



2023 ANNUAL REPORT ON BUSINESS DIVERSITY

for the Illinois Commerce Commission

LEONARD P. SINGH

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Ameren Illinois Company
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I. PRESIDENT'S MESSAGE



Our partnerships with diverse business enterprises have never been more important as we begin implementation of the state's Climate and Equitable Jobs Act and continue investing in our electric and natural gas systems to prepare for more renewable energy to be brought online.

I am pleased to report that the goods and services purchased from diverse businesses by Ameren Illinois in 2023 totaled \$618 million, an 18% increase from 2022. Spending with diverse-owned companies in 2023 supported an estimated 5,779 jobs, paying approximately \$382.7 million in wages, and generating \$114.3 million in tax revenues for state and local governments.

Beyond the spending, we make a systematic effort to invest in the growth and development of high-potential suppliers through education and training. The goal is to foster the long-term viability of diverse businesses and prepare them to take on even more challenging utility project work.

A shining example of this commitment is found in our relationship with Mason's Landscaping and Construction Services. This small, Metro East diverse business led a \$1 million contract to complete Phase II of our Solar Facility in East St. Louis. Mason's LCS scope included clearing and removal of streets, storm sewers under the streets, and grading. Mason's LCS added eight new jobs from operators to laborers and truck drivers from the local community and provided subcontracting opportunities to other contractors, including small, local and diverse businesses located in the region. The project was completed on time and on budget. Responding to the challenge will help prepare Mason's LCS to perform additional work from our company and open doors for work with other utilities in Illinois.

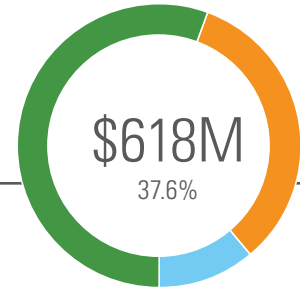
Creating an environment where local, small, and diverse businesses can grow and develop is critical for the long-term success of Ameren Illinois and the economic vitality of our state. I remain committed to championing excellence in increasing diverse and small business utilization on our system. Equity with diverse and small business participation is a social economic imperative that is good for our region, our state, and will lead the way to a sustainable energy future.

A handwritten signature in black ink, appearing to read "Leonard P. Singh". The signature is stylized and cursive.

Leonard P. Singh
Chairman and President, Ameren Illinois

II. AMEREN ILLINOIS BUSINESS DIVERSITY AT A GLANCE

ECONOMIC IMPACT **\$617,953,283** Total Diverse Spend



Diverse Spend Breakdown

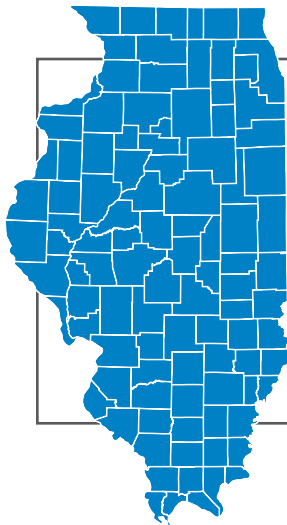
- **WBE Spend: \$331M**
- **MBE Spend: \$250M**
- **VBE Spend: \$37M**

% Increase Diverse Spend (2022 vs 2023)

- 2022 Diverse Spend: **\$523,928,021**
- 2023 Diverse Spend: **\$617,953,283**
- % Increase: **18%**

Economic Impact

- Total Supported Jobs: **5,779**
- Total Wages Earned: **\$382,700,000**
- Total Taxes Generated: **\$114,300,000**
- Total Production: **\$1,200,000,000**



DIVERSE ILLINOIS BUSINESS & SPEND

- **421** diverse businesses in Illinois
- **\$237.2M** in spend with businesses located in Illinois
- **44** new supplier relationships
- **\$10K** scholarships awarded
Dartmouth Scholarships Awarded Since 2009: 19
 - » MBE: **11**
 - » WBE: **8**
- **\$157M** Spent with Dartmouth Suppliers Since 2009

DIVERSE PERFORMANCE IN KEY CATEGORIES

Investment Banking \$195K¹	Information Technology \$35.9M	Engineering & Architectural Services \$24.2M	Environmental \$10.5M	Legal \$5.9M²	Vegetation Management Services \$14.5M
Professional Services \$47.3M	Energy Delivery Maintenance & Construction Services \$174.3M	Gas Services \$61.4M	Facilities Maintenance & Construction Services \$8M	Pole Line Hardware \$55.9M	Meter Services \$1.3M

¹Fees from \$500M in bond offerings co-managed by three diverse investment banking companies. (See Diverse Expenditures by Category and Classification, Appendix A).

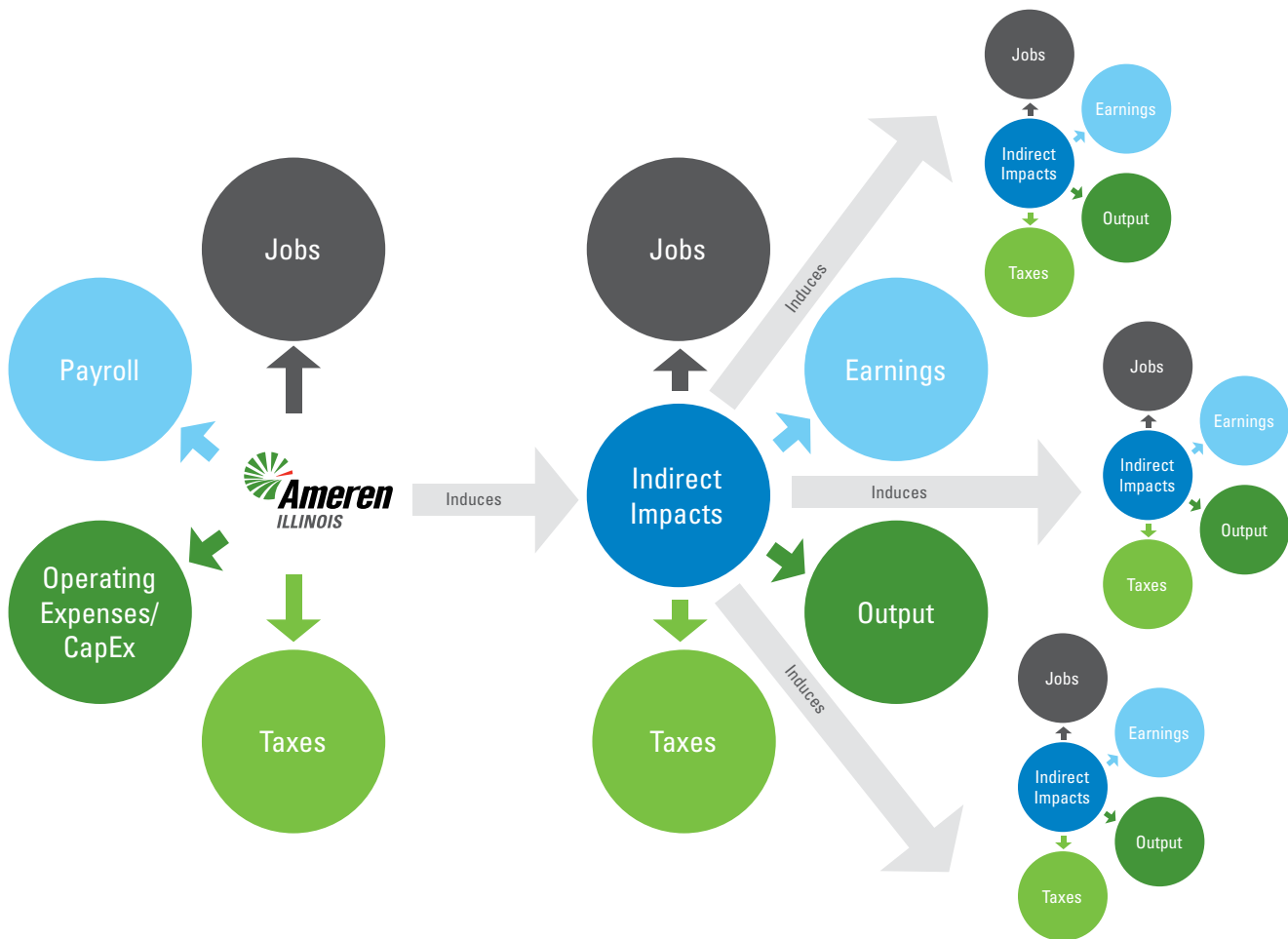
²\$5.9M reflects \$5.7M added to \$176K shown in legal Appendix A due to software conversion updates in 2023.



ECONOMIC IMPACT OVERVIEW

INTRODUCTION

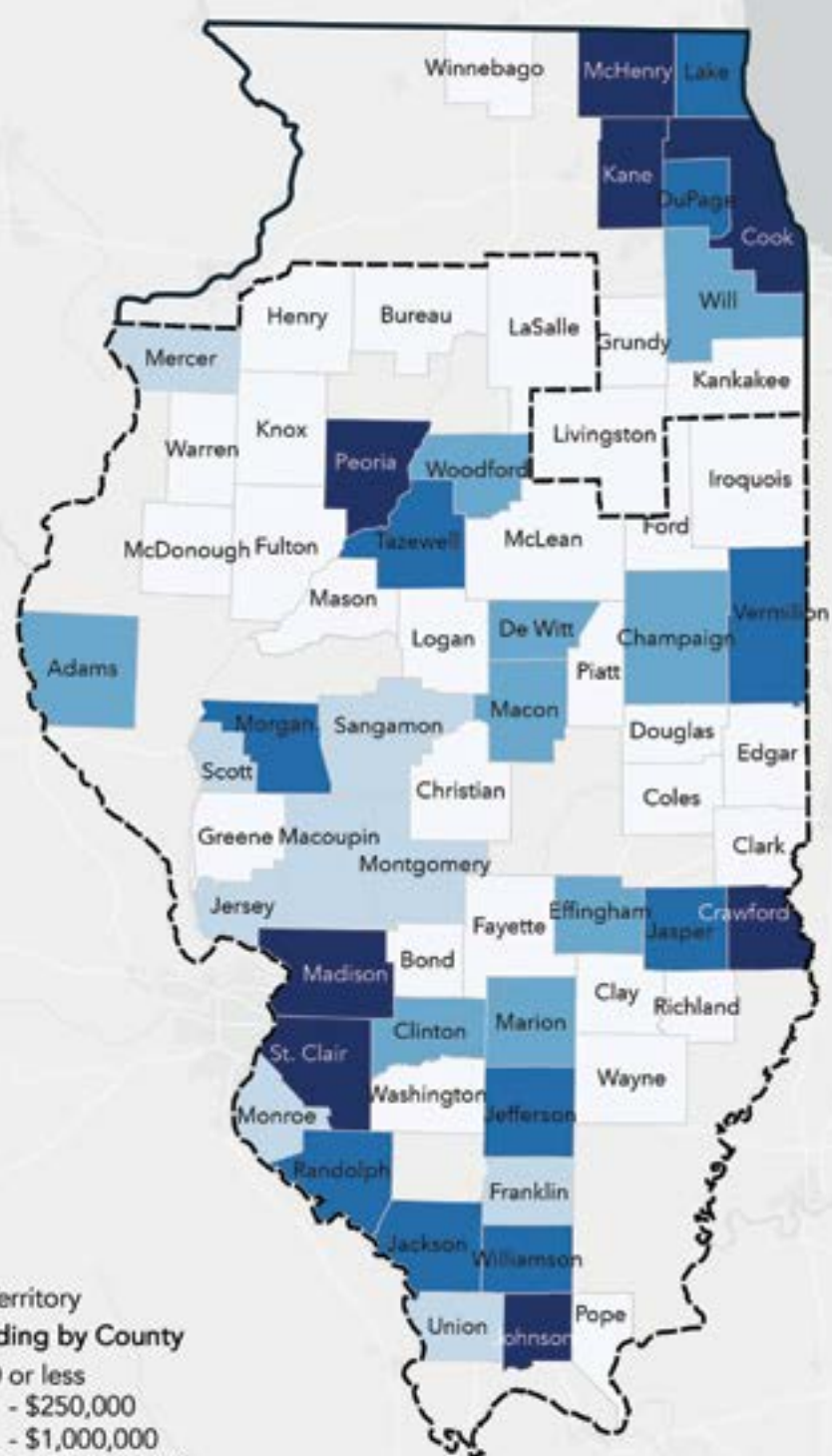
Economic impacts manifest themselves in a number of ways. They are triggered through the spending of a business or a consumer (or other economic entities) on purchases of goods and services. This spending also supports other businesses that use that money a “second time” to pay for their operations which, in turn, continues a multiplier effect as that money continues to be re-spent (or “ripples”) through the economy. Moreover, employees are paid wages and salaries and their subsequent household spending in their communities triggers multiplier effects.



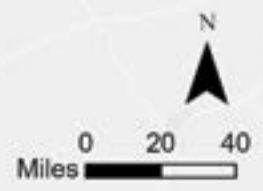
DIRECT ECONOMIC IMPACTS are represented here by Ameren Illinois’ spending with diverse suppliers.

INDIRECT ECONOMIC IMPACTS measure the “multiplier effect” of our company’s diverse supplier spending. This direct spending with diverse service providers ripples through the service territory, supporting other businesses and jobs. Employees spend a large portion of their income at local businesses such as retail stores, restaurants, mechanics, housing and other services. Thus, every dollar and each job related to Ameren Illinois’ spending on diverse suppliers will contribute to additional job support across multiple economic sectors.

Diverse Supplier Spending by County (Tier 1 and Tier 2) 2023



Service Territory
Sum of Spending by County
 □ \$100,000 or less
 □ \$100,001 - \$250,000
 □ \$250,001 - \$1,000,000
 □ \$1,000,001 - \$5,000,000
 □ \$5,000,000 or more



DIVERSE SUPPLIER SUCCESS STORIES



"We have been blessed to have worked with Ameren for decades...and have now been able to work with utilities in other states."

— Jessie Bailey
Co-Founder, North American Helicopter

NORTH AMERICAN HELICOPTER (WBE, IL)

North American Helicopter, founded in 1967, started as a small business in Illinois, with three choppers focused on flying patrol missions. In 2013, husband and wife team Chris and Jessie Bailey purchased the company for which Chris had served as a helicopter pilot. At the time, Ameren represented 50%-60% of their business and over the years, the Bailey's have leveraged this experience and their Ameren contracts to expand their services.

Today, North American Helicopter owns 10 aircraft and flies missions across the country, servicing clients like the U.S. Department of Defense and the U.S. Forest Service.

Based at the MidAmerica St. Louis Airport in Illinois, and with a team of 20 employees, North American Helicopter has positioned itself for further growth. They recently invested \$2 million on a 19,000-square-foot facility at the airport and acquired a heavy lift helicopter, enabling them to expand into heavy construction support. This new capability allows North American Helicopter to transport heavy poles and equipment for powerlines, pipelines, and other industrial projects, showcasing their evolution from powerline patrol to a versatile aerial services provider.

As they continue to expand their capabilities and client base, they remain committed to providing exceptional service and support to their customers and community. Jessie Bailey states, "We have been blessed to have worked with Ameren for decades. We have had a loyal partnership and have now been able to work with utilities in other states."

DIVERSE SUPPLIER SUCCESS STORIES



“If you are a good worker and do your job very well, the company will go forward.”

*— Jose Botello
Groundsman, Endrizzi Contracting*

ENDRIZZI CONTRACTING, (WBE, IL)

If you have ever enjoyed an apple, peach, or a hearty bowl of stew with tomatoes picked from a farm in Illinois, you might have enjoyed the work of Jose Botello. In 1985, at the age of 19, Jose left his home in Mexico and arrived on a farm in Illinois, where he worked tirelessly alongside his uncle, farming the land and providing food for countless families across America. Despite the language barrier and the challenges of starting anew in a foreign land, Jose persevered, driven by a determination to build a brighter future.

After 13 years of farming, Jose transitioned to a career in landscaping, leveraging the skills he had acquired to start a new chapter in his life. In 2015, an opportunity arose when he joined Amanda Endrizzi’s company, which at the time focused on landscaping and concrete work.

When Endrizzi Contracting secured an Ameren contract for vegetation management near electrical facilities, Endrizzi, which employed approximately 10 employees, transitioned into a utility contractor offering a broader range of services and employing over 100 employees in Illinois.

Despite having no prior knowledge of the role, Jose worked diligently to excel in his new position as a groundsman, responsible for marking the location of water and electrical facilities, fences and shrubbery before heavy machinery is deployed.

Today, Jose beams with pride when talking about his job, often pointing out to his wife and saying, “We sprayed there.” when they pass along the road. Sharing the lessons he has learned along the way, Jose says, “... if you are a good worker and do your job very well, the company will go forward.”

Jose’s journey is a testament to the power of determination, hard work, and the pursuit of the American dream.

III. TERMS AND DEFINITIONS

AABE	American Association of Blacks in Energy
B&CS	Ameren Business & Corporate Services segment responsible for opportunities in HR, Finance, Building Services, Digital, Communications, etc.
CDT	Contract Development Team responsible for the implementation and execution of RFPs.
CMSDC	Chicago Minority Supplier Development Council
Corporation	The investor-owned utility whose Illinois company operations are regulated by the ICC.
EEI	Edison Electric Institute
Excluded Expenditures	Payments made for goods and services that are excluded from the calculations used in reporting diverse and total expenditures.
Expenditures	The actual accounts payable dollars (spend) paid for the procurement of goods and services during a given reporting period.
ILBCC	Illinois Black Chamber of Commerce
IUBDC	Illinois Utility Business Diversity Council
Long-Term Objective	Criteria established three to five years beyond the current reporting period.
M/W/V/SBE Expenditures	The actual accounts payable dollars paid for the procurement of goods and services from third parties (M/W/V/SBEs) secured by the Corporation, either directly or through subcontracting.
Minority Business Enterprise (MBE)	A business enterprise that is at least 51% owned by a minority individual or group; or if a publicly owned business, at least 51% of the stock of which is owned by one or more minority groups, and whose management and daily business operations are controlled by one or more of such individuals.
NMSDC	National Minority Supplier Development Council
Prime Contractor	A supplier who invoices the Corporation directly for goods and services rendered.
RFI, RFQ, RFP	Solicited Requests for Information, Requests for Quotes, and Requests for Proposals.
Small Business Enterprise (SBE)	A business enterprise that is independently owned and operated, is organized for profit, and is not dominant in its field. Depending on the industry, size standard eligibility is based on the average number of employees for the preceding 12 months or on sales volume averaged over a three-year period.



Subcontract

A contract between a party to an original contract and a third party to provide all or a specific part of the goods or services required in the original contract.

Subcontractor

A supplier with a subcontract with the prime contractor who invoices the prime contractor for services rendered.

Supplier Diversity Aspirational Goals

Established annual corporate and business segment supplier diversity utilization goals.

Tier II Initiative

Process in which prime suppliers are expected to share in the supplier diversity goals of the Corporation by providing meaningful subcontracting opportunities to diverse suppliers in support of their contractual obligations to the Corporation.

Veteran Business Enterprise (VBE)

A business enterprise that is at least 51% owned by one or more veterans, including service-disabled veterans. In the case of a publicly owned business, at least 51% of the stock is owned by one or more veterans and/or service-disabled veterans, and whose management and daily business operations are controlled by one or more of such individuals.

WBDC

Women’s Business Development Center

WBENC

Women’s Business Enterprise National Council

Women Business Enterprise (WBE)

A business enterprise that is at least 51% owned by a woman or women; or, if a publicly owned business, at least 51% of the stock of which is owned by one or more women, and whose management and daily business operations are controlled by one or more of such individuals.

Schedule of Exclusions from Expenditures Reported

- | | |
|-------------------------------------|---------------------------|
| Board of Directors | Fuel/Coal/Interchange |
| Civic | Government and Regulatory |
| Confidential | Municipality/Utility |
| Contributions | Nuclear Fuel |
| Corporation (Intra-Entity Payments) | Rail Leasing |
| Customer Accounts | Rail Maintenance |
| Employee - Other Payments | Railroad |
| Facilities’ Site Utilities | Real Estate |
| Fuel Works Supplier | Telecom Services |



IV. SUMMARY OF WOMEN-OWNED, MINORITY-OWNED, VETERAN-OWNED, AND SMALL BUSINESS ENTERPRISE ASPIRATIONAL GOALS AND SPENDING IN CALENDAR YEAR 2023

TABLE 1: AMEREN CORPORATION'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION (in dollars)

AMEREN CORPORATION WITH ALL SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL**
Overall	\$3,753,262,877			31.4%	27.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$380,028,359	\$116,202,633	\$496,230,992	13.2%	—
WBE	\$437,527,293	\$164,427,571	\$601,954,864	16.0%	—
VBE	\$59,766,904	\$20,165,306	\$79,932,210	2.1%	—
Total M/W/VBE	\$877,322,557	\$300,795,510	\$1,178,118,067	31.4%	27.0%
SBE	\$530,804,254	\$0	\$530,804,254	14.1%	—
Total All Categories	\$1,408,126,810	\$300,795,510	\$1,708,922,320	45.5%	—

*Note: Actual and Aspirational Goal percentages reflected do not include small businesses.

**Statement of all goals are aspirational goals.

TABLE 2: AMEREN ILLINOIS COMPANY'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION (in dollars)

AMEREN ILLINOIS COMPANY WITH ALL SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL*	GOAL**
Overall	\$1,642,402,859			37.6%	20.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$192,805,204	\$57,532,329	\$250,337,533	15.2%	—
WBE	\$235,032,545	\$95,840,800	\$330,873,345	20.1%	—
VBE	\$28,627,047	\$8,115,358	\$36,742,405	2.2%	—
Total M/W/VBE	\$456,464,796	\$161,488,487	\$617,953,283	37.6%	20.0%
SBE	\$223,166,936		\$223,166,936	13.6%	—
Total All Categories	\$679,631,732	\$161,488,487	\$841,120,219	51.2%	—

*Note: Actual and Aspirational Goal percentages reflected do not include small businesses.

**Statement of all goals are aspirational goals.

TABLE 3: BREAKOUT OF MINORITY SPENDING BY GENDER

AMEREN ILLINOIS SPEND WITH MINORITY MEN AND WOMEN								
CLASSIFICATION	DIRECT		TIER II		TOTAL \$		TOTAL %*	
	Men	Women	Men	Women	Men	Women	Men	Women
Asian Pacific American	\$24,066,193	\$211,818	\$8,634,910	\$3,220,265	\$32,701,103	\$3,432,083	15%	10%
African American	\$37,268,597	\$2,202,229	\$23,085,938	\$18,425,695	\$60,354,535	\$20,627,924	28%	62%
Hispanic American	\$118,891,213	\$7,080,145	\$784,036	\$2,155,888	\$119,675,249	\$9,236,033	55%	28%
Native American	\$3,085,009	\$0	\$1,224,906	\$690	\$4,309,915	\$690	2%	0%
Total Minority	\$183,311,012	\$9,494,192	\$33,729,789	\$23,802,539	\$217,040,801	\$33,296,731	100%	100%

*Note: Total % of minority spend by classification.



DIVERSE SPENDING HISTORICAL PERFORMANCE

While Table 2 represents the 2023 snapshot of Ameren Illinois’ diverse spending, Figure 1 below illustrates the three-year historical performance of Ameren Illinois’ diverse spending by diverse-business classification.

AMEREN ILLINOIS’ DIVERSE SPENDING

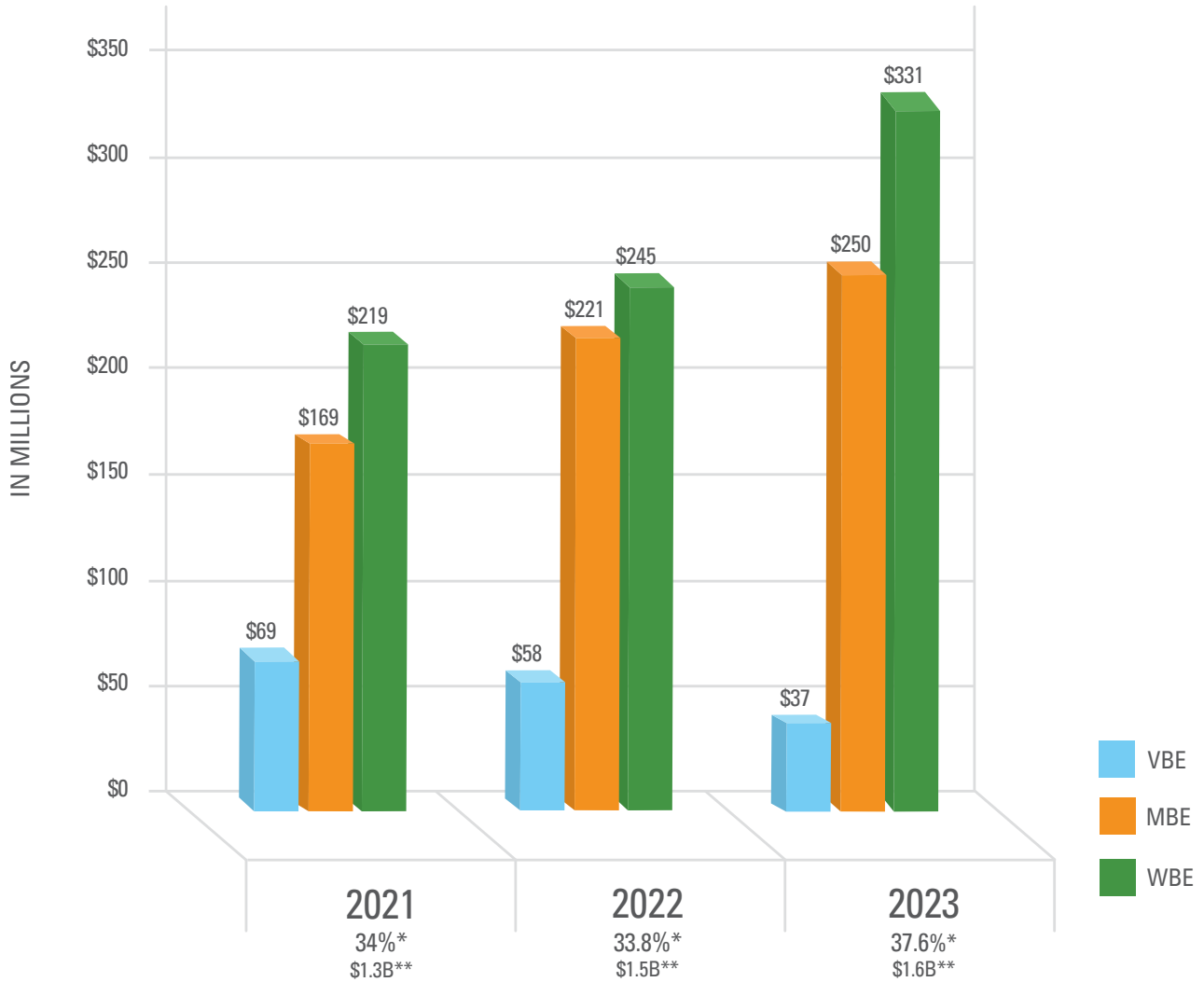


Figure 1: Three-Year Diverse Dollars by Classification

* Diverse spend as percentage of total sourceable spend

** Total overall sourceable spend

KEY OPPORTUNITIES FOR DIVERSE SPENDING

Key opportunities and results for diverse business spending in Illinois include the following:

1. Energy Efficiency Plan

In 2023, Ameren Illinois Energy Efficiency kicked off the implementation of our third year of the Commission approved plan, continuing our focus on equitable procurement. Through strategic expansions with vendors such as Walker Miller Energy Services and partnerships with new vendors, we achieved over \$15 million in diverse spend with tier 1 and tier 2 vendors. Additionally, our Diverse Program Ally Incubator was responsible for achieving 3,753,884 kWh, or 136% of the energy savings attribution goal. Eight cohorts completed at least 1 energy efficiency project in 2023.

We continue to create growth opportunities for small, local and diverse energy efficiency contractors, a core offering in our Market Development Initiative. During 2023, we provided support, equipment grants, and sales and technical training to 43 local and diverse contractors. While working closely with existing program contractors and developing and distributing a diverse self-identification quarterly survey, we realized that many were diverse but not recognized or reported as such. Recognizing these contractors and adding appropriate recognition and inclusion in our calculation of spend to include these contractors, our network of Diverse Program Allies more than doubled from 50 in 2021 to 119. Our diverse contract network reported annual revenues of over \$18 million.

We look forward to continuing our efforts to pursue equity at all levels of program implementation, and are excited to further connect small, diverse and local vendors with new revenue streams in energy efficiency.

2. Ameren Illinois Buying Plan

AMEREN ILLINOIS BUYING PLAN

Event Name	Category	Sourcing Type	Forecasted Event Start Year, Quarter
Anixter - Cut Wire	CABLE, CONDUCTORS AND WIRE	RFQ/RFP	2024-Q1
Cylinder Industrial Gases & Welding Supplies	CHEMICALS	RFQ/RFP	2024-Q2
Laboratory Chemicals	CHEMICALS	RFQ/RFP	2024-Q2
Facilities HVAC	CONSTRUCTION SERVICES	RFQ/RFP	2024-Q1
Rush Island Work	CONSTRUCTION SERVICES	RFQ/RFP	2024-Q2
Oil Filled Equipment Disposal	ED CONST. SERVICES	RFQ/RFP	2024-Q1
Site Restoration	ED DISTRIBUTION CONSTRUCTION	RFQ/RFP	2024-Q1
Solar	ED DISTRIBUTION CONSTRUCTION	RFQ/RFP	2024-Q1
Substations	ED DISTRIBUTION CONSTRUCTION	RFQ/RFP	2024-Q1
Digital - Site Construction	ED DISTRIBUTION CONSTRUCTION	RFQ/RFP	2024-Q2
Directional Bore	ED UNDERGROUND CONSTRUCTION	RFQ/RFP	2024-Q1
Mechanical Services	FACILITIES SERVICES	RFQ/RFP	2024-Q2
Electrical Services	FACILITIES SERVICES	RFQ/RFP	2024-Q2
Plumbing Services	FACILITIES SERVICES	RFQ/RFP	2024-Q2
Ice Machines	FACILITIES SERVICES	RFQ/RFP	2024-Q2
Fire Detection/Extinguisher/Suppression	FACILITIES SERVICES	RFQ/RFP	2024-Q4
Paving Maintenance	FACILITIES SERVICES	RFQ/RFP	2024-Q4
Oil Separator	FACILITIES SERVICES	RFQ/RFP	2024-Q4
Truck Shelter Cleaning	FACILITIES SERVICES	RFQ/RFP	2024-Q4
Ground Engagement Equipment	FLEET MATERIALS	RFQ/RFP	2024-Q2
Large Chassis Fleet	FLEET MATERIALS	RFQ/RFP	2024-Q2
Aerial and Service Truck Testing	FLEET MATERIALS	RFQ/RFP	2024-Q3
Service Body Up-fittings	FLEET MATERIALS	RFQ/RFP	2024-Q4
Small Chassis Fleet	FLEET MATERIALS	RFQ/RFP	2024-Q4
Restoration	GAS SERVICES	RFQ/RFP	2024-Q1
Wave 5 Bid Event	GAS SERVICES	RFQ/RFP	2024-Q1
3RD Party Inspection	GAS SERVICES	RFQ/RFP	2024-Q1
Recruiting	HUMAN RESOURCES	RFQ/RFP	2024-Q2
Software System Implementation	IT SERVICES	RFQ/RFP	2024-Q1
Oracle	IT SERVICES	RFQ/RFP	2024-Q2
Environmental Services	MAINT. AND REPAIR SERVICES	RFQ/RFP	2024-Q1
Prescription Eyewear	MRO SUPPLIES	RFQ/RFP	2024-Q1
Lubricants	MRO SUPPLIES	RFQ/RFP	2024-Q1
Income Verification Support	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q1
EV Charging & Management	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q1
MO Research Study	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q2
Credit Collections	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q2
Call Center RFP	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q3
AIC Energy Efficiency	PROFESSIONAL SERVICES	RFQ/RFP	2024-Q3
Transformers	TRANSFORMERS	RFQ/RFP	2024-Q1
VEG Herbicide/ROW Clearing	VEGETATION MANAGEMENT SRVCS.	RFQ/RFP	2024-Q1

This buying plan may change at any time without notice. [Link to register](#)

TABLE 4: AMEREN ILLINOIS COMPANY'S M/W/VBE SPEND BY CATEGORY (in dollars)

SPENDING WITH MINORITY BUSINESS ENTERPRISES (MBE)					
CATEGORY	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$20,444,741	\$104,372,812	\$146,343	\$0	\$124,963,896
PROFESSIONAL SERVICES	\$13,060,237	\$344,870	\$4,832,003	\$424,439	\$18,661,549
IT - MATERIALS	\$14,671,155	\$327	\$0	\$5,440	\$14,676,922
STAFF AUGMENTATION	\$5,613,603	\$107,055	\$7,225,668	\$690	\$12,947,016
ENGINEERING & ARCHITECTURAL SERVICES	\$3,065,524	\$7,523,638	\$2,224,752	\$0	\$12,813,914
SUBSTATION MATERIALS	\$0	\$16,271	\$9,200,629	\$0	\$9,216,900
ENVIRONMENTAL SERVICES	\$294,216	\$38,239	\$8,169,696	\$0	\$8,502,151
CONSTRUCTION AND BUILDING MATERIALS	\$7,879,886	\$210,681	\$0	\$83,682	\$8,174,249
VEGETATION MANAGEMENT SERVICES	\$137,029	\$6,597,775	\$0	\$0	\$6,734,804
FACILITIES MANAGEMENT	\$294,277	\$6,311,639	\$83,188	\$9,798	\$6,698,902
Total Top 10 MBE Spend	\$65,460,668	\$125,523,307	\$31,882,279	\$524,049	\$223,390,303

*Note: Only the top 10 spend categories are listed.

TABLE 5: Spending with Women Business Enterprises (WBE)

PRODUCT/SERVICE	
GAS SERVICES	\$60,759,358
POLE LINE HARDWARE & ACCESSORIES	\$55,928,071
WIRE & CABLE	\$48,699,586
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$42,858,863
CONSTRUCTION AND BUILDING MATERIALS	\$20,453,027
PROFESSIONAL SERVICES	\$18,263,606
IT - MATERIALS	\$16,031,507
STAFF AUGMENTATION	\$12,399,095
VEGETATION MANAGEMENT SERVICES	\$6,910,995
SUBSTATION MATERIALS	\$5,927,473
Total Top 10 WBE Spend	\$288,231,582

*Note: Only the top 10 spend categories are listed.

TABLE 6: Spending with Veteran Business Enterprises (VBE)

PRODUCT/SERVICE	
PROFESSIONAL SERVICES	\$10,410,684
ENGINEERING & ARCHITECTURAL SERVICES	\$8,846,492
ENVIRONMENTAL SERVICES	\$5,411,844
UTILITIES*	\$2,691,543
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$2,389,560
SECURITY	\$1,956,951
CONSTRUCTION AND BUILDING MATERIALS	\$1,513,672
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,364,297
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - UNDERGROUND	\$1,153,692
ELECTRICAL COMPONENTS & SUPPLIES	\$1,146,447
Total Top 10 VBE Spend	\$36,885,183

*Note: Only the top 10 spend categories are listed.

*Utilities is defined as Utilities-Lineman Equipment and Tools

TABLE 7: AMEREN ILLINOIS COMPANY'S M/W/V/SBE EXPENDITURES AND VENDOR UTILIZATION WITH ILLINOIS-BASED SUPPLIERS (in dollars)

AMEREN ILLINOIS COMPANY WITH ILLINOIS-BASED SUPPLIERS					
				% OF OVERALL	
SPEND CATEGORY	TOTAL			ACTUAL	GOAL
Overall	\$553,210,716			42.9%	—
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$88,909,250	\$8,782,614	\$97,691,864	17.7%	—
WBE	\$69,501,368	\$52,470,955	\$121,972,323	22.0%	—
VBE	\$12,098,845	\$5,480,959	\$17,579,804	3.2%	—
Total M/W/VBE	\$170,509,463	\$66,734,527	\$237,243,990	42.9%	—
SBE	\$67,867,925	\$0	\$67,867,925	12.3%	—
Total All Categories	\$238,377,388	\$66,734,527	\$305,111,915	55.2%	—

*Note: Actual percentages reflected do not include small businesses.



TABLE 8: M/W/VBE SPEND BY PRODUCT/SERVICE CATEGORY (in dollars)

SPENDING WITH ILLINOIS-BASED MINORITY BUSINESS ENTERPRISES (MBE)					
CATEGORY	AFRICAN AMERICAN	HISPANIC AMERICAN	ASIAN AMERICAN	NATIVE AMERICAN	TOTAL
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$18,092,872	\$60,781,146	\$146,343	\$0	\$79,020,361
IT - MATERIALS	\$5,263,194	\$0	\$0	\$0	\$5,263,194
CONSTRUCTION AND BUILDING MATERIALS	\$3,965,721	\$83,083	\$0	\$0	\$4,048,804
SURVEYING	\$2,040,600	\$0	\$116,033	\$0	\$2,156,633
ENGINEERING & ARCHITECTURAL SERVICES	\$0	\$49,125	\$1,465,280	\$0	\$1,514,405
PROFESSIONAL SERVICES	\$91,433	\$220,308	\$744,342	\$211,660	\$1,267,743
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - UNDERGROUND	\$394,200	\$657,707	\$0	\$0	\$1,051,907
IT - SERVICES	\$0	\$0	\$1,038,611	\$0	\$1,038,611
FUEL/PPA	\$40,519	\$0	\$0	\$393,879	\$434,398
FLEET MATERIALS	\$363,936	\$0	\$0	\$0	\$363,936
Total Top 10 MBE Spend	\$30,252,475	\$61,791,369	\$3,510,609	\$605,539	\$96,159,992

*Note: Only the top 10 spend categories are listed.

TABLE 9: Spending with Women Business Enterprises (WBE)

PRODUCT/SERVICE	
GAS SERVICES	\$38,526,911
WIRE & CABLE	\$18,830,497
CONSTRUCTION AND BUILDING MATERIALS	\$14,674,315
PROFESSIONAL SERVICES	\$11,709,508
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$10,484,598
VEGETATION MANAGEMENT SERVICES	\$6,910,995
TRANSFORMERS	\$3,429,288
OTHER	\$2,148,971
ENGINEERING & ARCHITECTURAL SERVICES	\$2,098,161
ADVERTISING SERVICES	\$1,815,173
Total Top 10 WBE Spend	\$110,628,416

*Note: Only the top 10 spend categories are listed.

TABLE 10: Spending with Veteran Business Enterprises (VBE)

PRODUCT/SERVICE	
PROFESSIONAL SERVICES	\$6,855,281
UTILITIES*	\$2,691,543
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - OVERHEAD DISTRIBUTION (LESS THAN 100KV)	\$2,387,435
SECURITY	\$1,956,951
FACILITIES MAINTENANCE & CONSTRUCTION SERVICES	\$1,364,297
ED - ELECTRICAL - MAINTENANCE AND CONSTRUCTION SERVICES - UNDERGROUND	\$1,153,692
VEGETATION MANAGEMENT SERVICES	\$930,489
CONSTRUCTION AND BUILDING MATERIALS	\$773,367
ENVIRONMENTAL SERVICES	\$455,282
FLEET SERVICES	\$257,030
Total Top 10 VBE Spend	\$18,825,368

*Note: Only the top 10 spend categories are listed.

*Utilities is defined as Utilities-Lineman Equipment and Tools

V. POLICIES AND METHODOLOGY

A. PURPOSE

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. SCOPE

1. **This policy applies to all Ameren companies, which include:**
 - a. Ameren Illinois
 - b. Ameren Missouri
 - c. Ameren Services
 - d. Ameren Transmission
2. **Employee travel and entertainment expenses are not included in this policy.**
3. **This policy supersedes all previous Supplier Diversity policies.**

C. DEFINITIONS

1. **Third-party certifying organizations recognized by Ameren:**
 - a. Ameren does not certify diverse suppliers and relies upon third-party certifying organizations.
 - b. Ameren recognizes certification from the National Minority Supplier Development Council (NMSDC) and its affiliate councils; the Women's Business Enterprise National Council (WBENC) and its affiliate councils; and federal, state, and local government certifying agencies. Contact the Supplier Diversity team for more information on certifying organizations.
2. **Supplier Diversity organization:** Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.
3. **Contract Development Team:** Members may include the project manager, plant/facility manager, and representatives from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

(SEE APPENDIX D FOR COMPLETE SUPPLIER DIVERSITY POLICY & METHODOLOGY.)

VI. SUPPLIER DIVERSITY ASPIRATIONAL GOALS AND STRATEGIES

A. PRIMARY ASPIRATIONAL GOALS

ACCESS, DEVELOPMENT and SUSTAINABILITY are the primary objectives of Ameren's Supplier Diversity development process. Ameren's Supplier Diversity organization uses aspirational goals with comprehensive internal and external strategies to nurture and increase the opportunity for qualified diverse supplier participation within the supply chain. We believe executing on these objectives will lead to long-term diverse business partnerships. Ameren provides fair and equitable access to all qualified vendors. Our business practices are consistent with all applicable federal and state laws.

Ameren Supplier Diversity strategies to increase diverse business utilization include the following:

1. Establishing and supporting corporate Supplier Diversity aspirational goals.

- a. Establish business partner objectives and a scorecard to support corporate aspirational goals.
- b. Formalized multi-tiered supplier program.
- c. Webinars to inform suppliers of expectations for the year.

2. Creating access and development opportunities.

- a. Conduct business partner quarterly engagement meetings.
- b. Diverse business vendor presentations to Ameren business partners.
- c. Diverse business mentoring and curriculum-based training.
- d. Supplier Diversity symposiums/summits.

3. Driving long-term sustainability.

- a. Dartmouth Tuck Scholarship Awards.
- b. Prime/diverse supplier connections.
- c. Participation in diverse supplier organizations.

B. KEY DIVERSE BUSINESS STRATEGIES

1. Formalized multi-tier strategy. Ameren requires prime suppliers to share in our commitment to providing opportunities for diverse suppliers. Ameren's Tier II initiative encourages our prime suppliers to deliver a diverse business utilization plan when competing for Ameren work. The plan identifies the level of expenditures with diverse suppliers who are participating as subcontractors/consultants on Ameren contracts. Prime suppliers are encouraged to report Tier II diverse spend monthly.

Ameren’s Tier II initiative also facilitates engagement with our key prime suppliers/contractors to manage and strengthen our prime/diverse supplier relationships. Along with our business segment stakeholders and our key prime supplier/contractors, Ameren Supplier Diversity professionals participate in individualized conferences designed to accomplish the following:

- a. Report out Tier II past performance.
- b. Discuss opportunities for increased participation.
- c. Reset Tier II expectations.
- d. Promote the goods and services of diverse suppliers who are capable of doing business with prime suppliers.
- e. Conduct bid debriefs with unsuccessful bidders.

To facilitate overall participation in Ameren’s Tier II initiative across the Ameren system, Supplier Diversity hosts matchmaker events with Ameren prime suppliers and diverse companies to encourage prime/diverse partnerships.

In the event a prime supplier does not meet established goals and/or demonstrate through the quality, intensity and appropriateness of their efforts why the goal was not met, Ameren’s corrective actions include removing the prime supplier from future bid opportunities.

2. Diverse business mentoring. Diverse business mentoring is a curriculum-based initiative designed specifically to nurture and create business scale and capacity among emerging Ameren diverse businesses with specific business needs. The curriculum will include safety, project management, bidding and estimating, and cyber-security.

Emerging diverse companies are matched with Ameren business leaders and prime suppliers who have the experience and expertise to assist these companies with their specific business needs. From the mentoring relationship, emerging diverse businesses can realize opportunities for continued growth and enjoy an expanded support network.

3. Diverse Business Strategic Planning. Ameren employs an integrated planning process where Supply Chain and Supplier Diversity, and the internal business partners analyze opportunities and develop annual corporate and business segment plans for diverse business expenditures. Plans are then approved by senior management and measured, monitored and reported throughout the year. The process, in part, requires the Ameren Supplier Diversity team to analyze the categories of spend included in the business segments’ annual budget forecast.

The business segments’ forecasts indicate total “sourceable” spending, which includes capital and O&M dollars, excluding labor.

Within the segments' budget forecasts are project breakdowns by cost that provide insight to the Supplier Diversity team on specific opportunities in the business.

The Supplier Diversity team also considers Tier II opportunities in the analysis and baseline dollars with diverse suppliers that occur as a result of year-over-year spending in the business (e.g., safety products, MRO, etc.).

The Supplier Diversity team analyzes these factors for spending to identify opportunity-rich categories for increased diverse supplier participation before establishing a dollar and percentage aspirational goal for the business.

Once the diverse spend aspirational goals are established, they are formally communicated throughout Ameren by the Supplier Diversity organization and the business partner stakeholders. Supplier Diversity strategy is included as key performance indicators (KPI) on business segment scorecards.

Plans are adjusted directionally on an annual basis to account for opportunities added or ending. MBE aspirational goals are based on the following:

- a. Location of the opportunity.
- b. Availability of suppliers for the opportunity.

4. Business partner engagement meetings. Ameren's Supplier Diversity organization conducts regular business partner engagement meetings to introduce diverse suppliers and provide opportunities to conduct supplier presentations. This process provides new and incumbent diverse suppliers direct access to the business stakeholders and promotes diverse supplier/business partner relationships.

The business partner meetings also provide the Supplier Diversity professionals the forum to discuss categories for diverse supplier participation, a business partner diverse spending profile, and an analysis of how the business segments are achieving their Supplier Diversity aspirational goals.

5. Marketing/Communications strategy. Ameren Supplier Diversity executed an internal marketing campaign designed to raise awareness, highlight the capabilities of our diverse businesses, and share their personal stories regarding how Ameren's investments have a positive economic impact on their businesses and communities.

6. Supplier Diversity symposiums and summits. Ameren's signature events are its Supplier Diversity symposiums and summits. Ameren hosts Supplier Diversity symposiums and summits to increase the opportunity for diverse supplier participation. These events provide diverse suppliers with equal access to senior leadership, business partners, prime suppliers, and the Supply Chain.

7. Dartmouth Tuck Scholarship Awards. Annually, Supplier Diversity awards scholarships to the Tuck Executive Education Diverse Business Programs at Dartmouth College in Hanover, NH. These scholarships are awarded to incumbent suppliers to promote their growth, development, and sustainability in our network. The Ameren companies have awarded 25 scholarships to these suppliers since 2009.

C. PARTICIPATION IN DIVERSE SUPPLIER ORGANIZATIONS

Ameren actively participates in a number of external organizations that support and promote the capabilities of diverse suppliers. Supplier Diversity personnel and Ameren business partners are involved in local community outreach events, virtual business expos and matchmaker events, to advise interested suppliers, including diverse suppliers, regarding opportunities and expectations. (See Appendix F for a list of Organizations).

Ameren also subscribes to a “Supplier Locator” national database that assists the Supplier Diversity professionals in identifying certified diverse suppliers by business category.

Representatives of Illinois-based, woman-owned business, UTILITRA



VII. AREAS OF PROCUREMENT

A. KEY CATEGORIES OF PROCUREMENT IN 2023 INCLUDE THE FOLLOWING:

1. Digital Materials and Services
2. Energy Delivery Maintenance and Construction Services—Distribution
3. Engineering Services
4. Environmental Services
5. Facilities Maintenance and Construction Services
6. Fleet Materials
7. Gas Construction and Services
8. Renewable Materials and Services
9. Transmission Line Construction and related activities
10. Vegetation Management Services

B. FINANCE

The finance group is committed to fostering existing relationships and developing new relationships with diverse suppliers in the banking sector. To better understand diverse supplier capabilities and identify appropriate business opportunities, the finance group regularly meets with diverse banks to support that goal. Ameren Illinois includes banks as active vs. passive co-managers, which allows diverse banks to further grow their business. In 2023, Ameren Illinois worked with three diverse-owned investment banking companies that co-managed \$500 million in bond offerings.

Additionally, we found opportunities to add diverse managers to our pension and post-retirement (OPEB) fund asset management group, who combined manage approximately \$360 million of pension and OPEB assets.

C. LEGAL

Ameren's Legal Department is committed to advancing diversity in the legal profession and has made progress in its efforts to develop a pipeline of diverse law firms and legal professionals, and to develop a pipeline of diverse legal talent within Ameren and within its third-party suppliers of legal services.

Legal Services is committed to:

1. Recruiting and retaining from a pool of diverse attorneys and legal staff. We define diversity as including but not limited to race, gender, LGBT, veteran and disabled.
2. Equal access and opportunities for diverse-owned legal and related services and diverse attorneys and suppliers.
3. Increase our pipeline of diverse attorneys and diverse-owned vendors to ensure equal opportunities for all and expanded opportunities for all.

Legal Department Key Activities in 2023:

- Actively sought opportunities to engage diverse-owned law firms.
 - » We developed an evaluation program for our core law firms to evaluate and provide feedback to all law firms to collect performance satisfaction of our firms and provide them feedback.
 - » Fifty percent of our core panel firms are diverse-owned firms.
 - » Seventy-two of our preferred panel law firms have a diverse relationship partner.
 - » Engaged and onboarded two new certified diverse law firms.
 - » Increased our spend with diverse law firms by 55% in 2023.
 - » With an increase in legal demand in 2023, we saw 40 new legal matters assigned to certified diverse firms.
 - » Participated in the Leadership Council on Legal Diversity (LCLD) Fellows and Pathfinders program to promote the advancement of diversity in the legal profession.
 - » Member of the National Association of Minority and Women Owned Law Firms (NAMWOLF) program to continue to develop relationships and expand our pool of qualified diverse law firms.
 - » Hosted a diverse law student as part of our Pipeline Summer Internship Law Program.
- Expressly articulated our expectation that our law firms (minority certified and majority firms) provide equal opportunities and equal access to diverse attorneys to support Ameren matters.
- Tracked diversity demographic data of legal professional timekeepers working on Ameren matters at all our law firms.

MEASUREMENT AND METRICS:

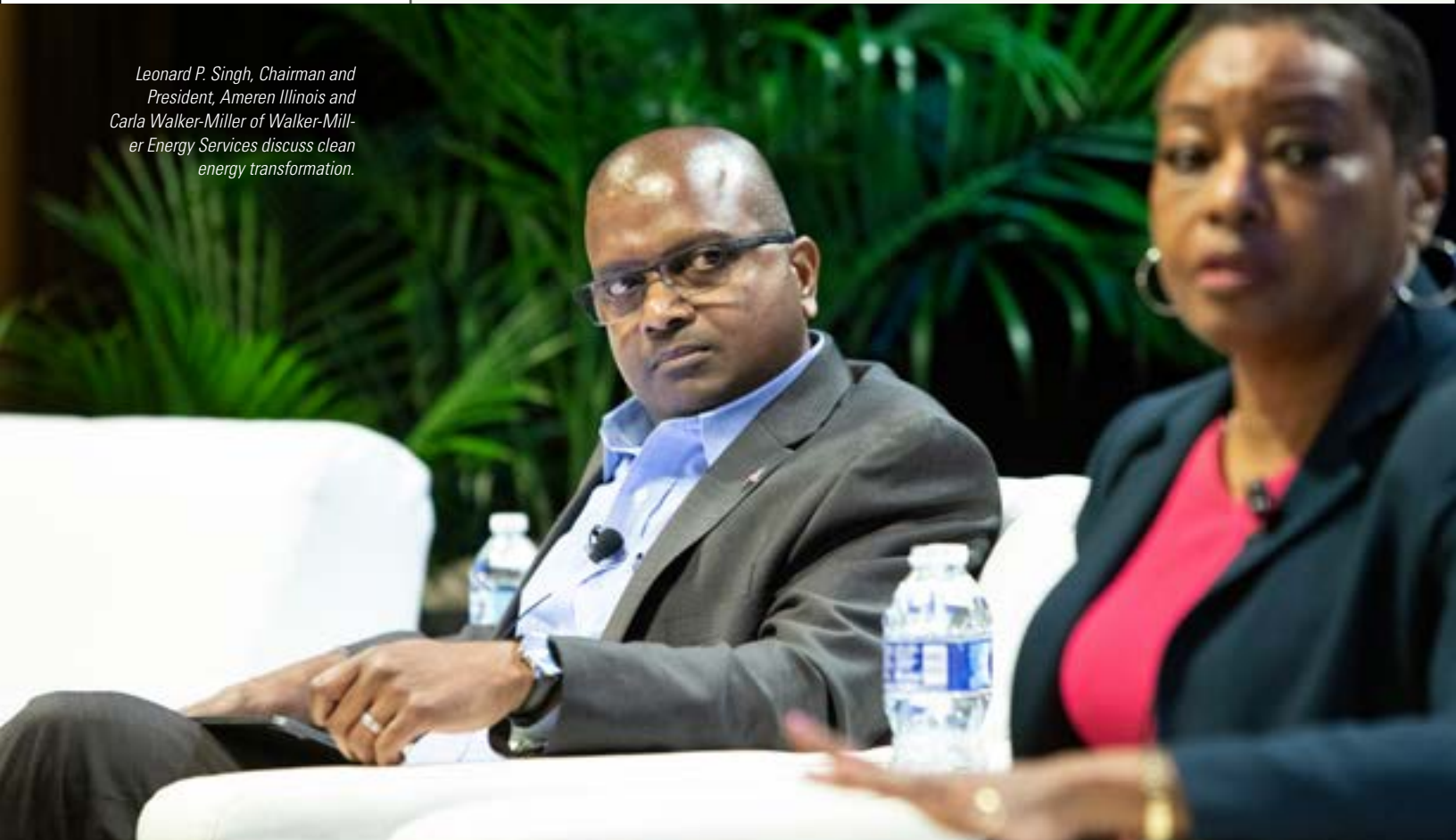
- Made intentional advancements on our internal Legal Department “Supplier Diversity Scorecard” with quantifiable measures to track internal performance on supplier diversity actions and to track Legal Department spend with diverse-owned suppliers and majority-owned law firms with diverse relationship partners.
- Made intentional advancements on our internal Law Firm Scorecard that includes a diversity component to measure and compare performance of all our law firms engaged by Ameren, including understanding their commitment to diversity and adherence to the diversity language in the Outside Counsel Guidelines.

DIVERSE OUTREACH AND UTILIZATION ACTIONS:

- Continued development and maintained a database of diverse-owned law firms in the region.
- Conducted one-on-one meetings with diverse law firms regarding their law firm experience, capabilities, and potential new business.
- Attended/participated in legal diverse supplier conferences.
- Participated in benchmark meetings of General Counsel from local companies to collectively discuss common issues, including efforts to explore opportunities in supplier diversity in legal services.
- Continue to develop a professional relationship with diverse-owned law firms and attorneys and explore opportunities for continuing legal education training for Ameren Legal Department employees that feature diverse speakers.
- Continue to explore capabilities of diverse-owned law firms to continue to offer equal opportunities to those firms.

As we look forward, we will continue to strive to develop and improve relations with diverse-owned law firms to increase our pool of potential diverse law firms and to build a pipeline of diverse legal talent.

Leonard P. Singh, Chairman and President, Ameren Illinois and Carla Walker-Miller of Walker-Miller Energy Services discuss clean energy transformation.



VIII. CHALLENGES FACING DIVERSE BUSINESSES

CYBERSECURITY RISKS

Today's business landscape has increasingly adapted to an environment where virtual meetings and transactions are a more efficient, environmentally friendly way of doing business due to reduced time traveling and minimizing carbon emission impacts. The new environment has amplified concerns among utility leaders of cyberattacks and their potential damaging effects on the utility infrastructure. Utility leaders are strengthening their digital assets to guard against sophisticated cyberattacks and taking the necessary precautions to require suppliers to have robust cybersecurity systems in place to ensure protections at all parts of the business.

Stronger utility cyber requirements could have disparate impacts on smaller, diverse-owned companies because they may face financial and logistical challenges to upgrade cyber-systems that successfully meet utility requirements..

STRONG BUSINESS NETWORKS

A robust business network is a critical factor in growing and expanding any business. Networking is a fundamental means for business owners to form strong relationships. Well-established networks among cross-sector industries increase access to opportunities, resources, and business contacts. In many cases, newer, diverse-owned and small businesses do not enjoy the quality and depth of well-established networks like larger companies.

Diverse and small business owners often find themselves working "in the business" vs. "on the business." This means owners must perform multiple roles and have many responsibilities to operate the business. Many diverse and small business owners face disproportionate resource constraints than larger companies, limiting their time and ability to address strategic business priorities essential for business growth. The effects of underdeveloped business networks weaken the customary benefits associated with highly connected networks. These benefits include key business contacts, deep industry knowledge, and more discretionary access to opportunities.

ECONOMIES OF SCALE

The complexity of the utility infrastructure in critical categories where significant dollars are spent limits the pool of local and regional diverse suppliers with scale to manage risks associated with the work. These categories are in highly mature markets with relatively low growth and premium safety requirements. The categories include:

- Electrical Overhead and Underground Line Construction
- Gas Construction Services
- Vegetation Management Services

The equipment costs to responsibly execute the work in these categories are generally high and create barriers to entry not customarily experienced by larger, well-established companies. The specialized demands within these areas of the utility business can discourage participation of small and diverse-owned businesses.

A strategy that favors long-term growth and development of local and regional diverse businesses could create more dispersed availability of ready and able diverse suppliers who can perform utility work over time.

*Pardeep Gill, Ameren Vice
President Supply Chain and Chief
Procurement Officer shares
his vision during CPO Panel,
EEI Conference 2023
hosted by Ameren*



IX. CERTIFICATIONS ACCEPTED

(SEE SECTION V, POLICIES AND METHODOLOGY, DEFINITIONS PART C (SUBPART [b].))

X. POINT OF CONTACT

The point of contact for Ameren's Supplier Diversity Department is **Byron Witherspoon**, PMP, Director, Supplier Diversity & Supply Chain Sustainability bwitherspoon@ameren.com

XI. ILLINOIS COMMERCE COMMISSION WEBSITE

Pursuant to Section 5-117 of the Public Utilities Act (220 ILCS 5/5-117 Section F), Ameren Illinois Company hereby submits to the Illinois Commerce Commission its 2023 Annual Supplier Diversity Report. Reports are due annually on April 15, beginning in 2015.

The Commission shall publish the report on its website and shall maintain the report for at least five years.

The Public Utilities Act, 220 ILCS 5/1-10 et seq., also requires the ICC and participating utilities to hold an Annual Policy Meeting that is open to the public on the subject of supplier diversity.

The policy meeting will follow submission of the April 15 reports.

For more information on Ameren Illinois' Annual Supplier Diversity Reports, please visit the ICC Supplier Diversity webpage at icc.illinois.gov/filings/mwvvs/.

APPENDIX A

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

APPENDIX B

2023 ECONOMIC IMPACT STUDY OF AMEREN ILLINOIS DIVERSE SPENDING

Total impact of the business diversity program

The cumulative impact of our purchases from diverse suppliers.
Impacts are measured through jobs supported, incomes earned, and economic output.

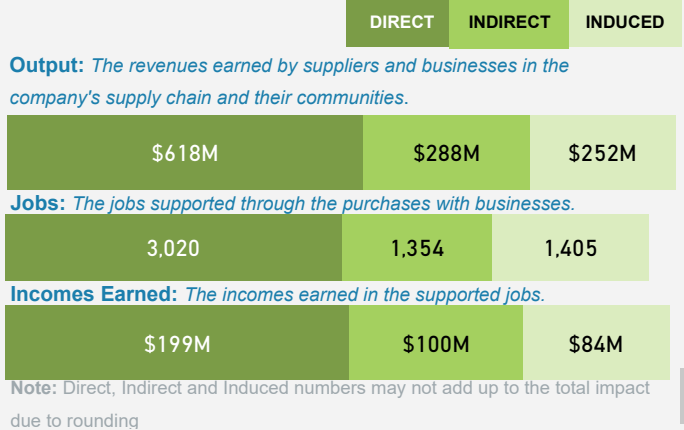
Output \$1.2bn	Jobs 5,779	Incomes \$382.7M	Taxes \$114.3M
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Economic Impact Channels

Direct: This is the immediate impact you have on small and diverse businesses.

Indirect: The small and diverse business that benefit from your purchased goods and services, creating a ripple effect in the economy.

Induced: This measures the purchases of your suppliers' employees and the jobs supported through their purchases. These are the impacts generated in the communities of our suppliers' employees.



Impacts on diverse suppliers

These are the estimated jobs supported by your diverse suppliers and the incomes earned through those jobs.

Diverse Spend \$617.9M	Jobs 3,020	Incomes \$198.5M
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Spend

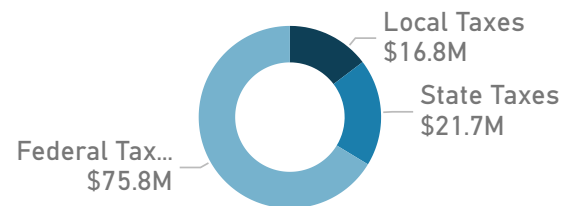
MBE \$250M	WBE \$331M	VET \$37M	LGBTQ	SMALL	SDVET	DBE	DISABLED
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Jobs

MBE 871	WBE 1,936	VET 212	LGBTQ	SMALL	SDVET	DBE	DISABLED
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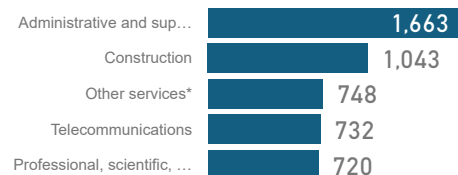
Taxes

Personal, business, and sales taxes generated



Industries

Jobs supported through each industry



APPENDIX C

DEFINITIONS OF SUPPLY CHAIN PROCUREMENT CATEGORIES

PRODUCT/SERVICE DESCRIPTION

Advertising Services

Promotional, news, publicity.

Chemicals, Lubricants, and Gases

Specialty gases, bulk gases, grease, demineralized water chemicals, transformer oil.

Construction and Building Materials

Sand, gravel, rock, steel shapes, bar stock, steel fabrication, scrap, lumber, bricks and tiles, sewer pipes and tiles, ebony, asbestos, transite, marble and Masonite, plumbing fixtures and supplies, fire clay.

Control and Instrumentation

Pressure gauges, flow meters, SCADA, DCS, strip chart recorders, CEMs.

Customer-Facing Services

Call Center, billing, factoring A/R, locating, energy efficiency programs, credit and collections.

Electrical Components and Supplies

Low-voltage switches, light fixtures, connectors, control cables, stationary batteries, UPS systems, panel fabrication.

Energy Delivery Gas Materials

Gas-specific pipes, valves, and fittings; risers, regulators, anodes.

Energy Delivery Maintenance and Construction Services – Distribution

Overhead distribution line and substation construction and maintenance, concrete and asphalt repair and restoration, relay testing and engineering, pole inspections and repairs, pole and tower painting, equipment rentals, traffic control services, and crane services for overhead energy delivery distribution work less than 100 kV.

Energy Delivery Maintenance and Construction Services – Transmission

Directional boring, line construction, transmission substation work, pole inspection, pole painting, rock drilling, tower painting, relay testing, electrical testing, inspection and restoration, etc. for overhead energy delivery work greater than 100 kV.

Energy Delivery Maintenance and Construction Services–Underground

Hydro-excavation, underground locating, directional boring and trenching, duct banks, underground substation work, and rock drilling for underground energy delivery work.

Energy Delivery Underground Materials

Conduit, vaults, precast concrete structures, junction boxes, lead shields and sleeves, pedestals, manholes, frames, bends, spacers, coilable duct, covers, grates.

Engineering and Architectural Services

Civil, electrical, mechanical, chemical.

Environmental Services

Hazardous waste cleanup, remediation, industrial hygiene testing.

Facilities Maintenance and Construction Services

Fencing, buildings, painting, new construction, roofing, concrete, asphalt, pavement replacement, excavation/grading, electrical work and construction, crane services for construction, demolition and/or demolition cleanup (excludes remediation), rental equipment.

Facilities Management

Janitorial, maintenance, pest control, trash service, catering/food service, meetings, snow removal, office furniture, decorating, picture framing, landscaping, HVAC, plumbing, rental equipment.

Fasteners and Hardware

Screws, nuts, bolts, washers, nails, abrasives, glass, buckets, cans, funnels, kettles, measures, pans, oilers, spouts, plugs, plates, studs.

Filters

Oil, air, gas, oil processing, automotive, gasoline, miscellaneous.

Fleet Materials

Trucks, earth movers, rails, tires, parts.

Fleet Services

Engine repair, auto body, towing, general vehicle maintenance.

Fuel

Coal, electric, nuclear fuel, natural gas, liquids, diesel, kerosene, derivatives and associated transportation.

Gas Services

New construction, maintenance, trenching, gas well work, snubbing.

General Maintenance and Construction Services

New construction, maintenance, industrial cleaning, scaffolding, fencing.

Human Resource Services

Medical services, drug testing, benefits, life insurance, medical insurance.

Insurance

Insurance of property, liability, D&O, fiduciary.

IT Materials

Desktops, laptops, servers, LAN/WAN equipment, routers, software.

IT Services

IT consulting, programming, network design, implementation services.

Materials to Support Power Plant Maintenance, Repair, and Operations

Small industrial electrical components, fuses, cleaning supplies, welding supplies, hoisting equipment, electrical appliances.

Meter Services

Contract meter reading.

Office Supplies

Office supplies and equipment, including copiers, faxes, A/V equipment, packing supplies, photographic equipment, photographic supplies, printed materials, printing services, labels, decals, and tags.

Other

Category/description not elsewhere classified.

Pole Line Hardware and Accessories

Anchors, arrestors, brackets, connectors, cutouts, insulators, guy-wire, pedestals, transformer pads, fuse links.

Poles and Towers	Wood, towers, crossarms.
Professional Services	Expert testimony, management consulting, tax and auditing services, training, payroll services.
Real Estate	Broker fees, title insurance, easements, ROW, appraisal services.
Renewable Materials	Solar panels, inverters, wind turbines, solar racking systems, battery storage systems, DC combiner boxes, solar balance of system components (ie., DC fuses, solar module connectors, and PV wire rated for 2000 Volts-DC).
Renewables Services	Services to maintain and support solar and wind energy centers.
Safety	First aid, goggles, glasses, fire extinguishers, fall protection, personal protective equipment, uniforms, electrostatic gloves, hot-wire cutters, respirators, respirator cartridges, safety line hoses, basket liners, lineman sleeves, hotline sticks, lift poles, insulated hoods, traffic cones, barriers, ice melt.
Staff Augmentation	Temporary labor: clerical, technical and general.
Street Lighting	Steel, fiberglass and concrete poles; luminaires; photo cells; street light brackets.
Substation Materials	Air break switches, steel structures, power control cable, relays, remote terminal units (RTUs), insulators, switchgear, breakers, circuit breakers, re-closures, capacitors.
Surveying	Surveying (aerial and land), gas surveying, mapping, soil boring/testing, concrete testing, other site-testing services.
Telecom Materials	Telecom equipment, phone accessories, switches, optical cables, batteries, antennae, connector plugs, coaxial cable, printable tape.
Telecom Services	Wireless, radio, local, and long-distance voice and data services; communication tower maintenance.
Tools	Saws, wire cutters, wrenches, screwdrivers, hammers, drills, drill bits, ladders, chainsaws, trimmers, mowers, leaf blowers, rope, rigging, lifting accessories.
Transformers	Distribution and power transformers, transformer services, network protectors, network protectors' key components.
Transportation	Bus, helicopter, truckload and less than truckload freight; small package, air express, air cargo, courier.
Travel	Hotels, airlines, rental cars, airport charges, taxis/limos, aircraft maintenance, travel agents.
Vegetation Management	Power line tree trimming, substation mowing, bare ground weed control.
Wire and Cable	Primary and secondary cable, bare conductors.

APPENDIX D

SUPPLIER DIVERSITY POLICY AND METHODOLOGY

POLICIES AND METHODOLOGY

A. PURPOSE

The purpose of this section is to set forth the Ameren corporate policy for Supplier Diversity in the procurement of non-fuel materials, services, and asset leases.

B. SCOPE

1. This policy applies to all Ameren companies, which include:

- a. Ameren Illinois
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2. Supplier Diversity organization: Works within Supply Chain to support contract development teams and business partner personnel in identifying diverse suppliers for inclusion in the sourcing and procurement processes.

3. Contract Development Team: Members may include the project manager, plant/facility manager, and a representative from Sourcing, Procurement, and Corporate Legal. Corporate Legal coordinates input from Credit; Tax, Finance/Accounting; Health, Safety, and Environmental; Risk Management; and other applicable departments.

D. RESPONSIBILITIES

Supplier Diversity Organization

1. Sourcing for diverse suppliers.

- a. Organize and administer diverse supplier sourcing strategies to include the following:
 - Participating as a member of contract development teams.
 - Identifying qualified diverse suppliers to include in procurement projects.
 - Providing insight into market and industry availability of diverse suppliers for specific commodities and services.
 - Sharing expectations and requirements with prospective diverse suppliers as they relate to procurement opportunities.
 - Sharing supplier information with the contract development team for the project and developing Tier II subcontracting opportunities.
 - Debriefing suppliers and providing feedback after contract award or non-award.

2. Build awareness within Ameren.

- a. Developing and communicating Supplier Diversity goals and policy.
- b. Continuing engagement of supply services groups and business segments.
- c. Integrating Supplier Diversity into all procurement strategies.
- d. Measuring, tracking, and reporting progress monthly and quarterly to all levels within the organization.
- e. Providing support, data, and analysis to other Ameren departments as required.

3. Community and industry awareness and interaction.

- a. Representing Ameren with community organizations, events, and initiatives related to Supplier Diversity in the Ameren service territory and nationally as required (e.g., minority/women's business councils, chambers of commerce).
- b. Supporting requirements set forth by government (local, state, federal) and utility service commissions as required.
- c. Supporting Supplier Diversity efforts of utility-related industry groups.

4. Developing competency and capacity for program growth.

- a. Integrating Supplier Diversity into procurement strategies.
- b. Building a Tier II initiative.
- c. Establishing a formal mentoring program for existing suppliers when deemed necessary and/or advisable.

5. Creating a sustainable process.

- a. Building on successful diverse-supplier relationships to grow long-term, sustainable spend opportunities.
- b. Providing Supplier Diversity training for supply services groups and business segments.
- c. Monitoring compliance of Supplier Diversity language in contracts and ensuring contracts are updated.
- d. Leading Supplier Diversity symposiums and summits.
- e. Administering recognition programs for outstanding business segments, buyers, and corporate partners.

Business Segments

1. Building awareness within Ameren.

- a. Communicating business segment leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Identifying and utilizing Business Segment Champions.
- c. Including Supplier Diversity in upcoming procurement projects.

2. Developing competency and capacity for program growth.

- a. Meeting with prospective diverse suppliers for future procurement opportunities.
- b. Evaluating progress relative to goals.
- c. Maintaining level of awareness.

3. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training classes, seminars, etc.
- c. Maintaining level of awareness regarding most recent Supplier Diversity requirements/ language.
- d. Participating in and attending Supplier Diversity events.
- e. Participating in recognition programs.

Sourcing and Supply Chain Operations

1. Building awareness within Ameren.

- a. Communicating leadership messages supporting and illustrating the importance of Supplier Diversity.
- b. Developing competency and capacity for program growth.
- c. Incorporating Supplier Diversity into Sourcing and general procurement process.
- d. Ensuring Supplier Diversity is included in events and meetings with business segment partners.
- e. Meeting with identified prospective diverse suppliers for future procurement opportunities.
- f. Maintaining level of awareness.
- g. Evaluating progress relative to goals.

2. Creating a sustainable process.

- a. Identifying opportunities for expanding the scope of work with successful diverse suppliers.
- b. Attending and participating in training.
- c. Participating in and attending supplier diversity events.
- d. Participating in recognition programs.

E. POLICY REQUIREMENTS

1. Supplier Diversity follows the same policy requirements outlined in the Procurement Policy.
2. Notwithstanding anything contained in this Policy or in the Procurement Policy to the contrary, the corporation shall at all times comply with any and all applicable federal, state, and local laws and regulations to the extent such apply in any given situation.

F. DEVIATIONS

Deviations from this policy must be approved, in writing, by the vice president, Supply Chain/chief procurement officer in advance of commitments to suppliers or other non-Ameren entities.

APPENDIX E

ORGANIZATIONAL CHART

ORGANIZATIONAL CHART



APPENDIX F

ORGANIZATION PARTICIPATION

WEBSITES

aabe.org

chicagomsdc.org

disabilityin.org

eei.org

hccstl.com

ilbcc.org

ihccbussiness.net

iubdc.com

nmsdc.org

wbdc.org

ORGANIZATION PARTICIPATION

American Association of Blacks in Energy

Chicago Minority Supplier Development Council

Disability:IN

Edison Electric Institute

Hispanic Chamber of Commerce

Illinois State Black Chamber of Commerce

Illinois Hispanic Chamber of Commerce

Illinois Utility Business Diversity Council

National Minority Supplier Development Council

Women's Business Development Center