

FirstEnergy Statement on Workforce Policies

STATEMENT

FirstEnergy operates in full compliance with all applicable United States federal, state, and local laws and regulations concerning workforce and labor issues in each of the states in which it conducts business. FirstEnergy acknowledges certain standards, such as those found in the International Labor Organization (ILO) 87 and 98, to help inform its approach to its workforce and labor policies. To the extent these standards conflict with United States federal, state, and local laws and regulations, FirstEnergy complies with United States federal, state, and local laws and regulations.

Equal Opportunity

FirstEnergy seeks and employs the best-qualified persons available for all of its companies and locations.

FirstEnergy provides equal employment opportunity to all qualified applicants and employees 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.

We also take affirmative measures to employ and advance qualified females, minorities, individuals with disabilities, disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans. We follow company employment procedures to comply with applicable employment law in a consistent manner within the FirstEnergy companies.

Diversity and Nondiscrimination

FirstEnergy strives to provide a diverse and inclusive work environment. We value the diversity of all ideas to help ensure we are meeting the needs of our customers, business partners, suppliers, and shareholders. As an organization, we recognize that, in order to be creative and innovative, we must provide an inclusive and safe space to embrace similarities and celebrate differences.

Harassment

FirstEnergy expects an environment that is free from all forms of harassment. FirstEnergy administers regular employee training to build awareness of the Company's anti-discrimination and anti-harassment policies as well as core values and business practices. In addition, the Company requires an annual review and signature of the Company's Code of Conduct policy.

Compensation and Standard of Living

FirstEnergy pays a competitive wage to all employees and pays its employees at least the minimum compensation required by law. FirstEnergy provides all legally-mandated benefits. FirstEnergy provides sound and consistent compensation administration across FirstEnergy for its employees. FirstEnergy's compensation practices encourage desired performance, contribution, behaviors, and results, and deliver rewards in a nondiscriminatory manner that can be easily understood and administered, while fostering equity and consistency.

Employment Conditions

FirstEnergy provides a safe, professional workplace. We do not tolerate any acts or threats of violence in the workplace.

Collective Bargaining

FirstEnergy acknowledges the right of its employees to associate freely and bargain collectively.

Labor

FirstEnergy does not support forced and/or child labor. FirstEnergy complies with all applicable federal, state, and local laws and regulations.

Suppliers/Vendors

FirstEnergy expects our business partners, suppliers, vendors, and their operations to adhere to the same level of requirements for its workforce and labor policies. (See, [FirstEnergy Supplier Code of Conduct](#)).