

Ameren Receives Top Recognition As An LGBTQ+ Equality Workplace

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ST. LOUIS - Ameren Corporation (NYSE: AEE) is proud to announce that it has once again received a perfect score on the Human Rights Campaign Foundation's Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality.

"At Ameren, we're fostering a culture of diverse co-workers who bring a variety of perspectives that help us serve our customers better – and we work hard to provide the support that employees need to be successful in their careers," said Sharon Harvey Davis, vice president of diversity, equity and inclusion and chief diversity officer for

Ameren. "That's why we've been intentional about providing meaningful benefits and services that give all our employees, including those who identify as LGBTQ+, the opportunity to grow at Ameren and provide for their families."

Ameren's Gay, Lesbian, Bisexual, Transgender Employees & Allies Network (GLEAN) employee resource group has been instrumental in ensuring that co-workers who identify as LGBTQ+ have a safe place to connect with one another and help other co-workers learn how to be allies. The company also provides equitable health benefits for transgender employees and same-sex partners.

"Being able to be who you are wherever you are is not to be taken for granted," stated Harvey Davis. "We appreciate the recognition for the work Ameren has done and our commitment to continue to build a culture that allows our co-workers to bring their whole selves to work."

The Corporate Equality Index rates workplaces on lesbian, gay, bisexual, transgender, and queer equality based on four criteria: nondiscrimination policies, equitable benefits for LGBTQ+ workers and their families, supporting an inclusive culture, and corporate social responsibility. More than 1,200 of the nation's largest businesses participated in the survey.

"When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers – from the factory floor to corporate headquarters, in big cities and small towns – could have access to the policies and benefits needed to thrive and live life authentically," said Jay Brown, Human Rights Campaign senior vice president of programs, research and training. "We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. But there is still more to do, which is why we are raising the bar yet again to create more equitable workplaces and a better tomorrow for LGBTQ+ workers everywhere."

The full Corporate Equality Index report is available online at www.hrc.org/cei. Learn more about Ameren's diversity, equity and inclusion efforts online at Ameren.com/diversity.

Opportunities at Ameren

Ameren is an industry-leading and innovative Fortune 500 company that is a vital part of the communities it serves, building a sustainable energy future for generations to come. Ameren currently has more than 600 open positions in Missouri and Illinois, including opportunities in IT, supply chain, skilled craft and engineering. Learn more about Ameren's job openings and comprehensive total rewards package at Ameren.com/careers.

About Ameren Corporation

St. Louis-based Ameren Corporation powers the quality of life for 2.4 million electric customers and more than 900,000 natural gas customers in a 64,000-square-mile area through its Ameren Missouri and Ameren Illinois rate-regulated utility subsidiaries. Ameren Illinois provides electric transmission and distribution service and natural gas distribution service. Ameren Missouri provides electric generation, transmission and distribution services, as well as natural gas distribution service. Ameren Transmission Company of Illinois operates a rate-regulated electric transmission business in the Midcontinent Independent System Operator, Inc. For more information, visit Ameren.com or follow us on Twitter at [@AmerenCorp](https://twitter.com/AmerenCorp), Facebook.com/AmerenCorp or LinkedIn.com/company/Ameren.

About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.