



ENERGY FOR A
**BRIGHTER
FUTURE**

Corporate Responsibility Report



GRI CONTENT INDEX

This report covers content from 2019.

General Standard Disclosures

GRI Indicator	Description	Location
Organizational Profile		
102-1	Name of Organization	FirstEnergy Corp.
EU1	Installed Capacity	Data Table: Environmental
EU4	Length of Above and Underground Transmission and Distribution Lines by Regulatory Regime	Data Table: Environmental
102-2	Activities, Brands, Products and Services	Company Overview
102-3	Location of Headquarters	Akron, Ohio
102-4	Location of Operations	Company Overview
102-5	Ownership and Legal Form	10-K, Part 1, p. 1
102-6	Markets Served	Company Overview
102-7	Scale of Organization	Company Overview 10-K, Part 1, p. 1
102-8	Information on Employees and Other Workers	Data Table: Social FirstEnergy Leadership Team
102-10	Significant Changes to the Organization and its Supply Chain	10-K, Part 1, p. 12
102-11	Precautionary Principle or Approach	Enterprise Risk Management
Strategy		
102-14	Statement from Senior Decision-Maker	2019 Annual Report
102-15	Key Impacts, Risks and Opportunities	Enterprise Risk Management
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102-16	Values, Principles, Standards and Norms of Behavior	Mission, Core Values and Behaviors
102-17	Mechanisms for Advice and Concerns About Ethics	Corporate Policies and Practices Corporate Responsibility
Governance		
102-18	Governance Structure	Our Leadership Governance Structure
102-19	Delegating Authority	Our Leadership

102-20	Executive-level Responsibility for Economic, Environmental and Social Topics	Corporate Responsibility
102-21	Consulting Stakeholders on Economic, Environmental and Social Topics	Corporate Responsibility
102-22	Composition of Highest Governance Body and its Committees	Our Leadership
102-23	Chair of the Highest Governance Body	Our Leadership
102-24	Nominating and Selecting the Highest Governance Body	2020 Proxy Statement , p. 3–4
102-25	Conflicts of Interest	FirstEnergy Conflicts of Interest Policy
102-26	Role of the Highest Governance Body in Setting Purpose, Values and Strategy	2020 Proxy Statement , p. II–III
102-27	Collective Knowledge of the Highest Governance Body	2020 Proxy Statement , p. 1
102-28	Evaluating the Highest Governance Body's Performance	2020 Proxy Statement , p. III
102-29	Identifying and Managing Economic, Environmental and Social Impacts	Our Climate Story Corporate Responsibility 2020 Proxy Statement , p. V, VII
102-30	Effectiveness of Risk Management Process	2020 Proxy Statement , p. 1–6
102-31	Review of Economic, Environmental and Social Topics	2020 Proxy Statement , p. X–XI
102-32	Highest Governance Body's Role in Sustainability Reporting	Corporate Responsibility 2020 Proxy Statement , p. X
102-33	Communicating Critical Concerns	Contact the FE Board
102-34	Nature and Total Number of Critical Concerns	2020 Proxy Statement , p. 25
102-35	Remuneration Policies	2020 Proxy Statement , p. 26
102-36	Process for Determining Remuneration	2020 Proxy Statement , p. 70
102-37	Stakeholders Involvement in Remuneration	2020 Proxy Statement , p. 70
102-38	Annual Total Compensation Ratio	2020 Proxy Statement , p. 87
Stakeholder Engagement		
102-40	List of Stakeholder Groups	External Affairs and Stakeholder Engagement
102-41	Collective Bargaining Agreements	Data Table: Social
102-42	Identifying and Selecting Stakeholders	External Affairs and Stakeholder Engagement
102-43	Approach to Stakeholder Engagement	External Affairs and Stakeholder Engagement
Reporting Practices		
102-45	Entities Included in the Consolidated Financial Statements	10-K , Item 1A, The Companies, p. 1–3
102-46	Defining Report Content and Topic Boundaries	ESG Reports and Resources
102-47	List of Material Topics	Materiality
102-48	Restatements of Information	There have been no restatements of information.
102-49	Changes in Reporting	ESG Reports and Resources
102-50	Reporting Period	This report covers content from 2019.

102-51	Date of Most Recent Report	ESG Reports and Resources
102-52	Reporting Cycle	Annual
102-53	Contact Point for Questions Regarding the Report	ESG Reports and Resources
102-54	Claims of Reporting in Accordance with the GRI Standards	This report references the 2016 GRI Standards.
102-55	GRI Content Index	ESG Reports and Resources
102-56	External Assurance	The data in this report has not been externally assured.

Specific Standard Disclosures

GRI Indicator	Description	Location
Economic Standards		
GRI 203: Indirect Economic Impacts		
103-1	Material Topic and Its Boundary	Economic Development
103-2	Management Approach	Economic Development
103-3	Evaluation of Management Approach	Economic Development
203-1	Infrastructure Investments and Services Supported	Emerging Technologies Transmission and Distribution
203-2	Significant Indirect Economic Impacts	Community Involvement Economic Development
Environmental Standards		
GRI 302: Energy		
103-1	Material Topic and Its Boundary	Energy Efficiency
103-2	Management Approach	Energy Efficiency
103-3	Evaluation of Management Approach	Energy Efficiency
302-1	Energy Consumption	Data Table: Environmental
GRI 303: Water		
103-1	Material Topic and Its Boundary	Conservation Practices
103-2	Management Approach	Conservation Practices
103-3	Evaluation of Management Approach	Conservation Practices
303-1	Water Withdrawal by Source	Data Table: Environmental
GRI 305: Emissions		
103-1	Material Topic and Its Boundary	Our Climate Story Climate Report – 2019
103-2	Management Approach	Our Climate Story Climate Report – 2019
103-3	Evaluation of Management Approach	Our Climate Story Climate Report – 2019
305-1	Direct Scope 1 Emissions	Data Table: Environmental
305-2	Indirect Scope 2 Emissions	Data Table: Environmental

305-3	Other Indirect Scope 3 Emissions	Data Table: Environmental
305-4	GHG Emission Intensity	Data Table: Environmental
305-5	Reduction of GHG Emissions	Our Climate Story Climate Report — 2019
305-6	Emissions of Ozone Depleting Substances	Data Table: Environmental
305-7	Nitrogen Oxides (NOx), Sulfide Oxides (SOx) and other Significant Emissions	Data Table: Environmental
GRI 307: Environmental Compliance		
103-1	Material Topic and Its Boundary	Environmental Compliance
103-2	Management Approach	Environmental Compliance
103-3	Evaluation of Management Approach	Environmental Compliance
307-1	Non-Compliance with Environmental Laws and Regulations	Data Table: Environmental
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103-1	Material Topic and Its Boundary	Talent Management Labor Relations
103-2	Management Approach	Talent Management Labor Relations
103-3	Evaluation of Management Approach	Talent Management Labor Relations
401-1	New Employee Hires and Employee Turnover	Data Table: Social
401-2	Benefits Provided to Full-time Employees that are Not Provided to Temporary or Part-time Employees	Data Table: Social
GRI 403: Occupational Health and Safety		
103-1	Material Topic and Its Boundary	Safety
103-2	Management Approach	Safety
103-3	Evaluation of Management Approach	Safety
403-2	Types of Injury, Injury Rate (IR), Occupational Disease Rate (ODR), Lost Day Rate (LDR), Absentee Rate (AR) and Work-related Fatalities, for All Employees and Other Non-employee Workers Whose Work, or Workplace, is Controlled by the Organization	Safety Data Table: Social
GRI 404: Training and Education		
103-1	Material Topic and Its Boundary	Talent Management
103-2	Management Approach	Talent Management
103-3	Evaluation of Management Approach	Talent Management
404-1	Average Hours of Training that the Organization's Employees Have Undertaken During the Reporting Period	Data Table: Social
404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	Talent Management

GRI 405: Diversity and Equal Opportunity

103-1	Material Topic and Its Boundary	Diversity and Inclusion
103-2	Management Approach	Diversity and Inclusion
103-3	Evaluation of Management Approach	Diversity and Inclusion
405-1	Diversity of Governance Bodies and Employees	Diversity and Inclusion

GRI 413: Local Communities

103-1	Material Topic and Its Boundary	Community Involvement
103-2	Management Approach	Community Involvement
103-3	Evaluation of Management Approach	Community Involvement
413-1	Percentage of Operations with Implemented Local Community Engagement, Impact Assessments and/or Development Programs	Community Involvement