

Corporate Political and Public Engagement Practice

Practice Owner: Vice President (VP), External Affairs

Practice Contact: Director, Legislative and Regulatory Policy & Administration

Purpose

Consistent with FirstEnergy’s Political and Public Engagement Policy, FirstEnergy takes an active role in political and public policy processes, as allowed by law, by communicating with government agencies and officials, participating in Trade Associations, taxed and tax-exempt organizations, facilitating Political Contributions through its corporate Political Action Committee (PAC), and engaging in other activities to advance the interests of FirstEnergy and its stakeholders.

FirstEnergy must ensure that these activities comply with legal obligations and applicable laws and are consistent with its Code of Conduct, *The Power of Integrity*. This Practice sets the expectations of all Personnel when interacting with Government Officials, making Political Contributions, making payments to Trade Associations or social welfare organizations, sponsoring programs or events involving, or at the behest of, public officials, engaging in personal political activity, hiring new employees, promoting current employees that are either close associates of, or referred by, a Political Figure, and retaining Third Parties that have relationships with or connections to Political Figures.

Scope

This Practice applies to all Personnel and the Board of Directors.

Definitions

Click here: [FirstEnergy's Universal Terms](#)¹ for a list of FirstEnergy’s Written Guidance universal terms.

Term	Definition
Anything of Value	Any advantage or benefit, financial or otherwise, including cash, cash equivalents, Gifts, entertainment, travel, accommodations, services, amenities, employment, or access to information. Examples of “Anything of Value” include, but are not limited to: <ul style="list-style-type: none"> • Cash or cash equivalents (e.g., gift cards/gift certificates) • Providing travel, lodging, or ground transportation in connection with an event • Purchasing a meal or supplying alcoholic beverages at an event • Providing Political Contributions • Making charitable donations, supporting charitable organizations, or buying tickets to a charitable event

¹ The standard is to capitalize all universal terms within the Written Guidance. Each Written Guidance document will include a Definitions section that outlines the specific terms unique to that document. Not all terms will be defined within each document.

Term	Definition
	<ul style="list-style-type: none"> • Hiring and/or creating an employment opportunity or work experience (including paid or unpaid internships) • Providing use of corporate aircraft or other corporate vehicles • Providing the use of private facilities or other assets not available to the public • Access to information not otherwise publicly available
Appointed List	A list of FirstEnergy Personnel who regularly interact with appointed Government Officials, or a high-level member of their staff, on public policy matters within the scope of their employment.
Candidate	An individual seeking election, or re-election, to a local, state, or federal office.
Contribution	A direct or indirect transfer of Anything of Value given for a non-political purpose.
Covered Third Party	<p>Any of the following persons or entities with which FE employees interact:</p> <ul style="list-style-type: none"> • Any entity employing a Political Figure or the Relative of a Political Figure who will directly perform work for FirstEnergy • Any entity with an owner or beneficial owner (i.e., someone who has a 10% or greater financial interest in such entity), director, or officer who is a Political Figure or a Relative of a Political Figure • Any entity that, at the time of the proposed engagement with FirstEnergy, works for a Political Committee of a Political Figure • Any entity referred to FirstEnergy by a Political Figure
Covered Third Party Publicly Available Information	<p>Information available to the public about a Covered Third Party. This can include, but is not limited to, the following:</p> <ul style="list-style-type: none"> • Job history, membership on a board, affiliation with a non-profit organization, or any organization with a political affiliation • News coverage (e.g., a news article outlining the Covered Third Party's stance on a particular issue relevant to FirstEnergy's business or reputational interests) • Known clients • Social Media accounts of the Covered Third Party or any of its members • Lobbying Activities (available via relevant official filings) • Political donations (available via relevant official filings) <p>Any other public information that may be relevant to determining whether retaining the Covered Third Party would pose a potential conflict with the best interests of FirstEnergy.</p>
Elected List	A list of FirstEnergy Personnel who regularly interact with elected Government Officials or a member of their staff within the scope of their employment.

Term	Definition
Employee Compliance Review Committee	Representatives from Human Resources and Legal who meet on an as-needed basis to review certain applicants for hire or promotion.
Ex Parte Communications	Communications with a decision maker, such as a judge or commissioners, regarding the merits of an active docketed legal or regulatory proceeding that occurs without the other parties to that proceeding being notified and given the opportunity to be present or take part. This definition may change by jurisdiction.
Independent Expenditure	An expenditure for a communication that expressly advocates the election or defeat of a clearly identified Candidate and which is not made in coordination with any Candidate, or his or her authorized committees or agents, or a Political Party or its agents.
Lobbying Activities	Informing a government agency, representative, or legislator about the interests of the Company and its stakeholders. Lobbying may include contact with legislators, senior regulatory officials, executive branch officials, and/or their staff; work done in preparation for those contacts, or other efforts to influence legislative or administrative action.
Political Action Committee	A tax-exempt organization that pools voluntary contributions from members and donates funds to candidates and political committees. Commonly referred to as a "PAC"
Political Committee	A Candidate committee, PAC, Political Party committee, club, or other organization, registered and regulated under the election laws of the federal, state, or local government, which receives Political Contributions and/or makes expenditures for a political purpose.
Political Compliance Review	The process whereby the Business Unit submits to the Office of Ethics & Compliance (OEC) and the Vice President, External Affairs, information about Covered Third Parties with whom FE interacts.
Political Contribution	A direct or indirect transfer of Anything of Value to a Candidate, Political Party, PAC, or any other political organization.
Political Figure ²	An individual who is: a current or former elected official, a current or former appointed official, or a current or former advisor or staff member to a current elected or appointed official.
Political Party	Any committee established by a political party at the national level (e.g., Republican National Committee, Democratic National Committee) or at the state or local level and registered and regulated under election laws of the federal, state, or local government.
Trade Association	An association funded by businesses within a specific industry that focuses on collaboration between companies but also participates in public relations activities (e.g., advertising, education, publishing, Lobbying Activities, and Political Contributions).

² For purposes of this Practice, former officials, advisors, or staff members are covered by the requirements here if their service was within five (5) years prior to the proposed engagement.

Practice

1. Interactions with Government Officials, including Lobbying

How we interact and communicate with Government Officials significantly affects FirstEnergy's credibility, reputation, and ability to advocate for the Company and its stakeholders.

A. Elected Government Officials

Personnel who, within the scope of their employment, interact with *any* elected Government Official or a member of their staff must clear the interaction in advance with the Head of the Washington, DC, External Affairs Office, for federal matters, or their respective state VP, External Affairs, or their designee, in coordination with the VP of External Affairs, except for those on the Elected List.

To better coordinate these interactions and comply with lobbying reporting obligations, External Affairs, in coordination with the State Presidents, or their designee, shall maintain the Elected List. The Elected List shall include elected Government Officials or staff members with whom the Personnel regularly interact.

- Personnel on the Elected List do not have to pre-clear their interactions with elected Government Officials or a staff member for the types of interactions noted on the Elected List.
- Personnel not included on the Elected List must continue to clear their interactions with any elected Government Official or staff member in advance.
- Personnel on the Elected List must comply with all FE written guidance.

To maintain the Elected List, the following shall occur:

- External Affairs, in coordination with the State Presidents, or their designee, will compile the Elected List, containing all known Personnel who regularly interact with elected Government Officials or staff members within the scope of their employment.
- External Affairs, in coordination with the State Presidents, or their designee, will place Personnel into one of three tiers that dictate allowed conversations:
 - Tier 1: Authorized to talk with any elected Government Official or staff member on any matter
 - Tier 2: Authorized to talk with any elected Government Official or staff member on routine matters as well as public policy (e.g., efforts to change laws or regulations) related to their specific work
 - Tier 3: Authorized to talk with any elected official or staff member on routine matters only (e.g., permits, invoices.). Discussions must not involve public policy matters or other efforts to change laws or regulations
- At least quarterly, External Affairs will email the Elected List to the Executive Council and request that they identify individuals in their organization whom External Affairs should either add or remove from the existing Elected List.
- Members of the Executive Council will be responsible for supplying the information by the date requested.

B. Appointed Government Officials

Prior to any meeting on matters involving rates, ratemaking proceedings, or interactions that could involve Ex Parte Communications with an appointed Government Official (e.g.,

Public Utility Commissioners, FERC Commissioner, state or federal cabinet members, executive branch, administrative agency officials) or a high-level member of their staff, all Personnel should consult with the VP, Rates and Regulatory Affairs; the VP, External Affairs, or their designee; and the Associate General Counsel, State Regulatory, or their designee for state matters; or the Associate General Counsel, Federal Regulatory, or their designee for FERC matters.

In addition, all Personnel should consult with the Head of the Washington, DC, External Affairs Office, for federal matters, or their respective VP, State External Affairs, for state matters, or their designee on all other interactions with an appointed Government Official or a high-level member of their staff that involve public policy matters other than rates or rate-making proceedings (except for those on the Appointed List, as defined above).

To better coordinate these interactions so the Company can proactively and strategically follow its obligations, External Affairs will maintain the Appointed List. Personnel on the Appointed List do not have to consult with the VP External Affairs, in coordination with the State Presidents, or their designee on their interactions with appointed Government Officials or a high-level staff member relating to public policy matters. Personnel not included on the Appointed List must continue to consult on their interactions with any appointed Government Official or a high-level member of their staff in advance.

To maintain the Appointed List, the following shall occur:

- External Affairs will compile an initial Appointed List of all known Personnel who regularly interact with appointed Government Officials or a high-level staff member within the scope of their employment (e.g., Regional External Affairs Managers and Regional External Affairs Consultants).
- At least quarterly, External Affairs will email the Appointed List to the Executive Council and request that they identify individuals in their organization whom External Affairs should either add or remove from the existing Appointed List.
- Members of the Executive Council will be responsible for providing the information by the date requested.

C. Lobbying

Personnel must be mindful that interactions with Government Officials, elected or appointed, or with their staff may constitute Lobbying Activities. Federal, state, and local laws may require registration and reporting by those who engage in Lobbying Activities and/or may retain Third Parties to do so. Specifically, Personnel engaging in Lobbying Activities must:

- Register, if required by law, per FirstEnergy's Lobbying Registration and Reporting Procedure
- Prepare and file public disclosure reports per FirstEnergy's Lobbying Registration and Reporting Procedure
- Track important lobbying-related information (e.g., contacts, issues, time, and expenses) using Company recordkeeping systems. Notably, employees engaging in Lobbying Activities must specifically track and enter their lobbying time into the Company's timekeeping system on a weekly basis using the codes established to track Lobbying Activities
- Record accurately, and appropriately, time spent in preparation for the purpose of influencing public opinion with respect to the election or appointment of public officials, referenda, legislation, or ordinances; or the approval, modification, or revocation of franchises; or for the purpose of influencing the decisions of public officials must be

recorded in the appropriate lobbying cost collector. Personnel should refer to Attachment 1 - Direct Charging to Lobbying Cost Center, for the required lobbying cost centers and matching stat order numbers to accurately record lobbying hours

- Provide relevant information promptly when requested by the Company to ensure compliance with individual and Company reporting obligations

Employees who need help in meeting the requirements specified here or have questions related to Lobbying Activities *must* proactively seek guidance from the VP, External Affairs or their designee, or the Chief Ethics & Compliance Officer (CECO) or their designee to ensure compliance. Employees should also be aware that FirstEnergy publicly discloses Lobbying Activities and associated expenses as follows:

- FirstEnergy submits quarterly lobbying reports to Congress, which describe all Lobbying Activities by in-house federal lobbyists and provide a good faith estimate of the total dollars spent on federal Lobbying Activities during the respective quarters. FirstEnergy and its lobbyists also file with Congress semi-annual Political Contribution reports
- Under applicable state laws, FirstEnergy and its lobbyists file periodic reports that include information about its Lobbying Activities and associated expenses

Personnel must also be aware of certain restrictions related to providing Anything of Value to a Government Official. Please refer to the Gifts and Business Courtesies Practice for the Company's requirements applicable to situations involving Gifts, Business Courtesies, or gratuities to any Government Official.

D. External Lobbyists

FirstEnergy uses external lobbyists and political consultants to advise on strategy and engage Government Officials on matters of public policy important to FirstEnergy and its stakeholders.

External lobbyists must follow all registration and reporting requirements. The OEC must review all external lobbyist and political consultant agreements for compliance with Company policy and US law. Agreements shall be reviewed annually per FirstEnergy's Lobbyist and Political Consultant Review Procedure.³

2. Political Contributions and Independent Expenditures

FirstEnergy complies with applicable federal, state, and local laws when reporting corporate election activities. To promote transparency and accountability, FirstEnergy also voluntarily provides an annual report on its public website of Political Contributions and expenditures. A copy of the annual report is also provided to the Corporate Governance, Corporate Responsibility, and Political Oversight Committee of the FirstEnergy Board of Directors.

A Political Contribution may never be offered or conveyed for any official action, or non-action, or with any expectation thereof.

A. Political Contributions and Independent Expenditures

FirstEnergy does not make direct corporate Political Contributions to federal Candidates

³ FirstEnergy's Lobbyist and Political Consultant Review Procedure outlines tasks specific to the External Affairs Business Unit. Questions regarding this procedure should be directed to External Affairs.

and Political Parties, as such Contributions are prohibited by federal law. As a matter of internal policy, FirstEnergy does not make direct corporate Political Contributions to state or local Candidates, even though it may be permissible under state law. However, like many corporations, FirstEnergy established a Political Committee called FirstEnergy Corp. Political Action Committee (FEPAC), which may contribute to Candidates for federal office using voluntary contributions from the Company's eligible employees, as defined by the Federal Election Commission (FEC). Employees should understand the following as it relates to FEPAC:

- FEPAC is a federal PAC registered with and governed by the FEC.
- FEPAC is funded exclusively by eligible employees' voluntary contributions.
- Employees' contributions are never coerced, and all solicitees are informed that neither their contribution amount nor their refusal to contribute will affect their employment status
- Employees may not be directly or indirectly reimbursed for PAC Contributions.
- FEPAC is administered per its articles of organization, which establishes a board of directors as FEPAC's governing body, and appoints officers, which include the following: chairperson, vice chairperson, secretary, treasurer, and assistant treasurer. The chairperson shall preside at all meetings of the FEPAC. The FEPAC Board, with support from Legal and the OEC, as appropriate, shall decide the policies and procedures to be used in the solicitation of contributions to the FEPAC and shall supervise or conduct all solicitation activity.
- FEPAC files monthly reports with the FEC disclosing FEPAC contributions to Candidates, parties, and PACs. FEPAC's FEC reports may be found at: <https://www.fec.gov/data/committee/C00383489/>.

FirstEnergy and the FEPAC may also sponsor independent political and public policy related advertisements and make Political Contributions to state and local Candidates, Political Parties, ballot measures, and Political Committees only when legally permissible and where consistent with the Company's then current Political and Lobbying Action Plan.

FirstEnergy employees have also established a New Jersey state PAC referred to as the JCP&L PAC, which is a state-level Political Committee duly registered with the New Jersey Election Law Enforcement Commission. The JCP&L PAC files periodic reports with the New Jersey Election Law Enforcement Commission that disclose its Political Contributions to Candidates, Political Parties, and Political Committees. Voluntary contributions may not be solicited at any FirstEnergy facility, including JCP&L facilities, or during business hours.

FirstEnergy does not sponsor or contribute to federal or state Independent Expenditure only committees, also known as super PACs.

Required Approvals:

- The FEPAC Board and the OEC must review and approve the FEPAC annual budget
- FEPAC administration and the OEC must review and approve each check request prior to making any Political Contribution.
- The VP of External Affairs, the PAC Administrator, and the OEC must approve each budgeted FEPAC Political Contribution.
- In addition to the above, unbudgeted FEPAC Political Contribution requests also require a majority approval of the FEPAC Board.
- The FEPAC Board and the OEC must approve solicitation of voluntary contributions from FirstEnergy employees to FEPAC.

- The JCP&L PAC Board and the OEC must approve JCP&L PAC Political Contributions to New Jersey state Candidates, Political Parties, and committees.

B. Trade Associations

FirstEnergy is a member of various Trade Associations that may participate in political or public policy processes. FirstEnergy may not always agree with the views of the Trade Associations with which it is affiliated; however, its involvement provides a variety of benefits, not limited to, working collaboratively with industry peers on legislation, regulation, or governmental policies potentially affecting FirstEnergy and its shareholders.

FirstEnergy will require each Trade Association that the Company supports to provide the portion of FirstEnergy's dues or payments used for lobbying and/or election activity that is nondeductible under section 162(1)(B) of the Internal Revenue Code.⁴ FirstEnergy will publish that information on an annual basis for Trade Associations receiving \$25,000 or more during a calendar year on the Company's website:

<https://www.firstenergycorp.com/content/dam/investor/files/corporate-engagement.pdf>.

Required Approvals:

Payment of corporate dues or membership fees to Trade Associations must be coordinated with Corporate Affairs and Community Involvement (CACI) and be approved by the VP, Corporate Affairs and Community Involvement, or the VP, External Affairs, in coordination with Business Unit leaders and in line with the Delegation of Authority Practice.

All other corporate payments to Trade Associations for events (e.g., chamber breakfasts, lunches) or sponsorships (e.g., conferences, annual dinners) must be approved by the VP, External Affairs, Legal, and the OEC through GRACE.

C. Social Welfare Organizations

Payments to 501(c)(4) organizations may be made in limited circumstances when the organization demonstrates adequate governance to protect the Company from adverse reputational and business risk.

The 501(c)(4) organization may demonstrate adequate governance by:

- Identifying the organization's decision-makers and providing visibility and transparency into the organization's governance structure (e.g., Does the organization have a board of directors? Who are the members?)
- Representing that FirstEnergy's funds will be segregated or earmarked for the specific purpose and use named in the detailed explanation provided by the 501(c)(4)
- Providing FirstEnergy with a signed Recipient Representation form that includes the following:
 - A statement of the intended purpose and use of the payment
 - A certification that the payment:
 - Is not designated for lobbying or influencing elections in any jurisdiction
 - Has not been requested by any Government Official
 - A certification that the 501(c)(4):

⁴ FirstEnergy pays dues to these groups but does not usually make additional, non-dues Contributions to support trade and industry groups' political activities.

- Was not established, directed, controlled, financed, or maintained by any Government Official
- Activities are planned and conducted in its sole discretion
- Will comply with all applicable laws, including campaign finance, lobbying, and government ethics rules
- Does not contribute to 527 Independent Expenditure committees (a.k.a. super PACs)

To obtain approval for a 501(c)(4) payment, the requestor must submit the above identified information through the Pre-Approvals Management Module in GRACE. If the 501(c)(4) recipient is unable or unwilling to provide any of the above information, an explanation must be noted in the submission.

The request will be shared with either the VP, External Affairs, or the VP, Corporate Affairs and Community Involvement. The request will also be shared with the CECO and the Senior Vice President (SVP) and Chief Legal Officer for final review and approval. Payments to 501(c)(4) organizations, in any amount, cannot be made without advance approval from the VP, External Affairs or the VP, Corporate Affairs and Community Involvement, the CECO, and the SVP and Chief Legal Officer.

Within one business day of approving any 501(c)(4) payment over \$25,000 (other than payments to Midcontinent Independent System Operator), the VP, External Affairs or the VP, Corporate Affairs and Community Involvement, must notify the Corporate Governance, Corporate Responsibility, and Political Oversight Committee of the Board of Directors of such approval, including, at least, the rationale for the payment and its intended purpose. For any payment under \$25,000, the Corporate Governance, Corporate Responsibility and Political Oversight Committee may be notified at their next regularly scheduled meeting.

The VP, Regulated Commodity Operations and Compliance in coordination with Business Unit leaders, should ensure that every quarter the Company discloses any 501(c)(4) payments on the Company's website at:

https://www.firstenergycorp.com/investor/corporate_governance/responsibility/contributions.html.

Employees must not use Volunteer Time Off (VTO) to donate their time to 501(c)4 organizations and should use Paid Time Off (PTO).

D. Payments to Entities at the Request of, or Operating for the Benefit of, a Government Official

Legal and the OEC must approve all payments to any entity made at the request of, or operating for the benefit of, a public official, either directly or indirectly, to ensure compliance with Company policy and US Law.

E. Corporate Charitable Contributions and Sponsorships

CACI administers corporate charitable Contributions and sponsorships. Corporate sponsorship of events honoring a Government Official or where a Government Official receives a benefit may be considered lobbying or a political expenditure.

The VP, External Affairs must coordinate Contributions to charitable organizations established, maintained, or controlled by a covered federal official or Contributions to charitable organizations made at the request of a Government Official.

The VP of External Affairs, VP of Corporate Affairs and Community Involvement and the OEC must approve all payments for the type of corporate Contributions or sponsorships as described in the above paragraph. If the sponsoring entity is a 501(c)(4) organization, added approvals will be needed as outlined in Section 2-C above.

3. Employee Personal Political Activity

FirstEnergy encourages Employees to exercise their First Amendment constitutional rights consistent with their individual beliefs in connection with the political process. Employees are reminded that they may never pressure other Employees to take part in their political activities and to make it clear that their political opinions are their own and not FirstEnergy's.

Employees who wish to serve in any governmental roles, either elected or appointed, with federal, state, or local governmental entities, boards, or committees, whether compensated or as a volunteer, must first submit a Conflict of Interest review request in GRACE for approval. If approved, Employees have an obligation to keep those activities separate from their obligations to the Company.

Employees must disclose these outside roles to FirstEnergy; service on boards and commissions (e.g., economic development boards or authorities, regional planning commissions) may qualify Employees as Government Officials.

If an Employee does qualify as a Government Official, there will need to be a complete division between the Employees' Government Official duties and their regular job duties. Additionally, the following guidelines must be observed in connection with government service:

- No use of Company resources (e.g., laptop, email, phone, fax machine, and facilities) in connection with official duties
- If official duties overlap with the Employee's regular FE work schedule, approved PTO time must be taken when engaging in government duties
- Employees must recuse themselves from any FE business that may come before their board, commission, or governmental body
- Employees may not use their official position to gain any private benefit or benefit for FirstEnergy
- Any additional guidance prescribed by the OEC

Employees should be aware that discussions with Government Officials about legislation, public policy, or regulation may be considered lobbying. When engaging with Government Officials, Employees should make it clear they are expressing their personal political opinions, not those of FirstEnergy.

4. Hiring Personnel

FirstEnergy strives to fill job vacancies with the best qualified and available Personnel. At times, applicants for positions may be either a Political Figure, related to a Political Figure, or referred by a Political Figure. This requires a heightened review to ensure that the hiring process is followed, and that FirstEnergy selects applicants for the right reasons.

As such, all external and internal job applicants will have to review and respond to questions asking if they are either a Political Figure, related to a Political Figure, or were referred by a Political Figure as part of the job application for any position at FirstEnergy.

Human Resources (HR) will track applicants who respond “yes” to the questions throughout the hiring process. If a hiring manager would like to extend an offer to an applicant who responded “yes”, the Employee Compliance Review Committee will meet, and the hiring manager will be asked to present the proposed employment decision.

The Employee Compliance Review Committee will assess the proposed employment decision to determine the following:

- Whether the applicant meets the required qualifications for the position
- Whether the applicant is the best individual for the position based on applicants interviewed
- Whether the proper interview and selection process was followed

From time to time, Political Figures may contact the Company to refer an applicant. To ensure those referrals and requests are properly vetted, all Employees must notify HR within three business days of receiving a request or recommendation to hire or promote an applicant considered to be a Political Figure or referred by a Political Figure. HR will coordinate these notifications with the OEC. To the extent a hiring manager wants to make an offer to an applicant named through a FirstEnergy Political Figure referral, the Employee Compliance Review Committee will meet and follow the same process outlined above.

5. Retention of Covered Third Parties

FirstEnergy seeks business with Third Parties who share the Company’s commitment to integrity and conduct business in a manner consistent with FirstEnergy’s Code of Conduct, *The Power of Integrity*. FirstEnergy must exercise due diligence and ongoing monitoring of Third Parties with whom we do business, especially when those Third Parties engage in Lobbying Activities, political consulting, or are Relatives of any Political Figure.

A. Identifying Covered Third Parties

Before entering into a commercial or other agreement with Covered Third Parties, Business Units proposing such an agreement must receive approval⁵ from the VP, External Affairs, CECO, and the SVP and Chief Legal Officer.

To determine whether a Third Party is a Covered Third Party, the Third Party must complete and submit Form X-4648 Supplier Supplemental Form - Covered Third Parties to the requesting Business Unit⁶.

⁵ If one or more of the approvers listed herein is or is perceived as not being impartial, then an alternate member must be chosen for approval. In the event it is the Chief Legal Officer or CECO who have a real or perceived conflict, an alternate member of the Executive Council will be chosen as the approver. If the VP, External Affairs has a real or perceived conflict, then the President, FE Utilities will be chosen as the approver. If either of these alternate measures are implemented, the Chief Executive Officer must be notified.

⁶ Legal works directly with OEC and does not use Form X-4648 or Supply Chain for onboarding law firms.

To identify Covered Third Parties, the following questions are integrated into the evaluation process:

Does the vendor or supplier you are requesting to add:

1. Employ a Political Figure, or the Relative of a Political Figure as defined in this practice?
2. Have an owner, beneficial owner (someone who has 10% or greater financial interest in a vendor or supplier), director, or officer who is either a Political Figure or a Relative of a Political Figure?
3. Work for the Political Committee of a Political Figure as of the time of the engagement?
4. Come recommended to FirstEnergy by a Political Figure?

If the answer to questions 1, 2 or 3 is “yes,” the Business Units must submit information related to the Covered Third Party for review through the Political Compliance Review. The OEC will review the information and then route it to the VP, External Affairs and SVP and Chief Legal Officer for final approval. Approvals must be obtained prior to engaging the Covered Third Party.

If the answer to question 4 is “yes,” the line of business must notify the OEC at: ethicsoffice@firstenergycorp.com for further guidance.

B. Political Compliance Review and Approval Process for Covered Third Parties

Before entering into a commercial or other agreement with Covered Third Parties, Business Units proposing such an agreement must receive approval from the VP, External Affairs, CECO, and the SVP and Chief Legal Officer.

The requesting Business Unit must complete the pre-approval request for Covered Third Parties within GRACE.

Once submitted, the Covered Third Party will be reviewed by the OEC, who will send a recommendation to the VP, External Affairs and the SVP and Chief Legal Officer for review and approval. A decision on whether the Covered Third Party has been approved or denied will be communicated in writing.

C. Retention of Approved Covered Third Parties

Agreements with approved Covered Third Parties must:

- have an initial term not to exceed two years.
- be reviewed and approved in accordance with section 5B every two years.
- be reviewed and approved in accordance with section 5B anytime a new scope of work is added or significantly changed.

6. Key Roles and Responsibilities

The Chief Executive Officer (CEO) and Board of Directors at FirstEnergy oversee FirstEnergy's political activities. The VP, External Affairs, CECO, and the SVP and Chief Legal Officer will provide an annual report to the CEO and Board of Directors of the political activities of FirstEnergy and of Trade Associations and other groups that have received funding from FirstEnergy. The CEO and the Corporate Governance, Corporate Responsibility, and Political Oversight Committee of the Board of Directors will, after receiving this annual report assess the

risks and impacts of the Company’s political spending, and evaluate whether such spending is consistent with the Company’s core values.

On a bi-annual basis, the OEC shall arrange for an independent assessment of FirstEnergy’s political compliance program design, implementation, and effectiveness of the program. The assessment shall be conducted by a qualified, independent external consultant and/or outside counsel and shared with the Company’s senior management and Board of Directors.

On an annual basis, members of the Company’s Executive Council and Personnel will have to attend political engagement training related to the topics covered in this Practice.

Questions regarding this Practice should be directed to the VP, External Affairs, or the OEC at ethicsoffice@firstenergycorp.com. The CECO shall be responsible for the interpretation of this Practice. Exceptions to this Practice may be granted case-by-case by the CECO.

Attachments

1. Attachment 1 – Direct Charging to Lobbying Cost Center



Direct Charging to Lobbying Cost Center

References

- [FirstEnergy Gifts and Business Courtesies Practice](#)
- [FirstEnergy Political & Public Engagement Policy](#)
- [The Power of Collaboration FirstEnergy’s Supplier Code of Conduct](#)
- [The Power of Integrity FirstEnergy’s Code of Conduct Policy](#)
- [FirstEnergy Lobbyist Registration and Reporting Procedure](#)
- [Recipient Representation Form - 501c4](#)
- [Form X-4648 Supplier Supplemental Form - Covered Third Parties](#)

Periodic Review Approval

Reviewed By (Name of VP)	Date Reviewed
	6/21/2024