

FirstEnergy Position on Human Rights

POSITION

The highest standards for human rights set the foundation for FirstEnergy's mission to make our employees' and customers' lives better. We are committed to treating our employees, customers, business partners, and stakeholders with dignity and respect. FirstEnergy adheres to a set of [core values and behaviors](#) that are fundamental to achieving this mission. These core values and behaviors include human rights encompassing the protection of minority groups and women's rights. We expect our business partners, suppliers, vendors, and their operations to adhere to the same philosophy. (See, [FirstEnergy Supplier Code of Conduct](#)).

The Company's *Chief Ethics Officer* and *Chief Human Resources Officer* have the authority to resolve questions dealing with human rights. FirstEnergy also has established an anonymous, non-retaliatory and non-retributive way to report any known or suspected violation of FirstEnergy's Code of Business Conduct, including violations of human rights, through an employee concerns line.

Our approach to human rights is consistent with:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights

Consistent with affording our employees basic human rights, we:

- Are committed to our core values and behaviors
- Believe the safety of our employees and customers is paramount
- Prohibit forced and/or child labor
- Provide an inclusive, healthy, and safe work environment
- Provide equal employment opportunity regardless of race; color; creed; religion; sex; gender; national origin; nationality; ethnicity; age; disability; ancestry; marital or domestic partnership or civil union status; sexual orientation; gender identity or expression; atypical hereditary cellular or blood trait; genetic information; military service obligation; and, status as a disabled veteran, recently separated veteran, active duty wartime or campaign badge veteran, Armed Forces service medal veteran, or other protected veteran
- Expect an environment that is free from all forms of harassment and discrimination
- Believe in freedom of association and collective bargaining
- Value diversity and inclusion

To the extent the United Nations standards referenced above conflict with United States federal, state, and local laws and regulations, FirstEnergy complies with United States federal, state, and local laws and regulations.

Training

Effective human rights practices are contingent on employee awareness and implementation. FirstEnergy administers training sessions to build awareness of the company's core values and business practices and requires an annual review and signature of the Company's Code of Conduct policy.

Stakeholder and Shareholder Engagement

FirstEnergy has a stakeholder engagement process that includes evaluating the Company's effectiveness in implementing this position. In the communities where we operate, we believe that engaging stakeholders is fundamental to our respect for human rights. Where practical, we are committed to dialogue and engagement with all relevant parties in an effort to understand, assess, and address areas of concern as appropriate.

We believe it is important to engage regularly with our shareholders, so we maintain an active outreach program. Our shareholder engagement efforts focus on a variety of topics, including corporate responsibility/ESG and climate-related disclosures. This outreach gives us an opportunity to discuss our continuing goal of implementing strategies that are in the best interests of our shareholders. We do this through effective dialogues and engagement with all relevant parties to understand, assess, and address areas of concern as appropriate. These efforts support all four pillars of our Mission Statement – Community, Customers, Employees, and the Environment.