

2023 Diversity, Equity and Inclusion Impact Report



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Martin J. Lyons Jr.
Chairman, President and
Chief Executive Officer,
Ameren Corporation

Message from Our CEO

Ameren’s purpose of advancing diversity, equity and inclusion (DE&I) is rooted in our mission to power the quality of life by enhancing opportunities for all people to thrive.

As an energy provider, Ameren has the privilege of serving all people in each of the communities where we provide electric or gas service. Our success is inextricably tied to the prosperity of those communities and each of its residents. Our 2023 theme, Be Courageous: Equity and Inclusion for All, recognizes that enhancing opportunities for all people to thrive enriches every company, community and life.

We’ve made strides, but there is still much work to be done. As you read through this report, I encourage you to join me in celebrating our achievements, reflecting on what more we can do to advance diversity, equity and inclusion for all, and resolving to continue to courageously live our values every day.

A handwritten signature in black ink, appearing to read 'M. Lyons Jr.', written in a cursive style.

Diversity and Inclusion for All

In 2022, in recognition of the importance of DE&I in all aspects of what we do, we coupled DE&I with Sustainability and Corporate Philanthropy so that we could optimize our impact, particularly in underserved communities. Bringing these critical areas together underscores Ameren's overall commitment to sustainable growth, maximizes the positive social impact Ameren can have today and in the future, and advances opportunities for our company, our employees and our communities.

Ameren's purpose of advancing diversity, equity and inclusion is embodied in the DE&I mission: "We drive a culture of inclusion and power the quality of life by creating opportunities for people achieving excellence." It takes courage to drive change and, since 2014, our DE&I theme and efforts have focused on courage. This year's theme, Be Courageous: Equity and Inclusion for All, recognizes that courage, equity and inclusion remain key factors in creating opportunities and achieving our vision.

Ameren's leadership team, with oversight from the Board of Directors, supports these efforts by creating environments where diverse perspectives are welcomed and encouraged, sponsoring ERG groups and engaging in learning and development opportunities focused on these themes.

We regularly assess our workforce strategy to ensure we are attracting, developing and retaining employees that embrace opportunities to solve for future challenges. It is designed with flexibility to cultivate engaged, diverse and innovative employees who live our values, enhance our culture and deliver on our mission.

Ameren's Employee Resource Groups are driving employee engagement by providing forums for respectful engagement and exploration of cultural differences, supporting new employees in their introduction to Ameren culture, facilitating personal and professional development opportunities, and hosting community outreach efforts.

Ameren's purposeful philanthropy and community outreach leverage business and service offerings to create lasting impacts for our customers and communities. In addition to donating over \$12 million in cash and in-kind contributions in 2023, Ameren held its first Community Convening event to share Ameren's philanthropic purpose, priorities, programs and processes with partners, and celebrated the one-year anniversary of the Community Voices Advisory Board.

This report highlights some of the many ways in which Ameren is executing our corporate and DE&I strategies, creating opportunities, achieving our mission, and advancing diversity and inclusion for our company, employees and community.

My sincere thanks and appreciation to our One Ameren team for demonstrating a steadfast commitment to all our values, specifically DE&I. Though our efforts have received numerous accolades from independent organizations, that is not why we do what we do. We do it because it is the right thing to do, benefiting our customers and communities and continuing to distinguish Ameren as a leading utility.

We've had great success in 2023. In 2024, we can and will do more.



Gwendolyn G. Mizell

Senior Vice President,
Chief Sustainability,
Diversity & Philanthropy Officer,
Ameren Corporation

Diversity at Ameren

Our DE&I Strategy

Ameren’s workforce is dedicated to keeping the lights on and the gas flowing – 24 hours a day, 365 days a year. We focus that same kind of dedication on building a diverse culture where opinions are shared and the best solutions are put into action.

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 is a representative group comprised of Ameren’s Executive Leadership Team (ELT). The council is charged with leading efforts to increase awareness and adoption of DE&I initiatives and leaders’ ability to discuss and be held accountable for DE&I outcomes that align with and support the corporate strategy. It is co-led by the Chief Executive Officer and the Chief Diversity Officer.

Corporate DE&I Council

The Corporate DE&I Council, comprised of Ameren co-workers across the company, works closely with senior management to ensure that diversity, equity and inclusion is fostered at Ameren within the framework of the corporate mission, vision and values. Council objectives include promoting and advocating for diversity, equity and inclusion in our workforce on an on-going basis; and developing thought leaders who will do the same; making recommendations regarding policies, programs and practices; managing, developing, and evaluating training and other initiatives; and advising and updating corporate officers on DEI matters.

Strategy Pillars

How we execute



DE&I as a Value

In 2021, when Ameren added Diversity, Equity and Inclusion as a core value, an Executive Steering Committee was established to revamp our enterprise-wide DE&I strategy. This steering committee was made up of a cross-section of Ameren leaders from different business segments and split across five key strategic impact areas. 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. Today, these five strategy pillars set the tone for how we execute our strategy at Ameren.

2023 Report Highlights

Ameren's core values of Safety & Security, Accountability, Integrity, Respect, Stewardship, Teamwork, Commitment to Excellence, and Diversity, Equity & Inclusion set expectations high. They compel us to live our values each day, and it is apparent in everything we do. Our efforts and accomplishments in 2023 would not have been possible without our unwavering commitment to our values.



PHILANTHROPIC CONTRIBUTIONS

\$11.9M Cash
\$100K In-Kind



SPRING INTO ACTION VOLUNTEER MONTH

890 HOURS
239 VOLUNTEERS



DIVERSE SUPPLIER SPEND

~\$1.2B

AMEREN NAMED TO FAIR360 (FORMERLY DIVERSITYINC) HALL OF FAME

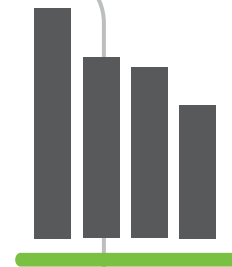
EQUITY IN EDUCATION GRANTS

\$1.2M



ENERGY ASSISTANCE DOLLARS & CUSTOMER IMPACT

\$137 million
254,000 customers



AMEREN'S BOARD OF DIRECTORS

Cynthia J. Brinkley

Retired Chief Administrative and Markets Officer, Centene Corporation
Human Resources Committee (Chair);
Nominating and Corporate Governance Committee



Catherine S. Brune

Retired President, Allstate Protection Eastern Territory of Allstate Insurance Company
Cybersecurity and Digital Technology Committee; Finance Committee;
Nominating and Corporate Governance Committee (Chair)



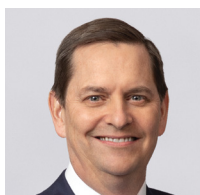
J. Edward Coleman

Retired Executive Chairman, CIOX Health
Audit and Risk Committee (Chair);
Cybersecurity and Digital Technology Committee; Finance Committee



Ward H. Dickson

Retired Executive Vice President and Chief Financial Officer, WestRock Company
Cybersecurity and Digital Technology Committee; Finance Committee (Chair);
Nuclear, Operations and Environmental Sustainability Committee



Noelle K. Eder

Executive Vice President and Global Chief Information Officer, The Cigna Group
Audit and Risk Committee; Cybersecurity and Digital Technology Committee (Chair)



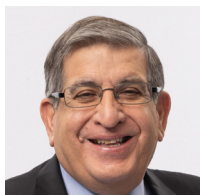
Ellen M. Fitzsimmons

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



Rafael Flores

Retired Senior Vice President and Chief Nuclear Officer, Luminant
Audit and Risk Committee; Nuclear, Operations and Environmental Sustainability Committee (Chair)



Kimberly J. Harris

Retired President and Chief Executive Officer, Puget Energy Inc.
Nominating and Corporate Governance Committee; Nuclear, Operations and Environmental Sustainability Committee



Richard J. Harshman

Retired Executive Chairman, President and Chief Executive Officer, Allegheny Technologies Incorporated
Lead Director; Audit and Risk Committee; Human Resources Committee



Craig S. Ivey

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



James C. Johnson

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



Steven H. Lipstein

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



Martin J. Lyons Jr.

Chairman, President and Chief Executive Officer, Ameren Corporation



Leo S. Mackay Jr.

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





AMEREN'S EXECUTIVE LEADERSHIP TEAM

**BHAVANI
AMIRTHALINGAM**

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



Martin J. Lyons Jr.
Chairman, 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 and Chief
Sustainability, Diversity and
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

Diversity and Inclusion for our Company

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

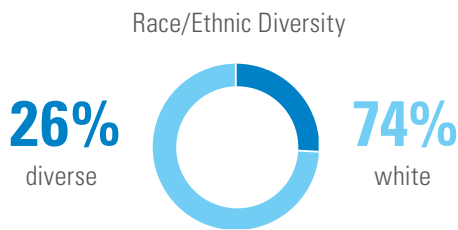
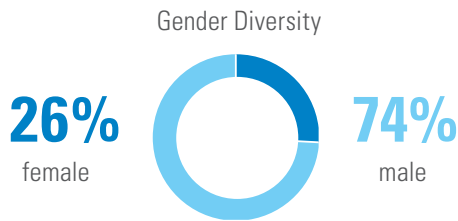


Our Workforce Strategy

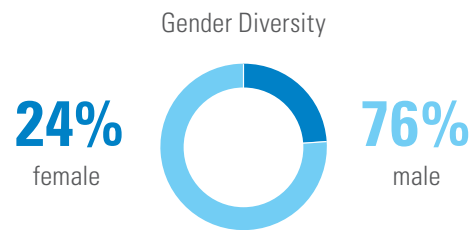
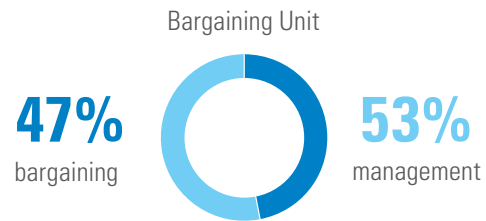
Ameren's workforce strategy is designed with flexibility in mind to cultivate an engaged, diverse and innovative team of people who live our values, enhance our culture and deliver on our mission. We strive to build a highly skilled team that reflects the diverse experiences and perspectives in the communities we serve, and to continuously improve our efforts to be more inclusive, empathetic and understanding.

9,372 Co-Workers Strong¹

Senior Leadership³



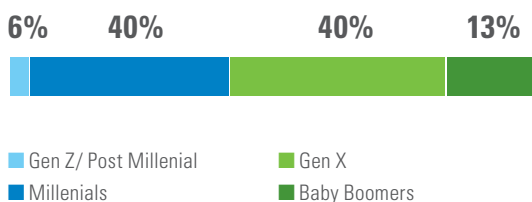
Total Workforce



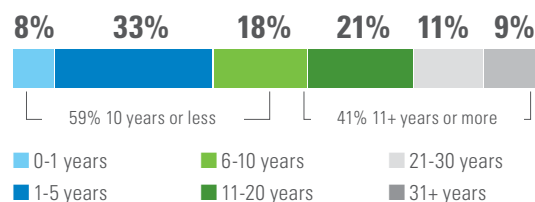
Race/Ethnic Diversity²



Generations in our Workforce^{1,4}



Workforce Tenure¹



1. Data as of Dec 31, 2023. Ameren's 2022 EEO-1 Report Summary available at amereninvestors.com. 2. Consistent with race and ethnicity designations as defined by the Equal Employment Opportunity Commission. 3. Senior Leadership includes 50 company officers. 4. Total Generations in our Workforce only adds up to 99% due to whole numbers being reported.



Diversity in the Leadership Pipeline

Ameren is committed to creating a diverse pipeline of talent ready to deliver for our customers today and into the future. We seek to maintain a strong leadership team with diverse experiences and perspectives by identifying individual potential leadership talent and developing leaders through job rotations, work experiences, and leadership development programs.

LEADERSHIP LAUNCH

(Individual Contributors Preparing for Leadership)

62% FEMALE

31% RACIALLY/ETHNICALLY DIVERSE

LEADERSHIP DEVELOPMENT CHALLENGE

(Manager Level Preparing for Next Level Leadership)

40% FEMALE

19% RACIALLY/ETHNICALLY DIVERSE

EXECUTIVE DEVELOPMENT PROGRAMS

(Directors Preparing for Next Level Leadership)

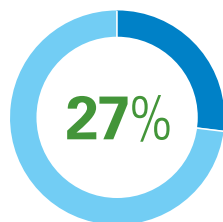
50% FEMALE

11% RACIALLY/ETHNICALLY DIVERSE

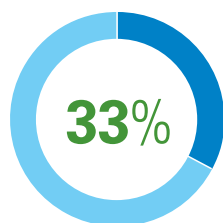
2023 Early Career Pipeline Programs

STEM/PROFESSIONAL

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



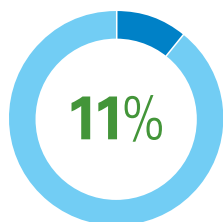
FEMALE



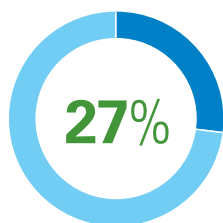
RACIALLY/ETHNICALLY DIVERSE

SKILLED CRAFT

(Skilled Craft Education Program)



FEMALE



RACIALLY/ETHNICALLY DIVERSE

Developing Talent

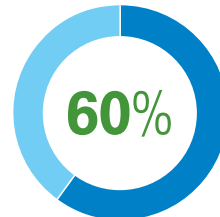
Ameren sets ambitious goals that will require unprecedented innovation. Critical to our success is attracting a team that embraces the opportunity to solve future challenges and is steadfast in its pursuit of excellence.

Ameren's Early Career Pipeline programs provide opportunities for talent to begin a career with staying power in an industry that is evolving to meet future energy needs.

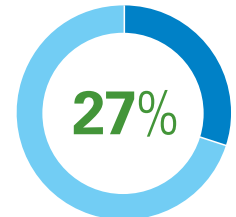
2023 Mid-Career Pipeline Programs

STEM/PROFESSIONAL
(Hiring our Heroes, Bright Return)

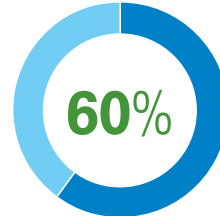
SKILLED CRAFT
(Building Union Diversity)



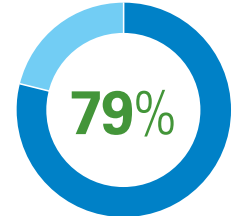
FEMALE



FEMALE



RACIALLY/ETHNICALLY
DIVERSE

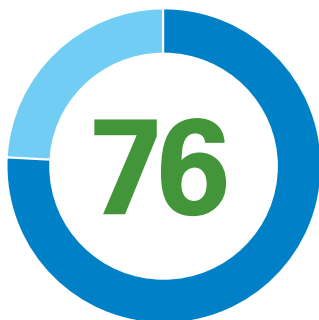


RACIALLY/ETHNICALLY
DIVERSE

Mid-Career Pipeline programs and partnerships offer opportunities to return to the workforce for experienced professionals who have taken voluntary career breaks, as well as military veterans who are ready to transition from military service to serving our customers. In 2023, our efforts to grow our Mid-Career Pipeline programs resulted in double-digit growth in the number of women participating in our STEM and professional opportunities.



2023 Engagement Score



National Average



AREAS OF STRENGTH:

Ameren's Safety Culture, Feeling of Acceptance and Supervisor Feedback to direct reports.

Employee Engagement Survey Results

At Ameren, we value each person's talents, perspectives and experiences. 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.

Diversity and Inclusion for our Co-Workers

At Ameren, we care about our 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.



Learning and Development

Ameren is committed to developing talent across the organization. We have a variety of formal and informal mechanisms for learning and development built around Ameren’s core competencies, culture and strategy.



MLT Black Equity at Work Assessment Score Summary



Management Leadership for Tomorrow

In 2023, Ameren became Management Leadership for Tomorrow’s (MLT) first and only platinum-ranked company in the Black Equity at Work certification program, scoring 91.9 out of 110 possible points across five different categories – representation, compensation, workplace culture, business practices, and contributions and investments. The platinum ranking is representative of Ameren’s continued commitment to fostering an inclusive workplace.

Leaders in Action

In 2023, participants in the Leaders in Action program worked in cross-functional teams to address three business problems (Environmental Justice Toolkit, Equity Through Nature-Based Solutions, Terminology that Speaks to Customers) and offered recommended solutions. Eleven individuals worked together over a six-week period, culminating in an opportunity to present to Ameren's Executive Leadership Team. The expectation is that Phase 2 of the program will continue in 2024, moving each project further toward final conclusion.



Leadership Illinois

In 2023, Ameren continued its support of diverse leadership development through participation in the Leadership Illinois program, whose mission is "to educate, energize and connect so that each can be a catalyst for positive change."

"A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be."

— **Rosalynn Carter.**

Greater Missouri Leadership Challenge

The Greater Missouri Leadership Challenge (GMLC) is a year-long, statewide traveling symposium that provides women leaders with education and experiences to assist them in continued leadership development and in addressing critical issues facing Missouri. In 2023, four emerging leaders from Ameren participated in the challenge. The cohort of 32 women spent three days in St. Louis, with Day 2 focused on learning about How Ameren is Leading the Way to a Sustainable Energy Future. In 2023, Ameren continued its support of women leadership development through the highly competitive Greater Missouri Leadership Challenge program, whose mission is "to educate and inspire women leaders to make a difference."



"Of all the leadership courses and classes I have taken in my career, the Greater Missouri Leadership Challenge was the best program I have ever participated in because I was able to spend quality time with these remarkable women and learn about a vast breadth of industries across our state."

— **Kimberly H.K.**

The Ameren Diversity Fellows and Consortium Alumni

The St. Louis Business Diversity Initiative (SLBDI) and the Consortium for Leadership Development Program dates back to 2001 and boasts nearly 700 alumni from more than 60 of the region's leading institutions. Relationships like Ameren's partnership with SLBDI connects talent with opportunities and access, supporting and investing in potential leaders to enable a diverse workforce and build strong leaders for the future.



St. Louis Business Diversity Initiative

In 2023, Ameren continued its support of diversity professional development through the St. Louis Business Diversity Initiative Fellows program, which provides professional development, relationship building and civic engagement.

"The St. Louis Business Diversity Fellow Leadership Program has been an incredible experience that has broadened my perspectives, empowered me as a leader, and equipped me with the skills necessary to thrive."

— Nya G.

Emerging Leaders

In 2023, Ameren continued its support of individual contributors who express an interest in leadership development through the Emerging Leaders program, which provides the opportunity to strengthen personal, professional and civic leadership skills, gain a deeper understanding of the inner workings of the St. Louis region, and build connections with a diverse network of peers.

"The most impactful aspects of the Emerging Leaders program were getting to learn about our St. Louis community, specifically the various efforts in action to uplift and empower our community, and how we can contribute."

— Shelby M.



“The single biggest way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises them up as leaders and continually develops them.”

— John Maxwell



ALTogether Leadership Program

The ALTogether Leadership Program, launched in 2022, seeks to expand the self-awareness of ALT-level leaders regarding how DE&I is demonstrated in their leadership style while increasing their knowledge of relevant issues and concerns of Ameren’s ERG focus areas.

“The program is helping us have these difficult discussions and provides a safe non-judgmental space to do it in.”

— ALTogether program participant

2023 STATS:

20

SESSIONS OFFERED

27

GRADUATES

80

REMAINING 2024 PARTICIPANTS

13%

COMPLETION RATE

39%

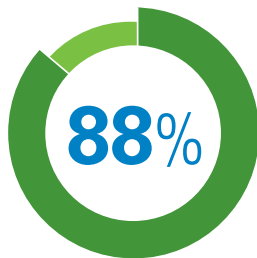
ACTIVE ENROLLEES

StoryCasts

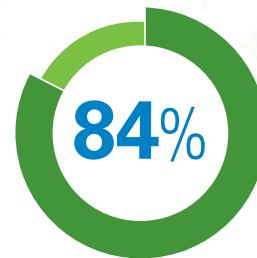
Ameren offers a quarterly interactive training series, which includes videos and discussion guides to help increase comfort levels with initiating and participating in meaningful discussions related to DE&I. They are designed to help individuals embrace empathy and promote equity and inclusion across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



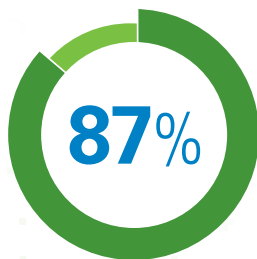
Our 2023 series addressed advancing diversity, equity and inclusion at Ameren and in our communities through topics such as race, courage, and empathy. Co-workers are required to complete three StoryCasts each year.



Of co-workers felt comfortable participating in StoryCast conversations with their work group.



Agreed that the StoryCasts provided a valuable opportunity to connect with co-workers.



Felt the content was appropriate for building inclusion within their work groups.



Discussions Across Differences

DE&I Leadership Summit

Ameren and community leaders came together in October for the 2023 DE&I Leadership Summit, an event designed to foster discussion that reinforces why strengthening diversity, equity and inclusion enriches every company, community and life. Subject matter experts from the St. Louis area and across the country participated in a panel discussion where they shared best practices in diversity, equity and inclusion in the workplace. Lex Gillette, an icon of the U.S. Paralympic movement, shared his personal story in his keynote address about the importance of courage.

"No need for sight when you have a vision."

— **Lex Gillette**

Ameren's Diversity, Equity & Inclusion Leadership Summit Tuesday, October 17, 2023



Marty Lyons
President and CEO
Ameren Corporation



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



Lex Gillette
Paralympic Athlete



Erika McConduit
Chief Diversity, Equity &
Inclusion Officer,
Centene Corporation



Carlos Ayala
Vice President and
Chief Diversity, Equity
and Inclusion Officer,
NiSource



Jennifer Kingston
Head of Enterprise, Diversity,
Equity and Inclusion,
Edward Jones



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

"The energy at the Summit was contagious. The enthusiasm by all involved was greatly empowering."

— **Leadership Summit Attendee**

643

**Ameren and
Community Leaders**

95%

**Rated the Event
as Highly Effective**

**92%
OR HIGHER**

**Favorable Response from
Participants for Every
Segment of the Event**

Congratulations 2023 Ameren Unsung Heroes!

Three Ameren team members were honored as Unsung Heroes at the 2023 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.



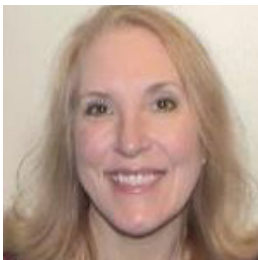
Liz E.
For Her Unstoppable Spirit



Drake W.
For His Leadership Shadow



Melissa W.
For Her Service-Oriented Heart



*Nominated by Claire B.,
Ameren Services*



*Nominated by Nadeem E.,
Ameren Illinois*



*Nominated by Morgan W.,
Ameren Services*

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

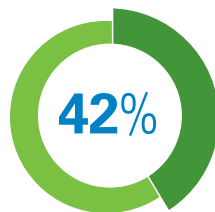
Employee Resource Groups

Employee Resource Groups (ERGs) provide a forum for discussion and exploration of cultural differences, an avenue to help welcome new co-workers, and opportunities to develop professional skills, expand networks, participate in community outreach and assist Ameren in reaching business goals. They also provide good growth & development opportunities for leaders. Each ERG is supported by leaders at all levels, serving as sponsors and business advisors. The business advisor plays a crucial role in providing coaching, support and advocacy at the leadership level, and helps align ERG goals with company objectives, fostering a diverse and inclusive workplace. The executive sponsor offers day-to-day strategic advice, guidance and insights to help the ERG navigate challenges and contribute effectively to the ERG's success.



The percentage goal of co-worker membership in employee resource groups (ERGs) for 2023 was met at 15.5%, exceeding the goal set by .5%. ERGs held strategic planning meetings to identify strategies for driving ERG membership toward best in class (25%).

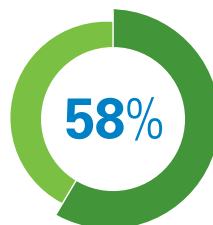
In 2023, ERGs focused more intentionally on increasing overall engagement within their membership. Below is a summary that reflects 2023 ERG engagement compared to 2022 data.



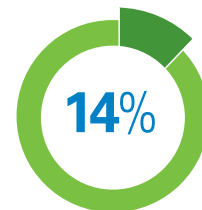
increase in co-workers participating
in learning activities



increase of the total number of co-worker
hours spent in learning activities



increase in co-workers per session



increase in the number of volunteer
hours incurred by co-workers

ERG Professional Development

In 2023, DE&I launched a formal ERG development program for over 25 ERG leaders currently serving on leadership teams. These leaders engaged in year-long programming that included four learning sessions focused on personal/professional development, and eight in-person opportunities that offered networking with internal and external leaders.

“By the end of 2023, all seven of seven ERG presidents experienced career movement within their core roles at Ameren.”



ERG Community Partnerships

Through the ConvERGING: Learning and Action Program, Ameren’s ERGs partnered with Corporate Philanthropy to select and fund 14 organizations in Missouri and Illinois with \$1,000 grants based on their contributions to advancing DE&I throughout Ameren’s service territory.

Ameren’s ERGs partnered with the selected organizations for learning or volunteerism opportunities that engaged over 1,000 co-workers in 2023. Along with community engagement through ConvERGING: Learning and Action, Ameren’s ERGs engaged with over 40 other local organizations and businesses through fundraisers, volunteerism, learning opportunities, speakers, etc.



GLEAN Powers the STL Pride Parade



Volunteers at Tower Grove Park

Diversity and Inclusion for our Communities

At Ameren, 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.





Pardeep Gill

Vice President
Supply Chain & Chief
Procurement Officer

Powerful Partnerships

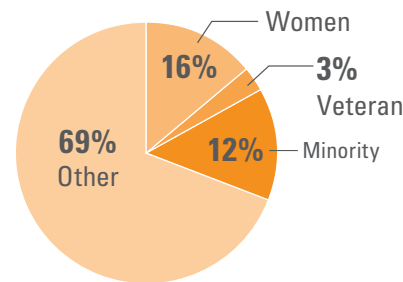
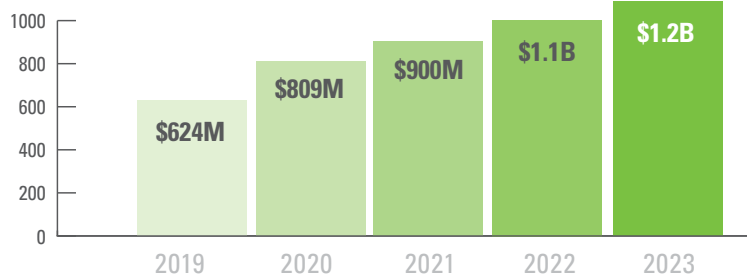
Ameren’s sourcing process is designed to ensure that minority certified businesses have equal access to and are among those considered for partnership with Ameren.

In 2023, Ameren invested \$1.2 billion with women-owned, minority-owned, veteran-owned, disabled veteran-owned, and LGBTQ-owned enterprises. Our Supplier Diversity partnership underscores the vital role diverse suppliers play in our region’s economic success and contributes to the Community Enhancement pillar of our strategy. When we nurture these partnerships, we improve the quality of work, create more opportunities for innovation, and reduce costs all while ensuring the resiliency our business needs to serve our customers.

“As the Chief Procurement Officer of a Fortune 500 Utility, I firmly believe that supplier diversity is not solely a moral imperative but a strategic necessity that benefits our vendor partners, our workforce, our customers and the communities we serve.”

— Pardeep Gill

Diverse Spend



CEO Action for Racial Equity

In 2023, companies from around the United States learned about Ameren’s practices for supporting equitable access for diverse businesses. Byron Witherspoon, director, Supplier Diversity, spoke to leaders from various industries as part of CEO Action for Racial Equity’s Collective Conversations, a forum for organizations and leaders to share insights and learn about supplier diversity successes, challenges and opportunities. Ameren has supported CEO Action for Racial Equity since its inception in 2020 and joined approximately 30 other signatory companies in a pledge to advance a sustainable ecosystem of companies, suppliers and capital resources, to increase equity, access and growth for minority-owned businesses. Mason’s Landscaping, a land management and restoration company and Terra 5 Construction, a commercial construction business, partnered to provide land clearing and restoration services for Ameren’s 17-acre, 1.37-megawatt Solar Energy Center in East St. Louis, IL.



Byron Witherspoon

Director, Supplier
Diversity



“It’s a great feeling to be able to do work that is benefiting the environment and supporting the betterment of our own community.”

— Marlon Bush,
Mason’s Landscaping

Our Sustainability Value Proposition

Ameren’s approach to sustainability starts with our vision, *Leading the Way to a Sustainable Energy Future*, and our sustainability efforts are critical to our value of diversity, equity and inclusion. Our goal is to build a more inclusive region where everyone can thrive.



Community Convening

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. To accomplish this, we have developed methodologies to actively and consistently listen to the voices of our customers through programs such as Ameren’s Community Convening, Community Voices Advisory Board (CVAB), and Community Voices workshops.

The purpose of Ameren’s 2023 Community Convening was to connect community partners with Ameren co-workers, products and other opportunities; educate partners on Ameren’s philanthropic purpose, priorities, programs and processes; broadly educate participants about corporate priorities; and provide opportunities for community partners to collaborate with each other. More than 65 organizations from 30 nonprofits from the St. Louis Metropolitan Area, Columbia, and Southeast Missouri attended, and over 20 Ameren co-workers actively participated and volunteered at the event.

Advancing the Energy Justice Transformation



Moderator

KARLA WHITTING
Managing Director, DEI & Employee Engagement
E&I



COMMISSIONER
Waida J. Coleman
Missouri Public Service Commission



LAURIE DOWLING
Executive Director
National Utilities Diversity Council (NUDC)



GWEN MIZEL
Senior Vice President, Chief Sustainability, Diversity, and Philanthropy
Ameren Corporation



Metro St. Louis CVAB Anniversary

The Metro St. Louis CVAB was formally established in 2022 to create dialogue and engagement with community leaders around Ameren’s strategic priorities, relevant utility topics and community issues. Focusing on workforce readiness and accessibility, the 23-member board celebrated its one-year anniversary in June 2023. Subsequently, leveraging many of the learnings from its predecessor, the Jefferson City CVAB was launched in November 2023 at Lincoln University. The Jefferson City CVAB expects to identify its strategic priorities throughout 2024.



Jefferson City CVAB launch



“With CVAB, community leaders and nonprofit organizations have a seat at the table, allowing us to proactively collaborate on key issues that have major impacts across our Missouri and Illinois service territory. Continued engagement is critical to creating a sustainable energy future and ensuring our communities thrive now and in the future.”

— Gwen Mizell,
SVP, Chief Sustainability,
Diversity & Philanthropy Officer





Energy Assistance Event Volunteers

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.

2023 Energy Assistance Dollars & Impact

\$137M

DOLLARS

254,000

CUSTOMERS IMPACTED



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 saving efforts.

For 10+ years, more than \$3.5 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 and Illinois have received \$154 million in incentives and will save more than \$1.4 billion on their energy bills over the lifetime of these energy-efficient upgrades.



IL Energy Efficiency Interns

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. This includes identifying more project opportunities, removing barriers to customer participation and creating a streamlined process for customers' participation in the Energy Efficiency Program.



FUNDED

78
internships
with small
businesses
and nonprofits

442,000
Customers
Engaged



120
Lifetime total
MDI partners



FUNDED
107
scholarships

across seven
community
colleges

SERVED
305
job seekers

through a
workforce
development pilot



SPONSORED

43
contractors

through boot camp and
incubator programs

TOTAL
DIVERSE SPEND

\$150,000,000

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

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 sustainability matters.

Ameren’s board of directors is diverse in experience, expertise, ethnicity, gender and generation, and is 64% diverse based on gender, race and ethnicity.

Highly Skilled, Diverse Board of Directors

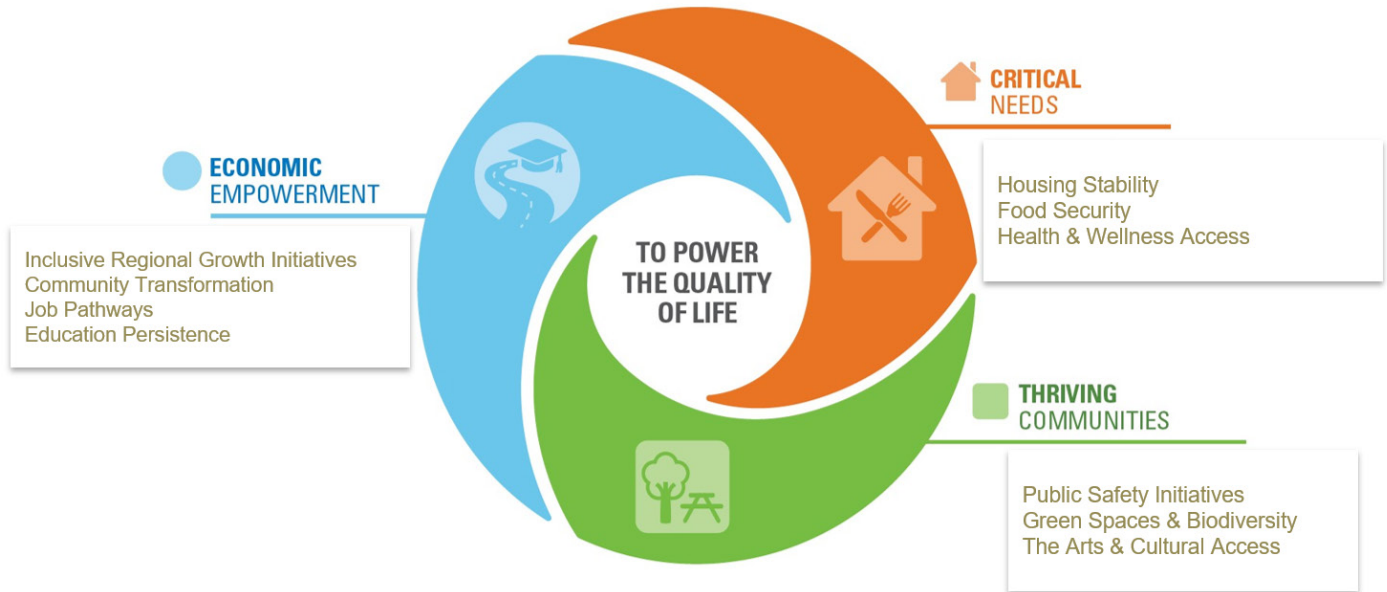


Qualifications and Experience	Cynthia J. Brinkley	Catherine S. Brune	J. Edward Coleman	Ward H. Dickson	Noelle K. Eder	Ellen M. Fitzsimmons	Rafael Flores	Kimberly J. Harris	Richard J. Harshman	Craig S. Ivey	James C. Johnson	Steven H. Lipstein	Martin J. Lyons Jr.	Leo S. Mackay Jr.
Board Tenure and Diversity														
Tenure (years)	4	12	8	5	5	14	8	<1	10	5	18	13	2	3
Age ¹	63	69	71	60	53	62	67	59	66	60	70	67	56	61
Diversity (Gender) Male			•	•			•		•	•	•	•	•	•
Female	•	•			•	•		•						
Diversity (Race / Ethnicity) White	•	•	•	•	•	•		•	•			•	•	
Hispanic or Latino							•							
Black or African American (United States)										•	•			•
Skills and Experience														
Active Executive					•	•							•	•
Customer Relations or Consumer Orientation Experience	•	•	•		•			•	•	•		•	•	
Cyber / IT / Digital		•	•	•	•								•	
Environmental / Sustainability	•		•	•	•		•	•	•	•		•	•	•
Financial or Banking Experience		•	•	•	•	•		•	•		•	•	•	•
Human Capital Management / Executive Compensation	•		•			•		•	•		•	•	•	•
Legal Experience						•		•			•			
Nuclear Experience							•						•	
Operations Experience	•	•	•	•	•		•	•	•	•		•	•	•
Serves on Other Public Boards	•							•	•		•			•
Utilities / Regulatory / Governmental Experience	•	•	•	•	•	•	•	•	•	•	•	•	•	•



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 a continuing commitment to invest in nonprofits that have a positive impact on all our customers. In 2023, AmerenCares donated \$12 million in cash and in-kind contributions to hundreds of organizations that align with our philanthropic vision to build a region with thriving economic development, a skilled workforce, an educated population, flourishing biodiversity, healthy citizens, engaged employees, content customers and satisfied stakeholders. Longtime grant partnerships included Delmar DiviNe, Big Brothers Big Sisters of Eastern Missouri, the Urban League of Metropolitan St. Louis, the Jackie Joyner-Kersey Foundation, and dozens of regional United Way chapters throughout our service territories in Illinois and Missouri.



Awards and Recognitions

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 9,300 co-workers. While we are proud of our achievements, we recognize our work is not over.



Certified Great Place to Work
Seven consecutive years



Military Friendly Employer
Fourteen consecutive years

Military Friendly Supplier Diversity Program



Top disability equality rating
Nine consecutive years



DE&I Excellence Award Winners

In 2023, Ameren recognized one team, one leader, and one individual contributor for their outstanding work in DE&I. Each nomination recognizes the demonstration of excellence in the mindset and behaviors critical to achieving Ameren's Diversity, Equity & Inclusion goals.



Sudiksha J.
*DE&I Individual
Excellence Award Winner*



Lauanders W.
*DE&I Leadership
Excellence Award Winner*

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



Tim Dickison



Patrick Justis



Monique Leonard



Angie Ostaszewski



Debra Perry



Stephanie Robinson



Kristol Simms



Samantha Stahl

Further Readings

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



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)