and subcontractor employees who have undergone relevant health and safety training	PPL provides required health and safety-related training for 100% of the contractors performing physical work on our electric systems.	EU18			
Collaborative approaches to managing watersheds and reservoirs for multiple uses	<u>Water use and management</u>	G4-DMA Water			
Approaches for pest and vegetation management along transmission and distribution corridors	<u>Vegetation management</u>	G4-DMA Vegetation Management			
Stakeholder participation in decision making processes related to energy planning and infrastructure development	<u>Stakeholder engagement</u>	DMA Local Communities			
Number of people physically or economically displaced and compensation, broken down by type of product	We avoid displacement of anyone to the extent feasible by careful planning during the siting process of major projects. If displacement is unavoidable, we make fair compensation for any property transactions.	EU22			

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Description	PPL's response	GRI	SASB	TCFD	SDG
Contingency planning measures, disaster/emergency management plan and training programs, and recovery/restoration plans	<u>Emergency preparedness</u>	DMA-Emergency Planning			
Programs, including those in partnership with government, to improve or maintain access to electricity and customer support services	<u>Customer assistance</u>	DMA-Customer Support Programs	IF-EU-240a.4 Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory IF-GU-240a.4 Discussion of impact of external factors on customer affordability of natural gas, including the economic conditions of the service territory		
Percentage of population unserved in licensed distribution or service areas	PPL's utilities have an obligation to serve all that want electrical service in their service territory.	EU26			
Number of residential disconnections for non-payment, broken down by duration of disconnection and by regulatory regime	Residential disconnections for PPL's electric utilities during 2023 totaled 138,548. The number of residential reconnections within 30 days was 118,732. Residential disconnections for PPL's gas utilities during 2023 totaled 7,024. The number of residential reconnections within 30 days was 5,214.	EU27	IF-EU-240a.3 Number of residential customer electric disconnections for nonpayment, percentage reconnected within 30 days IF-GU-240a.3 Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days		
Power outage frequency	<u>Reliability and resiliency</u> <u>Reliability</u>	EU28	IF-EU-550a.2 a) System Average Interruption Duration Index (SAIDI) b) System Average Interruption Frequency Index (SAIFI)		
Average power outage duration	<u>Reliability and resiliency</u> <u>Reliability</u>	EU29	IF-EU-550a.2 a) System Average Interruption Duration Index (SAIDI) b) System Average Interruption Frequency Index (SAIFI)		
Average plant availability factor by energy source and by regulatory regime	LG&E and KU's plant availability factor is 87.71%. The unplanned outage rate for LG&E and KU plants in 2023 was 5.15%.	EU30			
Practices to address language, cultural, low literacy and disability related to barriers to accessing and safely using electricity and customer support services	<u>Customer assistance</u>	DMA-Customer access			

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Net-Zero Goal-Related Emissions (2010 Baseline)

	2010	2023
Scope 1: Gross MWh of Owned Generation (metric tonnes of CO ₂ e)	60,736,086 ¹	25,085,753
Scope 1: Fleet Vehicles (metric tonnes of CO ₂ e)	48,343	28,240
Scope 1: Small Plant Stationary Fuel Combustion Sources (metric tonnes of CO ₂ e)	2,515	2,384
Scope 1: Plant Mobile Equipment (metric tonnes of CO ₂ e)	4,893	5,373
Scope 1: Fugitive SF₆ Emissions (metric tonnes of CO ₂ e)	114,727	12,324
Scope 1: Gas Used in Facilities (stationary fuel combustion) (metric tonnes of CO ₂ e)	18,250	14,395
Scope 2: Electricity Use in Facilities (metric tonnes of CO ₂ e) ²	89,732	21,258
Scope 3: Electricity Purchased for End Use Customers - LG&E and KU (MWh)	1,906,442	666,724
Scope 3: Electricity Purchased for End Use Customers - LG&E and KU (metric tonnes of CO ₂ e)	1,597,157	592,165
Total Goal-Related Emissions (metric tonnes of CO ₂ e)	62,577,296	25,761,892

¹2010 Scope 1 Plant Emissions is the only data point that includes former PPL affiliate, PPL Energy Supply, LLC.

²Emissions for facilities served by LG&E and KU are included in scope 1 generation emissions.

Other CO₂e Emissions

	2023
Scope 1: Gas Operations (metric tonnes of CO ₂ e)	143,380
Scope 3: Electricity Purchased for End Use Customers - PPL Electric and Rhode Island Energy (MWh)	14,243,683
Scope 3: Electricity Purchased for End Use Customers - PPL Electric and Rhode Island Energy (metric tonnes of CO ₂ e)	4,968,618
Scope 3: Gas Purchased for End Use Customers - LG&E and Rhode Island Energy (MMCUFT)	1,889,034
Scope 3: Gas Purchased for End Use Customers - LG&E and Rhode Island Energy (metric tonnes of CO ₂ e)	3,834,945
Scope 3: Employee Commuting (metric tonnes of CO ₂ e)	10,870
Scope 3: Business Travel (metric tonnes of CO ₂ e)	1,051

Carbon Intensity

	2023
Operating Revenues (in millions)	8,312
Revenue Carbon Intensity ¹	0.0031
Gross Generation Carbon Intensity ²	0.853
¹ Total CO ₂ e goal-related emissions divided by revenue.	
² Total CO ₂ e associated with gross owned generation divided by owned net generation.	

Energy Consumption and Output

	2023
Owned Gross Generation (MWh)	32,094,765
Owned Net Generation (MWh)	29,422,636
Total MMBtu Consumed at Plant	289,194,298
Generation Efficiency Heat Rate (MMBtu/owned net generation)	9.8
Small Plant Stationary Combustion Sources (liters)	1,197,989,910
Plant Mobile Fuel Combustion Sources (liters)	2,068,174
Facility Electricity Use (kWh)	58,339,071
Facility Gas Use (kWh)	78,011,721
Fleet Vehicle Energy Use (liters)	11,444,268

Installed Capacity¹

	2023
Total Net Summer Rating at end of year (MW)	7,535
Coal Total Net Summer Rating (MW)	4,715
Natural Gas Net Summer Rating (MW)	2,716
Renewable Net Summer Rating (MW)	104
Hydroelectric Net Summer Rating (MW)	96
Solar Net Summer Rating ² (MW)	8

¹As reported in 10-K year ending Dec. 31, 2023. Owned generation excludes purchased power. Includes 75% Trimble County Unit 1 & 2 ownership.

²Does not include additional 1.7 MW from LG&E and KU's community Solar Share program.

Air Emissions

	2023
Total NOx Emissions (metric tonnes)	12,940
Total NOx Emissions Intensity (metric tonnes/owned net generation)	.00044
Total SO ₂ Emissions (metric tonnes)	12,087
Total SO ₂ Emissions Intensity (metric tonnes/owned net generation)	.00041
Total HG Emissions (kg)	41
Hazardous Air Pollutants Intensity (kg/owned net MWh)	.00000139
Particulate Matter (metric tonnes)	527

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Total Water Withdrawal by Source

2023 Water Sources Affected by Withdrawal of Water							
Plant	2023 Withdrawal (megaliters/year)	% Impact (water withdrawn compared to waterbody size)	2023 Discharge ¹ (megaliters/year)	Water Body	Waterbody Size (lake-megaliters or river-megaliters/day)	Consumption (megaliters/year) (withdrawal - discharge)	Total Volume of Water Recycled and Reused as a Percentage of Total Water Withdrawal
KU-Brown	13,563	0.011%	3,318	Herrington Lake (created by Dix River Dam)	324,405 ²	10,245	24.46%
KU-Ghent	97,772	0.242%	101,690	Ohio River	110,829 ³	-3,918 ⁴	104.01%
LG&E-Cane Run	4,739	0.011%	1,419	Ohio River	119,882 ³	3,320	29.94%
LG&E-Mill Creek	208,102	0.476%	223,427	Ohio River	119,882 ³	-15,325 ⁴	107.36%
LG&E-Trimble County	55,247	0.137%	19,240	Ohio River	110,829 ³	36,007	34.82%
Totals	379,422		349,093			30,329	92.01%

¹These numbers were calculated from annual averages of the NPDES-KPDES reported values for the Discharge Monthly Reports (DMR) or using process-specific flow information. Flows include discharges from ash ponds, cooling tower blowdown streams, once-through cooling flows and accumulated stormwaters within impoundments or collected/drainage process areas. These flows were returned to the same water bodies from which they were withdrawn; there are a number of other users located downstream and upstream of plant locations.

²Volume of lake during low-flow conditions (10Q7).

³Flow at relevant locations during 10Q7 low-flow conditions.

⁴Discharge exceeds withdrawal due to rainfall captured in metered impoundments.

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Coal Combustion Products¹

	2023
CCP Production (million metric tonnes)	2.517
CCP Reuse	71.98%
Owned Net Generation (MWh)	29,422,636
CCP Intensity (million metric tonnes/owned)	0.086

¹ Does not include trash and NonPCB used oil recycling.

Total Weight of Waste by Type and Disposal Method

	2023
Hazardous Waste Generated (metric tonnes)	217.15
Non-Hazardous Waste Generated¹ (metric tonnes)	40,489
Non-Hazardous Waste Diverted from Landfill (metric tonnes)	21,954
Universal Waste Generated (metric tonnes)	19.68
Universal Waste Recycled (metric tonnes)	19.68
Non-Hazardous Waste Diverted (percentage)	54%
Universal Waste Diverted (percentage)	100%

¹ Does not include trash and NonPCB used oil recycling.

Total Number and Volume of Significant Spills

Company	Number of Spills	Causes	Gallons
LKE	2	Equipment failure	30.5
LKE	2	Weather event	40
PPL EU	1	Equipment failure	30
PPL EU	2	Weather event	26.5
PPL EU	1	Third-party damage	30
RIE	1	Weather event	20
Total	9		177

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2023 Employee Safety

	LG&E-KU	PPL	RIE	PPL CORP (Overall)
Total Hours Worked	5,709,917.5	4,926,163.0	2,422,782.0	13,058,862.5
Number of Lost-Day Cases	8	8	9	25
Lost-Time Incident Rate	0.28	0.32	0.74	0.38
Recordable Incident Rate	1.02	1.10	2.56	1.33
Work-Related Employee Fatalities	0	0	0	0

2023 Contractor Safety

	LG&E-KU	PPL	RIE	TOTAL
Total Hours Worked	7,607,192.0	3,410,248.5	822,420.0	11,839,860.5
Number of lost-day cases	7	7	1	15
Lost-Time Incident Rate	0.18	0.41	0.24	0.25
Recordable Incident Rate	0.97	0.76	0.73	0.84
Work-related fatalities	2	0	0	2

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Customers

	LG&E-KU (Electric)	LG&E (Gas)	PPL EU	RIE (Electric)	RIE (Gas)	TOTAL
Residential	855,412	307,704	1,289,844	450,956	252,271	3,156,187
Commercial	150,836	26,920	187,947	64,200	24,592	454,495
Industrial	2,252	398	3,023	1,640	755	8,068
Municipals/Wholesale	3					3
Gas Transport		91				91
TOTAL	1,008,503	335,113	1,480,814	516,796	277,618	3,618,844

Average Monthly Electric Bill¹

Operating Company	Residential bill	Commercial bill	Industrial bill
Kentucky Utilities	\$119.50	\$1,805.00	\$35,406.00
Louisville Gas and Electric	\$120.39	\$1,784.00	\$35,856.00
PPL Electric Utilities	\$182.22	\$1,895.00	\$27,567.00
Rhode Island Energy	\$253.49	\$2,778.00	\$91,783.00

¹Average electric bill data is based on the following typical bill assumptions:

Residential: 1,000 kWh per month usage.

Commercial: 40-kW demand and 14,000 kWh per month usage.

Industrial: 1,000-kW demand and 400,000 kWh per month usage.

Reliability

	LG&E-KU	PPL Electric	RIE	Total	US AVG ¹
SAIDI	73.70	91.47	52.77	78.84	131.1
SAIFI	0.70	0.64	0.67	0.67	1.09
CAIDI	105.29	142.45	78.97	118.32	120.2

SAIDI is the average outage duration (in minutes), excluding major events, per IEEE definition 1366.

SAIFI is the average number of interruptions per customer, excluding major events, per IEEE definition 1366.

CAIDI represents the average time (in minutes) required to restore service after a sustained interruption occurs, per IEEE definition 1366.

¹Based on 2022 data

Average Gas Rates (\$/CCF)

Operating Company	Residential rate	Commercial rate	Industrial rate
Louisville Gas and Electric	\$1.69	\$1.34	\$0.85
Rhode Island Energy	\$2.06	\$1.31	\$0.48

Average Yearly Gas Bill

Operating Company	Residential average yearly bill at 50 MMBtu	Residential average yearly bill at 100 MMBtu
Louisville Gas and Electric	\$868.66	\$1,479.29
Rhode Island Energy	\$1,003.55	\$2,007.09

Business Resource Groups

Pennsylvania Business Resource Groups

- AABRG (African American BRG)
- ACE BRG (Asian Connection Exchange)
- CBRG (Christian BRG)
- Fuse BRG (LGBTQIA+)
- LEAD (Latino Employee Alliance for Diversity) BRG
- PPL Tomorrow BRG
- PPL Vets BRG
- REACH (Rallying Employees Above Challenging Histories) BRG
- The POWER Network BRG

Rhode Island Business Resource Groups

- AABRG (African American BRG)
- POWER (Professional Opportunities for Women in Energy Realized)
- WAVE (LGBTQIA+)
- UNIDOS
- VRG (Veterans Resource Group)

Kentucky Business Resource Groups

- ENGAGE (Expanding Networks & Growth of African American Groups in Energy)
- WINergy (Women in Energy)
- C.A.R.E. (Children, Adults, Relatives, & Elderly)
- PaW (Pride at Work)
- AFEP (Armed Forces Energy Partners)
- GLOBE (Global Leadership Organization for Better Energy)
- CNCT (Cultivation, Networking, Community, & Talent)

FORWARD-LOOKING STATEMENTS IN THIS CORPORATE SUSTAINABILITY REPORT

This Corporate Sustainability Report ("Report") contains forward-looking statements regarding, among other things, the clean energy transition, our clean energy targets and achievement of climate commitments by certain dates, and strategies or goals related to environmental, social, safety and governance performance. These statements, and all others that reflect beliefs, plans, estimates, projections, goals, targets, expectations, strategy or any other forward-looking information, are "forward-looking statements" within the meaning of the federal securities laws. PPL Corporation believes that the forward-looking statements in this Report reflect reasonable expectations and assumptions. However, it is important to understand that forward-looking statements, and their underlying assumptions, are subject to a wide range of risks and uncertainties, both known and unknown.