

DIVERSITY & INCLUSION
LEADERSHIP SUMMIT

The
Courage
To Live Your Values

Ameren Diversity & Inclusion
ANNUAL REPORT 2019



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Diversity & Inclusion at Ameren

The business case for diversity and inclusion is evolving, much like the challenges and focus areas for Ameren and our communities. At Ameren, our diversity and inclusion efforts exist to support these areas that start with our mission:

"We drive a culture of inclusion and power the quality of life by eliminating barriers to people achieving excellence."

We achieve this mission through the committed leadership of our Board of Directors and Executive Leadership Team, who drive diversity and inclusion across the organization.

Ameren is leading many 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.

2019 REPORT HIGHLIGHTS

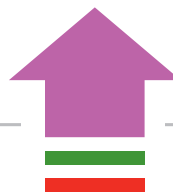
**Ameren's Board
of Directors**



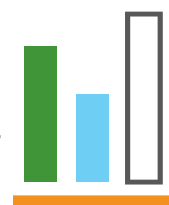
**Implemented new
training programs**



**Increased Employee
Resource Group
chapters and
membership**



**Significantly
exceeded
Supplier Diversity
spending goals**



AMEREN'S BOARD OF DIRECTORS

Diversity 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 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 Chief Information and Digital Officer, Hilton Worldwide Holdings Inc.
Audit and Risk Committee; Nuclear and Operations Committee



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



Cynthia J. Brinkley
Former Chief Administrative and Markets Officer, Centene Corp.
Human Resources Committee; Nuclear and Operations Committee



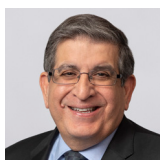
Ellen M. Fitzsimmons
Corporate Executive Vice President, General Counsel and Corporate Secretary, SunTrust Banks, Inc.
Finance Committee; Nuclear and Operations Committee



Dr. Gayle P. W. Jackson
President and Chief Executive Officer, Energy Global, Inc.
Nominating and Corporate Governance Committee, Chair; Nuclear and Operations Committee



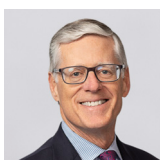
Catherine S. Brune
Retired President, Allstate Protection Eastern Territory of Allstate Insurance Company
Audit and Risk Committee; Nominating and Corporate Governance Committee



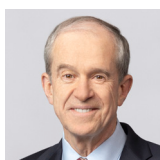
Rafael Flores
Former Senior Vice President and Chief Nuclear Officer, Luminant
Nominating and Corporate Governance Committee; Nuclear and Operations Committee



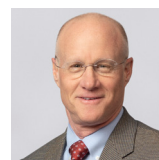
James C. Johnson
Retired General Counsel, Loop Capital Markets, LLC,
Human Resources Committee, Chair; Nominating and Corporate Governance Committee



J. Edward Coleman
Executive Chairman, CIOX Health
Audit and Risk Committee; Nuclear and Operations Committee



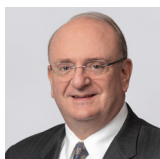
Walter J. Galvin
Retired Vice Chairman and Chief Financial Officer, Emerson Electric Co.
Audit and Risk Committee, Chair; Finance Committee



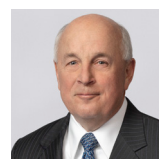
Steven H. Lipstein
Former President and Chief Executive Officer, BJC HealthCare
Finance Committee; Human Resources Committee



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



Richard J. Harshman
Chairman and Retired President and Chief Executive Officer, Allegheny Technologies Incorporated
Human Resources Committee; Nuclear and Operations Committee, Chair; Lead Director

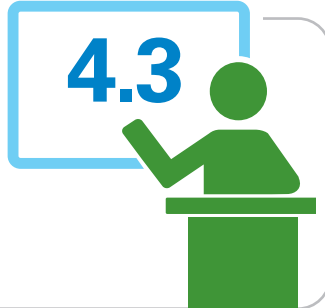


Stephen R. Wilson
Retired Chairman, President and Chief Executive Officer, CF Industries Holdings, Inc.,
Finance Committee, Chair; Human Resources Committee

COURAGE TOUR 2.0

The Courage Tour 2.0 is an expansion from the piloted Courage Tour program. The two-hour program concluded in 2019 impacting 63 Ameren Illinois people leaders.

Participants reported an average of **4.3** out of **5.0** when asked if the tour gave them a better understanding of their role as a leader



The programs goals are to:

- Support Ameren’s Workforce Strategy by delivering program to help the organization attract, retain and support a diverse and engaged workforce
- Bring understanding about the connection between courage and actions necessary to build an inclusive culture
- Showcase personal accounts of courage from external speakers as well as Ameren co-workers at all levels
- Leverage facilitated discussions to clarify the roles and expectations of an effective leader at Ameren
- Facilitate personal goal setting with co-workers to help them become better leaders in their workgroups

EXTRAORDINARY LEADERS PROGRAM

Extraordinary Leaders programming focuses on strategies for becoming a more inclusive leader. In 2019, the program made fifteen stops across Ameren’s Illinois service territory, impacting nearly 440 Ameren Illinois leaders.

440
Ameren Leaders



engaged in the
Extraordinary
Leaders Program



DISCUSSIONS ACROSS DIFFERENCES

Discussions Across Differences materials are designed for use by Ameren co-workers as well as the broader community to help foster healing and promote inclusion across Ameren service territories across Missouri and Illinois, as well as nationwide. These resources help increase people’s comfort with starting and participating in meaningful discussions related to diversity and inclusion. The 2019 series, **The Courage to Live Your Values**, featured co-workers telling first-person stories of courage and its importance in building an inclusive culture. Community Partners and external stakeholders continue to engage with the Discussions Across Differences resources on Ameren.com and YouTube.

40/16



Diversity and
Inclusion Leaders
Academy program
includes **40**
participants and
16 graduates



DIVERSITY AND INCLUSION LEADERS ACADEMY

The Diversity and Inclusion Leaders Academy is a best-in-class program that brings together external learnings from Gartner and internal experiences to develop corporate Diversity and Inclusion Leaders. Participants practice concepts and tools that support Ameren’s competencies and reinforce Ameren’s values in order to become effective leaders. In 2019, we added a track for our Ameren Leadership Team with plans to extend to all people leaders. The new track will include six learning sessions with our Employee Resource Groups.



INCLUSION CRUISER

Ameren continues to bring the Inclusion Cruiser – a vehicle experience designed to promote active learning and encourage a two-way dialog – to co-workers across Missouri and Illinois. The Ameren Inclusion Cruiser is an innovative, unique D&I learning opportunity for Ameren co-workers, customers and communities, educating populations in urban and rural areas, and at events internal and external to Ameren. In 2019, the Inclusion Cruiser traveled over 3,000 miles across Ameren’s service territory, making impactful appearances and lasting impressions at numerous community events including the St. Louis Pride Parade. Since its debut, the Inclusion Cruiser has made numerous visits impacting thousands of co-workers, customers, and communities throughout Missouri and Illinois.

EMPLOYEE RESOURCE GROUPS

Ameren’s employee resource groups are defined as “a group of people, who share common interest or backgrounds have concerns about some of the challenges/barriers and opportunities a particular group is facing and offers support for each other.” ERGs provide a forum for discussion and exploration of cultural differences, an avenue to help welcome new employees, opportunities to develop professional skills, expand networks, community outreach and to assist Ameren in reaching business goals. Each employee resource group is required to support Ameren’s business goals and objectives, provide community outreach, and educate and engage employees as a part of their mission and annual strategic business plan.

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)

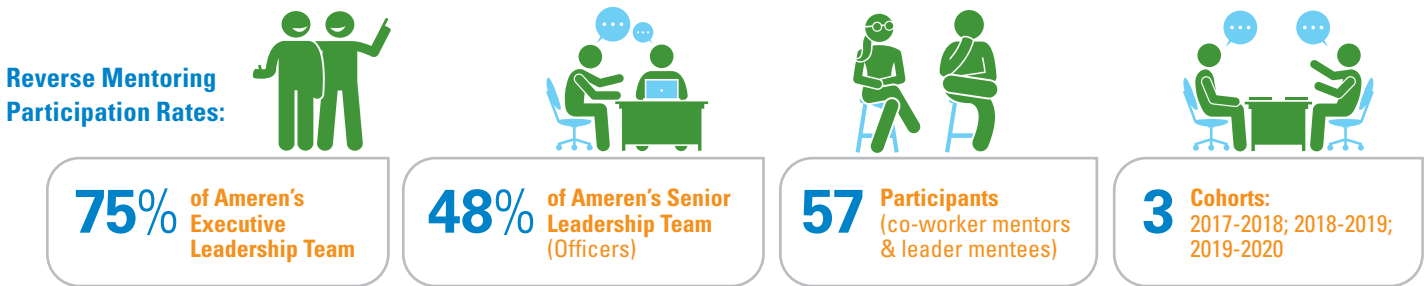
<p>AMVE AMEREN MILITARY VETERAN EMPLOYEES</p>	<p>ANME AMEREN NETWORK OF MULTI-CULTURAL EMPLOYEES</p>
<p>GLEAN GAY, LESBIAN, BISEXUAL, TRANSGENDER EMPLOYEES & ALLIES NETWORK</p>	<p>MERG MULTI-GENERATIONAL EMPLOYEE RESOURCE GROUP</p>
<p>PCAA POWERING CONNECTIONS FOR ALL ABILITIES</p>	<p>WISE WOMEN INFLUENCING SUCCESS IN ENERGY</p>

In 2019, ANME ERG expanded the group to include an African American Network chapter (**AANA**) to develop, retain, and connect African American/Black professionals and supporters to promote inclusion within the organization; and MERG ERG added a young professional’s chapter, **Leading Emerging Ameren Professionals (LEAP)**, to create an environment where young people thrive and everyone benefits. PCAA ERG (Powering Connection for All Abilities) introduced a **Caregiver Speaker Series** for co-workers who have family members with disabilities. The series provided strategies to co-workers dealing with common caregiver challenges.

AMEREN MENTORING AND CONNECTION COMMUNITY

Ameren launched the Ameren Mentoring and Connection Community in early 2019 (The Community, for short) to expand mentoring opportunities and create meaningful connections for all co-workers across Ameren. 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 2,000 co-workers are now connecting in the Community (in 2018, 775 Ameren co-workers formally participated in mentoring).
- ERG mentoring programs are now empowered by the Community’s tools and technology.
- New and transitioning co-workers/leaders (over 1,500 in 2019) are matched with mentors, encouraging knowledge sharing throughout the onboarding and transition process.
- Reverse Mentoring, now in its third cohort, matches early career co-workers (as mentors) with senior Ameren leaders (as mentees).



One unique program in the Community is Ameren’s **Reverse Mentoring Program**. Since its initiation at Ameren in 2017, a number of Ameren’s Senior Leadership Team members and early career co-workers have participated in Reverse Mentoring. In addition to fostering development and two-way information sharing, the program continues to drive a variety of meaningful outcomes:

- Demonstrates the importance of continuous learning at all levels and the importance of sharing information – up, down and across the organization.
- Increases connectivity between Ameren’s Senior Leadership Team and co-workers of the rapidly growing millennial generation.
- Creates an opportunity for early career professionals to have immediate impact and develop strong relationships with organizational leaders.
- Fosters a more inclusive environment where co-workers build relationships, gain experiences, learn from each other and develop as leaders.



Feedback from Senior Leader Mentee

“My biggest takeaway is greater awareness of co-workers’ perceptions of me. My mentor offered ideas to address issues in my organization and helped me understand the needs of newer co-workers. It has been a two-way learning experience, and we will continue to meet regularly following the program.”

WORKFORCE DEVELOPMENT

Ameren’s partnership with North and South Technical High Schools through the **Skilled Craft Education Program (SCEP)** helps build a diverse pipeline of talent. In its 11th year, the program provides students with mentoring, field experiences and training with a strong focus on attracting diverse talent ready for Ameren’s future workforce. North Tech High School is located in the Florissant community and South Tech is located in Sunset Hills.

- 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.
- Many students attend a local school and then spend a half day at North or South Tech.



HIRING OUR HEROES

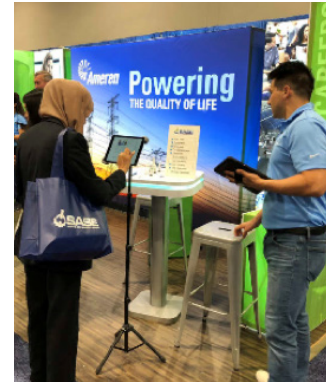
U.S. CHAMBER OF COMMERCE
FOUNDATION

Ameren has established a new partnership with **Hiring Our Heroes (HOH) Corporate Fellowship Program**. Hiring Our Heroes, established in 2015, connects transitioning service members to employment opportunities. Since that time, HOH has graduated over 1700 fellows and has a 92% job offer rate. The 12-week program is held 3 times a year at various military installations and cities around the country. St. Louis was added as a location in 2019 and Ameren quickly identified this opportunity to increase diverse hiring in skilled craft and other career areas with highly qualified veteran candidates.

Ameren recruits and attracts top diverse intern and co-op students through our **Collegiate Program** with a focus on developing a talent pipeline for STEM and corporate roles. In 2019 we welcomed 209 collegiate co-workers from many colleges and universities across 14 states. Of those graduating seniors, eligible for full-time employment, Ameren extended 59 offers for full-time roles (as of Nov. 1, 2019).



Ameren's 2019 cohort of students gained valuable real-world experience and contributed across many different disciplines, including engineering, supply services, analytics, and digital technology.



Ameren annually recruits collegiate talent through partnerships with national organizations, including: the Society for Women Engineers, the Society for Asian Scientists and Engineers, the Society for Hispanic Professional Engineers, and the National Society of Black Engineers.



Ameren employed 90 Summer Meter Painters in 2019.

Ameren's **Summer Meter Painters Program** is strategically aligned to building a pipeline of diverse talent for our skilled trades and STEM-related opportunities. In 2019 enhancements to the program focused on:

- Outreach to increase diversity and inclusion within the program.
- An orientation experience designed to provide exposure to Ameren career opportunities.
- Access to job readiness training.
- Job shadowing opportunities related to participant's field of interest.

Diverse business spend rose to **\$624M** or **25.2%**, in 2018 and supported six thousand jobs. August 2019, year to date, diverse spend is **\$424.4M** or **25.4%**.

SUPPLIER TESTIMONIAL



It was a dream of mine to work with a company like Ameren... a company that has the manpower and ability to put a diverse contractor in a position to be successful."

—Kevin Edwards

President and Founder, Edwards-Kamadulski, LLC

Spanning the length of one city block in East St. Louis, Illinois, Edwards-Kamadulski is a source of pride for those on both sides of the Mississippi River. The Minority Business Enterprise (MBE) provides excavation services and cranes, and installs insulation on HVAC systems and boilers across our service territory. Thanks to dedicated mentors and investments from companies like Ameren, President and Founder Kevin Edwards is a pillar in the community and has educated his daughters on how to lead their company into the future.

SUPPLIER DIVERSITY SYMPOSIUM STATS



OUTREACH

Ameren hosted its bi-annual Supplier Diversity Symposium dedicated to supplier diversity. This year's event titled, "Transforming our Energy Future Together", focused on the company's future through innovation and technological advancements and key contract opportunities to support the grid of the future. The symposium featured a Senior Executive level panel who shared their insights related to trends and opportunities in digital, operations, workforce diversity & inclusion, procurement and supplier diversity.



DARTMOUTH SCHOLARSHIPS

In 2019, Ameren awarded \$15,000 in scholarships for three diverse businesses to attend the Minority Business Executive program on the campus of Dartmouth College in Hanover, NH. The scholarships are awarded to diverse businesses to promote their growth, development and sustainability with Ameren.

MENTORING PROGRAM

Ameren Supplier Diversity introduced its third cohort of emerging Ameren diverse businesses into the Diverse Business Mentoring Program, launched in 2017. While participating in a year-long curriculum featuring topics such as project management, bidding & estimating, safety and quality management suppliers meet routinely with mentors from Ameren and several key prime suppliers.



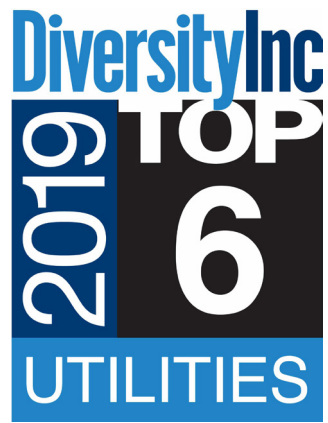
ACCESS AND DEVELOPMENT OPPORTUNITIES

As a result of Ameren’s supplier diversity advocacy, business segment sourcing and supply chain collaboration, two major operating center (OC) construction projects - Peoria Gas OC and North St. Louis Metro OC - both valued greater than \$20M, have diverse general contractors as joint venture partners to help lead the projects.



**NORTH ST. LOUIS METRO OC
GROUNDBREAKING**

- KAI Design & Build, a St. Louis Based MBE firm, is a 50% partner in the construction of the St. Louis North Metro Operating Center.
- Close to 40% of the PARIC/KAI joint venture construction costs will be diverse spend. Of that 40%, at least 25% will be MBE spend.
- KAI/PARIC have monthly reporting requirements of their diverse spending to Ameren Missouri.
- The project schedule/bi-weekly progress meetings will give us insight to diverse companies performing on the job according to the project schedule so we can ensure their on-site participation.



DiversityInc has ranked Ameren Corporation third in the United States on its 2019 listing of the nation's Top 6 Utilities

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. *Index*



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. *Index*

COMMUNITY OUTREACH EFFORTS

THE AMEREN CARES PROGRAM

connects Ameren with the communities it serves 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 service territory. As of Oct. 31, Ameren contributed nearly \$7.9 million in local charitable donations to nearly 615 nonprofit organizations.

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 close to \$23,500 to 52 nonprofit organizations within the service territory, with over 4,994 co-worker volunteer hours recorded in 2019.



The Diversity Excellence Award is given to co-workers who demonstrate excellence in leadership, and diversity and inclusion. Co-workers who receive this prestigious award are not only examples of high performance, but role models of our All In culture.

2019 THOMAS R. VOSS DIVERSITY EXCELLENCE AWARD WINNERS

Individual Award:

- » **Greg Eddings**, Project Manager, Trans Ops Plan Policy and Reg, Ameren Transmission
- » **Yvette Hamilton-Hawkins**, Supervisor Customer Service, Missouri Customer Experience, Ameren Missouri
- » **Angela Sphar**, Supervisor Regulatory Audit, Internal Audit, Ameren Business & Corporate Services

2018 Diversity & Inclusion Leadership Summit Fellows Team

- » Aitor Barrio
- » Donna Bullock
- » Jackie French
- » Hector Irizarry-Robles
- » Maureen Kariuki
- » Gwen Mizell
- » Gussie Reed
- » Raymond Riddle
- » Darnell Sanders
- » Joyce Sanders
- » Shanell Williams
- » Byron Witherspoon

AMVE Team

- » Bill Books
- » Lynda Brady
- » April Harmon



2019 Thomas R. Voss Diversity Excellence Award Winners



Our Mission: Diversity & 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)