



2021 Annual Report on Business Diversity

for the Illinois Commerce Commission

Richard J. Mark
Chairman and President

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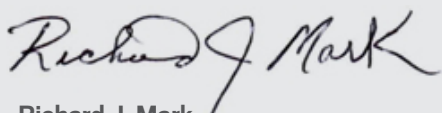
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I. PRESIDENT'S MESSAGE

As Ameren Illinois, our mission is to **Power the Quality of Life** throughout our 44,000-square-mile territory. Critical to powering the quality of life in the communities we serve is awarding contracts to diverse-owned businesses who can perform work with our utility. Ameren Illinois' commitment to Supplier Diversity goes beyond spend. Quite simply, diverse-owned businesses play a significant role in local job creation and contributing to the overall social and economic well-being in the communities we live and work. Last year, Ameren Illinois spent \$457M with diverse-owned businesses. Our purchases supported an estimated 4,715 jobs that paid employees nearly \$260M in wages. (See Economic Impact Study, Appendix B). The impacts of Ameren Illinois spending with diverse-owned businesses helps fuel our region and our state economy.

Moreover, 2021 marked the final year of the Ameren Illinois Energy Efficiency plan pursuant to the Future Energy Jobs Act. We are pleased to share that the Ameren Illinois Energy Efficiency program achieved over \$45M in diverse spend across the four-year cycle. Our Energy Efficiency results are tied to being intentional with expanding contracts with existing diverse-owned businesses and identifying opportunities for new diverse-owned business over the four-year period. We also provided training and back-office support to 30 local and diverse energy efficiency contractors, leading to an increase of their revenue by over \$1M during the four-year portfolio plan.

As the president of Ameren Illinois Company, I am all-in with increasing opportunities for diverse-owned businesses and proud of my business line leadership, supplier diversity team, and the supply chain for working together to include diverse-owned businesses in the work we award, while obtaining the best products and services for our customers. Creating a culture where diverse-owned businesses can grow and develop is a social-economic imperative for Ameren Illinois and helps **Lead the Way to a Sustainable Energy Future.**



Richard J. Mark

Chairman & President
Ameren Illinois Company



II. AMEREN ILLINOIS BUSINESS DIVERSITY AT A GLANCE

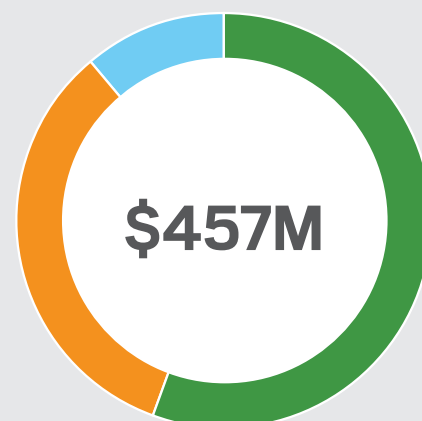
ECONOMIC IMPACT

\$457,024,620 Total Diverse Spend

% Increase Diverse Spend (2019 vs 2021)

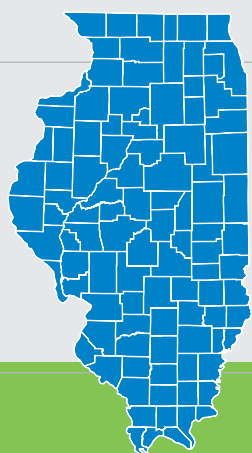
- 2019 Diverse Spend: \$363,252,927
- 2020 Diverse Spend: \$432,854,530
- 2021 Diverse Spend: \$457,024,620
- % Increase: 26%

- **WBE Spend: \$219M**
- **MBE Spend: \$169M**
- **VBE Spend: \$69M**



Jobs Supported 4,715

Total Production in the State of Illinois \$791,400,000



STATE OF ILLINOIS

- **474** diverse businesses in Illinois
- **\$186.7M** in spend with businesses located in Illinois
- **49** new supplier relationships
- **\$258,700,000** Total Wages Earned

DIVERSE PERFORMANCE IN KEY CATEGORIES

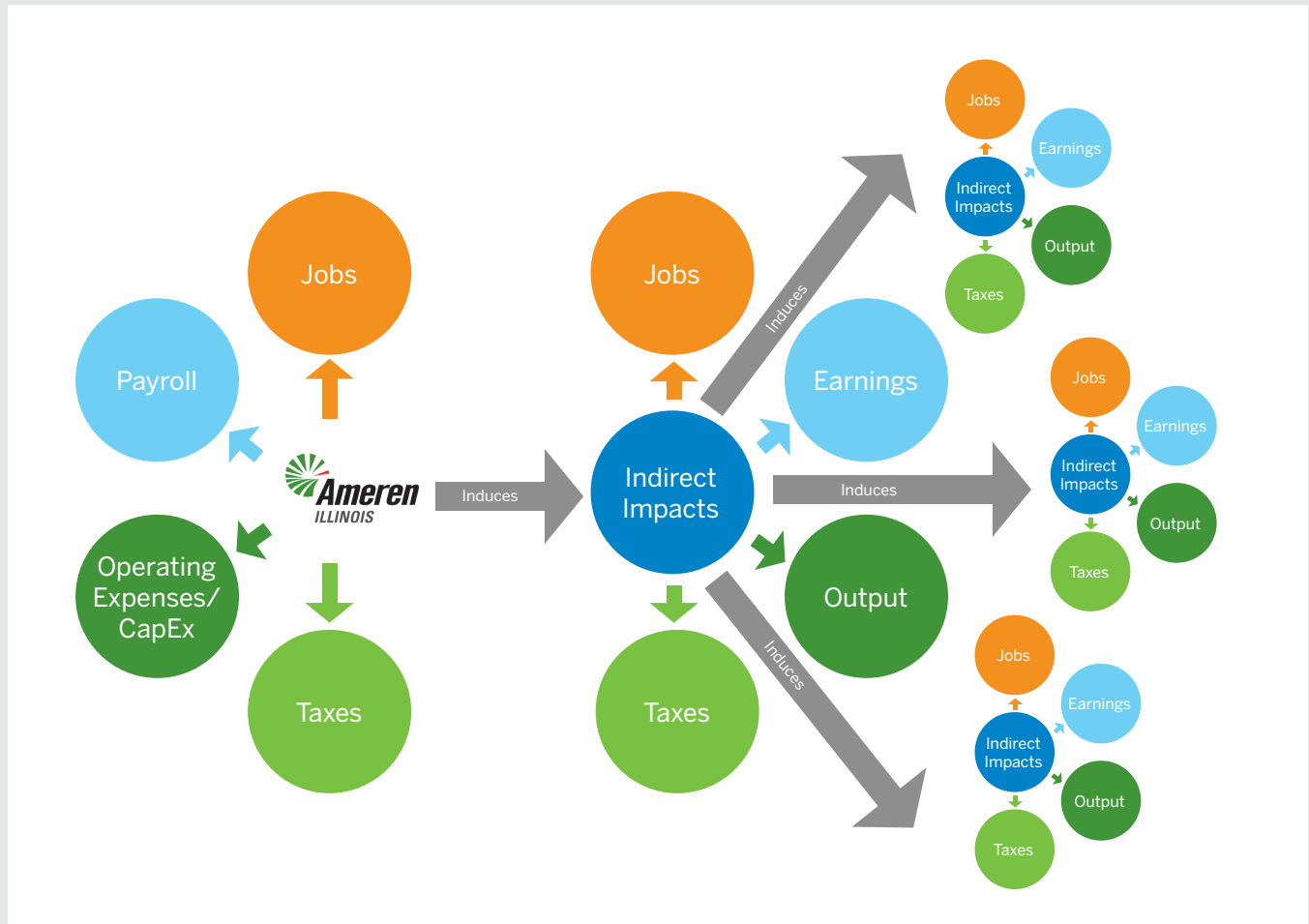
Investment Banking \$265K*	Information Technology \$13.4M	Engineering & Architectural Services \$18.2M	Environmental \$7.1M	Legal \$1.4M	Vegetation Management Services \$19.2M
Professional Services \$12.7M	Energy Delivery Maintenance & Construction Services \$179M	Gas Services \$37.5M	Facilities Maintenance & Construction Services \$22.5M	Pole Line Hardware \$25.9M	Meter Services \$2.4M

*Fees from \$450 million in bond offerings co-managed by four diverse investment banking companies (See Diverse Expenditures by Category and Classification, Appendix A.)

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.

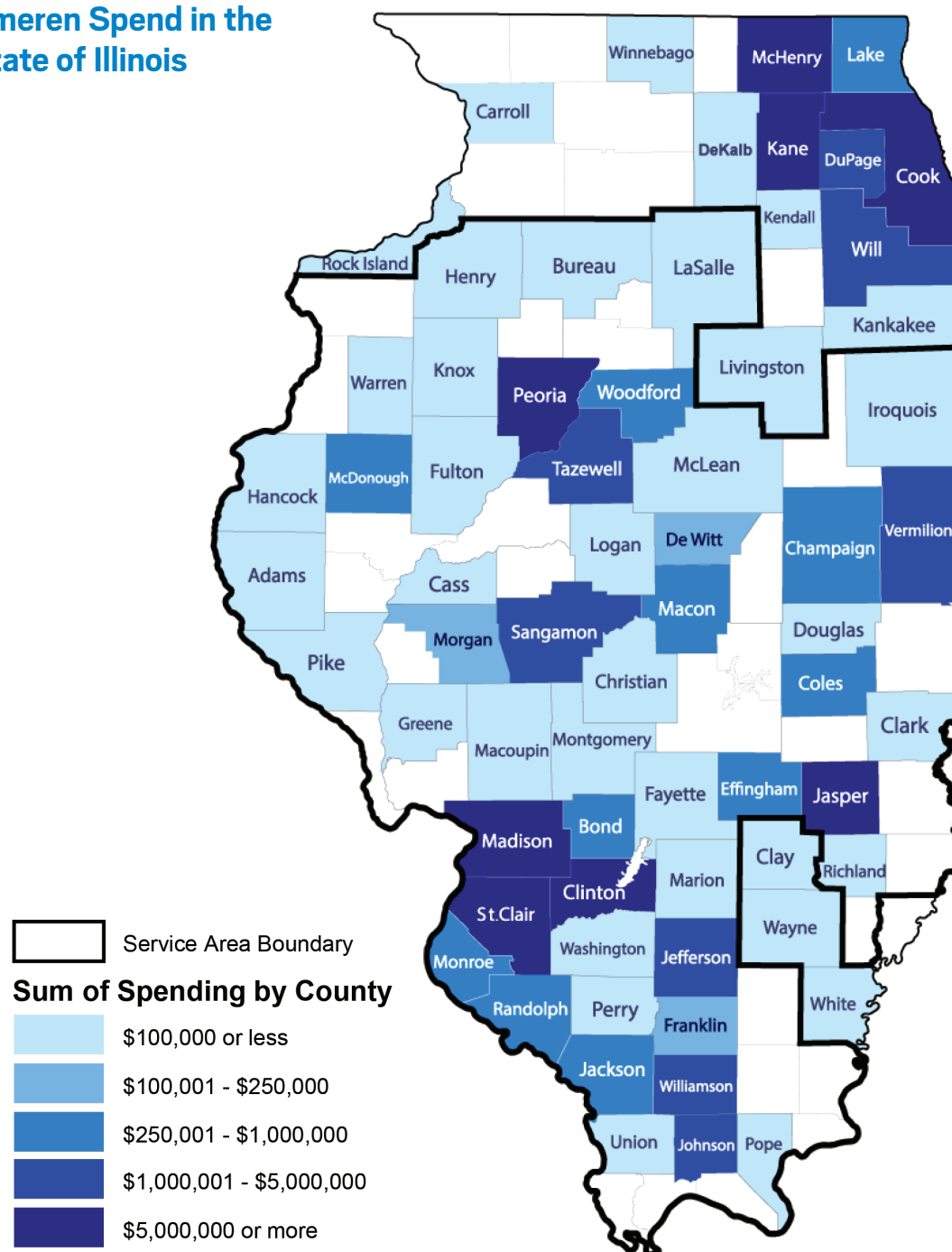


DIRECT ECONOMIC IMPACTS are represented here by the dollars spent by Ameren Illinois with diverse suppliers.

INDIRECT ECONOMIC IMPACTS measure the “multiplier effect” of the diverse supplier spending. The direct spending on diverse service providers and contractors ripples through the service territory supporting other businesses and jobs; employees spend a large portion of their incomes near their homes 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.

2021 DIVERSE SPENDING BY ILLINOIS COUNTY

Ameren Spend in the State of Illinois



Appendix B: 2021 Economic Impact Report

SUCCESS STORIES

PMI Energy Solutions, LLC



People who know George Williams would describe him as a visionary entrepreneur with strong business acumen, and extensive knowledge in the energy industry. Having built an impressive corporate career that began as an electrical engineer in nuclear energy, and progressed into a role as the Chief Operating Officer of the El Paso Electric Company, George was well equipped to begin anew as an entrepreneur. Today, the company he built, PMI Energy Solutions, a prime minority business enterprise based in Batavia IL, serves mainly midwestern utilities.

PMI installs overhead and underground electrical infrastructure, performs maintenance and other services including directional boring, streetlight installations and storm restoration across the United States. Reflecting on his first contract with Ameren Illinois, George says, ***"PMI Energy Solutions began work with Ameren with three crews. We now have twenty-two crews. Our employees are local and we are supporting the local economy. We have purchased equipment on a large-scale basis, re-invested in the local community and hired employees locally for high paying jobs."***



"I really appreciate Richard Mark having the confidence in us to provide us with this opportunity to provide services ... From the time that Ameren brought PMI Energy Solutions on board, they wanted to ensure that my company was successful and that we grew."

George A. Williams
PMI Energy Solutions, LLC

SUCCESS STORIES

Choctaw-Kaul Distribution Company



It takes vision to believe that you can create a homemade knitted glove then launch a small glove and safety company that would evolve into one of America's largest material distributors, but that is exactly the type of entrepreneurial vision that drives Kenny Tubby. Mr. Tubby is the President and Chief Executive Officer of Choctaw-Kaul (CK), a Native-American-owned business enterprise that originally began as Choctaw Glove and Safety which served as a tier 2 vendor to Ford Motor Company through Kaul Glove & Safety, a business founded in 1912. Seeking to tap into the longevity and expertise of Kaul, Kenny Tubby purchased 51% of Kaul to bring his glove manufacturing business together with an established national distributor under the brand Choctaw-Kaul Distribution Company 24 years ago.

Today, CK continues to serve Ford and others in the automotive industry as a prime supplier and, also serves many companies in the utility industry, and since 2017, has been a trusted partner to Ameren providing utility products such as connectors, hand tool and power tools. In addition, Choctaw-Kaul has also helped to upgrade and standardize Ameren's safety supplies providing lighter, more flexible rainwear, pandemic PPE, and arc rated fall protection to help maximize the safety of our co-workers.

Kenny is proud to acknowledge that Choctaw-Kaul's relationship with Ameren allowed the company to revive a distribution center that they had previously shuttered to be closer to clients in Chicago.

Choctaw-Kaul's economic impact in Illinois is clear. As a result of their Ameren contract, they have created several local jobs in Bloomington, IL, upgraded their digital infrastructure and fostered reinvestment, volunteerism and charitable giving in and around Bloomington.



"Our relationship with Ameren has helped CK grow economically within Ameren's service area. We were able to reopen a distribution center in Bloomington, IL and create several new local jobs in support of Ameren."

Kenny Tubby
President and Chief Executive Officer
Choctaw-Kaul Distribution Company

SUCCESS STORIES

Jayne Excavating and Welding



"Resourceful, multi-dimensional, and can move a lot of dirt" is how Kelsey Jayne, owner of Jayne Excavating and Welding describes the first piece of equipment she purchased for her business, but she could have just as easily been describing herself.

Ms. Jayne's expertise in construction services is hard earned as this nurse-turned-entrepreneur developed her skills working diligently with her parents on the family farm. She credits her parents with instilling in her the importance of hard work.

Established in 2017, Jayne Excavating, a woman-owned business based in Oblong, Illinois, got its first contract with Ameren in 2018 as a tier 2 contractor doing right of way clearing, pre-fabrication and station work which led to additional opportunities working on OPP and metering stations. Now her business works with Ameren as a prime contractor doing station work, pre-fabrication, directional drilling, mainline projects, retirement of gas services and hydrovac work in addition to excavation.

Kelsey, who very rarely goes anywhere without her laptop nearby, says that the 40-hour work week is non-existent for Jayne Excavating and Welding. She is pleased with how her business has grown over the years, and she insists that Ameren and Jayne's dedicated employees are a big part of that. Kelsey Jayne is determined to continually prove herself and her company as a reliable, safe contractor that her clients can trust. She defines success as sustainability, and makes it clear that she is "hoping for a long lasting, sustainable relationship where Ameren can count on Jayne and Jayne can count on Ameren."



"We've been able to really grow a relationship with Ameren...I'm hoping for a long lasting, sustainable relationship where Ameren can count on Jayne and Jayne can count on Ameren."

Kelsey Jayne
President & Chief Executive Officer
Jayne Excavating and Welding

III. TERMS AND DEFINITIONS

KEY 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
Long-term goal	Performance 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, quotes, and 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 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
Woman 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	Employee - Other Payments	Nuclear Fuel
Civic	Facilities' Site Utilities	Rail Leasing
Confidential	Fuel Works Supplier	Rail Maintenance
Contributions	Fuel/Coal/Interchange	Railroad
Corporation (Intra-Entity Payments)	Government and Regulatory	Real Estate
Customer Accounts	Municipality/Utility	Telecom Services

IV. SUMMARY OF WOMAN-OWNED, MINORITY-OWNED, VETERAN-OWNED, AND SMALL BUSINESS ENTERPRISE GOALS AND SPENDING IN CALENDAR YEAR 2021

**TABLE 2: 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	\$3,082,232,352			29.1%	27.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$214,705,308	\$115,350,978	\$330,056,286	10.7%	—
WBE	\$312,532,761	\$149,334,948	\$461,867,709	15.0%	—
VBE	\$76,323,778	\$30,157,056	\$106,480,834	3.5%	—
Total M/W/VBE	\$603,561,846	\$294,842,982	\$898,404,828	29.1%	27.0%
SBE	\$459,139,722	\$0	\$459,139,722	14.9%	—
Total All Categories	\$1,062,701,569	\$294,842,982	\$1,357,544,551	44.0%	—

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

**TABLE 3: 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	\$1,345,146,436			34.0%	20.0%
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$112,781,286	\$56,206,888	\$168,988,174	12.6%	—
WBE	\$150,328,506	\$68,497,484	\$218,825,990	16.3%	—
VBE	\$51,559,093	\$17,651,363	\$69,210,456	5.1%	—
Total M/W/VBE	\$314,668,885	\$142,355,735	\$457,024,620	34.0%	20.0%
SBE	\$183,693,522		\$183,693,522	13.7%	-
Total All Categories	\$498,362,407	\$142,355,735	\$640,718,142	47.6%	—

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

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	\$13,943,046	\$331,202	\$3,955,686	\$225,685	\$17,898,732	\$556,887	12%	3%
African American	\$46,650,180	\$1,887,755	\$29,268,870	\$11,370,485	\$75,919,050	\$13,258,240	51%	65%
Hispanic American	\$41,229,612	\$3,929,441	\$1,601,063	\$1,535,362	\$42,830,675	\$5,464,803	29%	27%
Native American	\$4,766,567	\$43,483	\$20,506	\$0	\$4,787,073	\$43,483	3%	0%
Other (Unclassified - Tier II)	\$0	\$0	\$7,012,732	\$1,126,499	\$7,012,732	\$1,126,499	5%	6%
Total Minority	\$106,589,405	\$6,191,881	\$41,858,857	\$14,258,031	\$148,538,262	\$20,449,912	100%	100%

*Note: Total % of minority spend by classification.

DIVERSE SPENDING HISTORICAL PERFORMANCE

While Table 3 represents the 2021 snapshot of Ameren Illinois' diverse spending, Figure 1 below illustrates the three-year historical performance of Ameren Illinois' diverse spending by diverse-business classification.

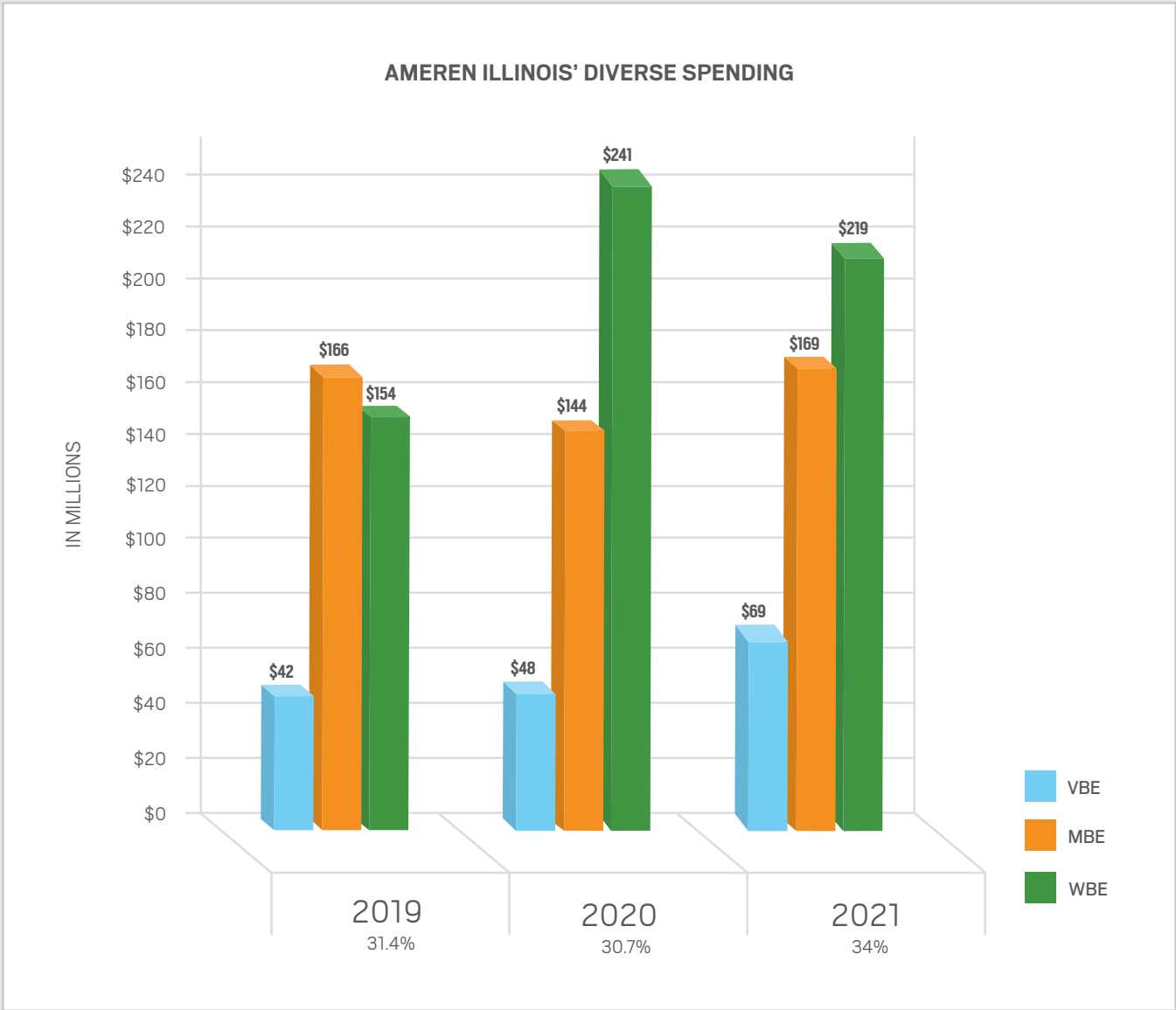


Figure 1: Three-Year Diverse Dollars by Classification

KEY OPPORTUNITIES FOR DIVERSE SPENDING

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

1. ENERGY INFRASTRUCTURE MODERNIZATION ACT (EIMA)

The 2021 performance year goal for minority and woman-owned business enterprises was established at \$16.7 million of electric capital dollar expenditures paid to minority and woman-owned businesses, as provided for and approved in the Ameren Illinois Multi-Year Performance Metrics Plan. For the 2021 performance year, Ameren Illinois paid \$215.7 million of electrical capital expenditures to minority and woman-owned businesses.

2. QUALIFYING INFRASTRUCTURE PROGRAM (QIP)

Ameren Illinois' 2021 performance of \$58.2 million in diverse spend achieved the 2021 goal of \$16.5 million. The 2021 diverse spend continued to be strong due to gas construction projects.

Ameren Illinois' 2022 performance objective is to increase its level of spend in these three categories as compared to the 2021 goal. This moderate increase is reasonable due to the expected mix of gas projects planned to be completed in 2022.

3. ENERGY EFFICIENCY PLAN

At the conclusion of the Commission approved plan for years 2018 – 2021 we are extremely proud to share that the Ameren Illinois Energy Efficiency program achieved over \$45 million in diverse spend with tier 1 and tier 2 vendors across the four-year cycle.

This was accomplished through expanded contracts with current diverse suppliers and the intentional addition of new diverse suppliers as opportunities were identified across the 4 years. The increased engagement in our portfolio generated millions of dollars in additional revenue for these businesses.

In addition, we provided training and back-office support to 30 local and diverse energy efficiency contractors, allowing them to increase their revenue by over \$1 million dollars during the four year portfolio plan.

With our commitment to equitable procurement, at all levels of the program, we look forward to building on these achievements over the next four-year portfolio plan.

4. NEW CONTRACT OPPORTUNITIES WITH AMEREN ILLINOIS

In 2021, Ameren Illinois created new opportunities for approximately 49 diverse businesses in key categories, including:

- Energy Delivery Maintenance and Construction Services
- Facilities Maintenance & Construction Services
- Engineering and Architectural Services
- IT Materials
- Customer Facing Services
- Staff Augmentation

**TABLES 4–6: 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)	\$39,335,778	\$38,774,400	\$532,153	\$1,400,273	\$80,042,604
Facilities Maintenance and Construction Services	\$12,014,681	\$4,146	\$0	\$0	\$12,018,827
Engineering & Architectural Services	\$5,931,304	\$4,574,266	\$1,279,312	\$10,814	\$11,795,696
IT - Materials	\$9,653,060	\$259,575	\$0	\$107,495	\$10,020,130
Customer Facing Services	\$6,996,628	\$8,363	\$1,640,682	\$0	\$8,645,673
Staff Augmentation	\$6,279,350	\$0	\$1,881,172	\$0	\$8,160,522
Substation Materials	\$771,073	\$227,920	\$7,068,659	\$0	\$8,067,652
Professional Services	\$420,427	\$643,283	\$5,590,505	\$0	\$6,654,215
Wire & Cable	\$3,017,272	\$3,635	\$0	\$0	\$3,020,907
Safety	\$7,532	\$0	\$0	\$2,576,403	\$2,583,935
Total Top 10 MBE Spend	\$84,427,105	\$44,495,588	\$17,992,483	\$4,094,985	\$151,010,161

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

SPENDING WITH WOMAN BUSINESS ENTERPRISES (WBE)

CATEGORY	
ED – Electrical – Maintenance and Construction Services – Overhead Distribution (Less than 100kV)	\$56,557,265
Gas Services	\$34,486,129
Wire & Cable	\$28,811,916
Pole Line Hardware & Accessories	\$25,964,303
Vegetation Management Services	\$15,357,450
Facilities Maintenance and Construction Services	\$7,831,698
Staff Augmentation	\$6,474,965
Facilities Management	\$6,111,326
Poles & Towers	\$5,639,041
ED – Electrical – Maintenance and Construction Services – Underground	\$3,779,084
Total Top 10 WBE Spend	\$191,013,177

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

SPENDING WITH VETERAN BUSINESS ENTERPRISES (VBE)

CATEGORY	
ED – Electrical – Maintenance and Construction Services – Overhead Distribution (Less than 100kV)	\$34,634,295
Poles & Towers	\$6,667,249
Professional Services	\$5,441,685
Environmental Services	\$5,141,172
Engineering & Architectural Services	\$4,512,404
Vegetation Management Services	\$2,549,329
Fleet Materials	\$1,640,837
Facilities Maintenance & Construction Services	\$1,452,816
Legal	\$1,258,203
Gas Services	\$1,236,583
Total Top 10 VBE Spend	\$64,534,573

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

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	\$443,102,755			42.2%	-
	DIRECT	TIER II	TOTAL	ACTUAL	GOAL
MBE	\$38,917,615	\$11,313,988	\$50,231,603	11.3%	-
WBE	\$57,169,405	\$39,155,076	\$96,324,481	21.7%	-
VBE	\$36,365,365	\$3,862,123	\$40,227,488	9.1%	-
Total M/W/VBE	\$132,452,385	\$54,331,187	\$186,783,572	42.2%	-
SBE	\$45,507,897	\$0	\$45,507,897	10.3%	-
Total All Categories	\$177,960,282	\$54,331,187	\$232,291,469	52.4%	-

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



TABLES 8–10: 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)	\$30,382,029	\$8,812,287	\$56,477	\$9,690	\$39,260,483
Engineering & Architectural Services	\$2,709,026	\$0	\$985,860	\$0	\$3,694,886
Facilities Maintenance & Construction Services	\$1,725,020	\$4,146	\$0	\$0	\$1,729,166
Facilities Management	\$950,694	\$601,116	\$97,282	\$43,483	\$1,692,575
Vegetation Management Services	\$1,229,449	\$76,120	\$0	\$0	\$1,305,569
Professional Services	\$0	\$376,464	\$441,713	\$0	\$818,177
Fleet Materials	\$788,980	\$0	\$0	\$0	\$788,980
Substation Materials	\$28,731	\$227,920	\$4,243	\$0	\$260,894
Surveying	\$207,261	\$0	\$3,538	\$0	\$210,799
Customer Facing Services	\$167,793	\$0	\$0	\$0	\$167,793
Total Top 10 MBE Spend	\$38,188,983	\$10,098,053	\$1,589,113	\$53,173	\$49,929,322

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

SPENDING WITH ILLINOIS-BASED WOMAN BUSINESS ENTERPRISES (WBE)

CATEGORY	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution (Less than 100kV)	\$47,463,061
Gas Services	\$13,076,704
Wire & Cable	\$10,240,313
Vegetation Management Services	\$8,308,942
ED - Electrical - Maintenance and Construction Services - Underground	\$3,779,084
Meter Services	\$2,422,135
Facilities Management	\$2,019,612
Scrap	\$1,634,152
Engineering & Architectural Services	\$1,492,912
Facilities Maintenance & Construction Services	\$1,379,157
Total Top 10 WBE Spend	\$91,816,071

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

SPENDING WITH ILLINOIS-BASED VETERAN BUSINESS ENTERPRISES (VBE)

CATEGORY	
ED - Electrical - Maintenance and Construction Services - Overhead Distribution (Less than 100kV)	\$30,146,468
Professional Services	\$4,013,863
Fleet Materials	\$1,485,073
Facilities Maintenance & Construction Services	\$1,452,816
Vegetation Management Services	\$851,617
Engineering & Architectural Services	\$700,655
Environmental Services	\$509,278
Facilities Management	\$340,671
Tools	\$311,410
Other	\$143,731
Total Top 10 VBE Spend	\$39,955,583

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

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 GOALS AND STRATEGIES

A. PRIMARY GOALS

ACCESS, DEVELOPMENT and SUSTAINABILITY are the primary goals of Ameren's Supplier Diversity development process. Ameren's Supplier Diversity organization uses specific goals with comprehensive internal and external strategies to nurture and increase qualified diverse-supplier participation within the supply chain. We believe executing on these goals will lead to long-term diverse-business partnerships.

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

1. Establishing and supporting corporate Supplier Diversity goals.

- a. Establish business partner goals and a scorecard to support the corporate goals.
- b. Formalized multi-tiered supplier program.
- c. Webinars to inform suppliers of goals and 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. Ameren Illinois Diverse Business Steering Committee. This committee consists of Illinois operations' vice president and director-level leadership, stakeholders from across the enterprise, and Supplier Diversity. The committee ensures that major sourcing decisions impacting Illinois receive appropriate business diversity and economic impact considerations. (See Appendix E for members).

2. Formalized multi-tier strategy. Ameren requires prime suppliers to share in our commitment to providing opportunities for diverse suppliers. Ameren's Tier II initiative requires 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 required to report Tier II diverse spend monthly.

Ameren's Tier II initiative also facilitates engagements 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.

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.

- 3. Diverse-business mentoring.** Diverse-business mentoring is a curriculum-based initiative designed specifically to nourish 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 getting paid.

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.

- 4. Diverse business goal-setting.** 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 goals for diverse-business expenditures. These goals 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 goal for the business.

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

Goals are adjusted directionally on an annual basis to account for opportunities added or ending. MBE-specific goals are created as targets based, in part, on the following:

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

5. 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 executives 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 goals.

6. 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.

7. 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 level of diverse-supplier participation. These events provide diverse suppliers with access to senior leadership, business partners, prime suppliers, and the Supply Chain.

8. Dartmouth Tuck Scholarship Awards. In adherence to our company's COVID policies, and cancellation of classes, we did not sponsor business owners in 2021 to attend any executive education minority business programs but it remains as one of our key supplier development business strategies, and we are planning to invest in these programs as soon as they are available. Ameren Corporation has awarded 24 scholarships to incumbent diverse 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, and other activities to advise both diverse and non-diverse suppliers on Ameren's diverse-supplier 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.

VII. AREAS OF PROCUREMENT

A. KEY CATEGORIES OF PROCUREMENT IN 2021 INCLUDE THE FOLLOWING:

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

B. FINANCE

In 2021, Ameren Illinois worked with four minority-owned investment banking companies that co-managed \$450 million in bond offerings.

C. LEGAL

Ameren's Legal Department is committed to advancing diversity in the legal profession and has proactively implemented measures and metrics to increase its use of diverse 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:

1. to recruiting and retaining diverse attorneys and legal staff;
2. to directing a greater percentage of the legal and related services it purchases to diverse attorneys and suppliers; and
3. to facilitate increased opportunities for diverse attorneys and vendors to ensure a robust pipeline of diverse legal professionals and services.

LEGAL DEPARTMENT KEY ACTIVITIES IN 2021:

- Actively sought opportunities to engage diverse-owned law firms.
- With an intentional focus on increasing diversity, developed an evaluation program for our core law firms to evaluate and provide feedback to our certified diverse and majority owned law firms to increase the staffing and development of diverse timekeepers.
- 58% of our core panel firms are diverse-owned firms.
- Joined Leadership Council on Legal Diversity (LCLD) to advance diversity in the legal profession.

- Member of the National Association of Minority and Women Owned Law Firms (NAMWOLF) Program and pledged to set a goal of at least five percent of our outside counsel spend with Certified Minority and Women Owned Law Firm.
- Attended the NAMWOLF Annual Meeting to engage with diverse firms.
- Hosted two diverse law students as part of our Diverse Pipeline Summer Internship Law Program.
- Increased work with current diverse-owned law firms by awarding 16 new legal projects for certified diverse owned law firms, including our two new diverse law firms.
- Modified internal practices to expressly articulate an expectation that our partner law firms (minority certified and majority firms) retain and assign diverse women and minority attorneys to support Ameren matters.
- Tracked diversity demographic data of legal professional timekeepers working on Ameren matters at diverse and majority-owned law firms to facilitate staffing of diverse professionals.

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 majority-owned law firms retained by Ameren with regard to their commitment to diversity including 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 potential new business.
- Attended/participated at legal diverse supplier conferences.
- Participated in benchmark meetings of General Counsel from local companies to collectively discuss common issues including efforts to increase supplier diversity in legal services.
- Invited diverse attorneys to provide on-site legal education training to Ameren Legal Department employees to develop relationships.
- Targeted specific legal projects to be handled by diverse-owned law firms.

As we look forward, we will continue to be intentional as we strive to increase the use of diverse legal professionals and to build a pipeline of diverse legal talent.

VIII. CHALLENGES FINDING QUALITY VENDORS

In the aftermath of the COVID-19 pandemic, the landscape of business adapted to an environment where virtual meetings and transactions have become a customary way of doing business. This new environment has created increased concerns amongst utility leaders of cyber-attacks and their potential crippling effects on the utility infrastructure. Utility leaders are taking the necessary steps to guard digital assets against malicious cyber-attacks by tightening requirements to digitally interface with the utility.

These cyber requirements could have disparate impacts on smaller, diverse owned companies because they may not be as equipped with effective cyber control capabilities to handle sophisticated attacks like larger companies. Consequently, small, and diverse-owned businesses can face new challenges to invest in strengthening cyber-security systems to meet utility requirements for doing business.

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

- Electrical Overhead & Underground Construction Services
- Gas Construction Services
- Vegetation Management Services

The demands within these categories of the utility business can discourage participation regardless of diversity status. Further, if the limited pool of diverse companies that currently exists in these categories that can significantly influence spend are involved in a merger and/or acquisition with non-diverse ownership, exits the industry or succumbs to other market dynamics, then that diverse spend is subsequently lost from the utility's diverse spend profile.

Lastly, other industries in the region have diverse spend expectations which create participation demands in the market that could strain the resources of diverse suppliers. These dynamics challenge the utility because multiple industries compete for diverse participation from the same pool of qualified diverse suppliers, which weakens the success any one industry could enjoy.

A strategy that advocates for long-term growth and development of local/regional suppliers will be critical to building a more robust, sustainable diverse supply base.

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 2021 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/mwvs/.

APPENDIX A

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

DIVERSE EXPENDITURES BY CATEGORY AND CLASSIFICATION

(in dollars)

AMEREN UNIFORM APPENDIX A

DIVERSE SPEND BY CATEGORY AND CLASSIFICATION (in dollars)

[illegible]

APPENDIX B

2021 ECONOMIC IMPACT STUDY OF AMEREN ILLINOIS DIVERSE SPENDING

Economic Impacts of Ameren Illinois' Diverse Supplier Spending in the State of Illinois

2021



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President's Message

As Ameren Illinois, our mission is to Power the Quality of Life throughout our 44,000-square-mile territory. Critical to powering the quality of life in the communities we serve is awarding contracts to diverse-owned businesses who can perform work with our utility. Quite simply, diverse-owned businesses play a significant role in local job creation and contributing to the overall social and economic well-being in the communities we live and work. The impacts of Ameren Illinois spending with diverse-owned businesses fuels our region, our state because companies spend their dollars on goods and services in their supply chain and employees use their salaries to purchase goods and services from other local businesses.



Richard Mark
President

As the chairman and president of Ameren Illinois, I am invested in increasing opportunities for diverse-owned businesses and proud of my business line leadership, supplier diversity team, and the supply chain for working together to include diverse-owned businesses in the work we award, while obtaining the best products and services for our customers. Creating a culture where diverse-owned businesses can flourish is a social-economic imperative for our state and helps lead the way to a sustainable energy future.

About Us

Ameren Illinois is a regulated electric and gas delivery company headquartered in Collinsville, Illinois. Our service territory spans 43,700 square miles, or about three-quarters of the state. Every day, we deliver electricity to 1.2 million electric and 816,000 natural gas customers in central and southern Illinois. We deliver safe, reliable energy to more than 1,200 communities. Our complex delivery system includes about 4,500 miles of electric transmission lines, 46,000 miles of distribution lines, 18,200 miles of natural gas transmission and distribution mains and 12 underground natural gas storage fields with a total capacity of approximately 24 billion cubic feet.

For more information, visit Ameren.com, or follow us at [@AmerenCorp](https://www.facebook.com/AmerenCorp). Facebook.com/AmerenCorp. Or [LinkedIn/company/Ameren](https://www.linkedin.com/company/Ameren).



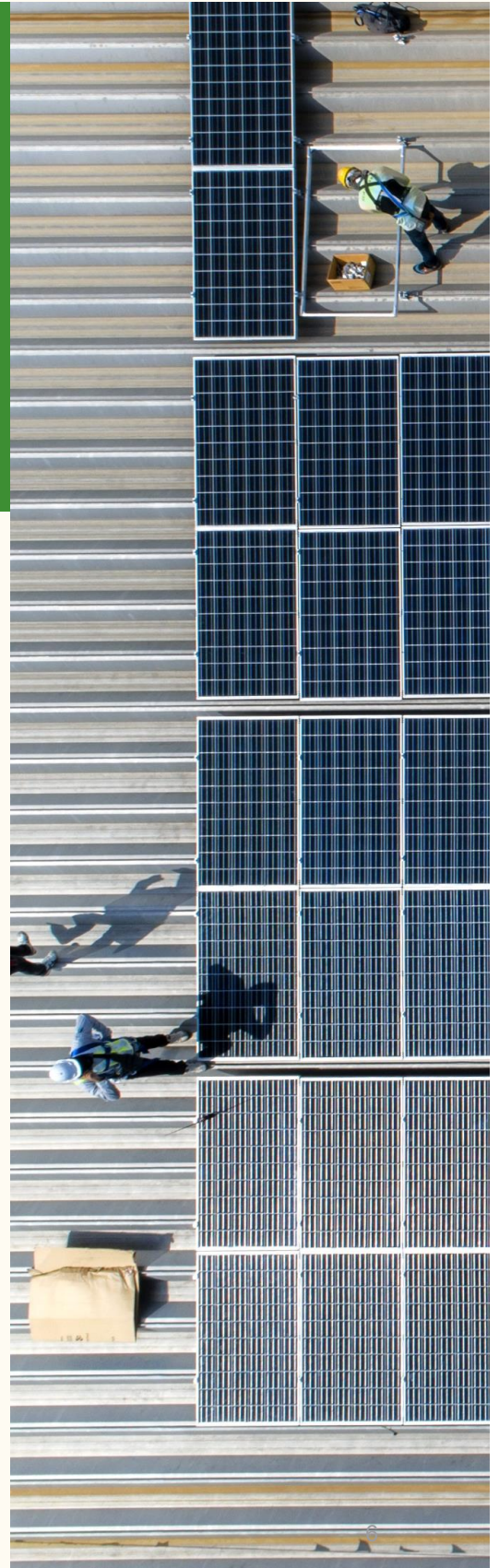
Ameren Supplier Diversity



We have built an aggressive program through the work of dedicated diversity professionals who identify qualified diverse-owned business enterprises with whom Ameren can do business. As a result of our efforts, we increased the amount of business that we direct to diverse suppliers in key areas of our supply chain, including sourcing, materials management, warehousing, logistics, and procurement.

Outreach Encourages Participation

Ameren encourages diverse suppliers to participate in these opportunities in many different ways, such as symposiums, mentoring opportunities, network meetings, and outreach participation. We are helping diverse businesses to expand their expertise in highly specialized fields relating to the utility industry. In addition, we are working with major organizations to build a support network for our diverse suppliers.





Commitment to Diversity Equity & Inclusion

Ameren is committed to serving the diverse needs of our communities and aims to successfully integrate our commitment into the corporation's business strategy.

Recognized By The Community

Our efforts have been recognized by the community, and we have been honored for these initiatives.





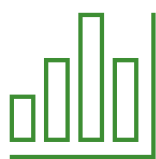
Economic Impact 2021



How We Measure Economic Impact

Economic Impact Metrics

Economic impact reports communicate the impact on the economy using these standard measures: Production, Wages, Jobs, and Tax Revenues.



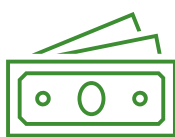
PRODUCTION

Measures the cumulative revenues of all businesses impacted through the program: Direct, Indirect and Induced.



JOBS

Created within Ameren's supply chain and in the supplier's communities.



WAGES

Measures the cumulative earnings of the employees in the jobs supported through supplier diversity purchases.



TAXES

Measures the federal, state and local tax revenues that are generated through economic activity.

Ameren 2021 Total Economic Impact



TOTAL PRODUCTION

\$791.4M

SPEND WITH
DIVERSE SUPPLIERS

\$457M

TOTAL JOBS SUPPORTED

4,715

TOTAL WAGES EARNED

\$258.7M

TOTAL TAXES

\$236.4M

Economic Impact Channels

Ameren's spending with its diverse and small suppliers generates economic activity in its supply chain and their communities. These impacts can be categorized into three types. First, the direct impacts are the jobs and payroll directly supported at Ameren's diverse suppliers. Next, there are additional spin-off impacts. Indirect impacts occur in the lower tier suppliers and induced impacts occur at the local businesses that supply products to the employees and their families in the jobs supported in the supply chain.

Economic Impact Channels

Ameren's purchases have a ripple effect on the supply chain. The total economic impact is comprised of three components: Direct, Indirect and Induced.



DIRECT

This is impact at Ameren's immediate small and diverse suppliers.



INDIRECT

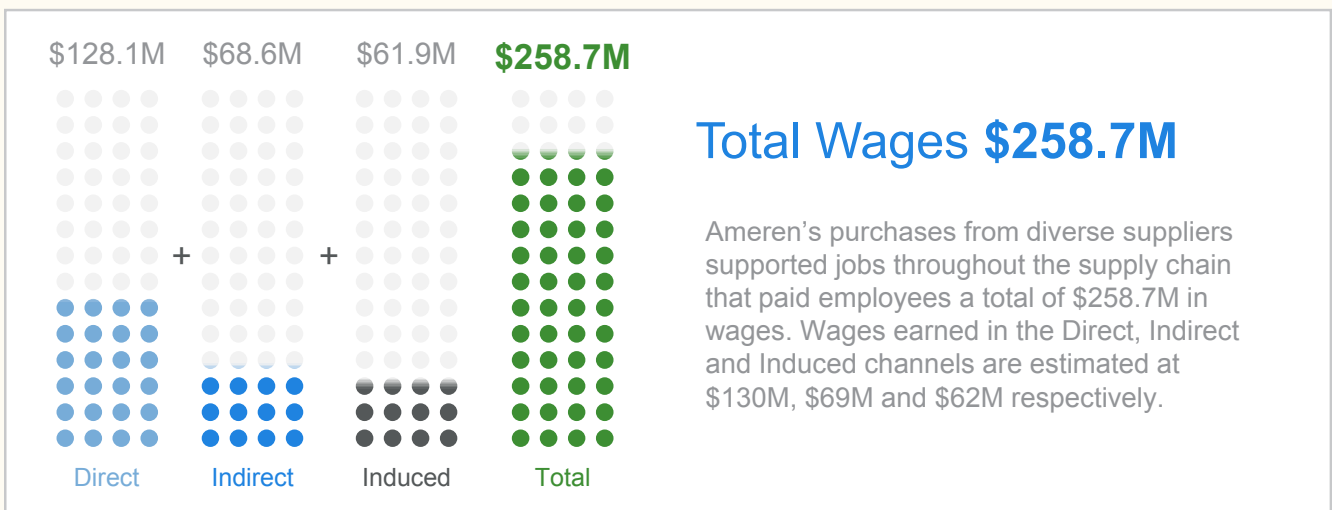
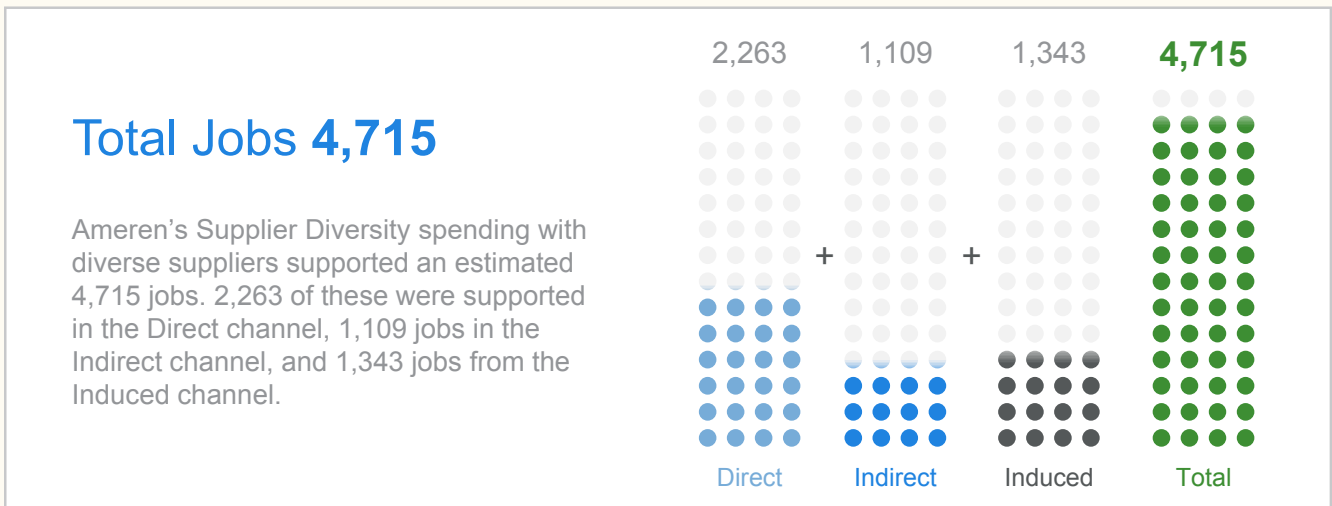
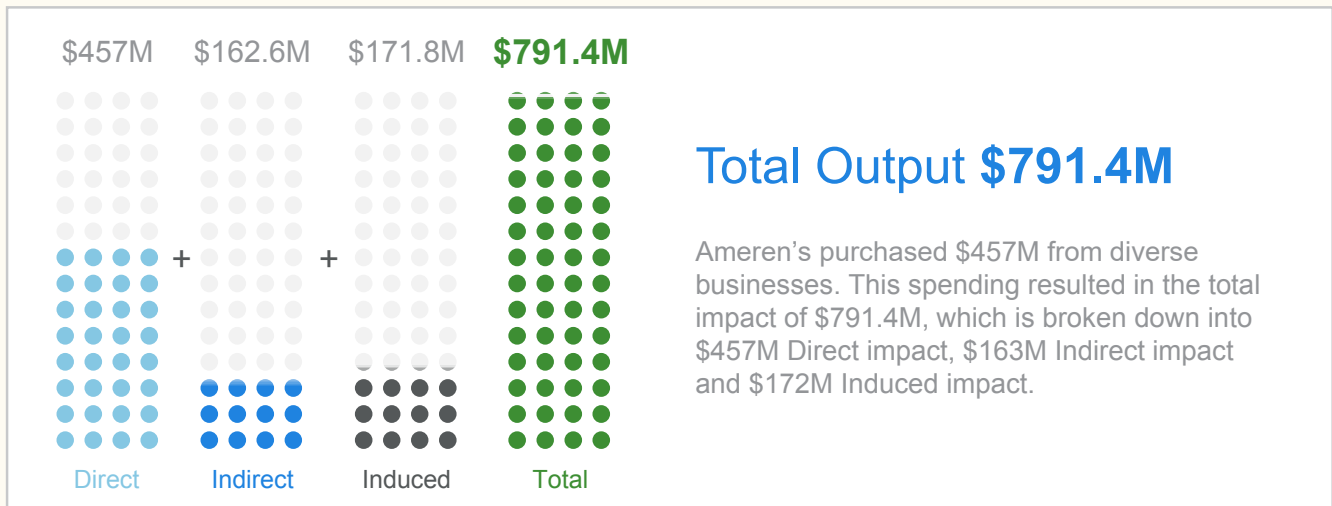
Ameren's small and diverse suppliers purchase goods and services from other suppliers, which creates a ripple effect through the economy.



INDUCED

Employees in the jobs created in the supply chain to satisfy Ameren's purchases support additional jobs in their communities.

Ameren 2021 Economic Impact



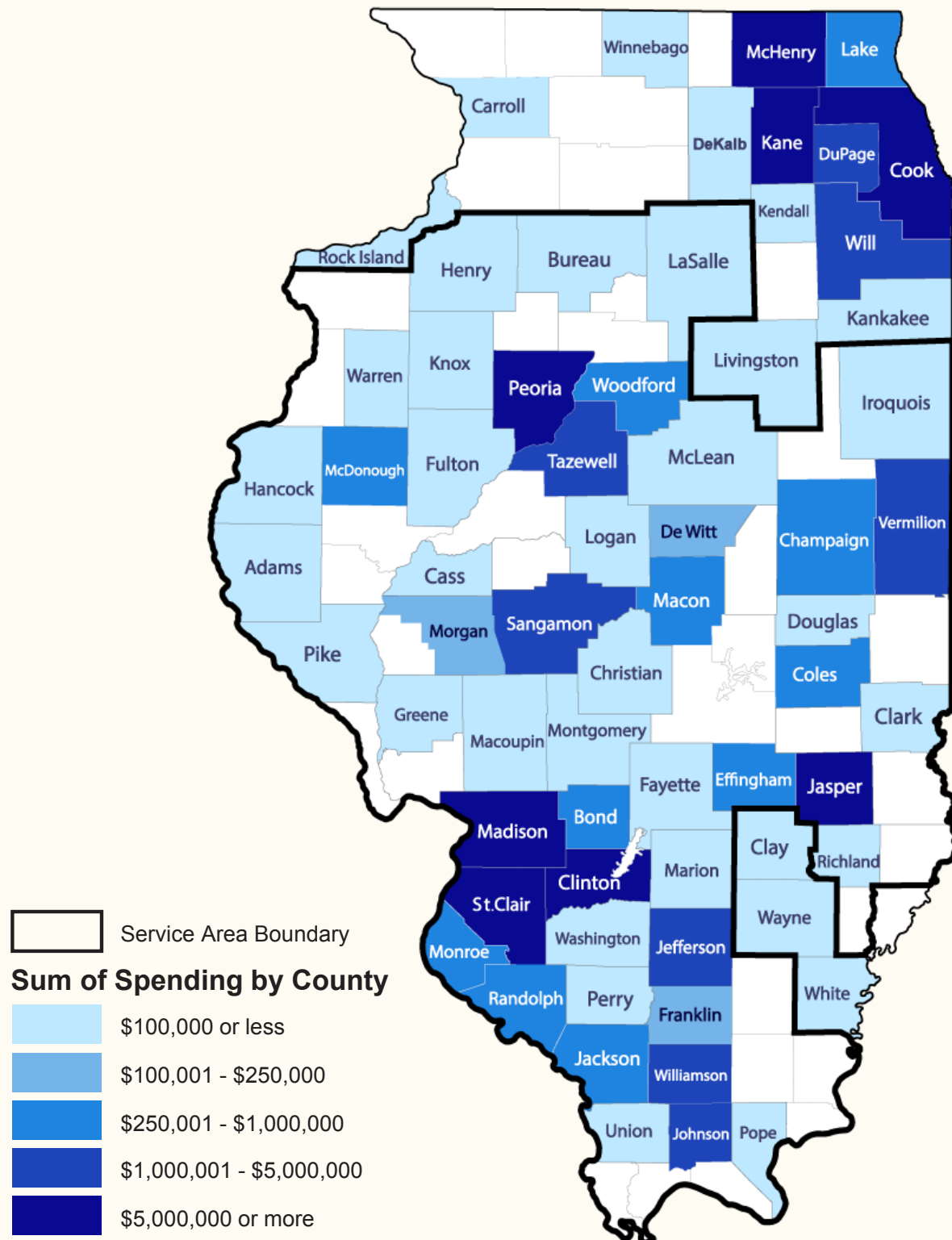
Note: Direct, Indirect and Induced numbers may not add up to the total due to rounding.

Impact of Direct Spend with Direct Suppliers

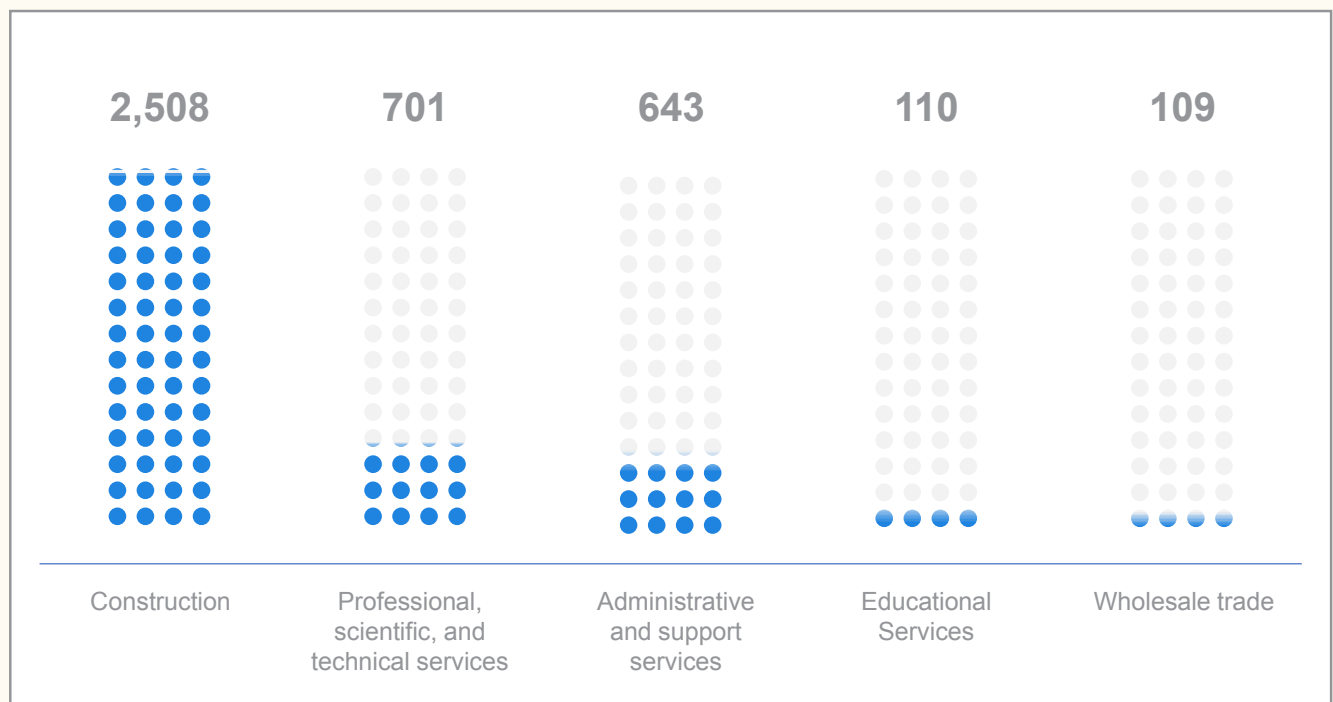
	Spend	Jobs	Wages
MINORITY—OWNED BUSINESSES	\$169M	923	\$49.5M
VETERAN—OWNED BUSINESSES	\$69.2M	395	\$23.4M
WOMEN—OWNED BUSINESSES	\$218.8M	945	\$55.3M
Total	\$457M	2,263	\$128.2M



Ameren Spend In the State of Illinois



Top Five Job Industries Supported by Diverse Suppliers



Note: Jobs are assigned to industries included in the North American Industry Classification System (NAICS) that was developed by the federal government.

Appendix:

Economic Impact Modeling

Economic impact modeling is a standard tool used to quantify the economic contribution of an investment or company. This modeling uses an “Input-Output” economic model to estimate the number of times each dollar of “input,” or direct spend, cycles through the economy in terms of “indirect and induced output,” or additional spend, personal income, and employment.

There are several Input-Output models used by economists to estimate multiplier effects. supplier.io employed the IMPLAN input-output model in developing estimates of spend, income and employment impacts. This model, initially developed by the U.S. Department of Agriculture, examines inter-industry relationships in local, regional, and national economies.

The Input-Output multipliers are derived from a comprehensive and complex set of inputs based on the collection of business and employment data. Indirect impacts of economic activity in a targeted geographic area are calculated by applying multiplier coefficients to the direct impact spending. Since most of the businesses in the study are considered as local businesses, each supplier was assumed to have operations primarily in one state. These multipliers consider an amount of “leakage” from the state economy because some wages and expenditures will be spent outside of the state. The economic activity is calculated by state and these state-level results are aggregated to determine the national totals.

Analysis performed by **supplier.io**

Assumptions

This analysis relies on the following assumptions:
For suppliers that have multiple locations, all impact is evaluated at the headquarters location. This may overestimate the impact in the headquarters state and underestimate the impact in other states.
For suppliers that provide services in multiple NAICS code, unless otherwise indicated, all impact is calculated using the supplier's primary NAICS code.
A supplier impact is assumed to be localized within a state.
The model predicts impact results based on industry averages and is an aggregate across all companies.
The calculations cannot be applied to individual companies and may differ from actual jobs and incomes at specific companies.

References

This report is based on an analysis of data provided by the customer and information from the following sources:
US Government
Revenues: http://www.usgovernmentrevenue.com/total_2014USrt_17rs1n
IMPLAN (<https://implan.com>)
United States
GDP: <http://www.tradingeconomics.com/united-states/gdp>
RIM II User Guide - A essential tool for regional developers and planners: https://www.bea.gov/sites/default/files/methodologies/RIMSII_User_Guide.pdf
Input-Output Models for Impact Analysis: Suggestions for Practitioners Using RIMS II Multipliers <https://www.bea.gov/system/files/papers/WP2012-3.pdf>



Economic Impacts of Ameren Illinois' Diverse Supplier Spending in the State of Illinois 2021



APPENDIX C

DEFINITIONS OF SUPPLY CHAIN PROCUREMENT CATEGORIES

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 100kV
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 100kV
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, and crossarms
Professional Services	Expert testimony, management consulting, tax and auditing services, training, payroll services
Real Estate	Brokers' fees, title insurance, easements, ROW, appraisal services
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
- 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 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. Ensuring contracts contain the most recent Supplier Diversity requirements/language.
- d. Participating in and attending Supplier Diversity events.
- e. 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

AMEREN ILLINOIS SUPPLIER DIVERSITY STEERING COMMITTEE

MEMBERS

George Justice	Vice President, Electric Operations & Technical Services
Eric Kozak	Vice President, Gas Operations & Distribution
Craig Gilson	Sr. Director, Electric Operations & Distribution
Chuck Mueller	Sr. Director, Portfolio and Facilities Management
Ty Lindhorst	Director, Construction Services
Frank Niemerg	Director Transmission Construction Services
Marty Voss	Manager, ED Constructions & Services
Anjanette Brooks	Supplier Diversity Specialist

ORGANIZATIONAL CHART



APPENDIX F

ORGANIZATION PARTICIPATION

ORGANIZATION PARTICIPATION

WEBSITES

<u>aabe.org</u>	American Association of Blacks in Energy
<u>chicagomsdc.org</u>	Chicago Minority Supplier Development Council
<u>eei.org</u>	Edison Electric Institute
<u>hccstl.com</u>	Hispanic Chamber of Commerce of Metropolitan St. Louis
<u>ilbcc.org</u>	Illinois State Black Chamber of Commerce
<u>ihccbbusiness.net</u>	Illinois Hispanic Chamber of Commerce
<u>nmsdc.org</u>	National Minority Supplier Development Council
<u>wbdc.org</u>	Women's Business Development Center