



# The Courage to Evolve and Grow



2022 Diversity, Equity & Inclusion Report

# Table of Contents

Message from Our CEO .....	1
Message from Our CDO.....	2
Introduction and 2022 Report Highlights .....	3
<b>WE SERVE WITH PASSION.....</b>	<b>4</b>
Ameren Board of Directors .....	5
Executive Leadership Team.....	6
Diversity Councils .....	7
Executive Diversity Council.....	7
Ameren Corporate DE&I Council .....	7
DE&I Strategy .....	7
Workforce Strategy .....	8
Increasing Diversity of the Leadership Pipeline .....	8
Our Workforce at a Glance .....	8
Meeting Talent Needs Today and Tomorrow .....	10
Learning and Development .....	13
McKinsey Black Leadership Academy .....	13
Management Leadership for Tomorrow.....	14
Implicit Bias Training .....	14
StoryCasts & Discussions Across Differences.....	14
Ameren Leaders Academy .....	15
DE&I Leadership Summit.....	15
Partnerships.....	17
Diverse Supplier Spend .....	17
Diverse Supplier Spotlights.....	18
UMSL DE&I Accelerator .....	19
CEO Action for Racial Equity .....	20
Leadership Council for Legal Diversity.....	20
<b>WE DELIVER .....</b>	<b>21</b>
Sustainability Value Proposition.....	22
Social Impact.....	22
Energy Assistance .....	23
Energy Efficiency .....	25
Energy Efficiency Program Spotlight: The Market Development Initiative .....	25
Accessibility .....	26
Governance.....	27
Sustainable Growth.....	28
<b>WE CARE .....</b>	<b>30</b>
Caring for Our Co-workers.....	31
New Benefits.....	31
Focused Listening .....	32
Inclusion Cruiser.....	32
Employee Resource Groups .....	33
ConvERGing: Learning and Action.....	34
Caring for Our Communities.....	35
Philanthropy and Corporate Giving .....	35
The Urban League of Metropolitan St. Louis.....	36
Black Girls Do STEM .....	36
AmerenCares Equity in the Arts Program.....	36
KidSmart – Light Up Learning .....	37
Jackie Joyner-Kersey Foundation.....	37
NAACP .....	38
The Well Experience Inc. ....	38
Springfield Urban League.....	38
<b>WE WIN TOGETHER.....</b>	<b>39</b>
Awards and Recognitions .....	40
DE&I Excellence Award Winners.....	41

# Message from Our CEO



**Martin J. Lyons**  
President and Chief  
Executive Officer

## Being Courageous

At Ameren, our Diversity, Equity and Inclusion (DE&I) journey begins with our mission. We Power the Quality of Life not only through the energy we provide but also through our engagement with and support of the communities and people we serve. Since 2014, our DE&I efforts have centered around courage. Being courageous means taking bold action and doing what you know is right, no matter what. We have enhanced, developed and implemented programs and initiatives that support and demonstrate courage in all aspects of life, including work, home, and in our communities.

As you read through this report, you will see we've taken steps to execute our DE&I initiatives in alignment with our corporate mission, vision, values and strategy. We are building a more diverse workforce that reflects the communities we serve, expanding economic opportunities that cater to the diverse needs of our communities and engaging in numerous partnerships with educational institutions and professional organizations that support the underprivileged and the underserved. We also are making meaningful investments in diverse-owned businesses and making significant philanthropic and in-kind contributions to organizations that serve critical human needs.

While we are proud of our achievements, we are committed to continuous improvement and doing better every day. Ameren employees have consistently demonstrated the courage to do what is right and, with teamwork and a steadfast resolve to courageously live our values, specifically diversity, equity and inclusion, I am confident we will make significant progress toward our goal of advancing DE&I at Ameren and in our communities.

A handwritten signature in black ink, appearing to read "Matt L.", written in a cursive style.

# Message from Our CDO



**Gwendolyn G. Mizell**

Senior Vice President,  
Chief Sustainability,  
Diversity & Philanthropy Officer

## The Courage to Evolve and Grow

Ameren's DE&I efforts have evolved with changing times and circumstances. In 2022, we achieved another milestone in our evolution, bringing together Sustainability, Diversity and Philanthropy under a single leader. I am privileged to be that leader. This shift is indicative of the vital role that DE&I plays in our overall environmental, sustainability and governance (ESG) efforts, knowing that without a diverse workforce and suppliers, without an inclusive environment for our co-workers and without equitable treatment in our communities, we cannot live our values or accomplish our goals.

As we look to integrate DE&I, sustainability and philanthropy, we are adjusting our DE&I mindset to ensure it includes critical elements of our ESG strategy. To start, we know that having the right DE&I mindset requires us to be good stewards of the environment. With equity as our compass, we're operating to reduce emissions and waste and preserve natural resources while providing safe, reliable and affordable electric and natural gas services. As we fulfill our vision to "lead the way to a sustainable energy future" and facilitate the transition to cleaner energy, we support environmental justice and believe that everyone has a right to a clean, healthy environment and the many benefits that accompany a decarbonized economy.

We strive to maximize the social impact of our decisions, noting that in 2022, our energy assistance programs generated more than \$170 million in net benefits for over 292,000 customers. We made more than \$11.5 million in philanthropic contributions, and we engaged with local communities to build a better understanding of their needs through partnership initiatives like our Community Voices Advisory Board.

Having a DE&I mindset obliges us to establish and maintain good governance. In my role as Chief Sustainability Officer, I work in cooperation with the Strategy and Innovation Department, the Ameren Sustainability Executive Steering Committee, and the Executive Leadership Team to develop and execute the sustainability strategy across the company. Ameren's DE&I initiatives are critical to achieving our sustainable growth goals. We commit to delivering superior and sustainable long-term value to our customers, the communities we serve, our shareholders and the environment.

By more fully integrating and aligning Sustainability with DE&I, we maximize the positive social impact that Ameren can have today and in the future for all we serve. It is my honor and privilege to partner with my more than 9,200 co-workers and lead Ameren on this journey of courage, evolution and growth.

A handwritten signature in black ink that reads "Gwen Mizell".



# Introduction and 2022 Report Highlights

Ameren's goal of advancing diversity, equity and inclusion is captured in the DE&I mission: "We drive a culture of inclusion and power the quality of life by eliminating barriers to people achieving excellence." Our work to eliminate some of those barriers builds upon the tenants of our culture: We Care, We Serve with Passion, We Deliver, and We Win Together.

AMEREN'S  
BOARD  
OF DIRECTORS

**57%** diverse



IMPLICIT BIAS  
TRAINING:  
AMEREN  
LEADERSHIP  
TEAM

**84%** completed

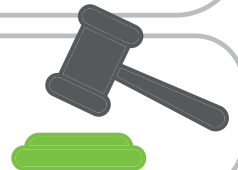
DIVERSE SUPPLIER  
SPEND

**~\$1.1B**



LEADERSHIP COUNCIL  
FOR LEGAL DIVERSITY

**3** Ameren attorneys participated



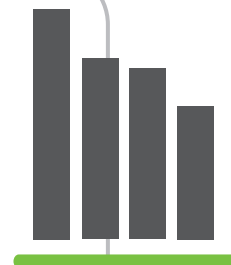
EMPLOYEE RESOURCE  
GROUP MEMBERS

**1,300**



ENERGY ASSISTANCE  
DOLLARS & CUSTOMER  
IMPACT/SAVINGS

**\$170 million,**  
**292,000** customers



## 2022 HIGHLIGHTS



# We Serve With Passion

At Ameren, everything we do is centered around people and a passion for offering the best to our customers, communities and co-workers.

# Ameren Board of Directors

Ameren's diverse board of directors is actively engaged in DE&I strategies. Their committed leadership helps drive diversity, equity and inclusion across the organization.



**WARNER L. BAXTER**

*Executive Chairman,  
Ameren Corporation*



**NOELLE K. EDER**

*Executive Vice President and  
Global Chief Information Officer,  
Cigna Corporation, Audit and  
Risk Committee; Nominating  
and Corporate Governance  
Committee*



**JAMES C. JOHNSON**

*Retired General Counsel,  
Loop Capital Markets LLC,  
Human Resources Committee  
(Chair); Nominating and  
Corporate Governance  
Committee*



**CYNTHIA J. BRINKLEY**

*Retired Chief Administrative  
and Markets Officer, Centene  
Corporation, Human Resources  
Committee; Nuclear,  
Operations and Environmental  
Sustainability Committee*



**ELLEN M. FITZSIMMONS**

*Chief Legal Officer and Head of  
Public Affairs, Truist Financial  
Corporation, Finance Committee;  
Nuclear, Operations and  
Environmental Sustainability  
Committee*



**STEVEN H. LIPSTEIN**

*Retired President and Chief  
Executive Officer, BJC  
HealthCare, Human Resources  
Committee; Nominating  
and Corporate Governance  
Committee*



**CATHERINE S. BRUNE**

*Retired President, Allstate  
Protection Eastern Territory of  
Allstate Insurance Company,  
Nominating and Corporate  
Governance Committee (Chair);  
Audit and Risk Committee*



**RAFAEL FLORES**

*Retired Senior Vice President  
and Chief Nuclear Officer,  
Luminant Corporation,  
Nominating and Corporate  
Governance Committee;  
Nuclear, Operations and  
Environmental Sustainability  
Committee*



**MARTIN J. LYONS JR.**

*President and Chief Executive  
Officer, Ameren Corporation*



**J. EDWARD COLEMAN**

*Retired Executive Chairman,  
CIOX Health, Audit and Risk  
Committee (Chair); Finance  
Committee*



**RICHARD J. HARSHMAN**

*Retired Executive Chairman,  
President and Chief Executive  
Officer, Allegheny Technologies  
Incorporated, Lead Director;  
Human Resources Committee;  
Nuclear, Operations and  
Environmental Sustainability  
Committee (Chair)*



**LEO S. MACKAY JR.**

*Senior Vice President, Ethics  
and Enterprise Assurance,  
Lockheed Martin Corporation,  
Audit and Risk Committee;  
Nuclear, Operations and  
Environmental Sustainability  
Committee*



**WARD H. DICKSON**

*Retired Executive Vice  
President and Chief Financial  
Officer, WestRock Company,  
Audit and Risk Committee;  
Finance Committee (Chair)*



**CRAIG S. IVEY**

*Retired President, Consolidated  
Edison Company of New York  
Inc., Finance Committee;  
Nuclear, Operations and  
Environmental Sustainability  
Committee*

# Executive Leadership Team

Ameren's Executive Leadership Team (ELT) continued to evolve and grow in 2022. Gwen Mizell, Senior Vice President, Chief Sustainability, Diversity & Philanthropy Officer, was named to the ELT effective October 1. Mizell's role expanded to include DE&I as of March 1, and she began reporting directly to President and CEO Marty Lyons.



**BHAVANI  
AMIRTHALINGAM**

*Executive Vice President and  
Chief Customer and Technology  
Officer, Ameren Services*



**MARTIN J. LYONS JR.**

*President and Chief Executive  
Officer, Ameren Corporation*



**CHONDA J. NWAMU**

*Executive Vice President,  
General Counsel and Secretary,  
Ameren Corporation*



**MARK C. BIRK**

*Chairman and President,  
Ameren Missouri*



**GWENDOLYN G. MIZELL**

*Senior Vice President,  
Chief Sustainability,  
Diversity & Philanthropy Officer,  
Ameren Services*



**LEONARD P. SINGH**

*Chairman and President,  
Ameren Illinois*



**FADI M. DIYA**

*Senior Vice President and  
Chief Nuclear Officer,  
Ameren Missouri*



**MICHAEL L. MOEHN**

*Senior Executive Vice President  
and Chief Financial Officer,  
Ameren Corporation; Chairman  
and President, Ameren Services*



**SHAWN E. SCHUKAR**

*Chairman and President,  
Ameren Transmission Company  
of Illinois*



**MARK C. LINDGREN**

*Executive Vice President,  
Corporate Communications and  
Chief Human Resources Officer,  
Ameren Services*

*"It will benefit all of us to welcome Gwen's voice  
and perspective to the ELT."*

**— Marty Lyons**



# Diversity Councils

DE&I at Ameren is governed at the management level through two bodies — the Executive Diversity Council and the Corporate DE&I Council. A description of each is below.

## Executive Diversity Council

The Ameren Executive Diversity Council (EDC), comprised of Ameren's Executive Leadership Team (ELT), leads efforts to increase awareness and adoption of DE&I initiatives and drives related outcomes that align with and support the corporate strategy. The Council is led by the Chief Executive Officer and co-led by the Chief Diversity Officer. Council meetings are held in concert with ELT meetings on a monthly basis.

## Ameren Corporate DE&I Council

Formed in March 2002 by Ameren senior management, the Ameren Corporate Diversity, Equity and Inclusion Council works to ensure that diversity and inclusion is fostered at Ameren within the framework of the corporate mission, vision and values. Working closely with senior management, the DE&I Council actively works toward objectives that include:

- Reviewing and assessing current diversity, equity and inclusion initiatives.
- Recommending suggestions for improvements to current diversity, equity and inclusion initiatives.
- Identifying measures for evaluating individual diversity, equity and inclusion programs.
- Developing an evaluation methodology for monitoring the company's diversity, equity and inclusion climate.

## DE&I Strategy

As part of Ameren's elevation of DE&I to a core value, an Executive Steering Committee was convened in 2021 to revamp our enterprise-wide DE&I strategy. This steering committee was made up of a cross-section of Ameren leaders from different segments and business lines and was split across five key strategic impact areas: Knowledge and Skill Sets, Talent, Accountability, Community Enhancement, and Inclusive Economic Growth. The committee used industry research, best practices, and internal data to identify key priorities and set strategic recommendations for how to move our DE&I efforts to the next level.

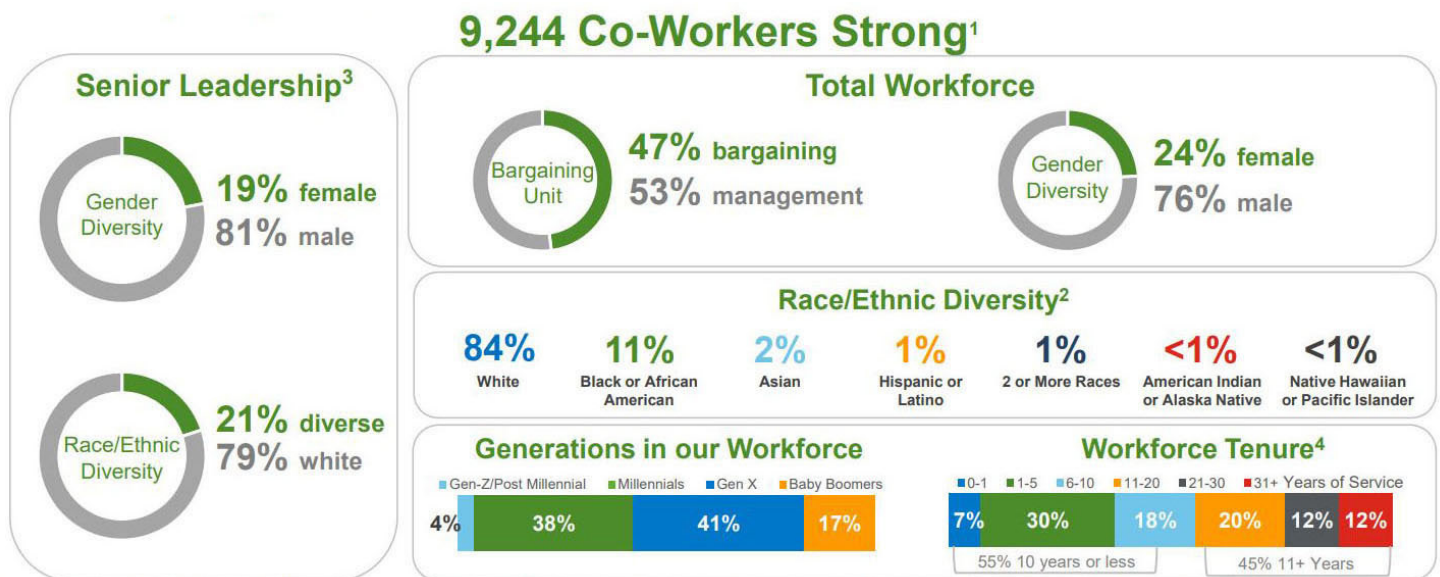


# Workforce Strategy

Ameren has ambitious goals that will require unprecedented innovation. Critical to our success is attracting a team that embraces the opportunity to solve future challenges and is steadfast in its pursuit of excellence. Our workforce strategy is designed with flexibility in mind to cultivate an engaged, diverse and innovative team of people who live our values, enhance our culture and deliver on our mission.

## Our Workforce at a Glance

### Diversity Strengthens Us



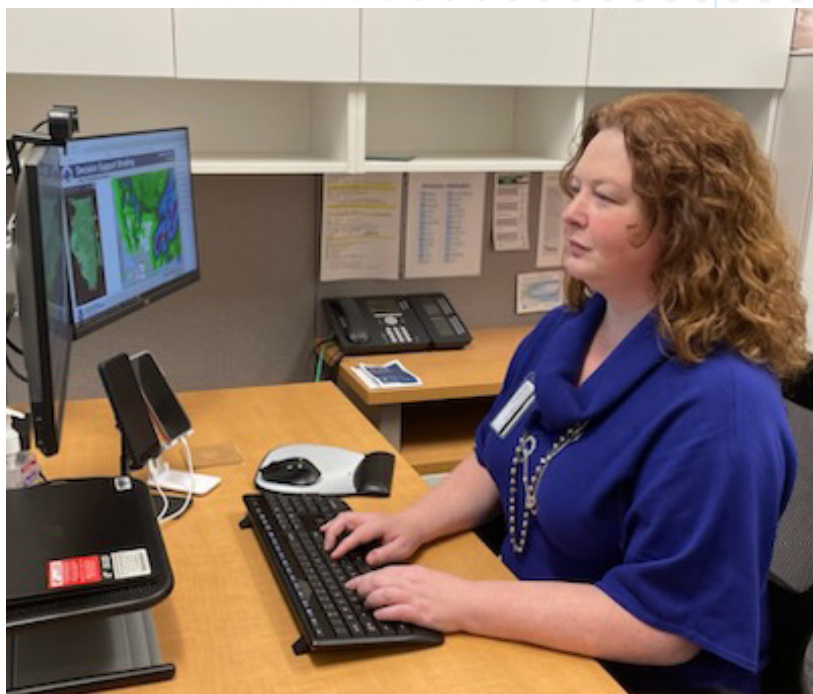
<sup>1</sup>Data as of Dec 31, 2022. Ameren's 2021 EEO-1 Report Summary available at [amereninvestors.com](https://www.amereninvestors.com). Ameren's 2022 EEO-1 Report Summary expected to be available in May. <sup>2</sup>Consistent with race and ethnicity designation as defined by the Equal Employment Opportunity Commission. <sup>3</sup>Senior Leadership includes 48 company officers. <sup>4</sup>Total Workforce Tenure only adds up to 99% due to whole numbers being reported.

## Increasing Diversity of the Leadership Pipeline

Ameren's leaders play a critical role in setting and executing Ameren's strategic initiatives, modeling our values and culture, and engaging and enabling the workforce. As such, we seek to maintain a strong, diverse leadership team, identifying individual potential leadership talent and developing leaders through job rotations, work experiences, and leadership development programs. In addition to the programs and experiences we offer within Ameren, we partner with external development programs that provide strong community connections for leaders.

*"I jumped at the opportunity to participate in the Leadership Illinois Program that brought together leaders from across the state in a wide variety of fields and roles. From the first in-person session, our group became very tight-knit. It was the kind of team that made you feel like you were sitting up taller and made you proud of who you are. It didn't matter where you came from, it was an automatic clicking of persons and minds. I brought back this same sense of collaboration and belonging to my teams and will be working to cultivate face-to-face experiences this year, borrowing from the best practices I learned during my time in the program."*

— **Autumn R. Kamnick**  
Director, Gas Control and Dispatch



When hiring external leadership talent, we strive for candidate slate diversity. In 2018, Ameren introduced the Diverse Leadership Slates metric to help measure progress, and in 2021 and going forward, we included the metric on our corporate scorecard to ensure accountability. In 2018, 58% of Ameren's candidate slates for leadership positions included diverse candidates, with performance increasing steadily each year. In 2022, over 80% of our leadership position candidate slates included diverse candidates.

### LEADERSHIP LAUNCH

(Individual Contributors Preparing for Leadership)

**59%** FEMALE

**32%** RACIALLY/ETHNICALLY DIVERSE

### LEADERSHIP DEVELOPMENT CHALLENGE

(Manager Level Preparing for Next Level Leadership)

**54%** FEMALE

**25%** RACIALLY/ETHNICALLY DIVERSE

### EXECUTIVE DEVELOPMENT PROGRAMS

(Directors Preparing for Next Level Leadership)

**50%** FEMALE

**11%** RACIALLY/ETHNICALLY DIVERSE



## Meeting Talent Needs Today and Tomorrow

Ameren is committed to creating a diverse pipeline of talent ready to deliver for our customers today and into the future. Senior leaders across Ameren collaborate to develop and execute a workforce strategy that enables operational excellence and continuous improvement. Our programs and partnerships provide numerous pathways to join the Ameren team, enhancing diverse perspectives and experiences within our workforce.

Ameren's Early Career Pipeline programs, including Collegiate, Early Career Rotation, Skilled Craft Education, and Skilled Craft Trainee, provide opportunities for talent to begin a career with staying power in an industry that is evolving to meet future energy needs.



### 2022 Early Career Pipeline Programs

#### STEM/PROFESSIONAL

(Collegiate Intern/Co-Op & Early Career Rotation Programs)

**31%** FEMALE

**30%** RACIALLY/ETHNICALLY DIVERSE

#### SKILLED CRAFT

(Skilled Craft Education Program)

**13%** FEMALE

**39%** RACIALLY/ETHNICALLY DIVERSE





## Hiring Our Heroes...



*Alexander Thomson*



*Rickey Turner*

Mid-career Pipeline programs and partnerships, such as Bright Return and Hiring Our Heroes, offer opportunities to return to the workforce for experienced professionals who have taken voluntary career breaks, as well as veterans who are ready to transition from military service to serving our customers. Through the Building Union Diversity (BUD) Job Readiness Program, underrepresented or underemployed experienced individuals have access to a five-week comprehensive introduction to construction careers and relevant national skills certification training.

### 2022 Mid-Career Pipeline Programs

#### STEM/PROFESSIONAL

(Hiring Our Heroes, Bright Return)

**43%** FEMALE

**57%** RACIALLY/ETHNICALLY DIVERSE

#### SKILLED CRAFT

(Building Union Diversity)

**27%** FEMALE

**79%** RACIALLY/ETHNICALLY DIVERSE

Ameren actively develops partnerships with colleges, including Historically Black Colleges and Universities (HBCUs), trade schools, secondary institutions and employability-focused organizations. Through these partnerships, we increase our focus and connection with underrepresented talent in the areas of skilled craft, engineering and STEM disciplines, helping to build a strong diverse pipeline ready to meet current and future business needs.

Leveraging partnerships and attracting diverse talent is not limited to Ameren's Human Resources Team, but a responsibility shared by leaders across the company. Through a partnership with [Access Point](#) and Daugherty Business Solutions, Ameren's Digital team is connected to school districts, higher education institutions, and corporate alliances focused on providing access to education, mentorship, financial support, and long-term careers in technology. This partnership is uniquely designed to help remove barriers and drive life-changing opportunities for young people, specifically those from underrepresented groups.





In addition to developing talent pipelines, Ameren is committed to developing our talent across the organization. Ameren has a variety of formal and informal mechanisms for learning and development built around Ameren's core competencies, culture and strategy. We also focus on ensuring that each co-worker has the opportunity to participate in formal and informal mentoring and connection opportunities. Connecting with co-workers is vital to growth and development, strengthening business acumen and expanding networks across functions, levels and locations.



# Learning and Development

Ameren creates and participates in various learning and development programs and opportunities that demonstrate our commitment to DE&I.



## McKinsey Black Leadership Academy

Since its inception in 2021, over 100 Ameren co-workers have completed McKinsey's Black Leadership Academy. The academy helps organizations improve the talent pipeline and equip Black leaders with the network, capabilities, mindsets, and skills needed to achieve their professional aspirations. In 2022, we developed and piloted our own Leadership Academy in Action program, which gave McKinsey graduates the opportunity to work on cross-functional teams to propose solutions for several prioritized DE&I issues. More than 30 graduates representing all of Ameren's business segments participated, resulting in four proposals being accepted by Ameren's Executive Leadership Team:

1. Relaunching "Ameren Empowering UI!", a community program designed to equip our most vulnerable customers with essential services and support.
2. Enhancing our mid-career referral program.
3. Rebranding and reintroducing Ameren's Dollars for Doers program, which converts co-worker volunteer hours into dollars for area 501(c)(3) organizations.
4. Designing strategies to make Ameren an even more inclusive place for all co-workers.

In addition to the Black Leadership Academy, Ameren also sponsors co-worker participation in McKinsey's Hispanic Leadership Academy and the Asian Leadership Academy, as well as their Executive Leadership Program. McKinsey's Black Executive Leadership program hones the skills needed to drive transformational change in organizations — skills that have been identified through decades of McKinsey executive-level research. Through plenaries and group-based discussions, program participants strengthen and develop the skills, behaviors, and mindsets needed to communicate aspirations and build the connections to achieve them. Ameren is proud to have sponsored three co-workers in their completion of the Black Executive Leadership program. Learn more at [McKinsey & Company](#).

**900+** ORGANIZATIONS PARTICIPATING

**50,000+** PARTICIPANTS ENROLLED

**15** INDUSTRIES REPRESENTED



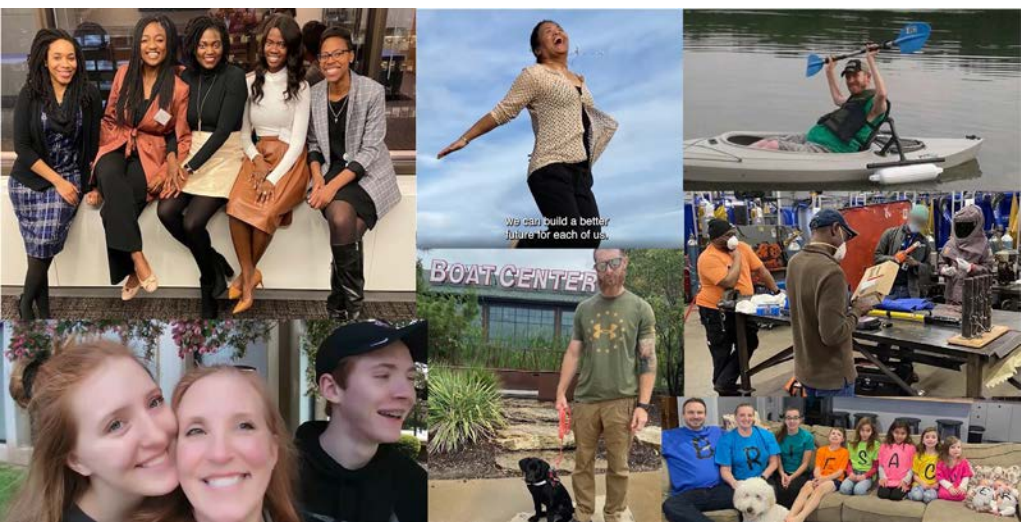
## Management Leadership for Tomorrow

2022 marked Ameren's first full year as a participant in Management Leadership for Tomorrow's (MLT) Black Equity at Work certification program, a first-of-its-kind, comprehensive standard for employers committed to achieving Black equity. The three-year program is designed to equip companies with plans to increase equity across five different pillars and provides participating companies

with the roadmap, support and recognition necessary to pursue Black equity with the same rigor applied to other key business priorities. Our commitment to excellence, accountability and action is always at a high level, which is why we are actively pursuing this certification. This collaborative partnership will help us progress toward our equity and inclusion goals and ensure we remain a DE&I leader. To learn more, go to [mlt.org](https://mlt.org).

## Implicit Bias Training

As part of our ongoing efforts to build DE&I into the fabric of our culture and enhance the skills of our leaders, 84% of Ameren's Leadership Team members (in addition to 72% of the Senior Leadership Team completing it in 2021) engaged in a new, exclusive DE&I learning opportunity entitled "The Neuroscience of Accurate & Fair Decision Making." The purpose of this three-hour workshop was to help leaders focus on decision making and execution from a DE&I perspective, further demonstrating Ameren's commitment not only to our core values but also to our DE&I mission: We drive a culture of inclusion and power the quality of life by eliminating barriers to people achieving excellence.



## StoryCasts & Discussions Across Differences

Ameren offers a quarterly, interactive training series which includes videos and discussion guides to help increase comfort levels with initiating and participating in meaningful discussions related to DE&I. They are designed to help individuals embrace empathy and promote equity and inclusion across Ameren (StoryCasts) and in our communities (Discussions Across Differences).

Our 2022 series featured co-workers engaging in courageous conversations where they recounted some of their most challenging life experiences and shared how having a DE&I mindset helped them navigate through those challenges. In the process, they helped others do the same.

Co-workers are required to complete three StoryCasts each year. The public is invited to visit [Diversity Discussions](#) to engage in Discussions Across Differences.

**12,298 VIEWS** STORYCASTS

**830 VIEWS** DISCUSSIONS ACROSS DIFFERENCES



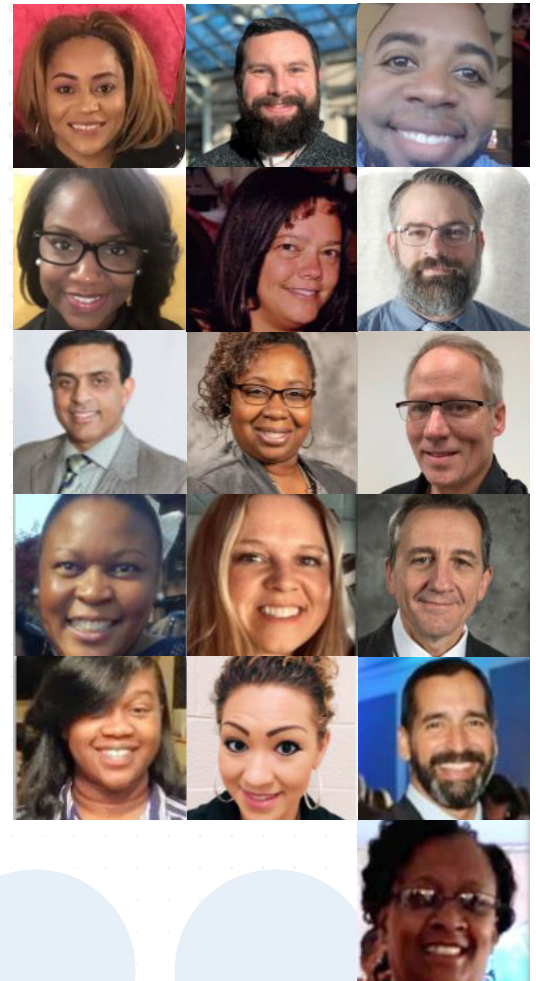
## Ameren Leaders Academy

The DE&I Leaders Academy is a best-in-class program that brings together internal experiences and external learnings from Gartner to develop corporate DE&I leaders. Participants practice concepts and tools that support Ameren's competencies and reinforce Ameren's values to become effective leaders. In 2022, training was added for all Ameren people leaders, which includes six learning sessions facilitated by Ameren's Employee Resource Groups.

## DE&I Leadership Summit

Ameren and community leaders came together to explore The Courage to Evolve and Grow at the 2022 DE&I Leadership Summit. Messages of hope and inspiration were shared by local and national leaders and innovators in business, sports and entertainment. Tim Ryan, Chairman and Senior Partner, PwC, shared why he started CEO Action for Diversity and Inclusion, and how we can advance diversity and inclusion best practices in our workforce and communities. Kameale Terry, CEO, ChargerHelp!, whose platform analyzes solutions to EV charger downtime, discussed equity in innovation and how we can harness energy to be a positive force for opportunity and inclusion, and Lori White, Founder & Principal Consultant, Both-And Consulting LLC, addressed evolving and growing with empathy. Approximately 450 Ameren and community courage leaders attended. To see the videos, visit [Ameren.com/Diversity/Leadership Summit](https://Ameren.com/Diversity/LeadershipSummit).

The 2022 Summit also served as Ameren's Day of Understanding, part of the CEO Action for Diversity and Inclusion's CEO Commitment pledge, the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.



*"I love the energy, I love all the messages we've been hearing all morning, I love the speakers and the messages of empowerment – don't give up on your goals, and be your best."*

**— Leadership Summit Attendee**

## AMEREN'S DIVERSITY, EQUITY & INCLUSION LEADERSHIP SUMMIT TUESDAY, OCTOBER 4, 2022



**Marty Lyons**  
President and CEO  
Ameren Corporation

**Gwen Mizell**  
Chief Sustainability,  
Diversity, and  
Philanthropy Officer  
Ameren Corporation

**Lorie White**  
Founder & Principal  
Consultant, Both-And  
Consulting, LLC

**Khalia Collier**  
Owner of the St. Louis  
Surge and Vice President  
of Community Relations  
at St. Louis CITY SC

**Tim Ryan**  
US Chair and Senior  
Partner, PwC

**Kameale C. Terry**  
CEO of ChargerHelp!

**Rene Knott**  
Co-Author of Today in  
St. Louis on  
5 On Your Side

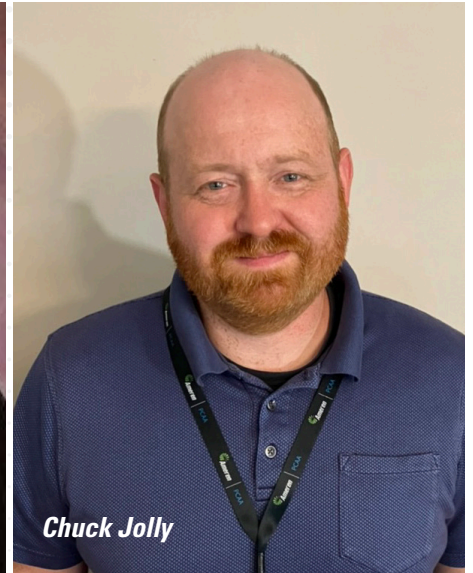
Three Ameren team members were honored as Unsung Heroes at the 2022 Diversity, Equity & Inclusion Leadership Summit. These individuals were recognized by their peers for going the extra mile to help others quickly, quietly and without recognition or reward.



**Leroy Robinson**



**Donna Alexander**



**Chuck Jolly**

*"Leroy has always gone above and beyond helping people. He will not just point a finger – he will take you there."*

— **Nicole Betts**  
Building Service Mechanic

*"Donna always reminds us that how you treat people matters, and to treat everyone with respect."*

— **Betsey Evans**  
Manager,  
Government Relations

*"He wants to help people, but he doesn't want recognition. He swoops in under cover of darkness, does his good deeds, and disappears."*

— **Amir Lilienthal**  
Supervisor, Relay Test



# Partnerships

At Ameren, we recognize that cultivating diverse business relationships is a catalyst to our success. We have built a top-tier program through the work of dedicated professionals who identify qualified diverse-owned business enterprises with whom Ameren can do business. As a result of our efforts, we increased the amount of business that we direct to diverse suppliers in key areas of our supply chain, including sourcing, materials management, warehousing, logistics, and procurement. For more, visit our [Supplier Diversity website](#).

## Ameren's Supplier Diversity Professionals



*Byron Witherspoon*

*Anjanette Brooks*

*Emeka Jackson-Hicks*

*Vladimir Monroe*

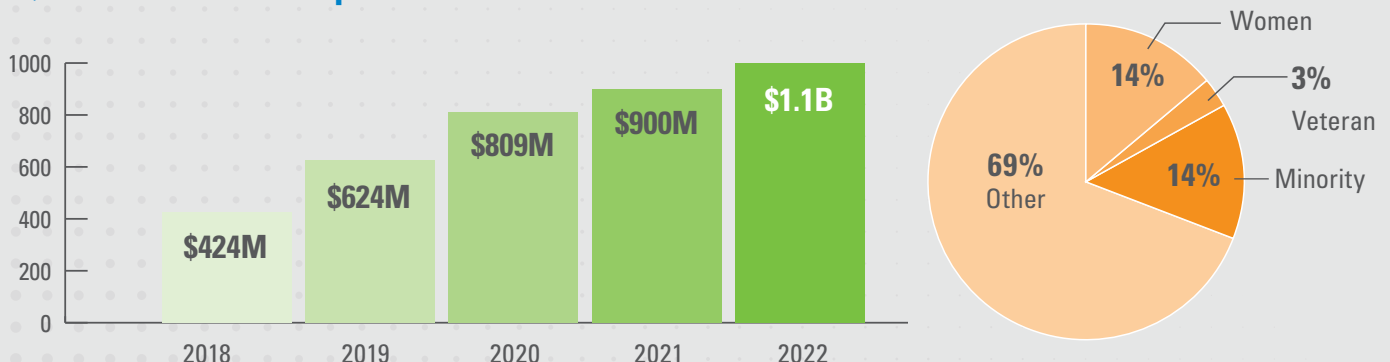
*Veronica Walton*

## Diverse Supplier Spend

As a major purchaser of materials and services, Ameren plays a significant role in the growth and development of diverse suppliers and professional service providers. We continue to demonstrate our commitment to engaging with diverse-owned companies and expanding opportunities for them to provide goods and services to our company. In 2022, Ameren spent ~\$1.1 B with diverse suppliers, a 22% increase over 2021, which represents 31.4% of overall spend.

Ameren spent \$708M with more than 300 certified diverse suppliers located in Missouri and Illinois, and \$388M was spent with diverse suppliers located in all other states. As an anchor institution within our communities, we believe it is critical to award work to diverse companies located in Missouri and Illinois.

### \$1.1B Total Diverse Spend



## Diverse Supplier Spotlights



**Kenny Tubby**

President & CEO,  
Choctaw-Kaul Distribution  
Company

### ***Choctaw-Kaul Distribution Company***

It takes vision to believe that you can create a homemade knitted glove and then launch a small glove and safety company that would evolve into one of America's largest material distributors, but that is exactly the type of entrepreneurial vision that drives Kenny Tubby. Mr. Tubby is President and CEO of Choctaw-Kaul (CK), a Native American-owned business enterprise that serves as a prime supplier to Ford and other companies in the automotive and utility industries.

Since 2017, CK has been a trusted partner to Ameren, providing utility products such as connectors, hand tools and power tools. In addition, CK has also helped to upgrade and standardize Ameren's safety supplies, providing lighter, more flexible rainwear, pandemic PPE, and arc rated fall protection to help maximize the safety of our co-workers.

Choctaw-Kaul's economic impact in Illinois is clear. As a result of their Ameren contract, they have created more local jobs in Bloomington, Illinois, upgraded their digital infrastructure, and fostered reinvestment, volunteerism and charitable giving in and around Bloomington.



**Stephanie Hickman**

CEO, Trice Construction  
Company

### ***Trice Construction Company***

Starting a business is challenging even under ideal circumstances. It's another thing entirely to build a successful business in the face of structural inequality. But that's exactly what four Chicago brothers did in 1967 when they founded Trice Construction. "They were young Black men with growing families, starting a business at the height of the civil rights movement," says Stephanie Hickman, daughter of one of the founders and CEO of Trice Construction. "Imagine the audacity!"

For 40 years, Trice focused on residential construction. Stephanie, meanwhile, became a corporate attorney and was doing work for a utility company when her uncles retired in 2007. After a career as a labor attorney, utility executive and lobbyist, Stephanie left Corporate America in 2006 to acquire the construction company her family started in 1967. Since the acquisition, she has led its transformation from a small residential construction company to an award-winning, utility infrastructure contractor serving Fortune 500 corporations, top 100 general and infrastructure contractors and major public entities. Hickman has combined her leadership skills with a team of seasoned operations professionals to position the company for continued exponential growth and success.

Hickman's leadership acumen is illustrated by Trice's accomplishments, including becoming the first African American woman-owned construction firm awarded prime and multi-year contracts with companies such as Ameren, ComEd/Exelon, Nicor Gas, Peoples Gas, and the Chicago Department of Transportation.

*"I've been fortunate to come in as a second-generation owner of the business. As an African American woman in construction and in utility construction I think being able to have the success that we've had despite the obstacles and challenges really establishes that it can be done. I'm not only extending my family's legacy but I'm making them proud in the process."*

**— Stephanie Hickman**

The company was ranked on the Fortune/Inner City 100 list of the fastest growing businesses for three consecutive years. Trice has earned numerous awards including 2018 Women's Business Enterprise of the Year for Chicago Women's Business Development Center, 2017 Minority Construction Firm of the Year from the U. S. Department of Commerce and the 2017 Urban Impact Award from the Initiative for a Competitive Inner City.

Trice is proud of its seven-year relationship with Ameren, having been sponsored by Ameren in the Growing an Established Diverse Business Program at the Amos Tuck School of Business at Dartmouth University. In the years ahead, they are committed to engaging community partnerships and expanding opportunities for economic impact in the communities that Ameren serves including St. Louis and the Metro East.

For more about Ameren's Supplier Diversity program and its partnership with Trice Construction Company, view the [video](#).

## Accelerator Stats

**11**  
**UNDER-  
REPRESENTED  
FOUNDERS**  
COMPANIES IN PORTFOLIO

**\$550,000**  
CAPITAL/GRANTS PROVIDED  
WITHIN PROGRAM

**37**  
JOBS CREATED



In addition to our ongoing commitment to growing and developing diverse suppliers, Ameren continues its rich history of cultivating existing and establishing new, long-term relationships with local, national and global business and professional organizations that promote racial equity in the workplace.

## UMSL DE&I Accelerator

Ameren has partnered with the University of Missouri-St. Louis (UMSL) to sponsor its Diversity, Equity & Inclusion Accelerator since its inception. The accelerator is a first-of-its-kind program that centers on underrepresented entrepreneurs and provides substantial startup support. With a mission to promote DE&I in the St. Louis startup ecosystem, UMSL's accelerator provides participants with a non-dilutive capital investment, a best-in-class business development program that facilitates access to networks and mentors, and university resources to support business needs. Now in its second year, Ameren's support of this program and these companies continues to stimulate equitable growth and job development throughout our region. In 2022, the accelerator selected five startups out of nearly 200 applications. To learn more, visit [UMSL DE&I Accelerator](#).

**\$872,000**  
FOLLOW ON FUNDING

**3**  
COMPANIES ACTIVELY  
RAISING NEW FUNDS

**6**  
PATENTS APPLIED  
**2**  
PATENTS GRANTED

**27**  
NEW PRODUCTS DEVELOPED





## CEO Action for Racial Equity

Ameren has actively engaged with CEO Action for Racial Equity, a business-led initiative that is part of the CEO Action for Diversity and Inclusion, since its launch in 2020. The organization was founded to drive positive change in Black communities throughout the U.S. following numerous incidents involving racial injustices, including the murder of George Floyd, that continue to draw widespread national and local attention.

New in 2022 is CEO Action's Business Diversity Solution, an initiative which focuses on the inclusion of Black suppliers in procurement activities. The goals of the Business Diversity Solution are to:

- Increase equity for Black suppliers across all services.
- Create more access to capital and networks for Black suppliers.
- Develop growth and scale opportunities for Black suppliers.
- Share resources and insights as well as implement leading practices for sourcing supplies from groups that are traditionally underrepresented or underserved in business.

For more about CEO Action, visit [ceoaction.com](https://ceoaction.com).

## Leadership Council for Legal Diversity

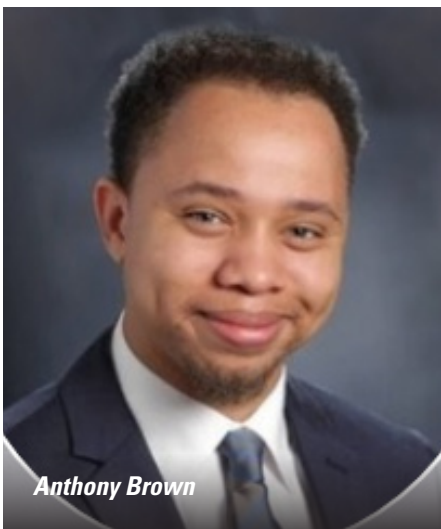
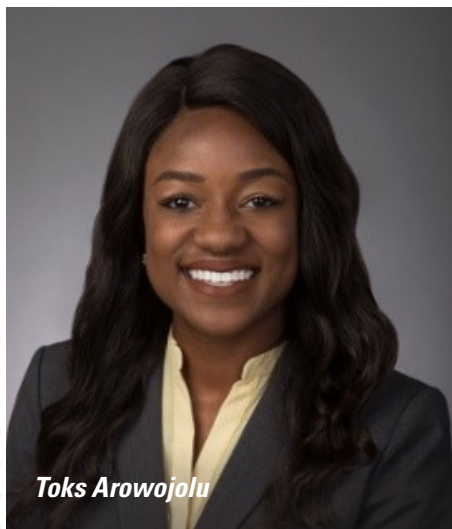
Ameren joined the Leadership Council on Legal Diversity (LCLD), an international organization that provides programming and development of diverse attorneys at various levels of their careers. The LCLD is made up of more than 400 corporate chief legal officers and law firm managing partners, working to build a more open and diverse legal profession. Three Ameren co-workers participated in LCLD's two development tracks: The Pathfinder Program and the Fellows Program.

With an emphasis on relationship-building and high-value, substantive programming, the LCLD Fellows are now a power network that spans the U.S. and beyond as each class adds hundreds of talented new voices calling for and working to create a more diverse, inclusive and equitable legal profession.

*"Our participation in the LCLD programming is an actionable way that we are leading on DE&I by continuing to develop and engage diverse talent within Ameren and also building a strong pipeline of diverse leaders in the legal profession."*

— **Chonda Nwamu**

Senior Vice President, General Counsel and Secretary





# We Deliver

Ameren's approach to Sustainability starts with our vision, Leading the Way to a Sustainable Energy Future. Checkpoints along our journey include being good stewards of the environment, ensuring positive social impact, maintaining good governance, and implementing comprehensive sustainable growth programs and initiatives. This journey ultimately leads to achieving our mission, To Power the Quality of Life.



# Sustainability Value Proposition

**Ameren's Environmental, Social and Governance (ESG) efforts are critical to its value of diversity, equity and inclusion. Our goal is to build a more inclusive region where everyone can thrive.**

Ameren continues to make significant progress on the transformational changes necessary to reach net-zero carbon emissions while safeguarding affordability and long-term energy reliability and resiliency. In June, Ameren accelerated what was already the most aggressive clean energy goal in the company's history. Our science-based, well-thought-out transition plan now lays a path to reach net-zero carbon emissions by 2045, moving up our previous goal by five years. We're also now targeting a 60% reduction in carbon emissions by 2030 and an 85% carbon emissions reduction by 2040, based on 2005 levels, reflecting increased reductions over prior levels.

To achieve our emissions reduction goals, we are adding significant amounts of additional clean energy resources. Beyond emissions, we're working on building a legacy of environmental stewardship and evolving how we integrate environmental management practices into our operations and business strategy. This includes operating to reduce waste and preserve natural resources, which is discussed in more detail at [Ameren.com/Sustainability](https://www.ameren.com/Sustainability). We also posted our first environmental justice principles, which provide examples of how Ameren will demonstrate its commitment in this area and remain consistent with our core values.

## Social Impact

Social impact is an important component of Ameren's sustainability strategy. We place people at the center of everything we do by supporting our customers, empowering our co-workers and enabling more sustainable communities. These overarching principles help us determine the actions we need to take to help us achieve our sustainability objectives.

We strive to achieve a sustainable, equitable energy future for all, including our neighbors in historically underprivileged and underserved communities. Actively and consistently listening to the voice of our customers and the communities we serve is an integral part of our clean and equitable energy transition. In 2022, we established the Ameren Community Voices Advisory Board (CVAB) to help. The CVAB, comprised of a diverse group of community leaders selected to share community perspectives on relevant utility issues, assists Ameren to further understand the priorities and interests of their constituents.

*"The bottom line is when we think about social impact, we want to be socially responsible and economically impactful. We ask ourselves, how can we positively impact our customers, communities and co-workers?"*

— **Warner Baxter**  
Executive Chairman



## Ameren Delivered Value to Customers in 2022 while Focused on Safety

**Ranked top quartile** in **RELIABILITY**



**Ranked top quartile** for **OVERALL RESIDENTIAL CUSTOMER SATISFACTION** in the Midwest for three consecutive years\*



Ameren Missouri **ranked #1** in **BUSINESS CUSTOMER SATISFACTION** among peers in the Midwest



\* As measured by J.D. Power Residential Electric Customer Satisfaction Index. Represents average residential score rankings of Ameren Missouri and Ameren Illinois at year-end within the Midwest Large Segment.

We are also supporting policy action through our involvement with professional organizations like the American Association of Blacks in Energy (AABE). Gwen Mizell, Ameren's Chief Sustainability, Diversity & Philanthropy Officer, is an active member of AABE and serves as Second Vice Chair of its Board of Directors. AABE engages in discussions on environmental and energy policies that impact people of color.

Ameren's commitment to ensuring positive social impact is further evidenced through our energy assistance and energy efficiency programs. In addition to assisting our customers with a growing number of Ameren-sponsored programs and resources, we partner with external organizations to connect qualifying customers to programs that provide funding at the state and federal levels.

*"AABE is one of the most impactful organizations in our industry for making sure black and brown people have a seat at the table."*

— **Gwen Mizell**

### Energy Assistance

Ameren is committed to helping customers in their time of need. We recognize that financial challenges can happen to anyone at any time, which is why we have programs in Missouri and Illinois that continue to broaden our reach and increase our investments in energy assistance programs.



*"I had to reach out and just let you know what Ameren and the good folks behind the company have and are currently doing for my family and I through these seemingly difficult times for most Americans... People do care, and you've restored my faith in not just people, but also the good folks that keep my lights on. I am blessed, thank you so much. Lives have changed because of you."*

— Ameren Illinois Customer

Assistance programs were developed to help those who do not typically meet income qualifications for existing state and federally funded grants, active military members and disabled veterans, small businesses, and nonprofit organizations. Since 2021, Ameren Missouri has increased support for our most vulnerable customers by more than 50%, pledging \$49 million in energy assistance and impacting close to 149,000 customers.

In response to the steep increase in energy supply prices, Ameren Illinois donated \$750,000 to nonprofit organizations that helped residential customers with bill payment assistance and home weatherization programs. In addition, \$1 million was allocated to assist impacted residential and commercial customers. Many of those dollars went directly toward assisting its most vulnerable populations, including seniors, people with disabilities, and income-qualified customers. Overall, in 2022 and through a multitude of internal and external energy assistance programs, Ameren Illinois provided bill credits to approximately 143,000 customers, totaling \$121.4 million.

For more, visit [Ameren.com/energy assistance](https://www.ameren.com/energy-assistance).

## Energy Assistance Dollars & Impact

**\$170M** DOLLARS

**292,000** CUSTOMERS IMPACTED

*"Our sincerest appreciation for the one-time credit that will be applied to our electric account. This gift will offset our ever-increasing utility costs and is a welcome relief as the congregation strives to provide services to its parishioners and the community. Our best wishes to you."*

— The Vestry of St. John's Episcopal Church



## Energy Efficiency

Through our energy efficiency programs in Missouri and Illinois, Ameren strives to make a meaningful difference in the lives and businesses of our customers. These programs not only put money back into customers' pockets but they also impact the local economy and culture through community-focused energy savings efforts.

For 10+ years, more than \$3 billion in net benefits have been provided through numerous programs designed to help residential, business and income-eligible customers save energy and lower their energy bills. Since 2013, income-eligible customers in Missouri have received \$13 million in incentives and will save more than \$40 million on their energy bills over the lifetime of these energy-efficient upgrades.

*"We're committed to helping customers find ways to improve comfort, manage usage and reduce costs."*

**— Tony Lozano**  
Director, Energy Solutions

## Energy Efficiency Program Spotlight: The Market Development Initiative

The Market Development Initiative (MDI) was established in 2018 as part of the Energy Efficiency Program to closely integrate with both the Business and Residential teams on day-to-day operations to further the equitable delivery of energy efficiency resources to Ameren Illinois customers. This includes identifying more project opportunities, removing barriers to customer participation and creating a streamlined process for customers' participation in the Energy Efficiency Program.



### The goals of the MDI are to:

1. Engage customers who have not previously benefited from energy efficiency.
2. Increase the number of energy efficiency jobs available to local and diverse candidates.
3. Support new or growing energy efficiency businesses.

The mission of MDI is not only to meet key metrics but to transform how the Energy Efficiency Program operates in every area. This includes establishing meaningful partnerships with community-based organizations, supplier diversity programs, and workforce development.

*"Historically, we have not reached those who may need weatherization and energy efficiency support most. Because of this, we established the Market Development Initiative (MDI) in 2018 to ensure each and every Ameren Illinois customer has access to these resources. In the MDI, we partner with community organizations to provide energy efficiency in an equitable manner to the communities we serve."*

**— Kristol Simms**  
VP, Clean Energy Transition, Economic, Community, and Business Development

## MDI At-A-Glance



FUNDED

**64**  
internships

with small  
businesses  
and nonprofits

ENGAGED OVER

**240,000**  
customers



PARTNERED WITH

**117**  
community-based  
organizations



FUNDED

**88**  
scholarships

across six  
community  
colleges

SERVED

**41**  
job seekers

through a  
workforce  
development pilot



SPONSORED

**32**  
contractors

through boot camp and  
incubator programs

SPENT OVER

**\$72,141,000**  
with diverse-owned  
businesses

Learn more about [MDI](#) and all of  
Ameren's energy efficiency programs at  
[AmerenMissouriSavings.com](#) and  
[AmerenIllinoisSavings.com](#).

## Accessibility Statement

*As part of our core values, Ameren is dedicated to ensuring accessibility to the content functionality of our co-workers and our customers regardless of their ability or technology:*

Ameren is committed to keeping the lights on and the gas flowing – 24 hours a day, 365 days a year. As part of our core values, we are equally dedicated to ensuring accessibility to the content and functionality on our website for all users.

Our ongoing accessibility efforts aim to remove barriers to information in compliance with Web Content Accessibility Guidelines (WCAG) version 2.1, level AA criteria. These guidelines ensure that digital content is accessible to all, regardless of disability or impairment.

It is our goal to make our website as accessible as possible. We welcome any and all comments or suggestions that will help us as we work toward that objective.

















## Governance

Ameren's sustainability efforts are overseen by structured organizations which ensure accountability at both the board and management levels. These efforts are part of a strong overall governance framework that is aligned with ESG matters.

Ameren's board of directors is diverse in experience, expertise, ethnicity, gender and generation, and is 57% diverse based on gender, race and ethnicity.

### Diverse, Highly Skilled Board of Directors

														
Qualifications and Experience	Warner L. Baxter	Cynthia J. Brinkley	Catherine S. Brune	J. Edward Coleman	Ward H. Dickson	Noelle K. Eder	Ellen M. Fitzsimmons	Rafael Flores	Richard J. Harshman	Craig S. Ivey	James C. Johnson	Steven H. Lipstein	Martin J. Lyons Jr.	Leo S. Mackay Jr.
Board Tenure <sup>1</sup>	8	3	11	7	4	4	13	7	9	4	17	12	1	2
Age <sup>1</sup>	60	62	68	70	59	52	61	66	64	59	69	66	55	60
Active Executive	•				•	•	•						•	•
Customer Relations or Consumer Orientation Experience	•	•	•	•		•			•	•		•	•	
Cyber / IT/ Digital			•	•	•	•							•	
Diversity (Gender) Male	•			•	•			•	•	•	•	•	•	•
Female		•	•			•	•							
Diversity (Race/ Ethnicity) White	•	•	•	•	•	•	•		•			•	•	
Hispanic or Latino								•						
Black or African American (United States)										•	•			•
Environmental / Sustainability	•	•		•	•		•	•	•	•		•	•	•
Financial or Banking Experience	•		•	•	•	•	•		•		•	•	•	•
Legal Experience							•				•			
Nuclear Experience	•							•					•	
Operations Experience	•	•	•	•	•	•		•	•	•		•	•	•
Serves on Other Public Boards	•	•							•		•			•
Utilities / Regulatory / Governmental Experience	•	•	•	•	•	•	•	•	•	•	•	•	•	•

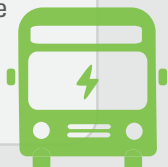


## Sustainable Growth

Ameren's commitment to delivering superior and sustainable long-term value to our customers, the communities we serve, and our shareholders in an environmentally responsible manner is unwavering. We expect to invest \$19.7 billion in energy infrastructure from 2023 to 2027 for the benefit of our customers, including a safer, more reliable, resilient, and clean energy grid. We expect these investments to be the foundation for 6% to 8% earnings growth through 2027.

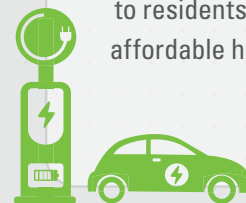
Along with other initiatives, electrification has and will continue to be a major factor in Ameren's future growth. Our electrification efforts are designed to ensure that all customers and communities can participate in an electrified economy. With this focus, we've implemented programs for mass transit, school buses, and special programs to serve disadvantaged populations.

Buildout of the underlying infrastructure to support **electrifying 18 mass transit buses** now serving customers on some of the busiest routes in the **CITY OF ST. LOUIS.**



The **ST. LOUIS VEHICLE ELECTRIFICATION RIDES FOR SENIORS (SILVERS) PROGRAM** affords social service agencies the **ability to use EVs** to provide non-emergency rides to elders and distribute food to homebound seniors.

The **AFFORDABLE MOBILITY PLATFORM (AMP) PROGRAM** provides **electric vehicles and EV charging stations** to residents and staff of affordable housing sites.



Visit our website to learn more about [Ameren's Sustainability approach](#) and efforts.

### Ameren Missouri Neighborhood Solar Program

Proud to invest **\$14M** at six solar carport projects in diverse and disadvantaged communities, providing:

- **NEW GRID-CONNECTED SOLAR** throughout service territory.
- **SOLAR EDUCATION** tours, diverse workforce development, and union solar career paths.
- **A COMMUNITY AMENITY** and investment in small-scale, neighborhood-focused locations.





## Ameren Illinois Solar Energy Center Pilot Project

Proud to invest approximately **\$11M** within the East St. Louis Equity Eligible Community area.

- **DIVERSE CONSTRUCTION SPEND OF 24.4%** on the total project cost.
- Conducted outreach to **COMMUNITY-BASED ORGANIZATIONS** to identify and recruit diverse individuals within the Equity Eligible Community area.
- Demonstration area will provide **PRACTICAL INSTRUCTION ON DESIGN AND CONSTRUCTION** of renewable energy projects.
- Total project construction resources included **17.1% PARTICIPATION** by Equity Eligible Community resources.





# We Care

We care about the co-workers who devote their time and talents to our mission as well as the communities we serve. Our success as a company is tied to the success of our co-workers and communities.



# Caring for Our Co-workers

We strive to build a team that reflects the communities we serve, and to continuously improve our efforts to be more inclusive, empathetic and understanding.

## New Benefits

Equity is a critical component of our strategy to help ensure we make benefits and opportunities accessible to all employees. In 2022, Ameren announced three new benefits for management co-workers. These new paid leave options are designed to help support our employees and their families when they need it most.

The Maternity and Parental Leave Program combines existing benefits in our updated Medical and Illness Leave Policy with a new **Parental Bonding Leave Policy** to provide enhanced support for co-workers who are adding to their family through birth or adoption. **The Family Caregiver Leave Policy** recognizes that caring for family members is a top priority that looks different depending on individual circumstances and stages of life. This new policy enhances flexibility, allowing employees to use a portion of their available medical and illness leave to care for family members. **Juneteenth**, which became a U.S. federal holiday in June 2021, was added as a 12th paid holiday for management co-workers. Juneteenth National Independence Day will provide an opportunity to celebrate the historic African American emancipation and achievements made throughout history. This aligns with our commitment to, and value of, diversity, equity and inclusion.



## Focused Listening

Ameren's Listening Strategy continued to expand in 2022, evolving from the traditional single annual comprehensive employee survey to two shorter engagement surveys that capture feedback on organizational culture, moments that matter in their careers, and the day-to-day experience. Through enhanced feedback channels, we are learning more about our strengths and opportunities to support our Ameren team, increasing our leaders' abilities to be agile and responsive to needs and feedback.

## Inclusion Cruiser

The Inclusion Cruiser, Ameren's mobile training vehicle, is an interactive and educational experience available for use at company and community-facing events. The cruiser relaunched its event schedule in 2022 with enhancements such as an interactive game to help participants understand why DE&I is important in driving innovation at Ameren. The Inclusion Cruiser visited 10 Ameren locations that collectively hosted hundreds of co-workers. Since its rollout in July 2016, the Inclusion Cruiser has traveled nearly 13,000 miles, making almost 65 trips across Illinois, Iowa, and Missouri.

**2022 ENGAGEMENT SCORE – 75**  
**National average = 74%**

**AREAS OF STRENGTH:**  
**Ameren's safety culture and supervisor feedback to direct reports.**

**A NEW STRENGTH IDENTIFIED IN 2022:**  
**Co-worker feeling of acceptance.**





## Employee Resource Groups

Employee Resource Groups (ERGs) provide a forum for discussion and exploration of cultural differences, an avenue to help welcome new co-workers, opportunities to develop professional skills, expand networks, participate in community outreach and assist Ameren in reaching business goals. Over 1,300 co-workers are active members of Ameren's ERGs.

In 2022, these ERGs hosted nearly 30 lunch-and-learn sessions along with a host of forums, support groups, and networking events. ERGs focused on innovative and creative ways to accommodate both remote and in-person participants through learning and volunteerism activities.



Ameren's **Gay, Lesbian, Bi-Sexual, Transgender Employee & Allies Network (GLEAN)** reconnected with the community and each other at PrideFest. The St. Louis Pride Parade is one of the biggest parades in St. Louis.



The **Women Influencing Success in Energy (WISE)** employee resource group hosted its 10th annual Get into Energy Women's Career Day in partnership with the Girl Scouts of Eastern Missouri. Since 2013, more than 300 young women have participated in WISE's career day.



Ameren's **Powering Connections for All Abilities (PCAA)** employee resource group members participated in the Starkloff Disability Institute's Dream Big Day Camp. Ameren is a proud sponsor of Dream Big, an organization which strives to empower youth with disabilities who are college or technical school bound to dream big about their future.

## AMVE

Ameren Military  
Veteran Employees

## ANME

Ameren Network  
of Multi-Cultural  
Employees

## AANA

African American  
Network at Ameren

## AFCN

Ameren Friendly  
Club Network

## AGILE

Ameren Group  
of Integrated  
Latino Employees

## HACHI

Honoring Asian Culture  
& Heritage Inclusively

## GLEAN

Gay, Lesbian, Bisexual,  
Transgender Employees  
& Allies Network

## MERG

Multi-Generational  
Employee Resource Group

## LEAP

Leading Emerging  
Ameren Professionals

## PCAA

Powering Connections  
for All Abilities

## SERG

Sustainability Employee  
Resource Group

## WISE

Women Influencing  
Success in Energy



## ConvERGING: Learning and Action

The ConvERGING: Learning and Action program returned for its second year, offering co-workers eight hours of paid time to engage in structured volunteer learning and action opportunities with philanthropic, nonprofit and community impact organizations.

In addition to the volunteer hours, Ameren's Charitable Trust awarded monetary grants to each of the program's partnering nonprofit and community impact organizations, totaling \$14,000.

### ConvERGING metrics

**750**

CO-WORKER  
PARTICIPANTS

**2,000**

LEARNING AND  
VOLUNTEER HOURS

**29**

PROGRAMMING  
HOURS

**\$14,000**

DONATED TO PARTNER  
ORGANIZATIONS



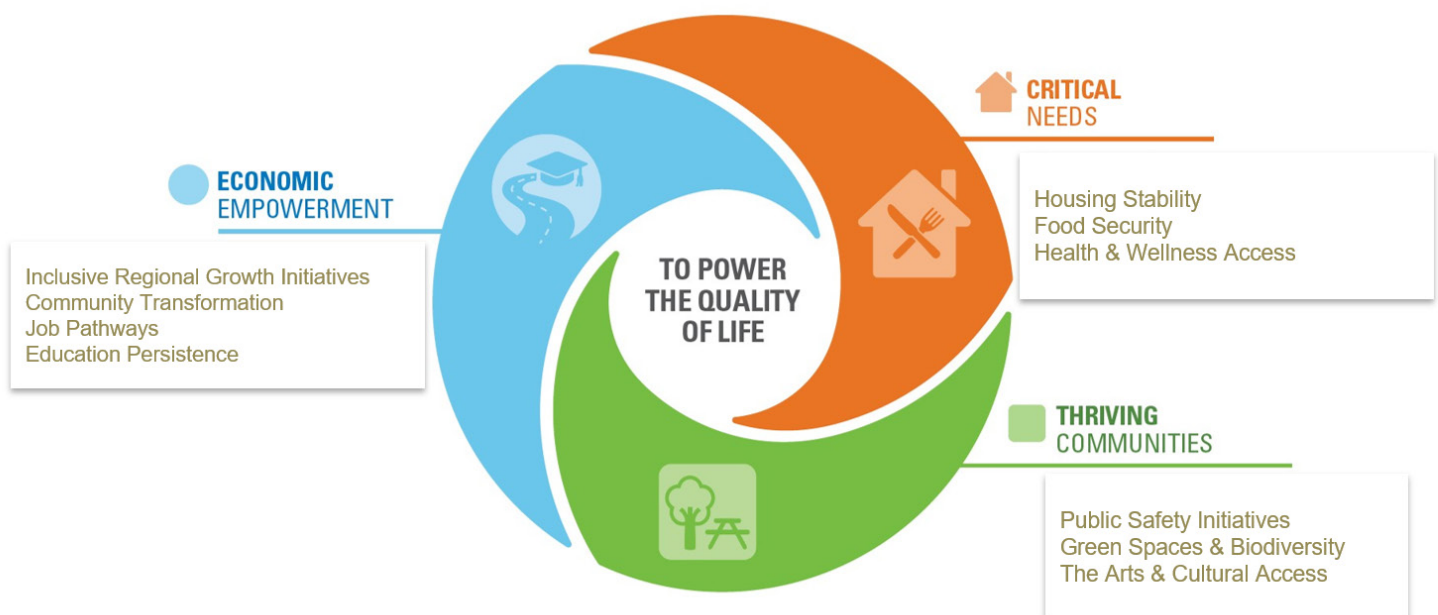
# Caring for Our Communities

We power the quality of life in the communities we serve, not only through the energy we provide but also through our engagement with and support of the communities and people we serve on their journey to embracing diversity, equity and inclusion.

## Philanthropy and Corporate Giving

At Ameren, we believe we are only as strong as the communities we serve. A large part of that strength comes from our continuing commitment to investing in nonprofits throughout our service territories that are having a positive impact on all of our customers. For 2022, we included nonmonetized giving that has contributed to our communities outside of direct philanthropy. These areas include energy assistance and energy efficiency. Ameren provided more than \$183 million in monetary and in-kind contributions to a variety of organizations that align with our philanthropic vision to build a region with thriving economic development, a skilled workforce, equitable education attainment, flourishing biodiversity, and access to health and wellness.

Ameren's purposeful philanthropy and community outreach involves our co-workers, leverages Ameren's business and service offerings, and aims to create lasting impacts for our customers. We create community impact through philanthropic contributions, volunteerism, leading community initiatives, and providing in-kind donations. As one of the region's largest employers, we take our corporate citizenship role seriously, as detailed in this graphic highlighting our AmerenCares focus areas.





## The Urban League of Metropolitan St. Louis

Ameren has been a longtime partner of the Urban League, and our company's continued support of this purposeful organization has positively impacted a variety of human services programs, which include support for children, families and seniors, as well as fostered meaningful partnerships that are helping to build our community and serves as a symbol of change for all we serve.

Over the years, Ameren has partnered with the Urban League to assist people in managing their energy bills to achieve greater economic self-sufficiency. We have been inspired by the way the Urban League has created resources and opportunities, as the company believes this work will transform economic development by empowering the community and creating a more equitable region. In early 2022, Ameren announced a \$500,000 commitment to the Urban League of Metropolitan St. Louis' Restoring Hope capital campaign. It will help establish a hub in North St. Louis for critical programs and services that will foster continual self-improvement, vibrant neighborhoods and equitable opportunities for all.

## Black Girls Do STEM

Black Girls Do STEM has received a grant from Ameren Missouri for expansion of its current efforts that provides programming to more than 90 Black girls across four cohorts where they learn about a variety of STEM careers, build confidence and participate in hands-on experiential learning. The program aims to empower, prepare and place high school students on the pathway to success. By partnering with Black Girls Do STEM, Ameren Missouri is working to ensure young women are aware of pathways to attain the education and background needed to secure technology-driven positions and helping to foster a more inclusive future that lifts our entire community to higher heights.



## AmerenCares Equity in the Arts Program

In 2022, Ameren Missouri partnered with the Arts and Education Council to launch a new grant program benefiting nonprofit arts and cultural organizations with operating budgets less than \$500,000. AmerenCares Equity in the Arts awarded one-year grants of at least \$5,000 to 15 organizations that showed evidence of racially and ethnically diverse leadership. The program offered a unique revenue and promotional boost to these under-funded arts organizations, which are still recovering from the impact of the pandemic.



## KidSmart – Light Up Learning

For the second consecutive year, Ameren Missouri has partnered with KidSmart, an organization driven by the belief that education can and will break the cycle of poverty. Throughout each school year, there are more than 90,000 St. Louis area children who cannot afford even the most basic school supplies. On Giving Tuesday, Nov. 29, Ameren participated in a school supply giveaway to more than 300 area teachers.

Ameren Missouri's \$50,000 donation was amplified by KidSmart to provide more than \$500,000 in free school supplies and resources and equip tens of thousands of St. Louis area students in need for "back to school" in January. Ameren Missouri is fortunate to partner with this nonprofit that has the reach and depth to successfully meet critical basic needs for children in thousands of Missouri classrooms.



At Ameren, **giving back and investing in our communities** is at the core of our mission, **TO POWER THE QUALITY OF LIFE** for our customers in both Missouri and Illinois.

We have a long history of **partnering and supporting organizations** like the Urban League that are having a real and lasting **IMPACT ON OUR COMMUNITY**.

**Philanthropy, volunteerism and giving back to our communities** has long been **CENTRAL TO OUR CULTURE** at Ameren and is an important part of realizing our mission.

As a company focused on providing safe, reliable and affordable energy for our customers, **investing in nonprofit organizations that are dedicated to positively impacting the communities where our co-workers live and work** helps build a **STRONGER AND BRIGHTER FUTURE FOR ALL**.

## Jackie Joyner-Kersee Foundation

The Winning in Life program, which is the foundation of Jackie Joyner-Kersee's vision, instills the necessary teaching and guidance to help approximately 200 pre-K through 12th grade students. The program provides a strong foundation for its students, many of whom have no support system at home, has a 98% on-time graduation rate, and boasts a cumulative GPA of 3.0 or above for 70% of their students. Ameren Illinois contributed \$130,000 to Winning in Life, \$50,000 of which was in honor of Ameren Illinois President Richard Mark's retirement.







## NAACP

Contributions totaling \$29,000 were made to the Illinois State, East St. Louis, Edwardsville and Springfield, Illinois branches of the NAACP to support programs aimed at eliminating racial hatred and discrimination, and initiatives that ensure the political, educational, social and economic equality of rights of all persons.



## The Well Experience Inc.

Located in Urbana, Illinois, The Well Experience provides support and advocacy to help dismantle racial disparities and systemic oppression. Ameren Illinois' \$10,000 will also help the organization continue providing education and support to promote resiliency, healing and restoration, primarily to underserved women, girls and families in the community. This donation was part of Ameren's 12 Days of Giving campaign.



## Springfield Urban League

Project College Ready (PCR) prepares students for the critical transition from high school to college and/or professional work. The PCR curriculum is comprised of three key components: academic development, social development, and cultural and global awareness. The core components of the PCR initiative utilize evidence-based strategies to map out a continuum of activities, exercises and strategies designed to enable students to successfully pursue post-secondary education. In response to their specific request, Ameren Illinois funded PCR scholarship awards to 10 income-eligible applicants in the amount of \$1,000 each for a total of \$10,000.



# We Win Together

We are one team. One Ameren.  
Our awards and recognitions are  
the result of the great work and  
dedication of Ameren's entire team  
of more than 9,200 co-workers. While  
we are proud of our achievements,  
we recognize our work is not over.



Awards and Recognitions



**BEST PLACE TO WORK FOR  
DISABILITY INCLUSION**

**2022**<sup>SM</sup>

**Top disability equality rating**  
*Eight consecutive years*

**#1 on the nation's Top Utilities list**

**Top Company for ESG**  
*Three consecutive years*

**Top Company for Black Executives and  
Veterans among all industries**













**Military Friendly Employer**  
*Thirteen consecutive years*

**Military Friendly Supplier Diversity  
Program**



**Certified Great Place  
to Work**  
*Six consecutive years*



**BEST  
PLACES TO WORK**

**2022** for LGBTQ+ Equality

100% CORPORATE EQUALITY INDEX<sup>TM</sup>

**Best Place to Work for LGBTQ equality**  
*Seven consecutive years*

## DE&I Excellence Award Winners

The Diversity, Equity & Inclusion Excellence Award recognizes teams or individual co-workers at any level who demonstrate excellence in the mindset and behaviors critical to achieving Ameren's DE&I goals. Individuals and teams who receive this prestigious award are not only examples of exceptional performance but are role models of Ameren's values and All In culture. Four individuals and three teams were honored in 2022 for leading meaningful DE&I conversations, courageously leading Ameren's ERGs, launching new DE&I steering committees, engaging in active DE&I listening sessions and more, further demonstrating Ameren's commitment to DE&I across our company and in our community.



## 2022 PRESIDENT'S EXCELLENCE AWARDS



### DE&I TEAM EXCELLENCE: The Market Development Initiative, AIC

## Further Readings

Additional materials that help describe Ameren's sustainability and ESG-related initiatives are posted both at [Ameren.com](https://www.ameren.com) and [AmerenInvestors.com](https://www.amereninvestors.com).



## DIVERSITY, EQUITY & INCLUSION

Be Courageous

**OUR MISSION:** *Diversity, Equity and Inclusion drives a culture of inclusion and powers the quality of life by eliminating barriers to people achieving excellence.*

Visit [Ameren.com/Diversity](https://www.ameren.com/Diversity)