



GLOBAL REPORTING INITIATIVE (GRI)

20
24
REPORT



Ameren Corporation – Global Reporting Initiative (GRI) Report

GRI standards are designed to provide stakeholders with useful information regarding Environmental, Social and Governance (ESG) topics. GRI standards are the world's most widely used for sustainability reporting. This report reflects year-end 2023 data with reference to the GRI standards. The following updated disclosure metrics have been utilized—GRI 2: General Disclosures 2021 and GRI 3: Material Topics 2021.

Ameren Corporation, through its subsidiaries, operates primarily in Missouri and Illinois. Unless otherwise noted, responses are for Ameren Corporation.

GRI 2: General Disclosures		
The Organization and its Reporting Practices		
Disclosure	Description	Ameren Response
2-1	Organizational details	Ameren Corporate Facts
2-2	Entities included in the organization's sustainability reporting	Ameren Corporate Facts
2-3	Reporting period, frequency, and contact point	Report published in December 2024 for reporting period of January 1, 2023, to December 31, 2023, unless otherwise stated. Reports are annually created on a fiscal year timeline. Contact: sustainability@ameren.com
2-4	Restatements of information	No restatements
2-5	External assurance	2023 Annual Report 2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement
Activities and Workers		
Disclosure	Description	Ameren Response
2-6	Activities, value chain, and other business relationships	Our Businesses
2-7	Employees	See Appendix 1

Governance		
Disclosure	Description	Ameren Response
2-9	Governance structure and composition	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 13-14, 19-51 Ameren Corporate Governance Sustainability Presentation , see pg. 40-42 2023 Annual Report , see pg. 10, 161-162
2-10	Nomination and selection of the highest governance body	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 19-50
2-11	Chair of the highest governance body	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 35-36
2-12	Role of the highest governance body in overseeing the management of impacts	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 30-35 Committee Charters
2-13	Delegation of responsibility for managing impacts	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 30-35 Committee Charters
2-14	Role of the highest governance body in sustainability reporting	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 31-33
2-15	Conflicts of interest	Code of Ethics , see pg. 22 Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 36-38
2-16	Communication of critical concerns	Policy Regarding Communications to the Board of Directors Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 45
2-17	Collective knowledge of the highest governance body	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 19-27
2-18	Evaluation of the performance of the highest governance body	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 45
Governance		
Disclosure	Description	Ameren Response
2-19	Remuneration policies	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 48-94 Sustainability Presentation , see pg. 44

2-20	Process to determine remuneration	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 48-94
2-21	Annual total compensation ratio	Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 90
Strategies, Policies and Practices		
Disclosure	Description	Ameren Response
2-22	Statement on sustainable development strategy	Sustainability Report , see pg. 4
2-23	Policy commitments	Ameren Corporate Governance Code of Ethics
2-24	Embedding policy commitments	Ameren Corporate Governance Code of Ethics Business Partners
2-25	Processes to remediate negative impacts	Code of Ethics , see pg. 9-13
2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics , see pg. 10
2-27	Compliance with laws and regulations	2023 Annual Report Form 10-Q Quarterly Report
2-28	Membership associations	Political Contributions of Trade Associations which Ameren is a Member, 2023
Stakeholder Engagement		
Disclosure	Description	Ameren Response
2-29	Approach to stakeholder engagement	Sustainability Report , see pg. 18 Community Engagement IRP Stakeholder Process Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation , see pg. 34-35
2-30	Collective bargaining agreements	46% of employees are represented by a collective bargaining unit Sustainability Presentation , see pg. 26

GRI 3: Material Topics		
Disclosure	Description	Ameren Response
3-1	Process to determine material topics	Addressed throughout the Sustainability Report . Also referenced in the United Nations Sustainable Development Goals Mapping .
3-2	List of material topics	Sustainability Report United Nations Sustainable Development Goals Mapping
3-3	Management of material topics	Addressed throughout the Sustainability Report .

Economic Standards		
GRI 201: Economic Performance		
Disclosure	Description	Ameren Response
201-1	Direct economic value generated and distributed	See Appendix 2
201-2	Financial implications and other risks and opportunities due to climate change	Climate Report 2023 Form 10-K 2023 Annual Report , see pg. 22-25 2023 IRP Risk Analysis 2024 IRP Update
201-3	Defined benefit plan obligations and other retirement plans	2023 Annual Report Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation
201-4	Financial assistance received from government	Ameren does not centrally track the annual amount of tax credits or other incentives received from governmental entities.
GRI 205: Anti-Corruption		
Disclosure	Description	Ameren Response
205-2	Communication and training about anti-corruption policies and procedures	ICC Annual Ethics Report, Section IV , discusses the annual certification process which goes to all employees. It delivers the Code of Ethics . We have 100% dissemination of the Code of Ethics, which addresses anti-corruption, with the annual disclosure activities so this is communicated regularly.
205-3	Confirmed incidents of corruption and actions taken	The ICC Annual Ethics Report would reference any such issues. However, there are none to report.

Economic Standards		
GRI 206: Anti-Competitive Behavior		
Disclosure	Description	Ameren Response
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Material legal proceedings (all types) are discussed in the 2023 Form 10-K ; see Note 2—Rate and Regulatory Matters, pg. 105, Note 9—Callaway Energy Center, pg. 133, and Note 14—Commitments and Contingencies under Part II, Item 8, pg. 150
GRI 207: Tax		
Disclosure	Description	Ameren Response
207-1	Approach to tax	Taxes are discussed throughout the 2023 Form 10-K , see pg. 24-28, 38, 43-60, 67-77, 88-109, 114-115, 137-138, 144-150, 154-158, 165-167
207-2	Tax governance, control, and risk management	Taxes are discussed throughout the 2023 Form 10-K , see pg. 24-28, 38, 43-60, 67-77, 88-109, 114-115, 137-138, 144-150, 154-158, 165-167
207-3	Stakeholder engagement and management of concerns related to tax	Taxes are discussed throughout the 2023 Form 10-K , see pg. 24-28, 38, 43-60, 67-77, 88-109, 114-115, 137-138, 144-150, 154-158, 165-167
Environmental Standards		
GRI 302: Energy		
Disclosure	Description	Ameren Response
302-1	Energy consumption within the organization	Sustainability Presentation , see pg. 23
302-2	Energy consumption outside of the organization	Climate Report , see pg. 22-23
302-3	Energy intensity	EEI-AGA ESG/Sustainability Template , see pg. 7-8
302-4	Reduction of energy consumption	Sustainability Presentation , see pg. 23
302-5	Reductions in energy requirements of products and services	Sustainability Presentation , see pg. 17

GRI 303: Water and Effluents		
Disclosure	Description	Ameren Response
303-1	Interactions with water as a shared resource	2024 CDP Water Security Questionnaire , see pg. 159-216
303-2	Management of water discharge-related impacts	2024 CDP Water Security Questionnaire , see pg. 159-216
303-3	Water withdrawal	2024 CDP Water Security Questionnaire , see pg. 159-216
303-4	Water discharge	2024 CDP Water Security Questionnaire , see pg. 159-216
303-5	Water consumption	2024 CDP Water Security Questionnaire , see pg. 159-216
GRI 304: Biodiversity		
Disclosure	Description	Ameren Response
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside of protected areas	Biodiversity, Habitat Preservation and Wildlife Conservation
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity, Habitat Preservation and Wildlife Conservation
304-3	Habitats protected or restored	Biodiversity, Habitat Preservation and Wildlife Conservation
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Biodiversity, Habitat Preservation and Wildlife Conservation
GRI 305: Emissions		
Disclosure	Description	Ameren Response
305-1	Direct (Scope 1) GHG emissions	2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report , see pg. 22-23
305-2	Energy indirect (Scope 2) GHG emissions	2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report , see pg. 22-23
305-3	Other indirect (Scope 3) GHG emissions	2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement Climate Report , see pg. 22-23

GRI 305: Emissions		
Disclosure	Description	Ameren Response
305-4	GHG emissions intensity	2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement , see pg. 149-158
305-5	Reduction of GHG emissions	Sustainability Presentation , see pg. 22 2024 CDP Climate Questionnaire with GHG Emissions Assurance/Verification Statement
305-6	Emissions of ozone-depleting substances (ODS)	We do not produce, import or export ODS. Therefore, we do not have a reporting requirement under this. We follow the requirement of the 40 CFR 82 Subpart F requiring Recycling of ODS and maintenance/repair of ODS equipment.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	EEI-AGA ESG/Sustainability Template , see pg. 7-8
GRI 306: Waste		
Disclosure	Description	Ameren Response
306-1	Waste generation and significant waste-related impacts	Sustainability Report , see pg. 9, 14 EEI-AGA ESG/Sustainability Template , see pg. 8 Managing Coal Combustion Residuals
306-2	Management of significant waste-related impacts	Sustainability Report , see pg. 9, 14 EEI-AGA ESG/Sustainability Template , see pg. 8 Managing Coal Combustion Residuals
306-3	Waste generated	Sustainability Report , see pg. 9, 14 EEI-AGA ESG/Sustainability Template , see pg. 8 Managing Coal Combustion Residuals
306-4	Waste diverted from disposal	Sustainability Report , see pg. 9, 14 EEI-AGA ESG/Sustainability Template , see pg. 8 Managing Coal Combustion Residuals
306-5	Waste directed to disposal	Sustainability Report , see pg. 9, 14 EEI-AGA ESG/Sustainability Template , see pg. 8
Social Standards		
GRI 401: Employment		
Disclosure	Description	Ameren Response
401-1	New employee hires and employee turnover	See Appendix 1
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Ameren's Benefits & Perks

401-3	Parental leave	Ameren's Benefits & Perks
GRI 402: Labor/Management Relations		
Disclosure	Description	Ameren Response
402-1	Minimum notice periods regarding operational changes	We comply with applicable laws and collective bargaining agreements.
GRI 403: Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-1	Occupational health and safety management system	Sustainability Report , see pg. 16, 30 Employee Safety
403-2	Hazard identification, risk assessment, and incident investigation	<p>Ameren uses a comprehensive safety management system and a mindset of continuous improvement to reduce the risk of injuries to co-workers.</p> <ul style="list-style-type: none"> * Safety is evaluated and managed for routine and non-routine work and extensive training is completed to provide co-workers with the skills needed to recognize, evaluate, and mitigate risks encountered on the job. * Ameren conducts quality reviews of safety processes to ensure the processes are functioning as intended and to potentially identify opportunities for improvement. * Ameren has an extensive safety staff, including, but not limited to industrial hygiene, fire protection, and occupational medical professionals, many of whom are certified in their field such as CSP (Certified Safety Professional), CIH (Certificate in Industrial Health), COHN (Certified Occupational Health Nurse), and CFPS (Certified Fire Protection Specialist). <p>Co-workers can communicate safety concerns several different ways, including, but not limited to, communicating a concern to any member of Ameren management, submitting Good Catch/Near Miss reports (events where no injury or damage occurs but was possible with a slight change of circumstances), and participating in corporate-wide surveys that include a section on safety.</p> <ul style="list-style-type: none"> * Ameren promotes a safe to say culture where co-workers are assured reprisals are not taken should they report a safety concern. * Additionally, the Good Catch/Near Miss program allows anonymous reporting. * The corporate-wide surveys are completely anonymous and managed by a third party to ensure confidentiality is maintained. * Lastly, Ameren has a robust safety event analysis system that includes the use of root cause analysis tools. Corrective actions from these analyses are captured in a software program to track and drive completion of improvement opportunities. The hierarchy of controls is

		embedded in the company safety culture, which includes the safety event analysis process.
GRI 403: Occupational Health and Safety		
Disclosure	Description	Ameren Response
403-3	Occupational health services	Ameren uses a third-party medical van and medical clinics to maintain a comprehensive medical surveillance program to ensure that co-workers are fit for special demanding job roles, such as emergency response, and ensure exposures to airborne contaminants, noise, and other environmental hazards are not adversely affecting co-workers' health. The program is managed and supported by certified occupational health nurses and certified safety professionals.

403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Co-worker engagement in the safety processes is widespread and key to the success of injury reduction. This includes but is not limited to co-workers serving on safety committees to identify safety issues in the workplace and work to find solutions to lower the risk of injury to all co-workers. The committees keep minutes for review by the entire group and elevate as needed.</p> <p>Committees generally meet monthly, with the frequency being determined by risk of the work performed and the safety opportunities that are being worked on. Most of Ameren's safety committees work at the local level, but the committees and their members can escalate any safety issue or concern through supervision, field safety professionals, and the Good Catch/Near Miss reporting process.</p> <p>Ameren also operates a Good Catch/Near Miss program that all co-workers can use to share events that did not result in injury but had the potential to do so. This allows proactive actions to take place and prevents a recurrence. These reports are shared corporate-wide.</p>
403-5	Worker training on occupational health and safety	Sustainability Report , see pg. 16
403-6	Promotion of worker health	Ameren's Benefits & Perks
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Ameren's safety programs are guided by an overarching focus on preventing high energy exposures that can lead to life changing injuries. The potential exposures are used to increase and direct focus during observation and evaluation of reported safety events to ensure that Ameren's focus is on preventing and mitigating all significant negative occupational health and safety impacts potentially resulting high energy exposures.</p> <p>During storms and other necessary situations, Ameren communicates to the public and co-workers, areas to avoid that have downed conductors.</p> <p>Ameren also promotes the state operated program for excavators to prevent digging into underground utilities.</p>

GRI 403: Occupational Health and Safety

Disclosure	Description	Ameren Response
403-8	Workers covered by an occupational health and safety management system	<p>Ameren's safety management program is designed to not only reduce the risk of injury but also to comply with governmental regulations, including, but not limited to those issued by or relating to OSHA (Occupational Safety and Health Administration), the CDC (Centers for Disease Control and Prevention), and governmental Fire Protection codes.</p> <p>All Ameren co-workers are involved in some degree in Ameren's safety management program. Ameren employs over 9,000 co-workers.</p> <p>Ameren's safety management program also includes a job behavior observation program, called "co-worker-to-co-worker." This observation program encourages Ameren co-workers, in the office and in the field, to observe, note, and provide feedback (to reinforce safe behaviors and to provide constructive feedback if at risk work is observed) to co-workers and others around them. Also included are job safety briefings which are required before working on any job and include everyone on the jobsite.</p> <p>Ameren is also routinely audited by its insurers to assist in complying with governmental regulations and lowering the risk of injury or illness to co-workers.</p>
403-9	Work-related Injuries	EEI-AGA ESG/Sustainability Template , see pg. 8, 15-16
403-10	Work-related ill health	EEI-AGA ESG/Sustainability Template , see pg. 8, 15-16

GRI 404: Training and Education

Disclosure	Description	Ameren Response
404-1	Average hours of training per year per employee	This is not reported publicly.
404-2	Programs for upgrading employee skills and transition assistance programs	This is not reported publicly.

404-3	Percentage of employees receiving regular performance and career development reviews	<p>Management All (one hundred percent) management (non-union) co-workers are assigned actions in our Performance Management process, including setting performance goals, creating a development plan and receiving mid-year and year-end performance reviews. This is a collaborative effort between leaders and co-workers and expected to be completed at all levels of the organization.</p> <p>Bargaining Unit One hundred percent of our employees are provided with the opportunity for a review, but it is not required in all roles.</p>
GRI 405: Diversity and Equal Opportunity		
Disclosure	Description	Ameren Response
405-1	Diversity of governance bodies and employees	<p>Sustainability Presentation, see pg. 26, 40</p> <p>See Appendix 1</p> <p>Notice of Annual Meeting of Shareholders and Proxy Statement of Ameren Corporation, see pg. 7, 14, 20, 28-30</p>
GRI 406: Non-Discrimination		
Disclosure	Description	Ameren Response
406-1	Incidents of discrimination and corrective actions taken	This is not reported publicly.
GRI 407: Freedom of Association and Collective Bargaining		
Disclosure	Description	Ameren Response
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None known. Ameren complies with applicable laws, rules, and regulations. Freedom of association is addressed in both Ameren's Code of Ethics and Human Rights Policy Statement .
GRI 408: Child Labor		
Disclosure	Description	Ameren Response
408-1	Operations and suppliers at significant risk for incidents of child labor	None known. Ameren complies with applicable laws, rules, and regulations, and addresses the prohibition of child labor in our Human Rights Policy Statement .
GRI 409: Forced or Compulsory Labor		
Disclosure	Description	Ameren Response
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None known. Ameren complies with applicable laws, rules, and regulations, and addresses the prohibition of child labor in our Human Rights Policy Statement .

GRI 413: Local Communities		
Disclosure	Description	Ameren Response
413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement Social Impact Sustainability Report , see pg. 15-23
GRI 415: Public Policy		
Disclosure	Description	Ameren Response
415-1	Political contributions	Ameren and its subsidiaries publicly disclose political contributions on a semi-annual basis, including in-kind contributions. In-kind contributions are generally calculated at the current market value, as required by applicable laws, rules, and regulations. On an annual basis, Ameren and its subsidiaries publicly disclose the portion of dues or other payments to trade associations, including 501(c)(4) organizations, that are used for lobbying activities.
Sector Supplement		
GRI G4: Electric Utility Sector Disclosures		
Disclosure	Description	Ameren Response
EU1	Installed capacity	Ameren Corporate Facts
EU2	Net energy output	EEI-AGA ESG/Sustainability Template , see pg. 2
EU3	Number of customer accounts	EEI-AGA ESG/Sustainability Template , see pg. 2
EU4	Length of electrical lines	2023 10-K , see. pg. 33
GRI G4: Economic Disclosures for the Electric Utility Sector		
Disclosure	Description	Ameren Response
EU10	Planned capacity	Sustainability Presentation , see pg. 13-16
G4-DMA	Aspect: Research and Development	Sustainability Presentation , see pg. 47-55
GRI G4: Environmental Disclosures for the Electric Utility Sector		
Disclosure	Description	Ameren Response
EU13	Biodiversity offset habitats	Biodiversity, Habitat Preservation and Wildlife Conservation
GRI G4: Social Disclosures for the Electric Utility Sector		
GRI G4: Social Disclosures Sub-Category: Product Responsibility		
Disclosure	Description	Ameren Response
EU28	Power outage frequency	Sustainability Accounting Standards Board (SASB) Report , see pg. 4
EU29	Average power outage duration	Sustainability Accounting Standards Board (SASB) Report , see pg. 4

Appendix 1 Employment Data

Gender	Attrition & Hire Rates by Gender									
	No Temporary Employees - Ameren Definition					With Temporary Employees - GRI Definition				
	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate
Female	2,271	227	10.00%	267	11.76%	2,295	276	12.03%	324	14.12%
Male	7,029	513	7.30%	562	8.00%	7,080	646	9.12%	711	10.04%
Other	8.5	1	12%	5	59%	9.5	1	11%	6	63%
Ameren	9,308	741	7.96%	834	8.96%	9,384	923	9.84%	1,041	11.09%

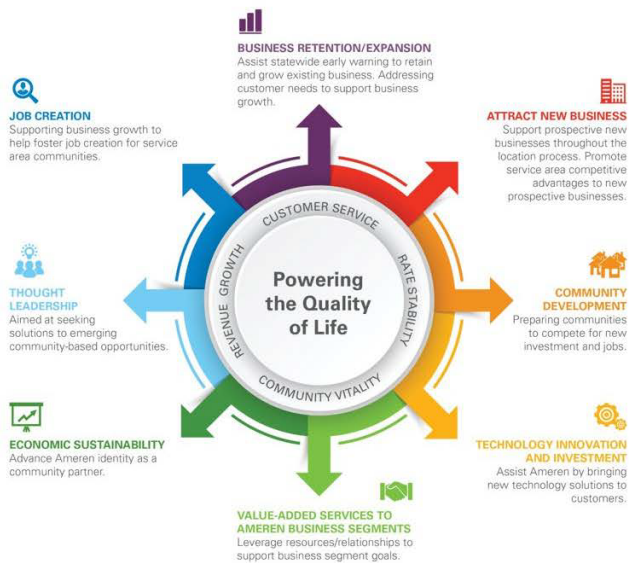
Age Group	Attrition & Hire Rates by Age Group									
	No Temporary Employees - Ameren Definition					With Temporary Employees - GRI Definition				
	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate	Average Headcount	Number of Terms	Attrition Rate	Number of Hires	Hire Rate
Under 30 years old	1047.5	75	7.16%	316	30.17%	1,097	235	21.43%	499	45.51%
30-50 years old	4,898	199	4.06%	444	9.07%	4,903	207	4.22%	457	9.32%
Over 50 years old	3,363	467	13.89%	74	2.20%	3,385	481	14.21%	85	2.51%
Ameren	9,308	741	7.96%	834	8.96%	9,384	923	9.84%	1,041	11.09%

Appendix 2

Ameren Economic Development

Ameren Economic Development

Advancing economic growth and prosperity for Ameren & Ameren-served communities



2023 Results

Jobs and Capital Investment created by new or existing Ameren customers as a result of our economic development assistance.

	Economic Development Projects	New Jobs	Capital Investment
Ameren Missouri	15	700	\$363M
Ameren Illinois	42	1,900	\$928M

Ameren's economic development team works closely with state and local partners to attract new businesses to our service territory or to help our existing customers expand here.