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## DIVERSITY AND INCLUSION AT AMEREN
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 & Inclusion 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.

Since 2010, Ameren has been recognized among DiversityInc’s top utilities, ranking first three years in a row.

This commitment starts with our Board of Directors and Executive Leadership Team, who drive Diversity and Inclusion across the organization. Ameren is participating in many innovative, best-in-class initiatives, and we understand our customers and communities are looking to us to continue to lead in Diversity and Inclusion. Our Vice President of Diversity & Inclusion reports directly to the CEO, and all members of Ameren’s Executive Leadership Team serve as mentors and advisors to an employee resource group or diversity and inclusion steering committee.

### 2017 REPORT HIGHLIGHTS:

- Initiated an Executive Diversity Council
- Implemented new programs, including an early career rotation opportunity for Interns and Co-Ops
- Required diverse slates and interview panels
- Significantly exceeded Supplier Diversity spending goals
A culture that strongly embraces diversity and inclusion enables us to better understand and meet the needs of our diverse customer populations, enhances engagement among our co-workers that drives innovative solutions to meet our customers’ energy needs and expectations, as well as helps us recruit and retain the best talent.

– Warner Baxter, chairman, president and CEO, Ameren

BEST IN CLASS INITIATIVES

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 Inclusion Cruiser offers a unique mobile learning opportunity to co-workers who work in field offices away from the St. Louis headquarters. Outfitted with touch screen monitors, a mobility lift, and audio assist technology, the Inclusion Cruiser is ready to welcome co-workers and community members of all abilities. The Inclusion Cruiser was also present as a visible representation of Ameren’s diversity and inclusion commitment at several community events in 2017, including the St. Louis Pride Parade and the National Urban League Annual Conference, hosted by St. Louis in July.

CEO ACTION FOR DIVERSITY & INCLUSION™ INITIATIVE
Warner Baxter, chairman, president and CEO, Ameren, joined more than 150 CEOs from some of the world’s leading companies in signing the CEO Action for Diversity & Inclusion™ initiative. This is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace. Three commitments include:

1. We will continue to make our workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion.

2. We will implement and expand unconscious bias education.

3. We will share best— and lessons learned—practices.

“In a culture that strongly embraces diversity and inclusion enables us to better understand and meet the needs of our diverse customer populations, enhances engagement among our co-workers that drives innovative solutions to meet our customers’ energy needs and expectations, as well as helps us recruit and retain the best talent.”

– Warner Baxter, chairman, president and CEO, Ameren

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.

AMEREN CEO AND CDO SPEAK AT DIVERSITYINC FORUM
Warner Baxter, chairman, president and CEO, Ameren, and Sharon Harvey Davis, VP and Chief Diversity Officer, were both featured speakers at DiversityInc’s 2017 fall workshop, New Ideas for Best Practices. Both leaders spoke to Ameren’s values-based approach for communicating to employees on current social issues such as racial tension and immigration.
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 the St. Louis region and nationwide. These resources help increase people’s comfort with starting and participating in meaningful discussions related to diversity and inclusion. Last year’s series, The Courage to Be All In, featured a diverse set of community and national leaders telling first-person stories of courage.

OUTCOMES:

100% of Ameren’s business segments have a participation rate of 89% or greater

DIVERSITY AND INCLUSION LEADERS ACADEMY

The Diversity and Inclusion Leaders Academy training program launched in November 2017. This best-in-class program brings together external learnings from CEB (Gartner), and internal experiences to develop corporate Diversity and Inclusion Leaders. The program equips Diversity and Inclusion advocates (Diversity Council members, Diversity Ambassadors and Employee Resource Group Leaders) with the skills and knowledge needed to:

- Deliver key messages and learnings
- Build co-worker engagement
- Collaborate with others to build an inclusive culture at Ameren

Participants practice concepts and tools that support Ameren’s competencies and reinforce Ameren’s values in order to become effective leaders.

CORPORATE DIVERSITY AND INCLUSION COUNCIL RETREAT

In 2017, Ameren hosted the Third Annual Corporate Diversity and Inclusion Council Retreat and leadership event— “The Courage To be All In During Uncertain Times.” The Corporate Diversity and Inclusion Council chose to focus on our changing political landscape at the national, state and local levels. The 2016 election gave rise to areas of concern among some co-workers, unsure of the possible impact on their work environment. Ameren took the opportunity to bring leaders together to help answer these questions, and talk about next steps with a panel discussion. Panelists provided insight and perspective on these changes to understand the meaning behind what occurred and what the future holds for customers, co-workers, community and political leaders.

THE COURAGE TOUR

The Courage Tour is a new, two-hour program presented by Diversity and Inclusion to Ameren Illinois co-workers in 2017.

GOALS:

- Support Ameren’s Workforce strategy by delivering programming 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.

Participant feedback:

“I enjoyed the overall experience and truly believe these types of workshops are key in making all of us better. Great event and I look forward for more similar sessions!”

“Having the Leadership there showed the support and commitment we have to D&I.”

OUTCOMES:

Participants of the Courage Tour reported an average of 4.2 out of 5.0 when asked if they found the program valuable and useful for them to be more effective leaders.
THE COURAGE TO LEAD
The Courage to Lead is a 50-minute module to be presented during the Extraordinary Leader Program Workshop to all Ameren Illinois people leaders. It provides an opportunity for 540 leaders to determine how they can personally impact their environment on a day-to-day basis.

OUTCOMES:
Positive feedback has resulted in increasing the Extraordinary Leader sessions in 2018 from 3 to 6
Senior leadership has also dedicated embedded resources in the organization (7 co-workers who cover the entire geographic area) who will commit 20% of their time supporting D&I work in this business segment.

DIVERSITYINC RECOMMENDATIONS AND ACTION STEPS
After consulting with DiversityInc and reviewing recommended best practices, Ameren has taken action in the following areas to strengthen Diversity and Inclusion:

SENIOR LEADERSHIP OUTCOMES AND ACCOUNTABILITY
Ameren’s Senior Leadership Team considered 10 actionable steps that can continue to move the company toward being a clear leader in Diversity and Inclusion. The top priorities and actions include:

Establish an Executive Diversity Council

ACTION TAKEN
An Executive Diversity Council was created in 2017 with participation from all members of Ameren’s Executive Leadership Team. This Council will help drive organization accountability throughout the company for Diversity and Inclusion work.

Commit to diverse slates and interview panels

ACTION TAKEN
Short and long-term goals have been set to ensure inclusion of underrepresented minorities in building qualified candidate slates and interview panels.

Greater opportunity for intern/co-op hires into entry level positions

ACTION TAKEN
Ameren strives to attract and retain the top and most diverse talent on campus. The goal of the Collegiate Internship & Co-Op Program is to create pipelines for forecasted talent needs, particularly within STEM fields. In addition to launching the early career rotation program in 2017, hiring leaders are now encouraged to make full-time employment or future intern/co-op offers to students prior to the individual returning to school. Ameren also has an enhanced focus on national career recruitment beyond the Midwest, reaching Georgia Tech, Howard University, Tennessee State University and universities in the state of Texas. Recruiting teams were engaged in several national networking conferences and career fairs, including the National Society for Black Engineers, Society of Women Engineers, Society of Hispanic Professional Engineers and Society of Asian Scientists and Engineers.

The Early Career Rotation Program kicked off in 2017, and includes a formal rotation program for some of Ameren’s graduating interns and co-ops. This program is a key part of Ameren’s effort to more aggressively retain top students for full-time employment while continuing to build a pipeline of strong, diverse talent.

Ameren Scholars Program is designed to align those students receiving support from Ameren for their education and professional development to Ameren’s talent pool (intern/co-op and full time); build student loyalty for Ameren from those receiving Ameren funding for their educational pursuits; and increase the probably that students look more favorably at joining Ameren versus other organizations due to their knowledge/ties to the organization.

The program is unique due to the forward-thinking and collaboration of Corporate Contributions, Human Resources and Diversity and Inclusion co-workers at Ameren.

Ameren will track outcomes to continue to monitor impacts of the program on co-op and intern positions.
SUPPLIER DIVERSITY IN 2017

- Diverse business spend rose to $422M or 18.2%, exceeding the goal of 13.5% with all business segment exceeding their diverse spend targets.

Supplier testimonial

Ameren has given us the opportunity to work and to give work to others in search of a better life. That makes our workers feel better about themselves and they feel better about their community.

— William Mason Jr.
President, Mason’s Landscaping & Construction Services, Inc.

William Mason Jr., president of Mason’s Landscaping & Construction Services, Inc. leads the business he began with his father in the heart of East St. Louis, Illinois. Over the years, William developed relationships with Ameren supplier diversity executives and, with their help, the company became a certified Minority Business Enterprise (MBE). The formerly seasonal business now operates year-round, with William’s team restoring yards after Ameren crews complete repair work. The company has been able to create even more jobs for those who may not have had other opportunities.

- Ameren hosted its Annual Supplier Diversity Symposium, which is the largest event in Missouri dedicated to supplier diversity. This two-day event featured a pre-event reception where senior leaders shared their vision to grow supplier diversity, a mini trade fair and matchmaker event. The Symposium gives diverse suppliers access to leaders at the highest level of the organization.

OUTCOMES:

- Ameren Supplier Diversity launched a formal Diverse Business Mentoring Program which is a curriculum-based initiative designed specifically to foster business acumen and growth among emerging Ameren diverse businesses with specific business needs. Workshops within the mentoring program include safety, project management, bidding and estimating, and procedures for administering payment.

- Ameren awarded three Dartmouth scholarships for a select set of diverse suppliers to attend an intensive, week-long business training at Dartmouth College. These scholarships are awarded to incumbent diverse suppliers to promote their growth, development and sustainability.

- Ameren launched the Ameren Business Development Initiative. In this program, the Supplier Diversity team works actively to introduce an exclusive set of suppliers across Ameren’s business lines for increased visibility and consideration. Each diverse supplier is invited to present their capabilities to a cross-functional team of business line leaders, to attend exclusive networking events, and to showcase their brands in gift bags, signage and other areas.

In 2017, diverse companies were matched with prime suppliers in the Diverse Business Mentoring Program.

In 2017, diverse suppliers were selected to participate in the Business Development Initiative.
Diversity & Inclusion at Ameren

### DIVERSITY AND INCLUSION RECOGNITION

- For the fourth consecutive year, DiversityInc has ranked Ameren Corporation first in the United States on its 2017 listing of the nation’s Top 5 Utilities and premiered first in the Top 10 Regional Companies.
- Top 50 Company for Diversity by Black Enterprise Magazine Index
- For the second consecutive year, Ameren was identified in Black Enterprise’s 2017 Best Companies for Diversity list, measuring corporations that are the best in developing a culture and policies that promote inclusion of African Americans within the workforce, senior management ranks, corporate boards and supplier pools.
  > Our VP and Chief Diversity and Inclusion Officer, Sharon Harvey Davis, was selected for the top 2018 Black Enterprise’s Top Executives in Corporate Diversity. This exclusive list includes leading professionals who drive innovation, productivity, and profitability by ensuring across-the-board diversity that includes the workforce, leadership, corporate governance, and supply chain.
- 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.

### 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 Group of Integrated Latino Employees (AGILE)
- Ameren Military-Veteran Employees (AMVE)
- Ameren Network of Minority 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)

- In 2016, these six ERGs combined to contribute countless community service hours across our Missouri and Illinois territories. In addition, the internal programs they orchestrated gave Ameren co-workers the opportunity to network with and hear from Ameren leaders representing a variety of business segments.
Diversity & Inclusion at Ameren

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. Ameren contributed nearly $8.5 million in local charitable donations in 2017 to nearly 1,100 nonprofit organizations to support.

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 $26,000 to 60 nonprofit organizations within the service territory, with over 5,900 co-worker volunteer hours recorded in 2017.

Volunteer Projects:
» Literacy Morning at The Biome School
» Little Bit Foundation — Sorting uniforms and supplies
» Covenant House — Service Day with Missouri S & T Students
» 2018 Shoreline Cleanup

Community Engagement Fair:
» Ameren Corporate Contributions hosted its first Community Engagement Fair. The Fair was held on May 9, 2018 at the GOB. We invited organizations that are making a big impact in our community. There were a total of 18 non-profit organizations from Missouri and Illinois that participate in the Fair with an emphasis this year on “Powering the Passion Beyond the Meter”.

DIVERSITY EXCELLENCE AWARD WINNERS FOR 2018

2018 THOMAS R. VOSS DIVERSITY EXCELLENCE AWARD WINNERS

Individual Award:
» Mary L. Hetz, Manager, Vegetation Management, Ameren Transmission
» Harvey R. Neverman, Manager, Energy Delivery Business Applications, Ameren Illinois
» Constance B. Taylor, Customer Experience Advisor, Ameren Missouri

Team Award: Ameren Illinois Unconscious Bias Tour Team
» Brian Brackney, Senior Manager, Operations, Ameren Illinois
» Timothy A. Dickison, Quality Assurance Advocate, Ameren Illinois
» Raymond Q. Riddle, Director Division VI, Ameren Illinois
» Waheed Shahzad, Career Engineer, Ameren Illinois

» Kristina D. Vitek, Supervisor Gas Operations, Ameren Illinois
» Janel L. White, Training Supt Gas Const & Ops, Ameren Illinois
» Kevin T. Young, Manager, Elec Tng & Quality Assurance, Ameren Illinois

CONGRATULATIONS
OUR MISSION:
The Diversity & Inclusion department drives a culture of inclusion and powers the quality of life by eliminating barriers to people achieving excellence. Visit Ameren.com/Diversity