

Our Commitment to Employee, Environment, Social and Governance (EESG)

We believe our success requires strong management and oversight of EESG matters as well as transparency and accountability regarding where we need to improve and how we are going to succeed. We also believe staying true to our mission and core values means executing our corporate responsibility approach to pursue objectives and initiatives that positively impact our stakeholders.

Our commitment to employees is an essential part of our EESG focus. Our people are the force that move our company forward – advancing our business strategy and driving EESG performance, so we can turn our vision and goals into a reality. As such, FirstEnergy has added “employee” as the fourth pillar of its corporate responsibility framework. Moving employees to the forefront pays tribute to their role in executing FirstEnergy’s strategy and underscores the company’s commitment to building an inclusive, equitable, rewarding and safe work culture for everyone.

EESG Strategic Priorities:

Staying true to our mission and core values means executing our corporate responsibility approach to pursue objectives and initiatives that positively impact our stakeholders, advance our company strategy and help fulfill our vision for a more sustainable, forward-thinking and industry-leading FirstEnergy.

EMPLOYEE: Support the development of an inclusive, equitable, rewarding and safe work culture while empowering our diverse and innovative team to make our customers’ lives brighter and our communities stronger.

ENVIRONMENTAL: Protect the environment by minimizing our impact, improving the sustainability of our operations, executing our Climate Strategy and finding opportunities to enhance the ecosystems we interact with.

SOCIAL: Invest in the communities we serve, promote public safety and economic development, and advance equitable and inclusive business practices to enable positive change while delivering superior customer service.

GOVERNANCE: Maintain oversight of significant company issues and strengthen risk management; build a strong, centralized corporate compliance program and culture of ethics and integrity; continue stakeholder engagement efforts and provide consistent, transparent disclosures on EESG topics.

Integrated within the EESG priorities noted above, FirstEnergy’s 2022 Materiality Review helped us identify material topics and focus our efforts on issues most important to our company and stakeholders, including reducing greenhouse gas (GHG) emissions and enabling the clean energy transition.

Reducing GHG Emissions

As part of our Climate Strategy, we aim to reduce our companywide greenhouse gas (GHG) emissions within our direct operational control (Scope 1) by 30% by 2030 (from our 2019 baseline, as we work toward carbon neutrality by 2050). Key steps in reducing our emissions and improving the sustainability of our operations include:

- *Reducing Sulfur Hexafluoride (SF₆) Emissions:* We’re working to repair or replace, as appropriate, transmission breakers that leak SF₆. Sulfur hexafluoride is a gas commonly used by energy companies as an electrical insulating material and arc extinguisher in high-voltage circuit breakers and switchgear.

If escaped to the atmosphere, it acts as a potent greenhouse gas with a global warming potential significantly greater than CO₂.

- *Electrifying our Vehicle Fleet:* We're targeting 30% electrification of our light-duty and aerial truck fleet by 2030 and 100% electrification by 2050. To reach our electrification goal, we're striving for 100% electric or hybrid vehicle purchases for our light-duty and aerial truck fleet moving forward, beginning with the first hybrid electric vehicle additions to the fleet in 2021.
- *Transitioning Away from Coal Generation:* We've committed to moving beyond our two coal-fired generating plants no later than 2050.

Future resources plans to achieve carbon reductions, including potential changes in operations or any determination of retirement dates of the regulated coal-fired generating facilities, will be subject to the West Virginia legislation effective March 7, 2023, which requires prior approval from the West Virginia Public Energy Authority to decommission Mon Power's generating facilities, and may also be impacted by the potential acquisition of the Pleasants Power Station. We will work collaboratively with regulators in West Virginia to achieve our climate goals. Determination of the useful life of the regulated coal-fired generating facilities could result in depreciation and/or continued collection of net plant in rates after retirement, securitization, sale impairment or regulatory disallowances. If Mon Power is unable to recover these costs, it could have a material adverse effect on FirstEnergy's and/or Mon Power's financial condition, results of operations and cash flow.

Enabling the Clean Energy Transition

We have a responsibility to our stakeholders to proactively mitigate the company's climate change risks and capitalize on emerging opportunities in a carbon-neutral economy – all while meeting the changing energy needs of our diverse customer base. Our five-year investment plan, which now totals \$18 billion from 2021 to 2025, supports our continued work to strengthen and enhance the reliability of our transmission and distribution systems and drive the transition to a decarbonized economy.

Transmission: Across our service area, we're modernizing FirstEnergy's transmission assets by replacing or rebuilding existing lines and substations and adding new facilities to meet anticipated load growth and other operational challenges. These significant transmission investments also support our Climate Strategy by hardening the grid against increasingly violent storms and providing the flexibility needed to incorporate more renewable energy resources.

Distribution: We're also working toward a reduced carbon future in which the distribution system supports economywide electrification, increased distributed energy resources, smart cities and more. We're strengthening our system with smart technologies, machine-learning and advanced automation to enhance our customers' experience by reducing the frequency and duration of power outages. In addition, by deploying smart meters and providing access to our online Home Energy Analyzer tool, we're empowering customers to make more informed, real-time decisions about their energy use.

Generation: We also continue to evaluate opportunities to support renewable energy across our service territory. FirstEnergy's West Virginia utilities, Mon Power and Potomac Edison, have conditional approval from the Public Service Commission of West Virginia for five utility-scale solar facilities, which will together total 50 MW of renewable solar generation. In addition, we're excited to further invest in the Jersey Central Power and Light's transmission system, building new and upgrading existing infrastructure to support the New Jersey offshore wind project that was awarded in October of 2022 by the New Jersey Board of Public Utilities. The approximate \$723 million investment represented about 70% of the nearly \$1.1 billion project. Supporting this project further demonstrates our commitment to helping New Jersey meet its initial clean energy goal of 7,500 MW of wind energy by 2035, as well as the state's offshore wind goal of 11 GW of wind energy by 2040.

Our commitment to enabling a clean energy future where our customers can thrive is a significant component of

FirstEnergy’s overarching strategy. As we develop new customer-focused EESG initiatives that advance the transition to a reduced carbon economy, we must consider a range of issues including emerging federal and state decarbonization goals; physical risks of climate change; industry trends and technology advancements; and more sustainable alternatives in transportation, manufacturing and industrial processes.

Corporate Responsibility Oversight and EESG Governance

FirstEnergy is committed to providing our stakeholders with comprehensive information on our strategies regarding EESG issues. Strong board and executive-level oversight ensures the transparency, accountability and relevancy of our EESG initiatives.

- **Corporate Governance, Corporate Responsibility and Political Oversight Committee** – Comprising independent directors, provides oversight of the company’s corporate responsibility approach and supporting EESG initiatives. The committee meets at least five times per year to discuss, among other things, updates on a broad range of EESG issues, and company management provides regular updates on EESG progress throughout the year.
- **Corporate Responsibility Executive-Level Steering Committee** – This cross-functional, executive-level steering committee oversees our company’s corporate responsibility approach and supporting EESG initiatives. Members of this group include senior leadership from the company’s five organizational pillars – Finance & Strategy, Customer, Operations, Legal, and Human Resources & Corporate Services. The committee meets at least quarterly to oversee EESG initiatives with the goal of driving transparency and continuous improvement in the company’s EESG performance.
- **Manager, Corporate Responsibility** – The Manager leads the Corporate Responsibility team responsible for the execution of our corporate responsibility approach, developing our EESG initiatives, educating our employees on the importance of corporate responsibility efforts and improving EESG focus and performance across business areas. This person reports to the Director of Investor Relations and Corporate Responsibility and regularly updates the Corporate Responsibility Executive-Level Steering Committee and the Corporate Governance, Corporate Responsibility and Political Oversight Committee on evolving considerations for our company and our EESG progress.

This report contains forward-looking statements based on information available to the company. For more information, including our full forward-looking statement, please visit our [Shareholder Engagement](#) page.

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Company Goals	Strategic Goals for the Future
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Electric Company ESG/Sustainability Quantitative Information

Parent Company: FirstEnergy Corp.
Operating Company(s): Ohio Edison, The Illuminating Company, Toledo Edison, Penn Power, West Penn Power, Penelec, Met-Ed, JCP&L, Mon Power and Potomac Edison
Business Type(s): Vertically integrated
State(s) of Operation: Maryland, New Jersey, New York, Ohio, Pennsylvania, West Virginia
State(s) with RPS Programs: Maryland, New Jersey, New York, Ohio, Pennsylvania
Regulatory Environment: Regulated
Report Date: June 2023

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2021	2022	Additional Information
Portfolio				
1	Owned Nameplate Generation Capacity at end of year (MW)			Net demonstrated capacity as reported in FirstEnergy's 10-K Filing
1.1	Coal	3,082	3,082	
1.2	Natural Gas	0	0	
1.3	Nuclear	0	0	
1.4	Petroleum	0	0	
1.5	Total Renewable Energy Resources			
1.5.1	Biomass/Biogas	0	0	
1.5.2	Geothermal	0	0	
1.5.3	Hydroelectric	487	0	
1.5.4	Solar	0	0	
1.5.5	Wind	0	0	
1.6	Other	0	0	

Ref No.	Refer to the 'EEl Definitions' tab for more information on each metric	2021	2022	Comments, Links, Additional Information, and Notes
Portfolio				
2	Net Generation for the data year (MWh)	64,214,391	70,783,292	
2.1	Coal			
2.2	Natural Gas			
2.3	Nuclear			
2.4	Petroleum			
2.5	Total Renewable Energy Resources			
2.5.1	Biomass/Biogas			
2.5.2	Geothermal			
2.5.3	Hydroelectric			
2.5.4	Solar			
2.5.5	Wind			
2.6	Other			
2.i	Owned Net Generation for the data year (MWh)			Net generation data as reported on Energy Information Administration's Form 923, and FirstEnergy's internal numbers
2.1.i	Coal	16,702,649	17,012,345	
2.2.i	Natural Gas	0	0	
2.3.i	Nuclear	0	0	
2.4.i	Petroleum	0	0	
2.5.i	Total Renewable Energy Resources			
2.5.1.i	Biomass/Biogas	0	0	
2.5.2.i	Geothermal	0	0	
2.5.3.i	Hydroelectric	-15,326	0	
2.5.4.i	Solar	0	0	
2.5.5.i	Wind	0	0	
2.6.i	Other	0	0	

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2021	2022	Comments, Links, Additional Information, and Notes
Portfolio				
2.ii	Purchased Net Generation for the data year (MWh)	47,527,068	53,770,947	
2.1.ii	Coal			
2.2.ii	Natural Gas			
2.3.ii	Nuclear			
2.4.ii	Petroleum			
2.5.ii	Total Renewable Energy Resources			
2.5.1.ii	Biomass/Biogas			
2.5.2.ii	Geothermal			
2.5.3.ii	Hydroelectric			
2.5.4.ii	Solar			
2.5.5.ii	Wind			
2.6.ii	Other			
3	Capital Expenditures and Energy Efficiency (EE)			
3.1	Total Annual Capital Expenditures (nominal dollars)	\$ 2,874,000,000	\$3,244,000,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	391,284	584,961	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$ 71,000,000	122,100,000	
4	Retail Electric Customer Count (at end of year)			
4.1	Commercial	741,701	744,683	Includes streetlight customers
4.2	Industrial	22,268	23,087	
4.3	Residential	5,428,121	5,446,307	

Ref No.	Refer to the 'EEl Definitions' tab for more information on each metric	2021	2022	Comments, Links, Additional Information, and Notes
Emissions				
5	GHG Emissions: Carbon Dioxide (CO ₂) and Carbon Dioxide Equivalent (CO ₂ e) <i>Note: The alternatives available below are intended to provide flexibility in reporting GHG emissions, and should be used to the extent appropriate for each company.</i>			
5.1	Owned Generation (1) (2) (3)			GHG emissions for 2021 and 2022 as reported for EPA's GHG MRR
5.1.1	Carbon Dioxide (CO ₂)			
5.1.1.1	Total Owned Generation CO ₂ Emissions (MT)	15,700,740	16,394,376	
5.1.1.2	Total Owned Generation CO ₂ Emissions Intensity (MT/Net MWh)	0.941	0.963	
5.1.2	Carbon Dioxide Equivalent (CO ₂ e)			
5.1.2.1	Total Owned Generation CO ₂ e Emissions (MT)	15,785,373	16,401,242	
5.1.2.2	Total Owned Generation CO ₂ e Emissions Intensity (MT/Net MWh)	0.946	0.964	
5.2	Purchased Power (4)			
5.2.1	Carbon Dioxide (CO ₂)			
5.2.1.1	Total Purchased Generation CO ₂ Emissions (MT)			Unable to calculate CO ₂ alone
5.2.1.2	Total Purchased Generation CO ₂ Emissions Intensity (MT/Net MWh)			
5.2.2	Carbon Dioxide Equivalent (CO ₂ e)			
5.2.2.1	Total Purchased Generation CO ₂ e Emissions (MT)	30,262,689	31,804,539	
5.2.2.2	Total Purchased Generation CO ₂ e Emissions Intensity (MT/Net MWh)	0.637	0.591	
5.3	Owned Generation + Purchased Power			
5.3.1	Carbon Dioxide (CO ₂)			
5.3.1.1	Total Owned + Purchased Generation CO ₂ Emissions (MT)			Blank due to no data on 5.2.1.1
5.3.1.2	Total Owned + Purchased Generation CO ₂ Emissions Intensity (MT/Net MWh)			
5.3.2	Carbon Dioxide Equivalent (CO ₂ e)			
5.3.2.1	Total Owned + Purchased Generation CO ₂ e Emissions (MT)	46,048,062	48,198,915	
5.3.2.2	Total Owned + Purchased Generation CO ₂ e Emissions Intensity (MT/Net MWh)	0.717	0.681	
5.4	Non-Generation CO ₂ e Emissions of Sulfur Hexafluoride (SF ₆) (5)			
5.4.1	Total CO ₂ e emissions of SF ₆ (MT)	81,702	87,311	
5.4.2	Leak rate of CO ₂ e emissions of SF ₆ (MT/Net MWh)			

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2021	2022	Comments, Links, Additional Information, and Notes
6	Nitrogen Oxide (NOx), Sulfur Dioxide (SO ₂), Mercury (Hg)			
6.1	Generation basis for calculation (6)			Total System Generation
6.2	Nitrogen Oxide (NOx)			
6.2.1	Total NOx Emissions (MT)	10,217	11,175	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	0.000612	0.000657	
6.3	Sulfur Dioxide (SO ₂)			
6.3.1	Total SO ₂ Emissions (MT)	11,442	17,822	
6.3.2	Total SO ₂ Emissions Intensity (MT/Net MWh)	0.000686	.001048	
6.4	Mercury (Hg)			
6.4.1	Total Hg Emissions (kg)	34.0	59.2	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000002	.000003	
Resources				
7	Human Resources			
7.1	Total Number of Employees	11,949	12,046	Number of employees excludes employees on Long-Term Disability, students and temporary employees
7.2	Percentage of Women in Total Workforce	22%	22%	
7.3	Percentage of Minorities in Total Workforce	10%	10.4%	
7.4	Total Number on Board of Directors/Trustees	16	11	
7.5	Percentage of Women on Board of Directors/Trustees	19%	27%	
7.6	Percentage of Minorities on Board of Directors/Trustees	31%	36%	
7.7	Employee Safety Metrics			
7.7.1	Recordable Incident Rate	0.93	1.14	
7.7.2	Lost-time Case Rate	0.30	.46	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.56	.72	
7.7.4	Work-related Fatalities	0.00	0.00	
8	Fresh Water Resources used in Thermal Power Generation Activities			
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	4,068.00	3,222.99	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	9,506.00	5,920.62	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.00024	0.00019	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.00057	0.00035	

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2021	2022	Comments, Links, Additional Information, and Notes
9	Waste Products			
9.1	Amount of Hazardous Waste Manifested for Disposal (MT)	12	6	
9.2	Percent of Coal Combustion Products Beneficially Used	20%	21%	

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