



EESG

employee environmental
social
governance

FirstEnergy

2023 Highlights

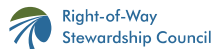
Integrated EESG throughout FirstEnergy's strategy

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



Industry Awards & Recognition

EESG
employee environmental
social
governance



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

EESG: 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 DEI 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

EESG: 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.

EESG: 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

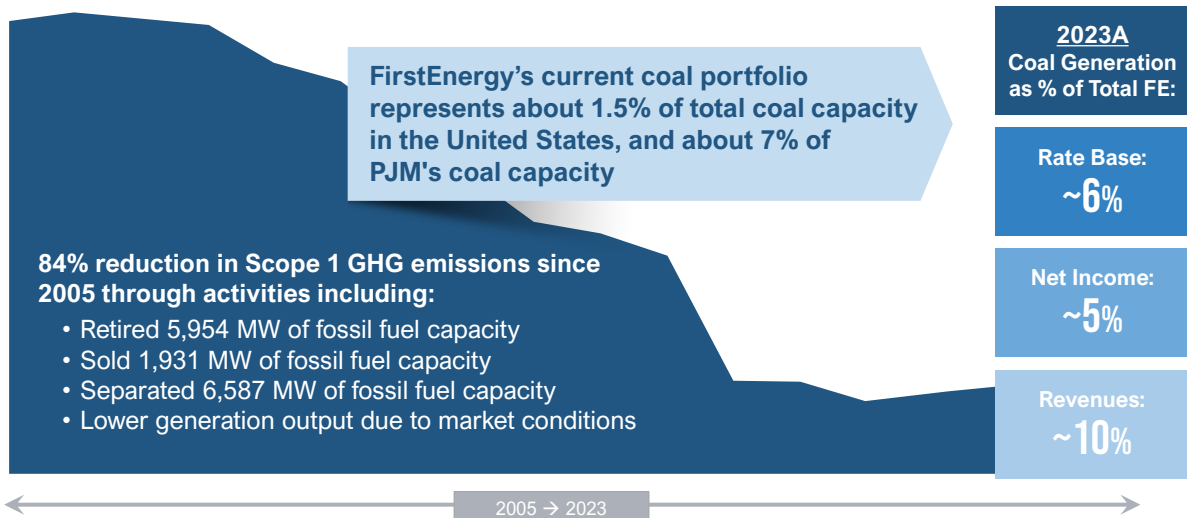
Reduce truck idling and truck rolls. Continue working with vendors for electrification options for all mobile fleet and execute asset replacement plan to electrify 30% of light-duty and aerial fleet vehicles. Research lower carbon fuels for air fleet.

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



EESG: Climate – FirstEnergy’s Generation Portfolio In Perspective



EESG: 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

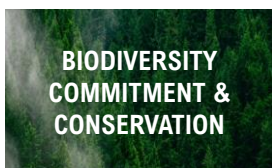


EESG: Environmental Highlights



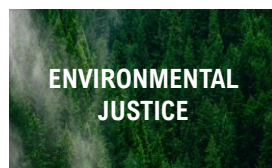
Achieved 208 acres of biodiverse habitats since 2020

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



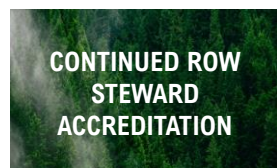
Planted 25,550 trees in our service territory in 2023

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



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



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 \(fcorporateresponsibility.com\)](https://www.firstenergy.com/environmental)



EESG: 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

9

2023 Highlights

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



EESG: 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

10

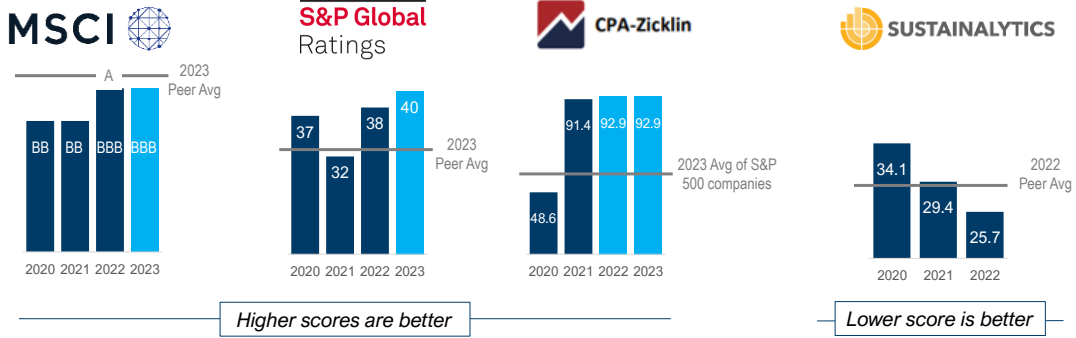
2023 Highlights

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



EESG: Continuing Improvement of ESG Rating Scores

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



Higher scores are better

Lower score is better



EESG: Improvement through Transparency Efforts

Key Disclosures

Climate	Climate Report 	Climate Strategy 	TCFD Disclosure 	Environmental Justice Policy 	Corporate Engagement Report (Trade associations)
	Governance	Code of Conduct 	2023 Proxy 	Corporate Governance Policies 	
EESG Data		EESG Data Tables 	EEl Template 	SASB 	GRI

