



Corporate Responsibility

Highlights

2023



Corporate Responsibility



2023 Corporate Responsibility Highlights

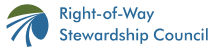
Date, 2022

FirstEnergy's Strategy

We believe our success requires strong management and oversight of employee, environmental, social and governance matters, as well as transparency and accountability regarding where we need to improve and how we're going to succeed.



Industry Awards & Recognition



Recognized in 2022 by the ROW Stewardship Council as a fully accredited ROW Utility Steward



Top utility for economic development by Site Selection magazine for fifth year in a row



Received Industry Recognition from Edison Electric Institute for Outstanding Service to Major Customers



Received Industry Recognition for Outage Restoration Efforts for the 15th consecutive year



Awarded US Veterans Mag / Military Friendly Employer Bronze



Recognized as one of best companies to work for – Utility Industry from U.S. News & World Report



Top 50 diversity employer by Minority Engineer magazine



Rated a Trendsetter in 2023 CPA-Zicklin Index with a score of 92.9%



Arbor Day Tree Line Award for 25th consecutive year



Recognized by U.S. Fish and Wildlife Service as Nationwide Candidate Conservation Agreement with Assurances for Monarch Butterfly Partner on Energy and Transportation Lands



★ Employee ★ Environmental ★ Social ★ Governance

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Employee Highlights



Diverse, Inclusive, Rewarding Culture

- Culture champions embed core values and support culture transformation across the company
- 8 Employee Business Resource Groups, with 20 chapters and ~3,000 members
- Delivered a series of diversity, equity, and inclusion programs focused on employee growth and development and fostering deeper connections between our leadership and workforce



Talent Management and Employee Development

- Enhanced diversity recruiting strategy to expand reach, improve sourcing and engage over 600 employees through Ambassador Network
- Enhanced performance management process for more transparency into employee performance evaluations, stronger accountability and opportunity for employee involvement and growth
- Formal mentoring program with 376 participants



Employee Safety, Health and Wellness

- Fostering a culture of psychological safety where employees feel safe and are encouraged to speak up
- Helping employees work in a mobile and flexible fashion while increasing employee satisfaction and work-life balance
- Living our core value of safety by creating a work environment that helps ensure every employee returns home safely every day

We strive to develop a safe, inclusive, equitable and rewarding work culture for all employees

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See more Employee Highlights at [Employee \(fectorporateresponsibility.com\)](https://www.firstenergy.com/employee)



Climate Strategy



Reducing Scope 1 emissions to achieve carbon neutrality by 2050

- Coordinating with regulators to move beyond our coal-fired generating plants by 2050
- Reducing sulfur hexafluoride (SF₆) emissions from transmission equipment
- Electrifying our vehicle fleet



Enabling the energy transition to a low-carbon future

- **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, EV charging infrastructure and other emerging technologies
- Building solar in WV and continually looking for and acting on **forward-thinking opportunities** to build or support additional clean energy resources, within restrictions of state laws and regulations.

After careful consideration and evaluation, we have made the decision to remove our interim 2030 target of our Scope 1 GHG reduction goal.

Challenges impeding our ability to maintain our 2030 interim target include: energy policy in West Virginia, changing market conditions and future resource adequacy concerns.

We maintain our long-term commitment to move beyond our two coal-fired generating plants which enables us to achieve net neutrality of our Scope 1 emissions by 2050.

[FirstEnergy Climate Strategy \(firstenergycorp.com\)](https://www.firstenergycorp.com)

Climate – Greenhouse Gas Reduction Goal

Our Scope 1 Decarbonization Approach



West Virginia Generation Decarbonization Approach

	Engineering, permitting, financing, regulatory approvals, just transition plans etc. for FM & HAR replacements					
Now	2025	2030	2035	2040	2045	2050
Investigate technology opportunities	IRP describing proposed replacement of Fort Martin (FM) in 2035	IRP describing proposed replacement of Harrison (HAR) in 2040	FM projected end of useful life	HAR projected end of useful life	Buffer if needed to implement generation options	Ambition: Carbon neutral

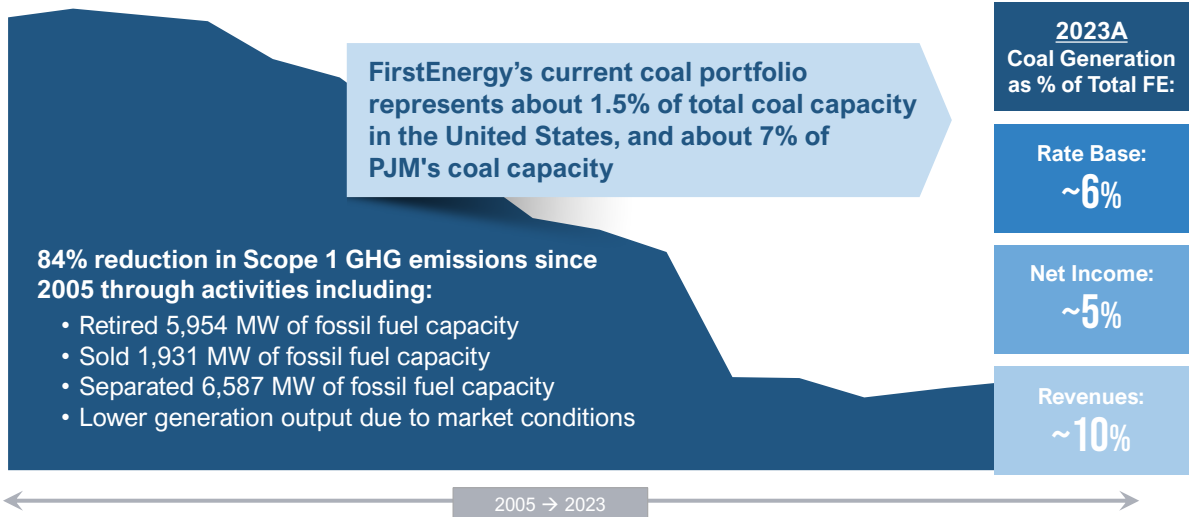
Mobile Fleet Decarbonization Approach

Reduce truck idling and truck rolls. Continue working with vendors for electrification options for all mobile fleet and execute asset replacement plan to electrify 30% of light-duty and aerial fleet vehicles. Research lower carbon fuels for air fleet.

SF6 Decarbonization Approach

Implement formal leak repair/replace guidelines. Upgrade the transmission system, including DER integration. Research & implement near-term & longer-term non-SF₆ alternatives

Climate – FirstEnergy’s Generation Portfolio In Perspective



Climate – Supporting the Energy Transition



FE is mitigating physical climate risks through T&D projects to improve the resiliency and reliability of the grid and address wildfire risk

THROUGH ENERGIZE365 FIRSTENERGY IS AIMING TO MITIGATE PHYSICAL AND TRANSITION RELATED CLIMATE RISKS & REALIZING OPPORTUNITIES FOR OUR STAKEHOLDERS

FE is mitigating transition risks through companywide decarbonization efforts, monitoring regulatory and legislative environments, and enabling customers to thrive in a reduced carbon economy

Transmission Investments

Grid of the Future Distribution Investments

Energy Efficiency Opportunities

Companywide Decarbonization Efforts

Solar Generation

DER Interconnections

NJ Offshore Wind

Economywide Electrification

Environmental Highlights

CREATING POLLINATOR-FRIENDLY HABITATS

Achieved 208 acres of biodiverse habitats since 2020

Support our communities through development and planting of pollinator gardens throughout our territory

BIODIVERSITY COMMITMENT & CONSERVATION

Planted 25,550 trees in our service territory in 2023

Green Teams targeting to plant additional 25,000 trees in 2024, focusing 50% on underserved areas

ENVIRONMENTAL JUSTICE

Policy and program established in 2022

Committed to ensuring inclusive participation and equitable consideration of stakeholders as we seek a sustainable future for the communities we serve

CONTINUED ROW STEWARD ACCREDITATION

Improving habitat and providing ecological benefits for wildlife

Continued ROW Steward Accreditation for Integrated Vegetation Management

Acting as good stewards of our environment and our communities

See more Environmental Highlights at [Environmental \(fecorporateresponsibility.com\)](https://www.firstenergy.com/environmental)

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Social Highlights



Public Safety Campaign

Public Safety Outreach Campaign
Integrated Marketing Communications including Advertising, Social Media & Public Relations
Live Wire
Electrical Safety Trailers

Programs focusing on students, first responders and at-risk contractors



\$4.89M
Corporate Giving



27,970
2023 Employee Volunteer Hours



Developing an effortless, transparent and consistent customer experience

Utilized **"We're Customers Just Like You"** campaign to raise customer awareness of **payment assistance programs**



\$11.5B
Economic Impact

25,000
New Jobs Attracted (direct, indirect and induced)

Advancing equitable and inclusive business practices to enable positive change for our communities, while delivering superior customer service

See more Social Highlights at [Social \(fecorporateresponsibility.com\)](https://www.firstenergy.com/social)

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Governance Highlights



Centralized Compliance

Utilizing the Employee Concerns Line and EthicsPoint to anonymously report violations or other business conduct inquiries

Providing training to all employees and leaders on the Code of Conduct, Speak-up Resources, Concerns Management, Gifts & Business Courtesies, and Political and Public Engagement policies and procedures

Integrity Driven Culture

Acting with integrity in our daily work is important and powerful

Spotlighting each of our 5 core values to help employees better understand how living our values drives our success at FirstEnergy

Board Diversity

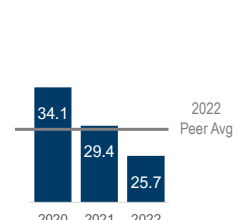
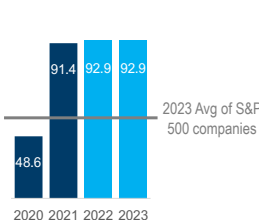
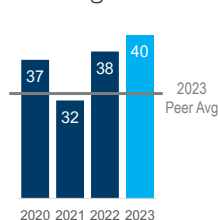
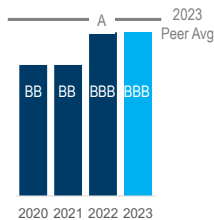
The Board balances directors' skills, experiences and perspectives, with a mix of diversity in gender, race and ethnicity, tenure and background. This ensures that the perspective of the Board is broad, diverse and effective.

Maintaining oversight and accountability of significant company issues and strengthening risk management

See more Governance Highlights at [Governance \(fecorporateresponsibility.com\)](https://www.firstenergy.com/corporate-responsibility/governance)

Continuing Improvement of Rating Scores

Actively engaging with rating organizations and internal business units to continue to improve transparency and disclosures and improve our rating scores



Higher scores are better

Lower score is better

