



# ENERGY FOR A BRIGHTER FUTURE

2020 GRI Content Index

# GRI CONTENT INDEX

## General Standard Disclosures

GRI Indicator	Description	Location
<b>Organizational Profile</b>		
102-1	Name of Organization	FirstEnergy Corp.
EU1	Installed Capacity	<a href="#">Data Table: Environmental</a>
EU4	Length of Above and Underground Transmission and Distribution Lines by Regulatory Regime	<a href="#">Data Table: Social</a>
102-2	Activities, Brands, Products and Services	<a href="#">About Us</a>
102-3	Location of Headquarters	Akron, Ohio
102-4	Location of Operations	<a href="#">About Us</a>
102-5	Ownership and Legal Form	<a href="#">2020 Form 10-K, Part 1, p. 1</a>
102-6	Markets Served	<a href="#">About Us</a>
102-7	Scale of Organization	<a href="#">2020 Form 10-K, Part 1, p. 1</a>
102-8	Information on Employees and Other Workers	<a href="#">Data Table: Social</a>
102-10	Significant Changes to the Organization and its Supply Chain	<a href="#">2020 Form 10-K, Part 1, p. 1</a>
102-11	Precautionary Principle or Approach	<a href="#">Enterprise Risk Management</a>
<b>Strategy</b>		
102-14	Statement from Senior Decision-Maker	<a href="#">Strategic Plan, p. 3-4</a> <a href="#">2020 Annual Report, p. 1</a>
102-15	Key Impacts, Risks and Opportunities	<a href="#">Enterprise Risk Management</a>
<b>Ethics and Integrity</b>		
102-16	Values, Principles, Standards and Norms of Behavior	<a href="#">About Us</a>
102-17	Mechanisms for Advice and Concerns About Ethics	<a href="#">Ethics and Compliance</a>

GRI Indicator	Description	Location
<b>Governance</b>		
102-18	Governance Structure	<a href="#">Board Governance</a> <a href="#">FirstEnergy Governance Structure</a> <a href="#">2021 Proxy Statement, p. 1, 19-22</a>
102-19	Delegating Authority	<a href="#">Board Governance</a> <a href="#">2021 Proxy Statement, p. 20</a>
102-20	Executive-level Responsibility for Economic, Environmental and Social Topics	<a href="#">Board Governance</a>
102-21	Consulting Stakeholders on Economic, Environmental and Social Topics	<a href="#">Board Governance</a> <a href="#">2021 Proxy Statement, p. 6</a>
102-22	Composition of Highest Governance Body and Its Committees	<a href="#">Board Governance</a> <a href="#">FirstEnergy Board of Directors</a> <a href="#">2021 Proxy Statement, p. 1, 8-22</a>
102-23	Chair of the Highest Governance Body	<a href="#">Board Governance</a> <a href="#">2021 Proxy Statement, p. 1</a> <a href="#">FirstEnergy Leadership Team</a>
102-24	Nominating and Selecting the Highest Governance Body	<a href="#">2021 Proxy Statement, p. iii, 1, 8-11</a> <a href="#">Board Governance</a>
102-25	Conflicts of Interest	<a href="#">Ethics and Compliance</a>
102-26	Role of the Highest Governance Body in Setting Purpose, Values and Strategy	<a href="#">2021 Proxy Statement, p. 19-22</a> <a href="#">Board Governance</a>
102-27	Collective Knowledge of the Highest Governance Body	<a href="#">2021 Proxy Statement, p. 19-22</a>
102-28	Evaluating the Highest Governance Body's Performance	<a href="#">2021 Proxy Statement, p. 5</a> <a href="#">Board Governance</a>
102-29	Identifying and Managing Economic, Environmental and Social Impacts	<a href="#">2021 Proxy Statement, p. 1-4, 82</a> <a href="#">Corporate Responsibility</a> <a href="#">Board Governance</a>
102-30	Effectiveness of Risk Management Process	<a href="#">2021 Proxy Statement, p. 1-4</a> <a href="#">Enterprise Risk Management</a>
102-31	Review of Economic, Environmental and Social Topics	<a href="#">2021 Proxy Statement, p. 20, 82-83</a> <a href="#">ESG Approach and Management</a>

GRI Indicator	Description	Location
102-32	Highest Governance Body's Role in Sustainability Reporting	<a href="#">ESG Approach and Management</a> <a href="#">2021 Proxy Statement, p. 82-83</a>
102-33	Communicating Critical Concerns	<a href="#">Contact the FE Board</a> <a href="#">2021 Proxy Statement, p. 6-7</a>
102-34	Nature and Total Number of Critical Concerns	<a href="#">2021 Proxy Statement</a>
102-35	Remuneration Policies	<a href="#">2021 Proxy Statement, p. 26</a>
102-36	Process for Determining Remuneration	<a href="#">2021 Proxy Statement, p. 20, 26</a>
102-37	Stakeholders Involvement in Remuneration	<a href="#">2021 Proxy Statement, p. 31</a>
102-38	Annual Total Compensation Ratio	<a href="#">2021 Proxy Statement, p. 73</a>

### Stakeholder Engagement

102-40	List of Stakeholder Groups	<a href="#">ESG Materiality</a> <a href="#">2021 Proxy Statement, p. 82</a>
102-41	Collective Bargaining Agreements	<a href="#">Data Table: Social</a> <a href="#">2020 Form 10-K, p. 5</a>
102-42	Identifying and Selecting Stakeholders	<a href="#">ESG Materiality</a> <a href="#">2021 Proxy Statement, p. 82</a>
102-43	Approach to Stakeholder Engagement	<a href="#">Stakeholder Engagement</a> <a href="#">ESG Materiality</a> <a href="#">Political and Public Policy Engagement</a> <a href="#">2021 Proxy Statement, p. 82</a>
102-44	Key Topics and Concerns Raised	<a href="#">ESG Materiality</a> <a href="#">2021 Proxy Statement, p. 82</a>

### Reporting Practices

102-45	Entities Included in the Consolidated Financial Statements	<a href="#">2020 Form 10-K, Item 1, p. 1-3</a>
102-46	Defining Report Content and Topic Boundaries	<a href="#">ESG Reports and Resources</a>
102-47	List of Material Topics	<a href="#">ESG Materiality</a> <a href="#">2021 Proxy Statement, p. 82</a>
102-48	Restatements of Information	There have been no restatements of information

GRI Indicator	Description	Location
102-49	Changes in Reporting	<a href="#">ESG Reports and Resources</a>
102-50	Reporting Period	This Corporate Responsibility website provides historical content and data through calendar year 2020
102-51	Date of Most Recent Report	2021
102-52	Reporting Cycle	Annual
102-53	Contact Point for Questions Regarding the Report	<a href="#">ESG Reports and Resources</a>
102-54	Claims of Reporting in Accordance with the GRI Standards	This report references the 2016 and 2018 GRI Standards
102-55	GRI Content Index	<a href="#">GRI Content Index</a>
102-56	External Assurance	The data in this report has not been externally assured

## Economic Standards

### GRI 201: Economic Performance

103-1	Material Topic and Its Boundary	<a href="#">Community Impact</a>
103-2	Management Approach	<a href="#">Community Impact</a>
103-3	Evaluation of Management Approach	<a href="#">Community Impact</a>
201-1	Direct Economic Value Generated and Distributed	<a href="#">Data Table: Social Strategic Plan, p. 17</a> <a href="#">2020 Annual Report</a>
201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	<a href="#">2020 Form 10-K, p. 14</a>

### GRI 203: Indirect Economic Impacts

103-1	Material Topic and Its Boundary	<a href="#">Community Impact</a>
103-2	Management Approach	<a href="#">Community Impact</a>
103-3	Evaluation of Management Approach	<a href="#">Community Impact</a>

GRI Indicator	Description	Location
203-1	Infrastructure Investments and Services Supported	<a href="#">Sustainable Energy Future Strategic Plan</a> <a href="#">2020 Annual Report, p. 7-11</a>

203-2	Significant Indirect Economic Impacts	<a href="#">Community Impact</a>
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### GRI 204: Procurement Practices

103-1	Material Topic and Its Boundary	<a href="#">Sustainable Supply Chain</a>
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103-2	Management Approach	<a href="#">Sustainable Supply Chain</a>
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103-3	Evaluation of Management Approach	<a href="#">Sustainable Supply Chain</a>
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204-1	Proportion of Spending on Local Suppliers	<a href="#">Data Table: Social</a>
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### GRI 205: Anti-Corruption

103-1	Material Topic and Its Boundary	<a href="#">Ethics and Compliance</a>
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103-2	Management Approach	<a href="#">Ethics and Compliance</a>
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103-3	Evaluation of Management Approach	<a href="#">Ethics and Compliance</a>
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205-1	Operations Assessed for Risks Related to Corruption	<a href="#">2020 Form 10-K, p. 130</a> <a href="#">2020 Annual Report, p. 5</a>
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205-2	Communication and Training about Anti-Corruption Policies and Procedures	<a href="#">Ethics and Compliance</a> <a href="#">2020 Form 10-K, p. 136</a> <a href="#">2020 Annual Report, p. 114</a>
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205-3	Confirmed Incidents of Corruption and Action Taken	<a href="#">2020 Form 10-K, p. 28</a> <a href="#">2020 Annual Report, p. 8</a>
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### GRI 301: Materials

103-1	Material Topic and Its Boundary	<a href="#">Biodiversity and Conservation</a>
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103-2	Management Approach	<a href="#">Biodiversity and Conservation</a>
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103-3	Evaluation of Management Approach	<a href="#">Biodiversity and Conservation</a>
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301-1	Materials Used by Weight or Volume	<a href="#">Data Table: Environmental</a>
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301-2	Recycled Input Materials Used	<a href="#">Data Table: Environmental</a>
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GRI Indicator	Description	Location
<b>GRI 303: Water and Effluents 2018</b>		
103-1	Material Topic and Its Boundary	<a href="#">Water Management</a>
103-2	Management Approach	<a href="#">Water Management</a>
103-3	Evaluation of Management Approach	<a href="#">Water Management</a>
303-3	Water Withdrawal	<a href="#">Data Table: Environmental</a>
303-4	Water Discharge	<a href="#">Data Table: Environmental</a>
303-5	Water Consumption	<a href="#">Data Table: Environmental</a>
<b>GRI 304: Biodiversity</b>		
103-1	Material Topic and Its Boundary	<a href="#">Biodiversity and Conservation</a>
103-2	Management Approach	<a href="#">Biodiversity and Conservation</a>
103-3	Evaluation of Management Approach	<a href="#">Biodiversity and Conservation</a>
304-1	Operational Sites Qwned, Leased, Managed in or Adjacent to Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	<a href="#">Biodiversity and Conservation</a>
304-2	Significant Impacts of Activities, Products and Services on Biodiversity	<a href="#">Biodiversity and Conservation</a>
304-4	IUCN Red List Species and National Conservation List Species with Habitats in Areas Affected by Operations	<a href="#">Biodiversity and Conservation</a>
<b>GRI 305: Emissions</b>		
103-1	Material Topic and Its Boundary	<a href="#">Our Climate Story</a> <a href="#">Climate Report – 2019</a>
103-2	Management Approach	<a href="#">Our Climate Story</a> <a href="#">Climate Report – 2019</a>
103-3	Evaluation of Management Approach	<a href="#">Our Climate Story</a> <a href="#">Climate Report – 2019</a>
305-1	Direct Scope 1 Emissions	<a href="#">Data Table: Environmental</a>
305-2	Indirect Scope 2 Emissions	<a href="#">Data Table: Environmental</a>
305-3	Other Indirect Scope 3 Emissions	<a href="#">Data Table: Environmental</a>

GRI Indicator	Description	Location
305-4	GHG Emissions Intensity	<a href="#">Data Table: Environmental</a>
305-5	Reduction of GHG Emissions	<a href="#">Our Climate Story</a> <a href="#">Climate Report – 2019</a>
305-6	Emissions of Ozone Depleting Substances	<a href="#">Data Table: Environmental</a>
305-7	Nitrogen Oxides (NOx), Sulfur Oxides (SOx) and Other Significant Emissions	<a href="#">Data Table: Environmental</a>

### GRI 306: Waste

103-1	Material Topic and Its Boundary	<a href="#">Waste Management</a>
103-2	Management Approach	<a href="#">Waste Management</a>
103-3	Evaluation of Management Approach	<a href="#">Waste Management</a>
306-3	Waste Generated	<a href="#">Data Table: Environmental</a>
306-4	Waste Diverted from Disposal	<a href="#">Data Table: Environmental</a>

### GRI 307: Environmental Compliance

103-1	Material Topic and Its Boundary	<a href="#">Policy and Compliance Excellence</a>
103-2	Management Approach	<a href="#">Policy and Compliance Excellence</a>
103-3	Evaluation of Management Approach	<a href="#">Policy and Compliance Excellence</a>
307-1	Non-Compliance with Environmental Laws and Regulations	<a href="#">Data Table: Environmental</a>

### Social Standards

#### GRI 401: Employment

103-1	Material Topic and Its Boundary	<a href="#">Talent Management and Employee Development</a>
103-2	Management Approach	<a href="#">Talent Management and Employee Development</a>
103-3	Evaluation of Management Approach	<a href="#">Talent Management and Employee Development</a>
401-1	New Employee Hires and Employee Turnover	<a href="#">Data Table: Social</a>



GRI Indicator	Description	Location
401-2	Benefits Provided to Full-Time Employees that Are Not Provided to Temporary or Part-Time Employees	<a href="#">Employee Benefits</a> <a href="#">Talent Management and Employee Development</a>

401-3	Parental Leave	<a href="#">Family Care Leave</a>
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### GRI 403: Occupational Health and Safety

103-1	Material Topic and Its Boundary	<a href="#">Safety, Health and Wellness</a>
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103-2	Management Approach	<a href="#">Safety, Health and Wellness</a>
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103-3	Evaluation of Management Approach	<a href="#">Safety, Health and Wellness</a>
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403-9	Work-Related Injuries	<a href="#">Safety, Health and Wellness</a> <a href="#">Data Table: Social</a>
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### GRI 404: Training and Education

103-1	Material Topic and Its Boundary	<a href="#">Talent Management and Employee Development</a>
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103-2	Management Approach	<a href="#">Talent Management and Employee Development</a>
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103-3	Evaluation of Management Approach	<a href="#">Talent Management and Employee Development</a>
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404-1	Average Hours of Training that the Organization Has Undertaken During the Reporting Period	<a href="#">Data Table: Social</a>
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404-5	Programs for Upgrading Employee Skills and Transition Assistance Programs	<a href="#">Talent Management and Employee Development</a>
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### GRI 405: Diversity and Equal Opportunity

103-1	Material Topic and Its Boundary	<a href="#">Diversity, Equity and Inclusion</a>
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103-2	Management Approach	<a href="#">Diversity, Equity and Inclusion</a>
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103-3	Evaluation of Management Approach	<a href="#">Diversity, Equity and Inclusion</a>
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405-1	Diversity of Governance Bodies and Employees	<a href="#">Diversity, Equity and Inclusion</a>
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### GRI 406: Non-Discrimination

103-1	Material Topic and Its Boundary	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Ethics and Compliance</a>
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103-2	Management Approach	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Ethics and Compliance</a>
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103-3	Evaluation of Management Approach	<a href="#">Diversity, Equity and Inclusion</a> <a href="#">Ethics and Compliance</a>
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GRI Indicator	Description	Location
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
103-3	Evaluation of Management Approach	<a href="#">2020 Form 10-K, p. 5</a>
<b>GRI 413: Local Communities</b>		
103-1	Material Topic and Its Boundary	<a href="#">Community Impact</a>
103-2	Management Approach	<a href="#">Community Impact</a>
103-3	Evaluation of Management Approach	<a href="#">Community Impact</a>
413-1	Percentage of Operations with Implemented Local Community Engagement, Impact Assessments and/or Development Programs	<a href="#">Community Impact</a>