EEI ESG/Sustainability Template (2024)

FirstEnergy

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.

Reducing GHG Emissions

The world is transitioning towards a more sustainable energy landscape to reduce greenhouse gas (GHG) emissions and avoid negative physical impacts of climate change. FirstEnergy's ability to support that wider effort, adapt, mitigate risks and capitalize on low-carbon opportunities is key to our long-term value and success. Investing in a resilient, flexible and technologically advanced grid, supporting the integration of diversified and renewable energy sources, and reducing our carbon footprint are essential steps to enable the energy transition in our region and ensure our continued participation and growth in a changing energy market.

Understanding and preparing for potential physical impacts from climate change is also an important part of reliably

enabling a low-carbon future. As an electric utility, we recognize that the changes in weather patterns that climate change can bring impact our operations, infrastructure, service reliability, customers' experience and our company's future success.

Serving over 6 million customers across states with varied climate-related challenges, economic conditions and regulatory environments, FirstEnergy is committed to doing its part to help ensure a bright future for our customers, employees, communities and the environment. With a keen understanding of our industry and customers' needs, our leaders are engaging at the national and local levels to protect our communities and illuminate the path to a stronger, more electrified future. They're also engaging internally on climate matters through our strong governance and oversight practices.

Today, with the climate, our business, and our stakeholders in mind, our climate strategy is two-fold:

(1) *Reduce our company's Scope 1 GHG emissions and achieve carbon neutrality by 2050.* This effort involves: Coordinating with regulators to move beyond our coal-fired generating plants by 2050, reducing sulfur hexafluoride (SF_6) emissions from transmission and distribution equipment, and electrifying our vehicle fleet.

(2) Support broader GHG reductions in our region by helping to enable the energy transition to a low-carbon future. For this, we aim too: Protecting and enhancing the transmission system to support grid reliability and enable increased renewables and other clean energy trends. Building the technologically advanced distribution grid of the future by implementing grid management solutions, smart meters, automation, electric vehicle (EV) charging infrastructure and other emerging technologies. Building solar in West Virginia and continually looking for and acting on forward-thinking opportunities to build or support additional clean energy resources, within the restrictions of state laws and regulations.

Enabling the Clean Energy Transition

Reducing GHG emissions is just one part of FirstEnergy's climate strategy. The other major component is helping to enable the energy transition to a low-carbon future. This is also a strategic corporate objective for our company.

The energy transition is an economywide effort to decrease greenhouse gases and mitigate temperature rise to avoid negative physical impacts of climate change. The "transition" is one from fossil fuels to alternative low-carbon solutions in both generation (supply side) and customer end use (demand side).
As a regulated utility focused on transmission and distribution, we are the highway system between those two supply and demand bookends, and our role is to support and reliably enable that energy transition. That requires mitigating risks that could emerge – physical or transition – and capitalizing on opportunities well-suited to our customers, business model and a low-carbon future.
For more detailed information on FirstEnergy's role in the energy transition, please visit our Grid Modernization and Investing in Renewables pages.

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.

- **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 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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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: May 2024

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2022	2023	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 'EEI Definitions' tab for more information on each metric	2022	2023	Comments, Links, Additional Information, and Notes
Portfolio				
2	Net Generation for the data year (MWh)	70,783,292	64,492,469	
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	17,012,345	15,560,555	
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	0	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	2022	2023	Comments, Links, Additional Information, and Notes
Portfolio				
2.ii	Purchased Net Generation for the data year (MWh)	53,770,947	48,931,914	
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)	$ 3,244,000,000	$3,747,000,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	584,961	652,208	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	$ 122,100,000	121,000,000	
4	Retail Electric Customer Count (at end of year)			
4.1	Commercial	744,683	749,202	Includes streetlight customers
4.2	Industrial	23,087	22,316	
4.3	Residential	5,446,307	5,472,307	

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2022	2023	Comments, Links, Additional Information, and Notes
Emissions				
5	GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e) *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.*			
5.1	Owned Generation (1) (2) (3)			GHG emissions for 2022 and 2023 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)	16,394,376	14,992,198	
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	0.963	0.963	
5.1.2	Carbon Dioxide Equivalent (CO_2e)			
5.1.2.1	Total Owned Generation CO_2e Emissions (MT)	16,401,242	15,088,854	
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	0.964	0.969	
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_2e)			
5.2.2.1	Total Purchased Generation CO_2e Emissions (MT)	31,804,539	22,077,705	
5.2.2.2	Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	0.591	0.451	
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_2e)			
5.3.2.1	Total Owned + Purchased Generation CO_2e Emissions (MT)	48,198,915	37,069,903	
5.3.2.2	Total Owned + Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	0.681	0.575	
5.4	Non-Generation CO_2e Emissions of Sulfur Hexafluoride (SF_6) (5)			
5.4.1	Total CO_2e emissions of SF_6 (MT)	87,311	80,316	
5.4.2	Leak rate of CO_2e emissions of SF_6 (MT/Net MWh)			

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2022	2023	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)	11,175	9,082	
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)	17,822	16,358	
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)	59.2	.051	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	0.000002	.000003	
Resources				
7	Human Resources			
7.1	Total Number of Employees	12,046	11.918	Number of employees excludes employees on Long-Term Disability, students and temporary employees
7.2	Percentage of Women in Total Workforce	22%	20.5%	
7.3	Percentage of Minorities in Total Workforce	10.4%	10.9%	
7.4	Total Number on Board of Directors/Trustees	11	10	
7.5	Percentage of Women on Board of Directors/Trustees	19%	40%	
7.6	Percentage of Minorities on Board of Directors/Trustees	36%	50%	
7.7	Employee Safety Metrics			
7.7.1	Recordable Incident Rate	1.14	1.22	
7.7.2	Lost-time Case Rate	0.46	.5	
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	0.72	.74	
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)	3,222.99	2,620	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	5,920.62	5,648	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.00019	0.00017	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.00035	0.00036	

Ref No.	Refer to the 'EEI Definitions' tab for more information on each metric	2022	2023	Comments, Links, Additional Information, and Notes
9	Waste Products			
9.1	Amount of Hazardous Waste Manifested for Disposal (MT)	6	5	
9.2	Percent of Coal Combustion Products Beneficially Used	21%	20%	