



# Global Reporting Initiative (GRI) Report

2022



## Ameren Corporation – Global Reporting Initiative (GRI) Report

GRI standards are designed to provide stakeholders with useful information regarding Environmental, Social and Governance (ESG) topics. GRI standards are the world's most widely used for sustainability reporting. This report is Ameren's first year of mapping GRI standards and reflects year-end 2021 data in accordance with the 2021 GRI standards.

Ameren Corporation operates in both Missouri and Illinois. Unless otherwise noted, the response is for Ameren Corporation.

General Disclosures		
Disclosure	Description	Ameren Response
GR2-1	Organizational details	<a href="#">Ameren Corporate Facts</a>
GR2-2	Entities included in the organization's sustainability reporting	<a href="#">ESG/Sustainability Reporting</a>
GR2-3	Reporting period, frequency, and contact point	Report published in December 2022 for reporting period of January 1, 2021 to December 31, 2021, unless otherwise stated. Reports are annually created on a fiscal year timeline. Contact: <a href="mailto:khines@ameren.com">khines@ameren.com</a> , <a href="mailto:smcneil@ameren.com">smcneil@ameren.com</a>
GR2-4	Restatements of information	No restatements
GR2-5	External Assurance	<a href="#">2021 Annual Report</a> <a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 126-129 <a href="#">CDP Water Security Questionnaire</a> , see pg. 97-98
GR2-6	Activities, value chain, and other business relationships	<a href="#">Our Businesses</a>
GR2-7	Employees	See Appendix 1
GR2-9	Governance structure and composition	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 13, 17-44 <a href="#">Ameren Corporate Governance ESG Presentation</a> , see pg. 41-43 <a href="#">2021 Annual Report</a> , see pg. 12, 159-160
GR2-10	Nomination and selection of the highest governance body	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 17-44
GR2-11	Chair of the highest governance body	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 32-33
GR2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 28-31 <a href="#">Committee Charters</a>

General Disclosures		
Disclosure	Description	Ameren Response
GR2-13	Delegation of responsibility for managing impacts	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 28-31 <a href="#">Committee Charters</a>
GR2-14	Role of the highest governance body in sustainability reporting	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 29-30 <a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 4-5
GR2-15	Conflicts of interest	<a href="#">Code of Ethics</a> , see pg. 21 <a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 33-34
GR2-16	Communication of critical concerns	<a href="#">Policy Regarding Communications to the Board of Directors</a> <a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 40
GR2-17	Collective knowledge of the highest governance body	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 17-25
GR2-18	Evaluation of the performance of the highest governance body	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 40
GR2-19	Remuneration policies	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 44-86 <a href="#">ESG Presentation</a> , see pg. 45
GR2-20	Process to determine remuneration	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 44-86
GR2-21	Annual total compensation ratio	<a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 81
GR2-22	Statement on sustainable development strategy	<a href="#">Sustainability Report</a>
GR2-23	Policy commitments	<a href="#">Ameren Corporate Governance</a>
GR2-24	Embedding policy commitments	<a href="#">Ameren Corporate Governance</a>
GR2-25	Processes to remediate negative impacts	<a href="#">Code of Ethics</a> , see pg. 8-12
GR2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Code of Ethics</a> , see pg. 10
GR2-27	Compliance with laws and regulations	<a href="#">2021 Annual Report</a> <a href="#">10-Q Quarterly Report</a>
GR2-28	Membership associations	<a href="#">IRP Stakeholder Process</a> , pg. 2
GR2-29	Approach to stakeholder engagement	<a href="#">Sustainability Report</a> , see pg. 40 <a href="#">Community Engagement</a> <a href="#">IRP Stakeholder Process</a> <a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 31
GR2-30	Collective bargaining agreements	<a href="#">ESG Presentation</a> <a href="#">2021 Annual Report</a>



Economic Standards		
Economic Performance		
Disclosure	Description	Ameren Response
201-1	Direct economic value generated and distributed	See Appendix 2
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Climate Report</a> <a href="#">2021 10-K</a> <a href="#">2020 IRP Risk Analysis</a> <a href="#">2022 Change to the 2020 IRP</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2021 Annual Report</a> <a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a>
201-4	Financial assistance received from government	Ameren does not centrally track the annual amount of tax credits or other incentives received from governmental entities.
Tax		
Disclosure	Description	Ameren Response
207-1	Approach to tax	Taxes are discussed throughout the <a href="#">2021 10-K</a> see pg. 44-113, 141-156, 193, 210
207-2	Tax governance, control, and risk management	Taxes are discussed throughout the <a href="#">2021 10-K</a> see pg. 44-113, 141-156, 193, 210
207-3	Stakeholder engagement and management of concerns related to tax	Taxes are discussed throughout the <a href="#">2021 10-K</a> see pg. 44-113, 141-156, 193, 210

Environmental Standards		
Energy		
Disclosure	Description	Ameren Response
302-1	Energy consumption within the organization	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 81-84 <a href="#">EEI-AGA ESG/Sustainability Template</a>
302-2	Energy consumption outside of the organization	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> <a href="#">EEI-AGA ESG/Sustainability Template</a>
302-3	Energy intensity	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 75-76, 84-91 <a href="#">EEI-AGA ESG/Sustainability Template</a>
302-4	Reduction of energy consumption	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 46-47, 78-79
302-5	Reductions in energy requirements of products and services	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 46-48, 55-58 <a href="#">ESG Presentation</a> , see pg. 18
Water and Effluents		
Disclosure	Description	Ameren Response
303-1	Interactions with water as a shared resource	<a href="#">CDP Water Security Questionnaire</a>

Environmental Standards		
Water and Effluents		
Disclosure	Description	Ameren Response
303-2	Management of water discharge-related impacts	<a href="#">CDP Water Security Questionnaire</a> , see pg. 26-34
303-3	Water withdrawal	<a href="#">CDP Water Security Questionnaire</a> see pg. 14-15, 18-21
303-4	Water discharge	<a href="#">CDP Water Security Questionnaire</a> see pg. 15-16, 21-23
303-5	Water consumption	<a href="#">CDP Water Security Questionnaire</a> , see pg. 16-17
Emissions		
Disclosure	Description	Ameren Response
305-1	Direct (Scope 1) GHG emissions	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report</a> , see pg. 18-19
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report</a> , see pg. 18-19
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report</a> , see pg. 18-19
305-4	GHG emissions intensity	<a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement</a> , see pg. 84-91
305-5	Reduction of GHG emissions	<a href="#">ESG Presentation</a> , see pg. 22 <a href="#">CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report</a> , see pg. 39
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">EEI-AGA ESG/Sustainability Template</a> see pg. 13-14

Social Standards		
Employment		
Disclosure	Description	Ameren Response
401-1	New employee hires and employee turnover	See Appendix 1
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Ameren's Benefits &amp; Perks</a>
401-3	Parental leave	<a href="#">Ameren's Benefits &amp; Perks</a>
Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-1	Occupational health and safety management system	<a href="#">Sustainability Report</a> , see pg. 27-28 <a href="#">Employee Safety</a>

Social Standards		
Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-2	Hazard identification, risk assessment, and incident investigation	<p>Ameren uses a comprehensive safety management system and a mindset of continuous improvement to reduce the risk of injuries to co-workers.</p> <ul style="list-style-type: none"> <li>* Safety is evaluated and managed for routine and non-routine work and extensive training is completed to provide co-workers with the skills needed to recognize, evaluate, and mitigate risks encountered on the job.</li> <li>* Ameren conducts quality reviews of safety processes to ensure the processes are functioning as intended and to potentially identify opportunities for improvement.</li> <li>* Ameren has an extensive safety staff, including, but not limited to industrial hygiene, fire protection, and occupational medical professionals, many of whom are certified in their field such as CSP (Certified Safety Professional), CIH (Certificate in Industrial Health), COHN (Certified Occupational Health Nurse), and CFPS (Certified Fire Protection Specialist).</li> </ul> <p>Co-workers can communicate safety concerns several different ways, including, but not limited to, communicating a concern to any member of Ameren management, submitting Good Catch/Near Miss reports (events where no injury or damage occurs but was possible with a slight change of circumstances), and participating in corporate-wide surveys that include a section on safety.</p> <ul style="list-style-type: none"> <li>* Ameren promotes a safe to say culture where co-workers are assured reprisals are not taken should they report a safety concern.</li> <li>* Additionally, the Good Catch/Near Miss program allows anonymous reporting.</li> <li>* The corporate-wide surveys are completely anonymous and managed by a third party to ensure confidentiality is maintained.</li> <li>* Lastly, Ameren has a robust safety event analysis system that includes use of root cause analysis tools. Corrective actions from these analyses are captured in a software program to track and drive completion of improvement opportunities. The hierarchy of controls is embedded in the company safety culture, which includes the safety event analysis process.</li> </ul>
403-3	Occupational health services	<p>Ameren uses a third-party medical van and medical clinics to maintain a comprehensive medical surveillance program to ensure that co-workers are fit for special demanding job roles, such as emergency response, and ensure exposures to airborne contaminants, noise, and other environmental hazards are not adversely affecting co-workers' health. The program is managed and supported by certified occupational health nurse and certified safety professionals.</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Co-worker engagement in the safety processes is widespread and key to the success of injury reduction. This includes but is not limited to co-workers serving on safety committees to identify safety issues in the workplace and work to find solutions to lower the risk of injury to all co-workers. The committees keep minutes for review by the entire group and elevate as needed.</p>

Social Standards		
Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-4 (continued)	Worker participation, consultation, and communication on occupational health and safety (continued)	Committees generally meet monthly, with the frequency being determined by risk of the work performed and the safety opportunities that are being worked on. Most of Ameren's safety committees work at the local level, but the committees and their members can escalate any safety issue or concern through supervision, field safety professionals, and the Good Catch/Near Miss reporting process. Ameren also operates a Good Catch/Near Miss program that all co-workers can use to share events that did not result in injury but had the potential to do so. This allows proactive actions to take place and prevent a recurrence. These reports are shared corporate-wide.
403-5	Worker training on occupational health and safety	<a href="#">EEI-AGA ESG/Sustainability Template</a> see pg. 5-6, 11
403-6	Promotion of worker health	<a href="#">Ameren's Benefits &amp; Perks</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Ameren's safety programs are guided by an overarching focus on preventing high energy exposures that which can lead to life changing injuries. The potential exposures are used to increase and direct focus during observation and evaluation of reported safety events to ensure that Ameren's focus is on preventing and mitigating all significant negative occupational health and safety impacts potentially resulting high energy exposures.  During storms and other necessary situations, Ameren communicates to the public and co-workers areas to avoid that have downed conductors. Ameren also promotes the state operated program for excavators to prevent digging into underground utilities.
403-8	Workers covered by an occupational health and safety management system	Ameren's safety management program is designed to not only reduce the risk of injury but also to comply with governmental regulations, including, but not limited to those issued by or relating to OSHA (Occupational Safety and Health Administration), the CDC (Centers for Disease Control and Prevention), and governmental Fire Protection codes.  All Ameren co-workers are involved in some degree in Ameren's safety management program. Ameren employs over 9,000 co-workers.  Ameren's safety management program also includes a job behavior observation program, called "co-worker-to-co-worker." This observation program encourages Ameren co-workers, in the office and in the field, to observe, note, and provide feedback (to reinforce safe behaviors and to provide constructive feedback if at risk work is observed) to co-workers and others around them.  Ameren is also routinely audited by its insurers to assist in complying with governmental regulations and lowering the risk of injury or illness to co-workers.

Social Standards		
Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-9	Work-related Injuries	<a href="#">EEI-AGA ESG/Sustainability Template</a> see pg. 14, 25-26
403-10	Work-related ill health	<a href="#">EEI-AGA ESG/Sustainability Template</a> see pg. 14, 25-26
Diversity and Equal Opportunity		
Disclosure	Description	Ameren Response
405-1	Diversity of governance bodies and employees	<a href="#">ESG Presentation</a> , see pg. 26, 40-42 See Appendix 1 <a href="#">Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation</a> , see pg. 7, 13, 18, 27
Freedom of Association and Collective Bargaining		
Disclosure	Description	Ameren Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None known. Ameren complies with applicable laws, rules, and regulations. Freedom of association is addressed in both Ameren's <a href="#">Code of Ethics</a> and <a href="#">Human Rights Policy Statement</a> .
Child Labor		
Disclosure	Description	Ameren Response
408-1	Operations and suppliers at significant risk for incidents of child labor	None known. Ameren complies with applicable laws, rules, and regulations, and address the prohibition of child labor in our <a href="#">Human Rights Policy Statement</a> .
Forced or Compulsory Labor		
Disclosure	Description	Ameren Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None known. Ameren complies with applicable laws, rules, and regulations, and address the prohibition of forced or compulsory labor in our <a href="#">Human Rights Policy Statement</a> .
Public Policy		
Disclosure	Description	Ameren Response
415-1	Political contributions	Ameren and its subsidiaries publicly disclose <a href="#">political contributions</a> on a semi-annual basis, including in-kind contributions. In-kind contributions are generally calculated at the current market value, as required by applicable laws, rules, and regulations. On an annual basis, Ameren and its subsidiaries publicly disclose the portion of dues or other payments to trade associations, including 501(c)(4) organizations, that are used for lobbying activities.



## Appendix 1 Employment Data

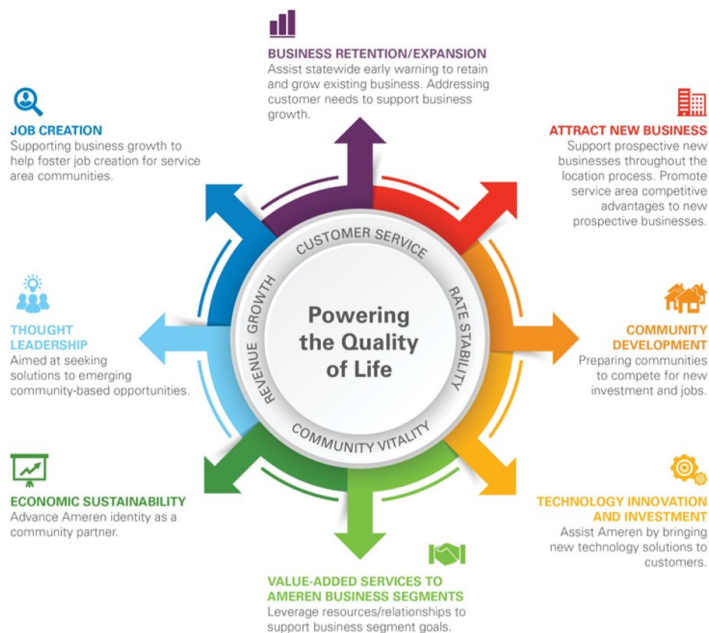
Gender	Attrition & Hire Rates by Gender									
	No Temporary Employees - Ameren Definition					With Temporary Employees - GRI Definition				
	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate
Female	2227	206	9%	149	7%	2256	257	11%	205	9%
Male	6918	527	8%	517	7%	7001	655	9%	641	9%
Other	1	1	100%	2	200%	2	3	200%	6	400%
<b>Ameren</b>	<b>9146</b>	<b>734</b>	<b>8%</b>	<b>668</b>	<b>7%</b>	<b>9258</b>	<b>915</b>	<b>10%</b>	<b>852</b>	<b>9%</b>

Age Group	Attrition & Hire Rates by Age Group									
	No Temporary Employees					With Temporary Employees				
	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate
Under 30 years old	926	84	9%	262	28%	991	245	25%	425	43%
30-50 years old	4860	191	4%	350	7%	4872	203	4%	363	7%
Over 50 years old	3361	459	14%	56	2%	3395	467	14%	64	2%
<b>Ameren</b>	<b>9146</b>	<b>734</b>	<b>8%</b>	<b>668</b>	<b>7%</b>	<b>9258</b>	<b>915</b>	<b>10%</b>	<b>852</b>	<b>9%</b>

## Appendix 2 Ameren Economic Development

# Ameren Economic Development

Advancing economic growth and prosperity for Ameren & Ameren-served communities



### 2021 Results

Jobs and Capital Investment created by new or existing Ameren customers as a result of our economic development assistance.

	Economic Development Projects	New Jobs	Capital Investment
Ameren Missouri	28	3,577	\$1.01 billion
Ameren Illinois	45	2,690	\$990 million

Ameren's economic development team works closely with state and local partners to attract new businesses to our service territory or to help our existing customers expand here.