

2020 DE&I ANNUAL REPORT

The  
*Courage*  
*To Live Your Values  
In Uncertain Times*



**DIVERSITY, EQUITY  
& INCLUSION**

Be Courageous

## TABLE OF CONTENTS

EXECUTIVE SUMMARY		1
2020 REPORT HIGHLIGHTS		2
BEST IN CLASS INITIATIVES		3
TRAINING PROGRAMS		4
EMPLOYEE RESOURCE GROUPS		6
LEARNING AND LEADERSHIP DEVELOPMENT		7
DIVERSE PIPELINE DEVELOPMENT		9
ENVIRONMENTAL, SOCIAL AND GOVERNANCE		13
SUPPLIER DIVERSITY		15
DIVERSITY, EQUITY AND INCLUSION RECOGNITION		16
COMMUNITY OUTREACH EFFORTS		17
DIVERSITY, EQUITY AND INCLUSION EXCELLENCE AWARD WINNERS		18

# DIVERSITY, EQUITY AND INCLUSION AT AMEREN

(Executive Summary)



## MISSION

To power the quality of life

## VISION

Leading the Way to a Sustainable Energy Future

## VALUES

**Safety and Security**  
Never compromise

**Integrity**  
Do the right thing

**Respect**  
Value others

**Diversity, Equity and Inclusion**  
Be courageous

**Commitment to Excellence**  
Bring your best

**Teamwork**  
Work together

**Accountability**  
Own your actions and inactions

**Stewardship**  
Leave it better

Ameren’s workforce is dedicated to keeping the lights on and the gas flowing — 24 hours a day, 365 days a year. Ameren’s Diversity, Equity and Inclusion (DE&I) department focuses that same kind of commitment and dedication on building an accepting culture where opinions are shared and the best solutions are put into action for the benefit of customers. The business case for diversity, equity and inclusion is evolving, much like the challenges and focus areas for Ameren and our communities. This year has been full of unprecedented challenges for our company, community and country due to the COVID-19 pandemic, including the significant level of racial injustices and prejudices that have taken place across the country. These challenges have also presented incredible opportunities for all of us to come together, including community leaders, and address them.

One positive step forward focused on adding Equity to our diversity and inclusion name. Equity is a key component which enables us to better support our mission **“to power the quality of life by eliminating barriers to people achieving excellence.”** Equity focuses on giving all people what they need (not the same as what everyone else has), to be successful at a micro level. Our new name is intended to better encompass the nature of our work and provide increased opportunities and resources to develop more targeted programming for specific outcomes.

Another positive step forward focused on our core values, most notably the addition of our new core value **Diversity, Equity and Inclusion (DE&I)**. By adding DE&I to our values, we have the opportunity to make positive changes that will drive us to the diversity, equity and inclusion we want at Ameren, as well as in our communities and country. This is an important step forward in

Ameren’s commitment to DE&I to build an **“All-In” culture**. These changes are achieved through the commitment and leadership of our Board of Directors and Executive Leadership Team, who drive diversity, equity and inclusion across the organization.



**Evan Fowler**

*Strategic Initiatives Manager*

As part of Ameren’s elevation of DE&I to a core value, an Executive Steering Committee was convened 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.



**Morgan Williams**

*Diversity, Equity and Inclusion Program Manager*

Our Vice President of Diversity, Equity and Inclusion reports directly to the CEO, and all members of Ameren’s Executive Leadership Team serve as mentors and advisors to our employee resource groups or diversity, equity and inclusion steering committees.

Ameren continuously improves to build diversity and this includes the recent promotion of **Evan Fowler, Strategic Initiatives Manager**, and the addition of our newest team member, **Morgan Williams, Diversity, Equity and Inclusion Program Manager**.

In keeping with our commitment to DE&I, we continued to invest resources and time on this topic, even in the face of the COVID-19 pandemic. As an industry leader, we continue to do what’s right and lead by example through, not just words, but actions. We continue to promote a culture where everyone feels welcome, supported, and valued. The well-being and the success of our co-workers and our communities impacts the well-being and success of our business.

This year, Ameren participated in many innovative, best-in-class initiatives that include our Employee Resource Groups (ERGs), the building of a diverse workforce for the future, the education of our co-workers and the outreach initiatives to build strong communities in the territories we serve.

We are also committed to serving the diverse needs of our communities and expanding procurement opportunities. This is reflected in Ameren’s diverse supplier business spend of 28.4%, exceeding the goal of 22%, with all business segments surpassing their diverse spend targets.

## 2020 REPORT HIGHLIGHTS

**Ameren’s Board of Directors**

**Implemented Training Programs**

**Enhanced Employee Resource Group Program**

**Significantly exceeded Supplier Diversity spending goals**

## BEST IN CLASS INITIATIVES

### AMEREN'S BOARD OF DIRECTORS

Diversity, Equity and Inclusion efforts at Ameren exist to support our mission – ***“To Power the Quality of Life.”*** We achieve this mission through the committed leadership of our Board of Directors. Ameren’s Board of Directors is actively engaged in strategies to expand diversity, equity and inclusion, challenging senior leaders to continue to grow best-in-class efforts with a strong commitment to excellence in all we do.



**Warner L. Baxter**  
*Chairman, President and Chief Executive Officer, Ameren Corporation*



**Noelle K. Eder**  
*Executive Vice President and Global Chief Information Officer, Cigna Corporation Audit and Risk Committee; Nuclear, Operations and Environmental Sustainability 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 Enterprise Diversity, 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 Nominating and Corporate Governance Committee; Nuclear, Operations and Environmental Sustainability Committee*



**Leo S. Mackay, Jr.**  
*Senior Vice President, Ethics and Enterprise Assurance of Lockheed Martin Corporation; Audit and Risk Committee and the Nuclear, Operations and Environmental Sustainability Committee*



**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*



**Stephen R. Wilson**  
*Retired Chairman, President and Chief Executive Officer, CF Industries Holdings, Inc., Finance Committee, Chair; Human Resources Committee*



**Ward H. Dickson**  
*Executive Vice President and Chief Financial Officer, WestRock Company Audit and Risk Committee; Finance Committee*



**Craig S. Ivey**  
*Retired President, Consolidated Edison Company of New York, Inc. Audit and Risk Committee; Nuclear, Operations and Environmental Sustainability Committee*

## TRAINING PROGRAMS

### DIVERSITY, EQUITY AND INCLUSION STORYCAST 2020



#### DE&I STORYCAST

With events such as the pandemic and civil unrest that touched many emotions and has challenged us to live and work differently, Ameren introduced a new training program, *Diversity, Equity, and Inclusion (DE&I) StoryCasts Series* (Ameren's version of a podcast). This series features co-workers sharing a personal story to bring awareness of the challenges to live our values in uncertain times and what that means at Ameren and in our communities. The program is designed for use by Ameren co-workers as well as the broader community to help foster healing and promote inclusion

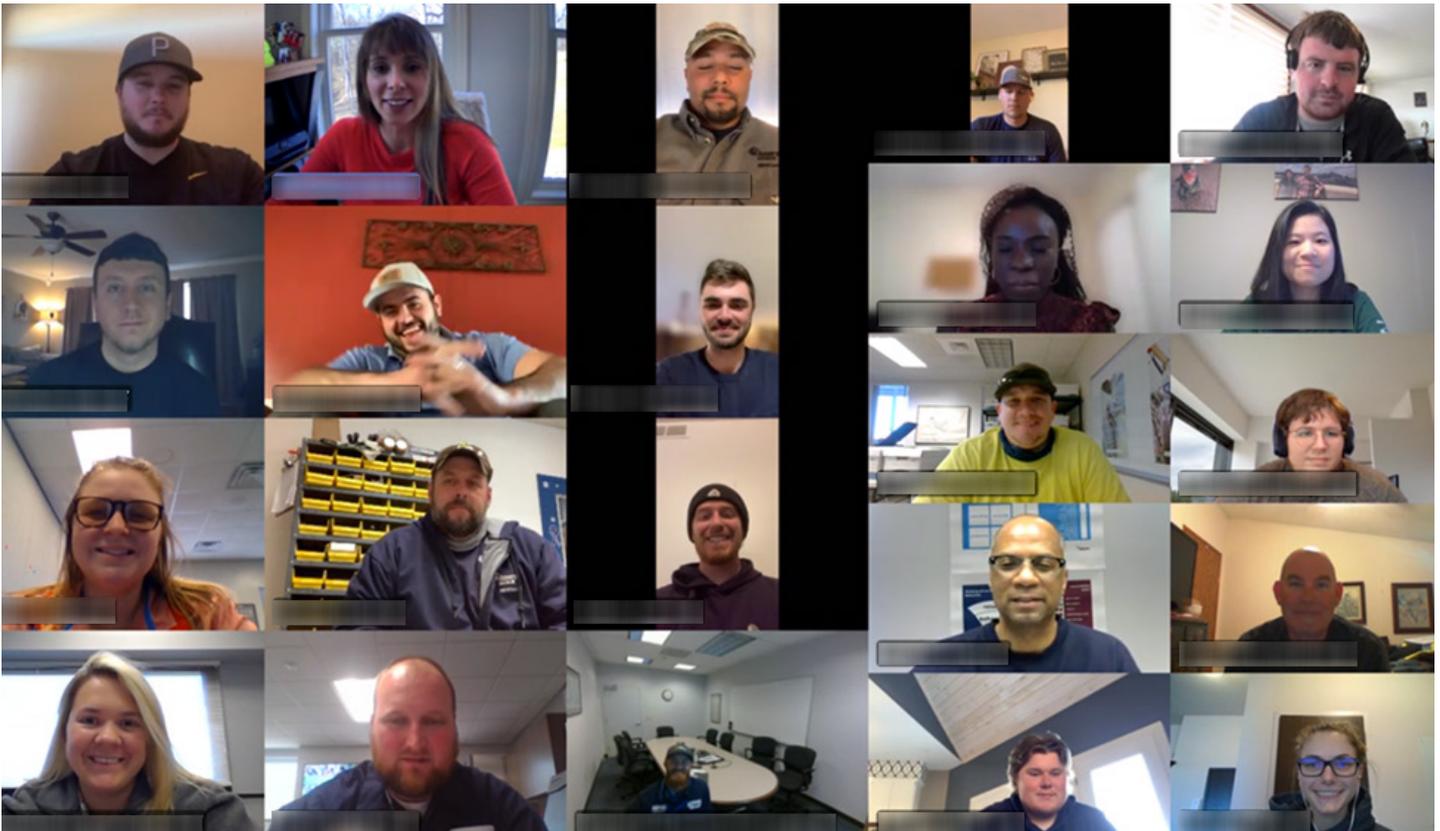
across Ameren service territories throughout Missouri and Illinois, as well as nationwide. These resources help increase people's comfort with starting and participating in meaningful discussions related to diversity, equity and inclusion.

#### VIRTUAL TRAINING PROGRAMS AND EVENTS

In response to the COVID-19 pandemic, Ameren's DE&I department quickly and successfully converted in-person training and events to virtual delivery to help our co-workers and community partners meet their training needs. The following training programs and events addressed the criteria needed for the conversion to virtual delivery:

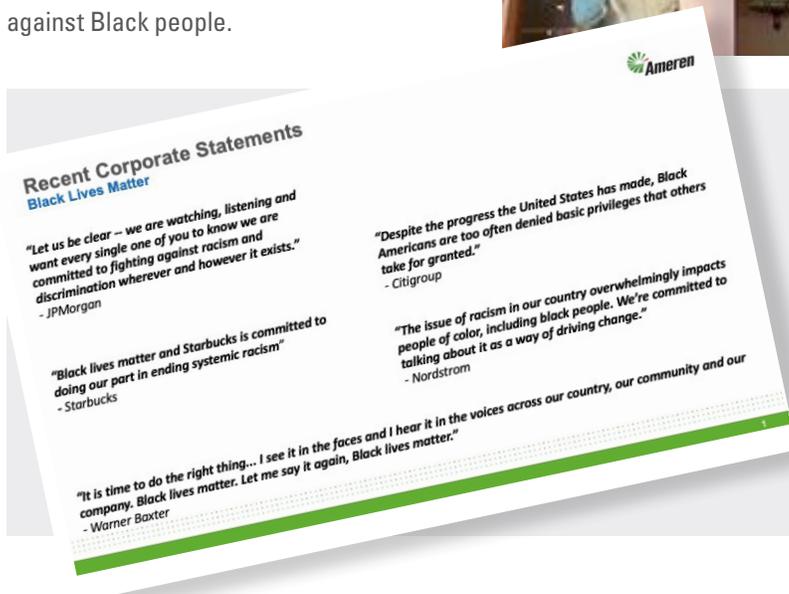


*The DE&I StoryCast Train the Trainer* training program provided an opportunity for co-workers, who serve as a DE&I StoryCast facilitator, the facilitation skills and tools to create and sustain an effective learning environment virtually. As a result of attending the session, co-workers were equipped with the tools they need to have engaging and impactful conversation around DE&I topics with their workgroups. The two-hour program concluded at the end of 2020 and impacted 63 DE&I Leaders who serve as facilitators. Participants reported an average of 4.5 out of 5.0 when asked if the program provided them a better understanding of their role as a StoryCast facilitator.



## TRAINING PROGRAMS

**Diversity and Inclusion Summit** In June, Ameren hosted a Diversity and Inclusion Leadership Summit: The Courage to Live Your Values. Due to current events, the theme was expanded to include challenges and opportunities related to living our values in uncertain times. The event opened with Warner Baxter, Chairman, President and CEO, speaking to guests about the level of profound racial prejudice, injustice and intolerance that we still have in this country and in our own communities, especially against Black people.



*"There is absolutely no place for racism, injustice or hatred of any kind, at Ameren, in our communities, in our country or anywhere in the world. We must challenge such behavior when we witness it and take steps to drive positive changes to eliminate it. And I want to be clear – Black lives matter! "*

**—Warner Baxter**

The Ameren Diversity Fellows and Consortium Alumni, a team of alumni from the St. Louis Business Diversity Initiative (SLBDI) and the Consortium for Leadership Development, presented the virtual event. SLBDI's Fellows Program boasts almost 700 alumni from over 60 of the region's leading institutions since 2001. Relationships like Ameren's partnership with SLBDI connects talent with opportunity and access, supporting and investing in potential leaders to enable a diverse workforce and build strong leaders for the future.

As our co-workers and community partners adjusted to the new reality of life under self-quarantine in the midst of the COVID-19 pandemic, Ameren debuted Ameren Singers: a group of Ameren co-workers, to share some musical joy during these trying times. The singers quickly adapted to digital rehearsals and video performances in order to keep members signing and audience listening from afar. The switch to socially distant singing included creating a video rendition of the songs the group planned to sing at the in-person event. The resulting video, which featured clips recorded at home by individual singers, closed out the event with an emotional experience.

Keynote speakers included Carolynn Johnson, CEO, DiversityInc Media LLC, Lt. General Jay Silveria, U.S. Air Force Academy, and Soledad O'Brien, Broadcast Journalist. The Leadership Summit brought together more than 600 internal and external leaders involved in supporting Ameren's Diversity and Inclusion efforts for the purpose of engaging leadership and recognition as we drive an All-In culture.

## EMPLOYEE RESOURCE GROUPS

### ERG MEMBERSHIP

Due to COVID-19 restrictions, Ameren's Employee Resource Groups (ERGs), wrestled with the question, "how do we maintain membership engagement during the pandemic?" Ameren's ERG members were able to meet this challenge and pivot to a 100% virtual environment. Members collaborated and came up with new ideas as their adaptability found new and innovative ways to maintain membership. Despite not being able to have in-person membership drives, our ERG membership has remained constant, steadily maintaining and engaging its current members.

#### THE EMPLOYEE RESOURCE GROUPS ARE:

- » Ameren Military-Veteran Employees (AMVE)
- » Ameren Network of Multi-Cultural Employees (ANME)
- » Gay, Lesbian, Bisexual, Transgender Employees & Allies Network (GLEAN)
- » Multi-Generational Resource Group (MERG)
- » Powering Connections for All Abilities (PCAA)
- » Women Influencing Success in Energy (WISE)

#### AMVE

Ameren Military  
Veteran Employees

#### MERG

Multi-Generational  
Employee Resource Group

#### GLEAN

Gay, Lesbian, Bisexual,  
Transgender Employees  
& Allies Network

#### ANME

Ameren Network  
of Multi-Cultural  
Employees

#### PCAA

Powering Connections  
for All Abilities

#### WISE

Women Influencing  
Success in Energy

### CONVERGING PROGRAM

**ConvERGING: Learning and Action** was one of the commitments Ameren made in 2020 led by Ameren's ERGs. This new training program offers eight hours of paid time to engage in structured volunteer learning and action opportunities with philanthropic, non-profit and community organizations. Sessions include, but limited to, unconscious bias training, poverty simulations, historical lessons on DE&I. Participation in ConvERGING: Learning and Action is open to all co-workers.



#### ERG LUNCH AND LEARNS

**Leading Emerging Ameren Professionals (LEAP)**, Ameren's young professional's chapter of MERG ERG, hosted a virtual Lunch and Learn to discuss how Ameren Missouri adjusting to operations due to the pandemic. The session included a fireside chat with Mark Birk, Senior Vice President of Customer and Power Operations, who spoke with members about the impact of COVID-19 pandemic on Ameren Missouri operations, adjusting to a virtual work environment, and leveraging partnerships to help customers during the pandemic.

**Ameren's Gay, Lesbian, Bisexual, and Transgender Employee Resource Network (GLEAN) ERG** hosted an empowering and informative presentation with LGBTQ advocate and author, Ellen Krug, who gave an in-depth on what it means to be transgender and what allies can do to create a more inclusive, welcoming environment for the transgender community.

### ERG WINS

In 2020, **Women Influencing Success in Energy (Wise) ERG**, celebrated their first virtual Get into Energy event, partnering with the Girls Scouts of Central Illinois. Led by Ameren leadership, co-workers explored the various career paths for STEM professions at Ameren.

**Ameren Network of Multi-Cultural Employees (ANME)** began the planning of The Friendly Club, a historically African-American centered, employee-led group with a foundation in community outreach for over 85 years. The new chapter will develop, retain and connect African American/Black professionals and supporters to promote inclusion within the organization, effective January 1, 2021.



### DIVERSITY, EQUITY AND INCLUSION LIVECAST

In August 2020, executive leaders invited all Ameren co-workers to join a **LiveCast** to celebrate our core value of Diversity, Equity and Inclusion (DE&I). More than 4000 Ameren co-workers joined the live, virtual gathering in recognition of this core value and in response to national challenges. Leaders reaffirmed Ameren's commitment through a number of actions, including corporate donations totaling \$10 million over 5 years, enhanced internal DE&I strategy, leadership in regional DE&I task force, and announced a new opportunity for co-workers to learn while volunteering for community organizations focused on DE&I – ConvERGING Learning and Action. True to our All In culture, co-workers made their own commitments to challenge inequity, champion inclusion and demonstrate respect for one another. Across Ameren co-workers participated in Be Courageous conversations, sharing personal stories, perspectives and experiences that increased appreciation for the diversity around us.

### McKINSEY'S MANAGEMENT ACCELERATOR & EXECUTIVE LEADERSHIP PROGRAM

In 2020 Ameren joined a **Management Accelerator Program** through our partnership with McKinsey and Company. This program provides unique development opportunities that align with our core value of Diversity, Equity and Inclusion. The Management Accelerator is part of the newly created Black Leadership Academy and is based on McKinsey's leadership expertise and well-tested management offerings. Ameren co-workers have the opportunity to enhance skills in key areas such as Business Strategy, Problem Solving and Business Fundamentals through this six-month developmental opportunity. Additionally, Ameren has participated in McKinsey's Black Executive Leadership Program. This program is focused on enhancing core executive capabilities and provides the opportunity for participants to engage in coaching, networking, virtual webinars and digital courses.

### AMEREN MENTORING AND CONNECTION COMMUNITY

Formal mentoring programs have been something that Ameren has had in place for over a decade including programs focused on leadership, new co-workers, new leaders, and to support each of our ERGs. In an effort to broaden our reach and make mentoring more accessible to all co-workers, the Ameren Mentoring and Connection Community was launched in 2019. The online Community is designed to foster and emphasize learning from each other and the important role of diverse perspectives in successfully executing Ameren's strategy by providing easy access for co-workers to connect and a robust toolkit to facilitate successful experiences.

- Over 2,609 co-workers are now connecting in the Community
- ERG mentoring programs are empowered by the Community's tools and technology. There are currently 1,296 active co-worker participating.
- New and transitioning co-workers/leaders are matched with mentors, encouraging knowledge sharing throughout the onboarding and transition process.
- Reverse Mentoring, now entering its fourth cohort, matches early career co-workers (as mentors) with senior Ameren leaders (as mentees).



**49%**  
of Ameren mentor  
matches have been  
cross-cultural

#### **Feedback from Senior Leader Mentee (Reverse Mentoring Program)**

*"I've found it very valuable to understand the things my mentor is interested in as a co-worker with a tenure less than two years. She does want to understand the big picture of how the organization works and how we put our values into practice. It really underlines the importance of connecting the dots for all of our co-workers, especially ones much newer to the company."*

## LEARNING AND LEADERSHIP DEVELOPMENT

Our unique **Reverse Mentoring** program was established at Ameren in 2017 and since that time over half of our Senior Leadership Team has participated – and several have elected to participate multiple times. Many have continued to stay connected after the formal programs concluded, either on a consistent or ad hoc basis.



- Reverse Mentoring is the pairing of an earlier career co-worker, acting as the Mentor, with a more experienced senior leader acting as the Mentee. Serving a dual purpose, this 12-month program provides development opportunities for both participants through sharing of diverse perspectives and experiences.
- Aligned with Ameren's Mentoring Strategy, the program is designed to promote continuous learning and information sharing at all levels – up, down, and across the organization. Other program objectives include fostering innovation, bridging knowledge gaps, reducing assumptions and stereotypes and improving social equity and diversity.
- Reverse Mentor pairings are made intentionally to promote learning through diversity of experience – across generations, tenures, business segments, genders, and ethnic backgrounds.
- To further increase the diversity of the Reverse Mentor pool, the application process was enhanced in 2020 to provide co-workers across the business with the opportunity to self-nominate with the approval and recommendation from direct leaders. Selection into the program is determined based on fit between Mentee development goals and interests and earlier career Mentor skills and areas of expertise.

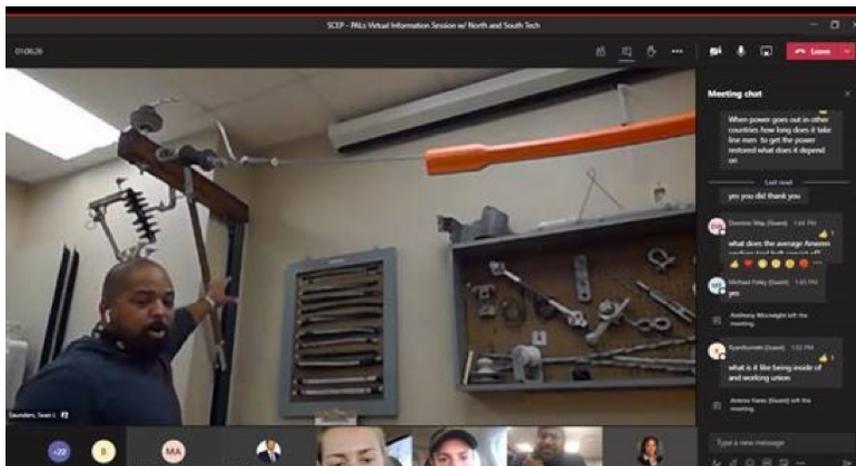
### **On Reverse Mentoring**

*"I've enjoyed the experience and think this is an innovative way to strengthen communication lines across the company."*

**—Reverse mentor, individual contributor**

### SKILLED CRAFT EDUCATION PROGRAM (SCEP)

Ameren’s partnership with North and South Technical High Schools through the **Skilled Craft Education Program (SCEP)**, now in its 12th year, helps to prepare and pipeline students for full-time employment into our entry level apprenticeships. The 2020 cohort includes 50 students that meet with Ameren monthly for development experiences.



Ameren co-workers keep learning engaging with students from North and South Tech High Schools via Microsoft Teams.

- Prior to COVID-19 impacts, students were able to complete employment testing and interviews. As of now, 19 students (37% minority and 11% female) have been recommended to move forward to in-person evaluations once they have resumed aligned with future full time apprenticeship needs.
- Ameren hired 7 SCEP students (43% minorities) into apprenticeships from the 2019 cohort and have additional students in the pipeline for future openings.
- Many students attend a local school and then spend a half day at North or South Tech.
- Both North and South Tech provide tuition-free Career and Technical Education (CTE) majors to high schools students across various school districts. CTEs allow students to explore career interests while earning industry certifications as well as college and high school credit.

*“The virtual presentation is just another example of how we have been innovative while continuing the knowledge transfer to our educational partnership programs during the pandemic,”* says Nya Grimes, senior workforce development specialist, Human Resources, Ameren Services. *“Although these classes are usually held in person, our presenters did an amazing job of engaging and educating the attendees in the virtual environment.”*

### COLLEGIATE PROGRAMS: VIRTUAL PROGRAM EXPERIENCES DURING COVID-19

The onset of COVID-19 required Ameren to strategize and build a new approach for the 2020 Collegiate Program. After benchmarking against other organizations, assessing business need and verifying leader capability to provide a strong experience, Ameren made the decision to execute a 100% virtual Collegiate Program experience.

	2020 Collegiate Co-workers	Diversity Metrics			
		Female	%	Minority	%
	32	10	31	8	25
	57	10	18	11	19
	17	9	53	5	29
	97	24	25	37	38
	30	8	27	9	30
<b>TOTAL</b>	<b>233</b>	<b>60</b>	<b>26</b>	<b>70</b>	<b>30</b>

**26%** of 2020 Collegiate Co-Workers Were **FEMALE**

**30%** of 2020 Collegiate Co-Workers Were **MINORITIES**

## DIVERSE PIPELINE DEVELOPMENT — *Opportunities Pivot to Virtual*

### Onboarding & Transitions

### Program Experiences — *Virtual Networking & Program Experiences include:*

**157**

**Collegiate Co-workers on-boarded with Ameren;**  
100% virtually in May/June

**76**

**Collegiate Co-workers on-boarded in January;**  
transitioned to a 100% virtual environment in March

**5**

**Weekly Welcome Sessions**

**7**

**Guided Learning Series**

**2**

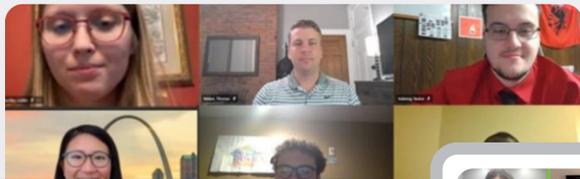
**ERG Information Sessions**

**4**

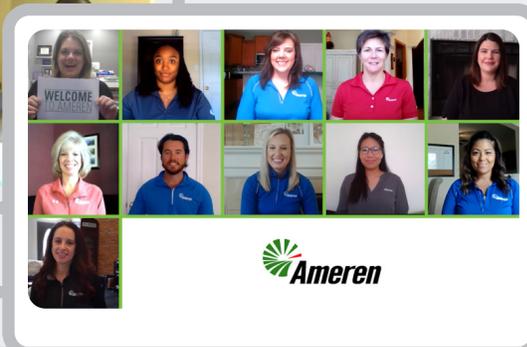
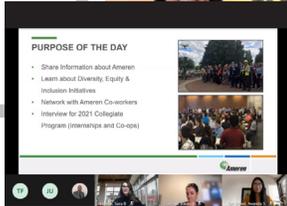
**Fireside Chats with Ameren's Presidents**

**4**

**Collegiate Showcase event**  
focused on each business segment



- (left) Ameren's Power Hour virtual event offered education, break-out sessions and interview opportunities for students across the country as a kick-off to Careers in Energy Week 2020.



- (center) Collegiate co-workers present projects, experiences during the Ameren Transmission Fall Co-Op Collegiate Showcase.
- (right) Virtual Orientation experience using Microsoft Teams.

### EARLY CAREER ROTATION

As was the case for many 2020 new hires, the impacts of COVID-19 required Ameren to transition from traditionally in-person onboarding and program experiences for our third Early Career Rotation Cohort. Ameren honored all offers and start dates determined prior to COVID-19 to ensure business continuity, a positive candidate experience and successful transition to full-time employment for these participants.



The Ameren Early Career Rotation Cohort 3 Kicks Off Summer 2020.

## DIVERSE PIPELINE DEVELOPMENT — Opportunities Pivot to Virtual

**28%**  
minority



**28%**  
female

### HIRING OUR HEROES CORPORATE FELLOWSHIP PROGRAM

Initiated at Ameren in Q4 2019, the [Hiring Our Heroes](http://Hiring Our Heroes) ([hiringourheroes.org](http://hiringourheroes.org)) program is designed to help service members bridge the gap between their military service and

**HIRING OUR  
HEROES**

U.S. CHAMBER OF COMMERCE  
FOUNDATION

contribute to the conversion of Fellows to full-time employment. Hiring our Heroes hosted 11 Fellows over 3 cohorts and converted 7 to FTE (64% conversion rate; 57% diverse). Year-end 2020 we have one active Fellow as part of cohort three.

civilian careers. This 12-week experience targets mid-career candidates during the last six months of their military service and offers development opportunities and ongoing feedback that

### AMEREN ILLINOIS SUMMER GAS METER PAINTERS

The Meter Painter Program is a long-standing program offered in Ameren Illinois with the goal of increasing diversity and inclusion while providing exposure and a pipeline to Ameren's skilled craft roles. Ameren Illinois onboarded 65 summer painters (**28% minority and 28% female**) in 2020. We provided enhanced virtual orientation sessions, offered development and training opportunities as well as employment test prep tools and resources.



We're proud of our long history of hiring military veterans at Ameren, and are honored to congratulate the newest graduates of the Hiring Our Heroes program. Service members bring valuable experience and skills to our company, and we're excited to have converted six graduates to full-time co-workers this year.

CORPORATE FELLOWSHIP PROGRAM

HIRING OUR HEROES  
U.S. CHAMBER OF COMMERCE FOUNDATION

HIRINGOURHEROES.ORG/FELLOWSHIP | #HOFELLOWS

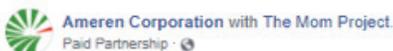
AMEREN.COM  
Military Veteran Employment Resources | Ameren

Learn More

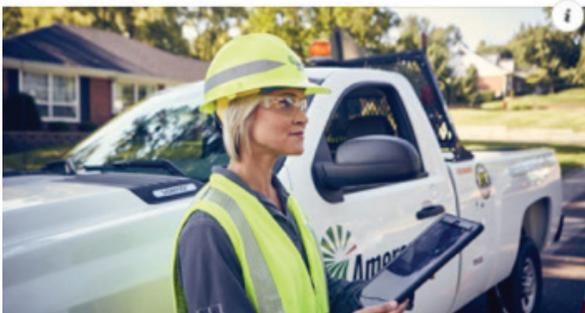
2020 Hiring Our Heroes Fellows

**27%** female

**43%** ethnically diverse  
(67% Black, 33% Hispanic)



We recognize that taking a career break is sometimes necessary, perhaps to care for family, continue education or pursue a personal passion, which is why we're excited to announce the Bright Return Program in partnership with Society of Women Engineers - SWE and iRelaunch's STEM Reentry Task Force, and The Mom Project.



AMEREN.COM  
Bright Return Program | Ameren Corporation  
Career re-entry opportunity for mid-career professionals...

Learn More

### BRIGHT RETURN PROGRAM

**Bright Return** is a new mid-career pipeline initiative that launched in September 2020. The goal of this program is to transition experienced professionals who have taken voluntary career breaks — often women who left to care for family, back into the workforce. This six month opportunity supports our strategic focus by creating a strong, diverse mid-career pipeline for Ameren. As part of this initiative, we partnered with two external organizations: iRelaunch, the leading company in the career re-entry space and [The Mom Project](http://The Mom Project) ([www.themomproject.com](http://www.themomproject.com)), a digital talent marketplace and community that connects Ameren with accomplished talent. The first cohort of Bright Return consists of six talented professionals that span a number of positions across the organization. Our first cohort will graduate in March 2021.



Ameren and other consortium member organizations participated in the CEWD Virtual Career Fair event during Careers in Energy Week. Recruitment effort focused on several segments of the workforce; high school, college, military as well as the promotion of trades.



### COMMUNITY PARTNERSHIPS

Ameren’s pipeline development efforts have focused on building diverse talent pools in key skill areas such as skilled craft, engineering and other STEM disciplines. Both local and national partnerships have been established to increase the strength and sustainability of our talent pipelines, including partnerships with [Center for Energy Workforce Development \(CEWD\)](https://cewd.org) (<https://cewd.org>), the [Illinois Energy Workforce Consortium \(IEWC\)](http://consortia.getintoenergy.com/illinois/) (<http://consortia.getintoenergy.com/illinois/>), and the [Missouri Energy Workforce Consortium \(MEWC\)](http://missouri.getintoenergy.com) (<http://missouri.getintoenergy.com>).

In addition to these national and state-wide workforce consortiums, Ameren is building strong local partnerships, taking a lead role in establishing [STEM STL](https://stemstl.org) (<https://stemstl.org>), a consortium



committed to equitable access to high-quality STEM learning for all students in the St. Louis metropolitan area. Ameren is

also partnering with the Regional Business Council (RBC) on workforce development priorities in the St. Louis region – including the development of [stl.works](#) – a website currently being designed to connect candidates to career paths (providing Ameren with an additional avenue to educate potential candidates about skilled-trade careers).

### RECOGNITIONS



Certified as a **Great Workplace** by Analysts at Great Place to Work®



**Military and Spouse Friendly Employer**  
Recognized by GI Jobs Magazine, 12th Consecutive Year



**Top 50 Companies for Diversity**  
by Forbes

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)

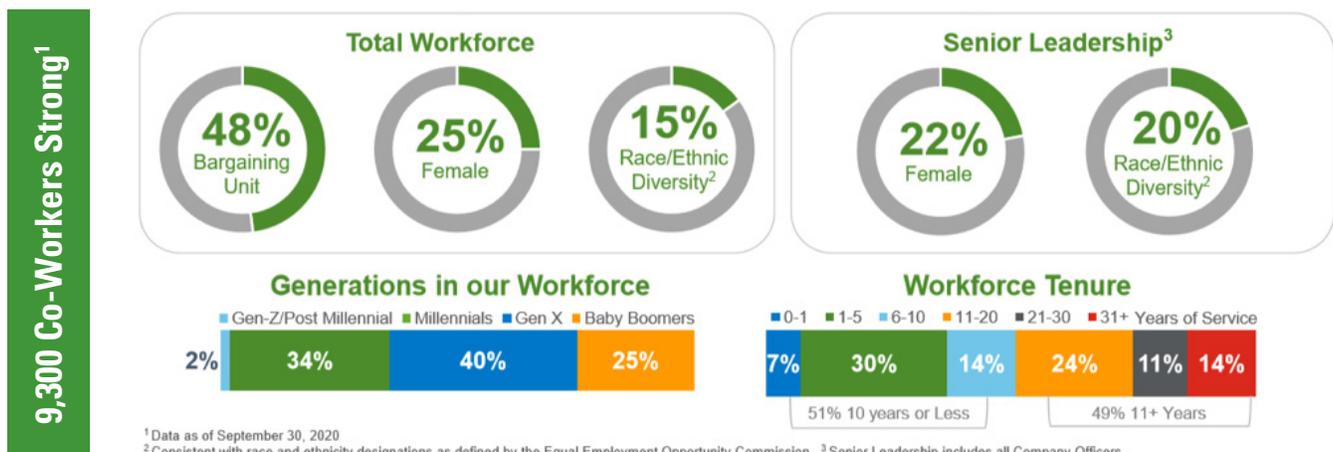
Sustainability is an important consideration in setting the course for the operation of the company. We define it as meeting the needs of the present without compromising the ability of future generations to meet theirs. We are measured on our sustainability quality through how we perform as a steward of the environment (**E**), how we manage our relationships with customers, communities and workforce (**S**) and how we maintain robust governance and oversight of our practices at the Board of Directors and management levels (**G**). Additionally, we link electrification to sustainability as it provides a pathway for growth, decarbonization, and helps customer affordability. Diversity, Equity & Inclusion (DE&I) efforts contribute to the company's social reputation and reflects Ameren's positive impact on customers, communities and co-workers. These efforts ensure that the Ameren workforce is sufficiently skilled and diverse for the challenges of the future, but also create opportunity for diverse populations in our broader service area.

Ameren embeds Sustainability into its strategy and risk management practices. The strategy is guided by Ameren's vision *"Leading the Way to a Sustainable Energy Future"* and relies on the company operating in accordance with values one of which is DE&I. Sustainability risks are integrated into the Enterprise Risk Management (ERM) framework for the company, ensuring that business impacts are considered and mitigation plans are built in the company's business operations.

Governance over Sustainability/ESG matters is provided by the Board of Directors as well as at the Management-level. The Board oversees all significant enterprise risks, but specifically delegates oversight of certain sustainability/ESG matters to several board committees. Matters associated with Diversity Equity and Inclusion are overseen by the Human Resources Committee of the Board of Directors. Management-level oversight of ESG matters is comprised of the executive leadership team (ELT), the Corporate Social Responsibility (CSR) Executive Steering Committee, the Sustainability & Electrification department and the Risk Management Steering Committee (RMSC). The Chief Diversity Officer (CDO) serves on the CSR Executive Steering Committee as well as provides periodic updates to the ELT, the Human Resources Committee as well as the full Board of Directors.

### Several diversity-related advances made as a part of our increased focus on Sustainability/ESG include:

- **Set Target to Achieve Net-Zero Carbon Emissions by 2050.** With the announcement in September 2020, Ameren plans to retire coal energy centers faster than originally planned while at the same time adding significant amounts of cleaner energy resources, resulting in net zero carbon emissions from operations by 2050. This is being done in a way that preserves customer affordability and system reliability. Organizations such as the Urban League of St Louis and The United Way released statements in support of our target to achieve net-zero carbon emissions by 2050.
- **Engagement with the Ameren Board of Directors.** In October 2020, the CDO co-presented to the Ameren Board of Directors along with the senior vice president General Counsel & Secretary and the vice president of Sustainability & Electrification in a board development session on Sustainability/ESG.
- **Increased diversity disclosures.** Females and racially/ethnically diverse leaders comprise 57% of Ameren's Board of Directors and 36% of Ameren's Executive Leadership Team as of December 31, 2020. Ameren has begun adding disclosures to share overall workforce demographics as demonstrated in the figure below, from the Investor Relations ESG Presentation, *Leading the Way to a Sustainable Energy Future* available at [AmerenInvestors.com](http://AmerenInvestors.com).



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- **COVID-19 Support.** At the onset of COVID, the company suspended service disconnections and waived late payment fees. Over the last year, Ameren and its co-workers, have contributed more than \$23 million in energy assistance funds and COVID-19 support for all of our customers.
- **Equity Framework.** Equity addresses affordable access to energy resources products and services. Because low income households generally pay a larger proportion of their income for energy than other customers, addressing their energy burden is beneficial for society as a whole. The multiple facets of energy equity include: **environmental stewardship** (Carbon reduction, environmental justice, electrification, renewables, infrastructure upgrades); **economic equity** (Supplier diversity, entrepreneurial support, home energy security, energy efficiency, energy assistance, economic development); **community betterment** (Philanthropy, youth/children services organizations, weatherization services); and **workforce equity/jobs/preparedness** (Jobs, Human capital management, DE&I, pipeline development, culture).
- **Board of Directors Sustainability Alignment.** The Nuclear, Operations and Environmental Sustainability Committee has express responsibility related to environmental sustainability, as well as significant communications and reporting to stakeholders.
- **Electrification for All.** Ameren has taken steps to encourage the adoption of electric vehicles offering incentives to companies to build charging infrastructure. Projects that are already underway include the Silvers project, a collaboration with the City of St Louis and Area Agency on Aging to build charging stations and provide electric vehicle transportation for seniors. Ameren also upgraded infrastructure and worked with Bi-State Metro transit to add 20 electric buses to their fleet, benefiting those who use public transportation.
- **Community Engagement.** Ameren hosted the second annual “*Community Voices*” offering two-way communication between the company and diversity community leaders like ministers, non-profits and community actions agencies. Feedback from this event helps to inform Ameren as we plan our operations and programming to ensure we are addressing the needs of vulnerable constituents.
- **Entrepreneurial Support.** In 2020, Ameren was an inaugural corporate sponsor for the University of Missouri-St. Louis (UMSL) DE&I Accelerator, to provide financial and supportive tools for minority owners of startups, helping facilitate the growth of job creators in the region.
- **Improved Sustainability/ESG Scores.** Over the last 12-24 months, Ameren has seen improvement in its ESG scores that reflect the company’s sustainability practices across several platforms. Some of these platforms include Sustainalytics, Transition Pathways Initiative (TPI), ISS and CDP. Sustainalytics scores improved from 36 to 34 (lower is better); TPI scores improved from 1 to 3 (4 is the best); ISS Social scores improved from 7 to 6 (lower is better); CDP Water Security scores improved to C to A-; and CDP Climate scores improved from B- to B.
- **Top ESG Company.** Ameren was named one of the best 25 ESG companies by *DiversityInc*® in 2020. The criteria included human capital metrics, talent and workplace programs and practices, philanthropic programs, supplier diversity and leadership and governance practices.



### Further Readings

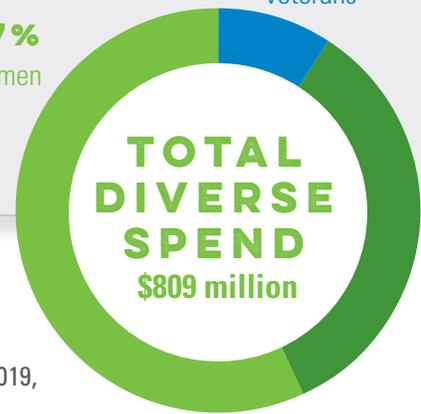
Additional materials that help describe Ameren’s sustainability and ESG-related initiatives are posted both at [Ameren.com](https://www.ameren.com) and [AmerenInvestors.com](https://www.amereninvestors.com).

**Total Diverse Spend rose to \$809M or 28.4% in 2020.**

**57%**  
Women

**9%**  
Veterans

**34%**  
Minority



**SUPPLIER TESTIMONIAL**



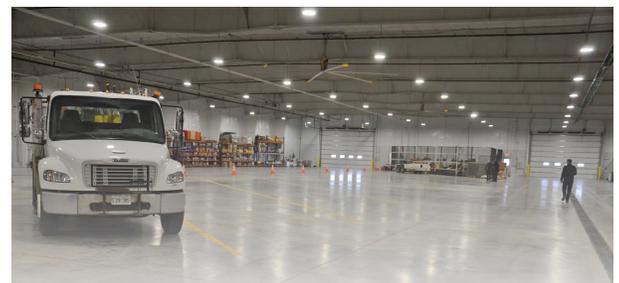
Ameren continues to make meaningful investments in minority-owned businesses who reflect the communities we serve. In 2019, diverse-supplier spend topped \$650 million, which contributes to local and regional economic growth and job creation.

One such supplier now working with Ameren is Endrizzi Contracting Inc., a certified woman-owned business providing landscaping and design services. With the support of her family and experienced mentors, Amanda Endrizzi, a board certified physician’s assistant turned entrepreneur, created a thriving business in an area of Illinois where meaningful career opportunities are limited. Endrizzi Contracting has grown from four to 50 employees.

*“Ameren has been very supportive in the growth of my company,” says Endrizzi, president, Endrizzi Contracting. “With the help of Ameren, Endrizzi is providing local, well-paying jobs so that people within our community can stay here, work, and still support their families.”*

**POWERFUL PARTNERSHIPS**

In 2020, Ameren celebrated the grand opening of a new Gas Operating Center in Peoria, Illinois serving more than 70,000 natural gas customers in the area. The new \$20M facility, featuring state-of-the-art equipment, a gas meter shop, and a truck shelter designed for efficiency, was built by GIVSCO/River City Joint Venture, a 51% diverse-owned partnership between GivSCO Construction, a Pekin, IL based certified Minority Business Enterprise, and River City Construction of Peoria.



**Ronald Givens, Sr., whose company hired two new co-workers to support the project, was on hand to celebrate the special occasion and share his gratitude with Ameren, stating,**

*“I am most proud of our work on the Ameren Illinois Gas Operations building and Ameren providing GivSCO Construction an opportunity to have a seat at the table - not behind it, not beside it, but at the table.”*

## SUPPLIER DIVERSITY

### ACCESS AND DEVELOPMENT OPPORTUNITIES

In response to the COVID-19 pandemic and its effects on our diverse supplier community, Ameren Supplier Diversity promoted and participated in a webinar designed to help suppliers from across Missouri and Illinois to access information about the Federal COVID-19 Relief Stimulus Package. The webinar was hosted by the



Women's Business Development Center and the Illinois Utilities Business Diversity

Council, two organizations dedicated to supporting diverse businesses, of which Ameren is an active member.

### MENTORING PROGRAM

Ameren Supplier Diversity hosted its Diverse Business Mentoring Program. Ameren business segment personnel and key prime supplier mentors coach diverse suppliers on enhancing their business and operations skills. Diverse suppliers participate in workshops on project management, bidding and estimating, safety and quality management.

*Upon completion of the 2019-2020 mentoring experience, Stanley Webb, CEO of minority-owned Webb Engineering stated,*

*"This program is what we needed to find a way to work with Ameren... My Ameren mentor, Mr. Chris Maricic has done and is doing all that I could expect from him to assist me to better understand Ameren and how it works... For me, one measure of success would be for projects to come out the program. Well, we have three opportunities that are related to the Mentor-Protégé program with Ameren. Thank you, Ameren, and everyone that was involved."*



### AWARDS AND HONORS

Ameren was recognized by the St. Louis Council of Construction Consumers for

**Organizational Excellence  
for Business Inclusion**

August, 2020

The Hispanic Chamber of Commerce presented Ameren with its

**Business Advocate  
of the Year Award**

September, 2020

## DIVERSITY, EQUITY AND INCLUSION RECOGNITION

- **DiversityInc** has ranked Ameren Corporation second in the United States on its 2020 listing of the nation's Top 6 Utilities and the only utility to appear on their Top 10 Regional list. For the first time, Ameren made the Top 10 Board of Director list and Top Company for environmental, social, and governance (ESG) leadership.
- **Best Place to Work for Disability Equality** by American Association of People with Disabilities (AAPD) and the US Business Leadership Network (USBLN). Ameren scored 100 out of 100 for the Disability Equality Index (DEI), which measures culture, leadership; accessibility; employment practices, and community engagement.
- **Best Place to Work for LGBTQ Equality** by Corporate Equality Index. Ameren scored 100 out of 100 on the Human Rights Campaign Foundation's Corporate Equality Index (CEI), which measures workplaces on lesbian, gay, bisexual, and transgender equality.



## COMMUNITY OUTREACH EFFORTS

### CIVIC PROGRESS

Ameren is proud to be a part of **Civic Progress**\* **Business and Community DEI Task Force**. The task force represents a joint effort between Civic Progress member companies, education leaders and community partners to strengthen our region. This effort will result in a co-sponsored strategic plan that empowers the St. Louis business community to make “meaningful, positive system-change towards inclusive growth and economic prosperity,” enabling the entire region to thrive. The partnership seeks to make collective regional impact across the following areas: Business, Community, Education, Healthcare, and Justice. Ameren’s Vice President and Chief Diversity Officer, Sharon Harvey Davis, is one of the co-leads of the Business and Community DEI Task Force and chairs the Education Workstream.

\*Five of the region’s economic development groups — St. Louis Regional Chamber, AllianceSTL, Civic Progress, Downtown STL Inc. and Arch to Park merged under a new name, Greater St. Louis Inc, Jan. 1, 2021.



### VOLUNTEERING

Annually, Ameren co-workers volunteer tens of thousands of hours to nonprofit organizations in the communities we serve in Missouri and Illinois. Through the **Ameren**

**Dollars for Doers** program, we funded more than \$29,000 to 51 non-profits across within the service territory, with over 5,000 hours recorded.

### THE AMEREN CARES PROGRAM

The **Ameren Cares Program** connects Ameren with the communities it served through charitable giving and volunteering. A key focus of Ameren Cares is to partner with nonprofit organizations that improve the quality of life of people living in Ameren’s territory. As of December 31st, Ameren contributed \$11.3 million in local charitable donations to over 670 non-profit organizations. In 2020, Ameren committed an additional \$2 million in response to the COVID-19 pandemic. Through the Ameren Cares Power of Giving Fund, Ameren board members and co-workers also came together to raise \$812,000 to help our customers throughout our service territory. These funds supported non-profit organizations in Illinois and Missouri that met the most critical needs of the community due to the impacts of COVID-19.



## DIVERSITY, EQUITY AND INCLUSION EXCELLENCE AWARD WINNERS

The Diversity, Equity & Inclusion Excellence Award recognizes teams or individual co-workers, at any level, who demonstrated excellence in the mindset and behaviors critical to achieving Ameren's DE&I goals. Co-workers who receive this prestigious award are not only examples of high performance, but role models of our All In culture.

### 2019 AWARD WINNERS

#### Individual Award:

**Robyne Black**, Supplier Relationship Manager, Supplier Diversity, Ameren Business and Corporate Services

**Tim Dickison**, Quality Assurance Advocate, Illinois Customer Experience, Ameren Illinois

**Ron Kelly**, Supervisor, Gas Operations, Ameren Illinois

#### Team Award:

**2019 ERG Presidents** (Lynda Brady, Monica Settles-White, J. Michael Brown, Amir Lilienthal, Anjanette Brooks, Shanel Luckett)

**PCAA Accessibility Ramp Project Leads** (Bob Dodd, Chuck Jolly, Andrew Niebrugge, Shawn Spillman)





**DIVERSITY, EQUITY  
& INCLUSION**

**Be Courageous**

**OUR MISSION:** *Diversity, Equity & 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)