



Delivering essential energy

2022 Sustainability Report



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A message from our CEO



Suzanne Sitherwood
President and CEO

“

Our future is bright, and we'll continue using the strength of our energy to keep advancing and innovating for a more sustainable energy future.

I believe that natural gas is a vital part of America's energy future and I'm so thankful for each of Spire's 3,600 hardworking employees who make it possible to deliver affordable, reliable and cleaner energy to our customers every day.

Amid the challenges facing our industry, our employees teamed together to grow our business, move our industry forward and redefine what it means to serve our customers—all while reducing emissions to protect the planet. This requires drive, collaboration and compassion for serving others.

Last year, we redefined our sustainability reporting by expanding our sustainability focus, establishing baselines for several goals, and increasing our disclosures on environmental, social and governance (ESG) topics. This year, we're taking our reporting a step further by highlighting our progress against the established goals.

To advance Spire's commitment to our environment, social and governance priorities, we named Nick Popielski our first vice president of sustainability in May. In this role, Nick is responsible for leading Spire's enterprise sustainability strategy, including the plans to meet our goals and targets. The position builds on Nick's previous duties as head of environmental commitment.

Over the past decade, we've established a strong foundation that has allowed us to develop a growth strategy to increase the scale of our utility business and expand our portfolio of gas-related businesses. As a team, we successfully grew the company through acquisitions and expansions, ultimately increasing Spire's





enterprise value more than six-fold, transforming our company into an industry leader.

We've done this while staying focused on the safety and reliability of our systems, reducing emissions, advancing innovation to better serve our customers, and investing in our employees who are the heart and soul of this company.

Our future as a company and as an industry is bright. Spire is a strong and well-positioned company with a proven growth strategy. I'm confident in the ability of our experienced leadership team and employees to successfully execute on our plans to continue delivering value for our shareholders, customers and communities.



About our company

(GRI 102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-13, 102-14, 102-15, 102-16, 102-40, 102-42, 102-43, 102-44, 102-47)

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Our priorities



Affordable, reliable and cleaner natural gas is key to a sustainable energy future, so we're focused on operating our business in an environmentally responsible manner for future generations.

The safety and well-being of our employees, customers and communities is one of our greatest responsibilities. That's why safety is a core value at Spire.

We believe energy exists to help people, so everyday Spire employees dedicate their time, talent and passion to serving our customers and communities; and we remain focused on developing a diverse and inclusive workforce.

Our strong financial and operational results are rooted in effective corporate governance practices, which are overseen by our Board of Directors.

2022 highlights

Environment



Reduced CO2e by 6.3% compared to 2021 baseline



Replaced 255 additional miles of aging infrastructure

19.5%▼

Achieved 19.5% leak reduction per 1,000 system miles of distribution pipelines compared to FY21



Initiated a climate action plan

Began implementing our renewable natural gas (RNG) strategy



Achieved 0.108% methane intensity for the distribution segment—which is half the segment target



People



Increased percentage of racially diverse employees by 3.4%—with a 2.2% increase in female employees

Developed enhanced succession planning framework for officers and other leaders



\$27M

Connected customers with more than \$27 million in federal, state and Spire energy assistance funding

Increased employee volunteer hours by 45% over FY21 levels



Launched first-ever mentoring program



Surveyed more than 10,000 customers about their experience doing business with Spire

\$5.9M

Donated more than \$5.9 million to support our communities



Named one of Newsweek’s “Most Responsible Companies” for the fourth year in a row

Safety



Decreased motor vehicle accident rate by 17.6% from FY21 levels



Reduced total recordable incident rate by 12.2% from FY21 levels

18.5%▼

Reduced OSHA DART rate by 18.5% from FY21 levels



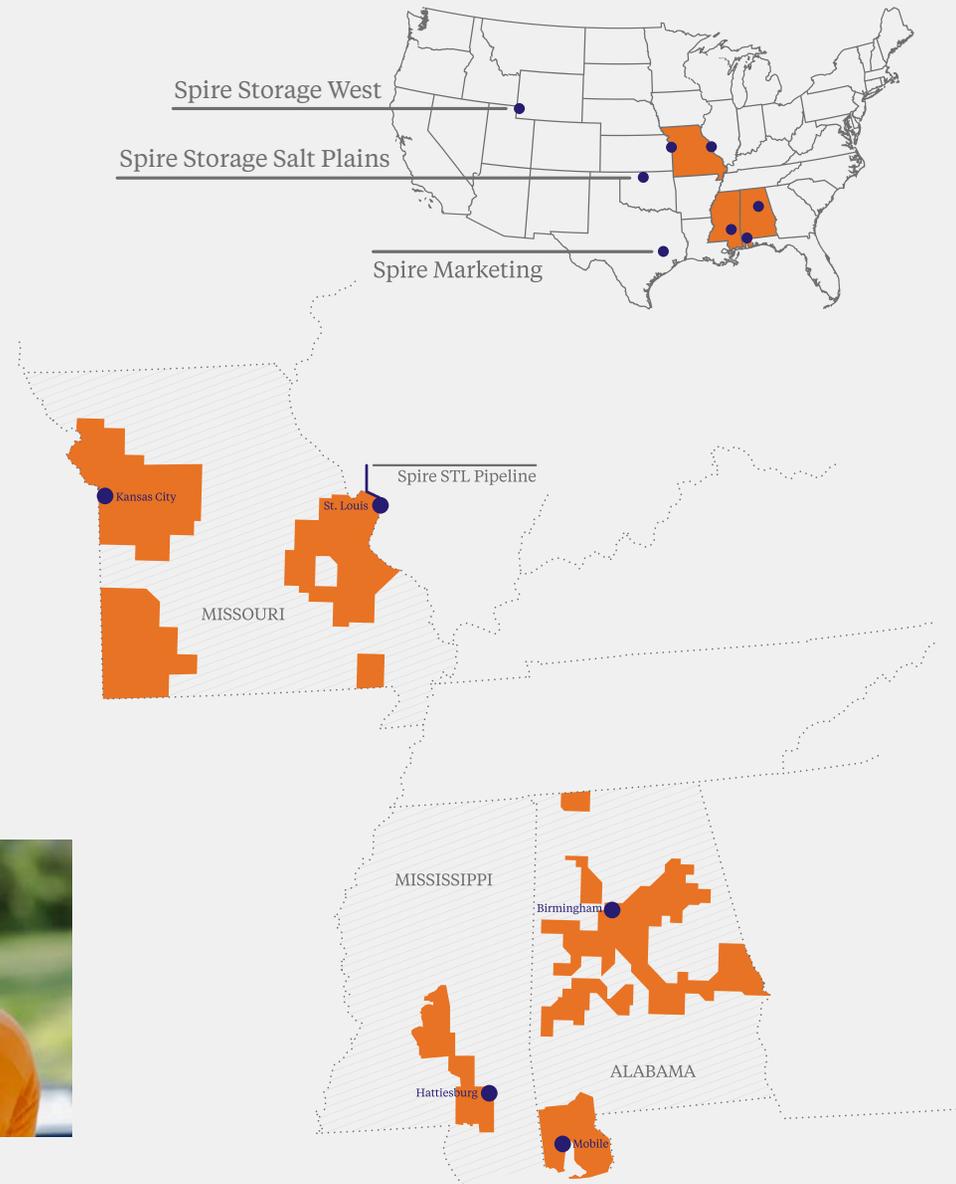
Achieved a record-low pipeline damage rate

About Spire

Spire Inc. (NYSE: SR) is headquartered in St. Louis, Mo. We help people fuel their daily lives through our gas utilities serving Alabama, Mississippi and Missouri.

Every day, we serve more than 1.7 million homes and businesses, making us one of the largest publicly traded natural gas companies in the country. We are transforming our business by advancing energy solutions, making the business model work for our customers, and personalizing the experience for everyone.

Our Marketing and Midstream businesses include [Spire Marketing](#), a Houston-based provider of natural gas marketing and related services to a diverse customer base primarily in the Central and Southern U.S.; [Spire STL Pipeline](#), a 65-mile pipeline that delivers economical shale gas from the Marcellus and Utica producing regions to our utility customers in Eastern Missouri, while enhancing the resiliency and diversity of our supply; and [Spire Storage](#), with natural gas storage facilities in both Oklahoma and Wyoming that provide safe, reliable storage of energy while supporting grid security for a diverse customer base throughout the Midwest and Western U.S. regions.



The case for natural gas

According to the American Gas Association, natural gas utilities are cutting emissions from their operations, helping customers shrink their carbon footprints and working with other industries to reduce their impact on the environment. Emissions from the natural gas distribution system have declined 69% since 1990.¹

100+ years

The U.S. has more than 100 years of natural gas supply—3,368 Tcf to be exact.¹



The U.S. natural gas transmission and distribution system (2.6M miles of underground pipeline) is the safest and most reliable way to deliver energy.¹

92% efficient

Direct use of natural gas is a more efficient energy: 92% vs 38% for generation from converting natural gas or other fossil fuels to electricity.¹

\$1,068

U.S. households using natural gas for heating, cooking and clothes drying, rather than electricity, save an average of \$1,068 per year.¹



The low cost of domestic natural gas has saved American families a total of \$147 billion over the past 10 years.¹



Natural gas is projected to be 30-50% less the price of other fuels through 2050.¹

<5%

Residential natural gas usage accounts for less than 5% of total U.S. GHG emissions.²

54% ▼

Switching from coal to natural gas for electricity generation reduces greenhouse gas (GHG) emissions by 54% on average.¹



Natural gas efficiency and the growth of renewable energy have led to energy-related CO2 emissions hitting 30-year lows.¹

Our vision

Make the breakthroughs today that will energize tomorrow

Our mission

Answer every challenge, advance every community and enrich every life through the strength of our energy

Our values

Drive

We lean into change, showing the courage and grit to make it happen

Safety

We keep our people, company, customers and communities safe

Inclusion

We embrace and celebrate our differences to better understand each other and the world around us

Integrity

We do what's right, every time

¹2023 AGA Playbook

²AGA – Net Zero Emissions Opportunities for Gas Utilities

Our sustainability strategy

Our approach

We play an important role in helping to establish and uphold a sustainable energy future for our customers and the communities we serve—and we’ve made it one of our highest priorities. We recognize our stakeholders’ expectation that we have a strategy and an action plan in place, and we’re committed to creating a clearer vision of Spire’s sustainability journey by:

Establishing a baseline for environmental impacts as well as a sustainable workforce and culture

Understanding how we improve from our baseline

Creating performance goals and targets for future reporting

Developing action plans to reach our goals and targets

Evaluating and reporting on our progress toward these goals

Adapting and adjusting our plans to be accountable to our stakeholders

Since 2005, we’ve reduced methane emissions from our gas utilities (mains and services) by more than 50% in the communities we serve.

Our progress

Since establishing our approach, we’ve taken the following steps to meet our goals and further establish and advance our sustainability strategy:

2020

- We became one of the first natural gas companies to commit to being carbon neutral by midcentury, leading the way for others to operate in a more sustainable way

2021

- Appointed our first Head of Environmental Commitment
- Established a team to analyze our business, understand our carbon footprint and create a plan to meet our environmental goals
- Created a baseline for Scope 1 and 2 GHG emissions
- Evaluated our workforce demographics
- Conducted a comprehensive review of our corporate governance practices

2022

- Since 2005, we’ve reduced methane emissions from our gas utilities (mains and services) by more than 50% in the communities we serve, and by 2035, we’re targeting a cumulative 73% reduction in emissions
- As a result of our pipeline upgrades program, leaks per 1,000 system miles decreased by more than 19% from 2021. This marks a 66% reduction in leaks over the last five years
- Developed and introduced a new succession planning framework
- Focused on workforce diversity by exploring potential targets to measure progress in this area
- Continued to refine Board oversight over ESG efforts and commitments

Risks and opportunities

We recognize that ESG issues pose a variety of risks and opportunities for our business, and that our engagement in identifying and understanding these risks and opportunities is crucial to being able to deliver on our promises to our employees, customers, shareholders and other stakeholders. Please see Spire's [2022 Form 10-K](#) for a discussion on ESG risks and opportunities, including climate, policy and regulatory developments, emerging technology and customer growth.

Reporting period and forward-looking statements

Unless otherwise noted, Spire's 2022 Sustainability Report is focused on calendar year activities and data. The report also contains forward-looking statements as defined by the Securities and Exchange Commission. Spire's future activities may be affected by various uncertainties and risk factors, many of which are beyond our control, including weather conditions, economic factors, the competitive environment, and governmental and regulatory policy and action. More complete descriptions and listings of these uncertainties and risk factors can be found in our [2022 Form 10-K](#).

Stakeholder engagement

We value input from our stakeholders and regularly solicit their comments on our ESG impacts and goals. Our engagement consists of informal and formal feedback throughout the year as outlined below.

Stakeholder groups	Engagement channels	
Customers and Communities	<ul style="list-style-type: none"> Website Social media Emails Market research Customer satisfaction surveys 	<ul style="list-style-type: none"> Billing statements, inserts and messages Customer service emails and calls Community events and sponsorships Employee volunteering and charitable grants
Employees and Unions	<ul style="list-style-type: none"> Intranet Leadership communications Training Employee surveys and focus groups 	<ul style="list-style-type: none"> Performance reviews Ongoing dialogue and meetings with Union leadership
Government	<ul style="list-style-type: none"> Filings, letters and other correspondence Public meetings and hearings Direct outreach 	
Regulatory agencies	<ul style="list-style-type: none"> Meetings and direct communication Ongoing outreach Filing applications 	
Shareholders, Banking and Investment community	<ul style="list-style-type: none"> Website Management and Board engagement Direct outreach Quarterly earnings calls and filings Quarterly updates and presentations 	<ul style="list-style-type: none"> Annual shareholders' meeting Conferences and events Ongoing dialogue and interaction
Suppliers	<ul style="list-style-type: none"> Supplier meetings and onboarding Supplier Code of Business Conduct 	

Memberships and associations

Industry leadership

Spire has a long history of engagement and leadership in the natural gas industry. It's important for us to participate and serve in certain independent industry organizations to stay up to date on trends and to help lead the way forward as the energy industry adapts and changes.

Among the many organizations in which our leaders participate and serve in key leadership roles are the American Gas Association, ONE Future Coalition, Gas Technology Institute, Midwest Energy Association and Southern Gas Association.

Community leadership

We also seek meaningful leadership and community engagement roles by serving on local, regional and national boards. And, when those organizations align with our company's strategy, we often match that investment of time with a

financial commitment. Currently, our top leaders serve on many industry-related, nonprofit business and community boards throughout our service area. A few examples of our leadership roles include:

- AllianceSTL (an initiative of Greater St. Louis, Inc.)
- Auburn Government & Economic Development Institute
- Birmingham Business Alliance
- The Civic Council of Greater Kansas City
- Economic Development Partnership of Alabama
- Greater St. Louis, Inc.
- Hawthorn Foundation
- KC Area Development Council
- Mid-America Regional Council
- Missouri Partnership
- Mobile Area Chamber of Commerce
- Montgomery Area Chamber of Commerce
- Regional Business Council (St. Louis, Mo.)



Steve Lindsey
2022 Southern Gas Association
Board Chair

Spire's Executive Vice President and Chief Operating Officer Steve Lindsey served as the 2022 Board Chair for the Southern Gas Association (SGA). As the only U.S. natural gas trade association supporting all sectors of the industry, SGA invests in the future of natural gas by investing in its 200+ member organizations and 300+ industry partners as well as providing opportunities to learn, exchange ideas and share solutions.

Steve's platform was "Stepping Forward: Clean Energy Today for a Brighter Tomorrow," highlighting that it was more than a theme – "it defines taking our efforts to the next level – working together and finding new ways to deliver the energy customers rely on, while underscoring the important role of natural gas in a sustainable energy future."



Suzanne Sitherwood
2023 American Gas Association
Board Chair

In October 2022, the American Gas Association (AGA) Board of Directors elected Spire's President and Chief Executive Officer Suzanne Sitherwood to be the 2023 Board Chair. "Suzanne's leadership at Spire has been both transformative and impressive," said AGA President and CEO Karen Harbert. "She has brought this valuable perspective to the AGA Board for many years and the industry has benefited enormously. In her role as Chair, Suzanne's experience, substantive knowledge about the industry and strategic insight will be of incredible value to AGA and its members."

Environment

(GRI 102-56, 103-2, 201-2, 302-2, 302-3, 302-4, 302-5, 303-1, 303-2, 303-3, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5)

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Committed to caring for the planet

As an energy company, we fully embrace our responsibility to care for the environment. We know that affordable, reliable and cleaner natural gas is key to a sustainable energy future, and we remain focused on operating our business in an environmentally responsible manner for future generations.

Our approach

We were one of the first in the natural gas industry to commit to becoming a carbon neutral company by midcentury, and we are constantly refining our strategy and evaluating ways to achieve this commitment.

“

Natural gas is an environmental success story. Spire's performance continues to advance that in a way that benefits both our customers as well as the environment.



— Nick Popielski, vice president, sustainability



Our progress

As we move steadily toward this goal—for customers, communities *and* our industry—in 2022, we continued our commitment to make an impact in the following ways:

- Demonstrated reductions in Scope 1 and 2 emissions for the second year since tracking—a 6.3% reduction compared to 2021 baseline
- Implemented ASHRAE Level 1 energy audit recommendations at facilities
- Developed a plan for accurately tracking and verifying fleet emissions, including new policy guidelines
- Reduced our waste generation
- Replaced 255 additional miles of aging infrastructure
- Achieved a 19.5% leak reduction per 1,000 system miles of distribution pipelines compared to FY21
- Initiated a climate action plan
- Achieved record-low pipeline damage rate
- Began implementing our RNG strategy
- Began offering certified natural gas
- Reduced GHG emissions by 10% through energy efficiency programs compared to 2021
- Launched Pay As You Save program

Carbon emissions (Scope 1, 2 and 3)

Carbon emissions are classified as both direct and indirect emissions, also known as Scope 1, Scope 2 and Scope 3 emissions. In 2021, we established and reported our baseline for Scope 1 and Scope 2 emissions from our business units, as well as our transmission, storage and distribution segments.

- **Scope 1:** direct GHG emissions released from owned or controlled assets
- **Scope 2:** indirect emissions from purchased electricity and steam
- **Scope 3:** all sources not defined by Scope 1 and Scope 2 and those which come from assets or sources we don't own or control, but which indirectly impact our natural gas value chain. Scope 3 emissions are not part of our sustainability plan to be carbon neutral by midcentury

CO2e* reduction

For calendar year 2022, we reported a 24,400 metric ton (MT) CO2e reduction, or 6.3%, compared to our 2021 baseline, primarily due to a 23,200 MT reduction in distribution methane emissions through infrastructure replacement. A large reduction of 9,600 MT also occurred at our Spire Storage facility in Wyoming due to a reduction of blowdowns, a 19% reduction in total emissions for that specific facility.

In the 2021 Sustainability Report, our baseline was stated in terms of fiscal year totals (October 1, 2020-September 30, 2021). Starting with this report, we are reporting based on the calendar year. We're including the previously reported fiscal year baseline data for transparency.

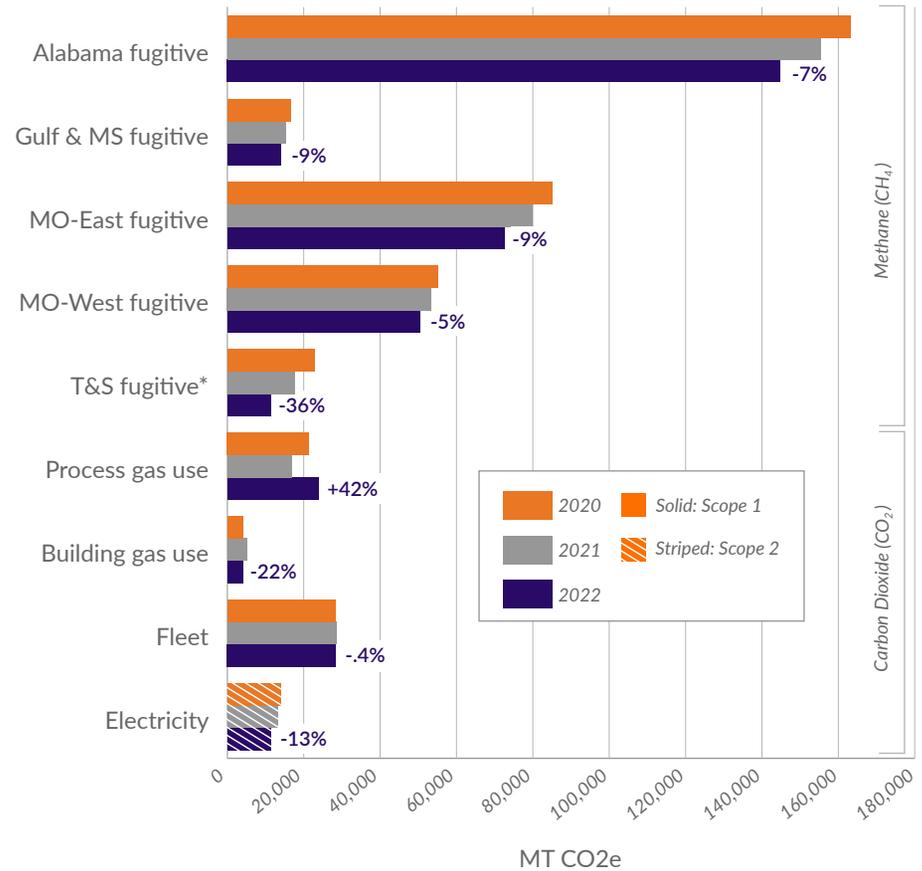
*CO2e is defined as the number of metric tons of carbon dioxide emissions with the same global warming potential as one metric ton of another greenhouse gas, such as methane—the key component of natural gas



Scope 1 and 2 emissions

Metric ton CO2e by calendar year

The below data is classified as Scope 1 emissions, unless otherwise noted.



*T&S = transmission and storage

For calendar year 2022, we reported a 24,400 metric ton (MT) CO2e reduction, or 6.3%, compared to our 2021 baseline.

Methane intensity

Expressed as a percentage, methane intensity is total methane emissions divided by throughput, or the volume of methane transported through the system. This percentage is viewed as a leak rate for the natural gas delivery system and is split into different segments along the supply chain from production to end use.

Spire has voluntarily reported methane intensity under the Natural Gas Sustainability Initiative (NGSI) and ONE Future frameworks since 2020 for the distribution segment and 2021 for the transmission and storage segment.

These frameworks incorporate different emission factors based on current science and additional sources of methane emissions not included in the EPA's reporting program.

For the distribution segment, there was a slight increase in methane emissions mainly due to an increase in the number of meters, as a result of the expansion of our system. For the transmission and storage segment, while throughput more than doubled from last year, our methane emissions increased just 2%. This is a testament to the efficient operation of our Spire Storage West facility in meeting higher demand in 2022.

NGSI methane intensity*

	CY20	CY21	CY22
Distribution NGSI methane emissions (MT CH4)	10,674	10,535	10,559
Weather normalized throughput (Mscf)	315,567,157	329,522,632	324,094,470
NGSI methane intensity	0.189%	0.178%	0.182%
Transmission and storage NGSI methane emissions (MT CH4)	N/A	1,088	1,114
Throughput (Mscf)	N/A	40,426,000	96,915,000
NGSI methane intensity	N/A	0.150%	0.064%

*Full NGSI reporting is included in the appendix of this report

Facilities

In 2022, our Facilities team began implementing recommendations from the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Level 1 energy audits and facility assessments conducted in 2021. The implemented recommendations included replacing weather stripping, adding insulation, upgrading thermostats, adding occupancy sensors, upgrading lighting and replacing steam boilers. Plumbing systems were also addressed by fixing leaks and retrofitting with low-flow fixtures.

A major improvement was realized at our district office in Shrewsbury, Mo. We upgraded the entire space heating system, replacing an inefficient, underperforming steam system with an innovative, hydronic hot-water

system, incorporating state-of-the-art, high-efficiency, natural gas condensing boilers.

This new system removes inherent energy inefficiencies and maintenance concerns associated with steam systems and moves to the most efficient mechanism — transfer heat. Two new Lochinvar 1,000,000 Btu/hr commercial-grade natural gas heating boilers now produce the hot water for the HVAC system in our building, providing reliable, consistent and efficient space heating.

In addition to studying energy consumption at our buildings, we also monitor water usage in building facilities by tracking monthly water utility information. The building energy usage summaries for FY17-FY22 is below.

Building energy usage* (kBTU)

Year	Alabama	Gulf	Mississippi	Missouri	Spire Marketing*	Spire Storage**	Combined
FY17	37,413,282	21,818,301	1,726,403	46,112,297	N/A	N/A	107,070,283
FY18	34,226,277	19,907,164	1,620,539	54,306,452	N/A	N/A	110,060,433
FY19	39,238,357	21,658,614	1,629,317	60,285,005	626,166	N/A	123,437,458
FY20	29,726,072	22,731,547	1,646,605	58,052,812	611,070	N/A	112,768,107
FY21	31,282,207	22,671,197	1,499,092	50,828,221	713,103	N/A	106,993,820
FY22	28,441,417	22,466,990	1,604,487	56,907,931	945,474	N/A	110,366,299

*There is no gas meter for the Spire Marketing office in Houston

**Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming

Minimizing waste generation

In 2022, we continued to advance our waste minimization and recycling efforts, in addition to purchasing more sustainable office products to further reduce our environmental impact.

Recycling

We continue to work with MPS, a third-party vendor, to track waste streams and identify avenues to further minimize waste generation. MPS is currently tracking solid waste disposal quantities at most of our facilities as well as recycling at six of our facilities.

At most office locations and service centers, multiple waste streams are recycled, including:

- Used gas meters
- Office paper
- Cardboard
- Scrap metal
- Used oil
- Tires
- Batteries

Office paper

Office paper is recycled through Shred-It across the company.

E-waste

In 2022, we partnered with Lenovo to implement a more consistent e-cycling for laptops, keyboards and other electronics. For this reporting period, we recycled over 3,000 electronics weighing more than 26,450 pounds (12,000 kilograms).

Chemicals

We responsibly dispose of chemicals like used oil, odorant and other process wastes through recycling or energy recovery, whenever possible.

We're committed to reducing our environmental impact by minimizing waste and enhancing our recycling programs across the company.

Based on current waste tracking methods, the following waste totals were generated and tracked in 2022.*

Note: CY21 values have been corrected to adjust for a reporting error by the waste vendor.

Municipal solid waste	CY21 (Tons)	CY22 (Tons)
Yard waste	108	113
Plastic	37	24
Solid waste	4,105	4,179
Construction debris	4	17

Recycled material	CY21 (Tons)	CY22 (Tons)
Cardboard	74	70
Mixed	20	35
Appliances	78	61
Metal	33	17
Construction and yard waste	N/A	5

Recycled paper savings	CY21 (Tons, reported)	CY22 (Tons)
Barrels of oil saved	793	579
Kilowatts of energy saved	307,181	197,298
Cubic yards of landfill space saved	264	193
Gallons of water saved	531,244	337,925
Trees saved	1,329	869

* The recycling information is generated for a small portion of our facilities. These numbers do not represent the companywide totals at this time

Sustainable office products and materials

In 2021, we turned our focus to using more sustainable office products. We analyzed the list of products being used, identified sustainable replacement options, if available, and selected products that would provide the most immediate impact.

In 2022, supply chain challenges caused the temporary unavailability of recycled paper nationwide so we could not obtain our preferred 30% recycled content office paper. We continue to work diligently with our office supply vendor to source sustainable paper options, whenever possible, confirming that any of the non-recycled paper supplied to Spire originates from SFI-certified (sustainably managed) forests.

In addition, our Workplace Team is committed to reviewing material standards and choosing the best products possible to support our sustainability focus. For example, during a construction project at our 700 Market location in St. Louis, Mo., M/PACT carbon neutral carpet was purchased for installation. The total project carbon footprint offset by Milliken M/PACT carbon neutral floor covering was equivalent to planting 33 trees or the avoidance of greenhouse gas emissions generated during 3,941 miles driven by an average gasoline-powered passenger vehicle.

Our Meter Shop in St. Louis, Mo. was relocated to a new location. During the renovation, we implemented a new carpet standard for open offices and entryways in our service centers, which meets The Cradle to Cradle Products Innovation Institute Inc.’s Silver Level certification.

We decommissioned our district office in Poplar Bluff, Mo. and most of the furnishings were donated to a local organization, saving the items from being discarded in a landfill. In addition, we set up a new break room for teachers, including a stocked pantry and coffee center, at Sigel Elementary in St. Louis, Mo. using donated furniture, equipment and supplies. We are following this model of donating company office assets, whenever possible, across all our service areas.

Fleet

Responsible vehicle fleet management remains a focus for our business operations, as we have hundreds of company vehicles in service every day.

Recently, we were named the number one commercial fleet by NAFA Fleet Management Association as part of the 100 Best Fleets competition. The contest was judged based on a criterion for excellence for high-performing fleets, including accountability, asset, business,



financial, maintenance, fuel and risk management, as well as use of technology and information.

As reported last year, we piloted a study for a new fuel card to ensure it met the requirements for providing the necessary data to better track fuel use and calculate related emissions for all our retail fuel purchases, which account for approximately 60% of all fleet fuel purchased.

In 2022, we developed a plan for tracking accurate and verifiable emissions as well as fuel usage data from fuel card use. We completed the rollout of the new fuel cards in Spring 2023. Next steps include further analysis and refinement of company fueling operations. The ultimate goal is to achieve transaction-level data on at least 90% of our companywide fuel use.

Also last year, we began tracking the idle time, fuel use and associated emissions for vehicles where GPS equipment was installed. All vehicles that burn fuels produce GHGs,

whether owned or leased by an organization, and fall under Scope 1 emissions. As such, we understand that vehicle idling contributes to emissions emitted by our fleet.

To help address that, we recently implemented robust policy guidelines to reduce vehicle idling time. All employees responsible for operating a company vehicle are required to follow these guidelines. Our vehicle managers receive regular reports showing utilization and idling information that help them manage the fleet. We share and discuss our idling data internally with the Field Operations team.

Fleet fuel use

Gallons/GGE by calendar year

	CY21	CY22*
Gasoline (Gal)	1,790,788	1,843,031
Diesel (Gal)	1,168,843	1,123,191
CNG (GGE)	120,270	105,819

* The year-over-year shift in fuel use is directly related to the increased growth of Spire’s fleet and the fleet industry’s preferred use of gasoline-powered vehicles. We expect to transition CNG vehicles out of our fleet over the next 2-3 years

Emission reduction strategies

We're committed to meeting our environmental commitment of becoming a carbon neutral company by midcentury. That's why we're focused on key initiatives like pipeline upgrades, energy efficiency programs and alternative energy sources that help protect the planet for future generations.

Below are some of the programs and initiatives across the company that play an important role in helping us achieve our emissions reduction targets.

Pipeline upgrades

Our utility pipeline upgrades program continues to be a cornerstone of our environmental sustainability efforts. Replacing and upgrading aging infrastructure

increases safety while reducing methane emissions and leaks across our distribution system—ultimately bringing us closer to achieving our environmental goals.

From 2005 to 2022, we reduced methane emissions from our gas utilities (mains and services) by more than 50% due to infrastructure upgrades and leak detection and repair programs that replace higher

emitting materials—putting us on target to reduce emissions by 60% by 2025 and 73% by 2035.

Upgrading infrastructure also reduces maintenance costs, improves reliability and ensures the communities we serve have the advanced energy infrastructure needed to fuel economic growth and job creation.

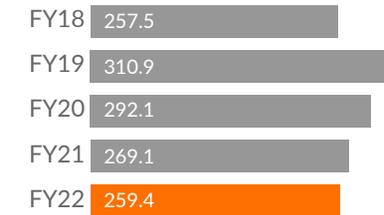
We continued to invest in infrastructure upgrades in FY22 by replacing 255 additional miles of aging infrastructure, which resulted in a 19.5% leak reduction per 1,000 system miles of distribution pipelines compared to FY21. This marks a 66% reduction in leaks over the last five years.

We proactively address unprotected steel and cast-iron mains through timely leak repair, increased efficiency of construction and replacement of these pipelines, and assessing alternative system designs to avoid emissions where possible.

And with nearly \$1.3 billion invested in pipeline infrastructure upgrades since 2017—modernizing pipeline and increasing safety—the energy we provide is more efficient than ever before.

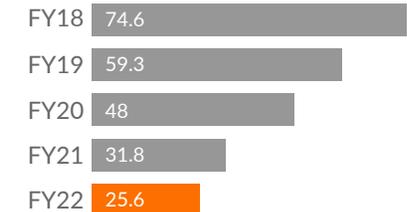
Gas utility capital expenditures

Replacement program only
(\$ millions)



Leaks

Per 1,000 system miles (AL, MS, MO)



From 2005 to 2022, we reduced methane emissions from our gas utilities by more than 50%—putting us on target to reduce emissions by 60% by 2025 and 73% by 2035.

Climate action plan

We took steps toward establishing a climate action plan, which will consist of a detailed and strategic framework for measuring, planning and reducing GHG emissions, incorporating results from cost-benefit analyses. In 2022, we issued a request for proposal and selected a vendor, ICF Resources, LLC (ICF) for the project. As part of the overall project, ICF conducted a review of the existing calculated emissions inventory and ONE Future calculations to ensure accuracy.

As part of the project, ICF will provide educational opportunities for stakeholders to understand key implications of reaching carbon neutrality, such as the limitations of fixed EPA emissions factors and the need to shift to company-specific emissions factors or direct measurement of emissions.

These reduction strategies will align with our environmental commitment for Scope 1 and 2 emissions and will aid us in reaching those commitments. The emission reduction strategies will be identified and developed through ongoing engagement with stakeholders throughout our company. We anticipate the completion of the plan in summer 2023.

Damage prevention

The leading cause of damage to our distribution pipeline system continues to be excavation by homeowners, contractors and/or construction crews. We have a comprehensive damage prevention program to educate and inform stakeholders about the importance of calling 811 before digging projects begin.

Our pipeline damage rate—an important measure of our effectiveness in preventing accidental methane emissions and improving safety for employees and customers—hit a record low in FY22.

Damages

Per 1,000 locates



Purging alternatives

In order to safely maintain our distribution system, we have to periodically depressurize it. In 2021, we piloted a program using mobile temporary compression and vacuum technology as an alternative to purging the lines and venting natural gas into the atmosphere.

The equipment uses a pneumatic pump system to transfer gas from an isolated pipeline to another active, adjacent pipeline. This technology transfers nearly all the gas inside the pipe, reducing jobsite hazards associated with venting, while also avoiding the release of methane into the atmosphere.

The mobile temporary compression pilot program continued in 2022 and was used for three additional

projects, totaling approximately 10 miles of 8-inch, 12-inch and 24-inch diameter pipe. As a result, the equivalent of 46.5 metric tons of CO2e was captured and reintroduced into our distribution system.

The quantity of CO2e captured and not released into the environment had the same environmental impact as removing 10 cars from the road for one year or reducing coal consumption by more than 23.5 tons.

We were pleased with the results of the pilot program and are in the process of fully incorporating the mobile temporary compression process in our standard maintenance practices in 2023.





Drones

Last year, we piloted a program using drones to help detect methane leaks as part of our survey of pipelines. The program continues to be valuable and we expanded the use of drones in 2022. In Alabama, the Telecom Instrumentation and Control Team uses drones to inspect SCADA communication towers, rather than contracting tower climbers to perform the inspection.

More recently, drone operators have started assisting Spire's inspectors with visual inspections of bridge crossings and right-of-way walking surveys. In addition, we minimize land disturbance and use drones for environmental permit inspections and documenting compliance. The use of drones has increased the quality and speed of deliverables when deployed, while also removing operators from potential hazards in their environment. We continue to explore the use of drones for advanced leak detection.

Alternative and renewable energy sources

Part of our strategy to reduce GHG emissions includes evaluating alternative energy sources, such as RNG and certified natural gas. The addition of renewables to our portfolio will allow us to reduce emissions from operations while helping our customers meet their environmental goals.

Renewable natural gas (RNG)

RNG will help us meet our customers' growing interest in a low-carbon, affordable and reliable source of energy. RNG is generated by capturing and refining biogases released from decomposing organic waste streams, like landfills, farms, wastewater and food waste. Because it's compatible with conventional natural gas and the existing pipeline infrastructure, it can be injected into pipelines to reduce natural gas carbon content. RNG will also reduce the GHGs being released into the atmosphere through the decomposition process of the organic waste feedstocks.

RNG will help us meet our customers' growing interest in a low-carbon, affordable and reliable source of energy.

Benefits of using RNG:

- Displaces fossil fuel use because RNG is interchangeable with conventional natural gas and can be used in residential, commercial, industrial and transportation applications
- Advancement in waste management solutions
- Allows meaningful progress toward decarbonization, especially in hard-to-decarbonize sectors such as heavy-duty transportation or industrial facilities that require high-temperature heat for industrial processes
- In the transportation sector, RNG has the dual benefit of reducing GHG emissions and significantly improving air quality because RNG produces less nitrous oxide (NOx) and particulate matter emissions compared to traditional gasoline and diesel fuels

Our RNG strategy

- > Appointed a renewables project originator within the Environmental Commitment team. This position will assess emergent RNG opportunities, evaluate those opportunities and manage the project from assessment through completion.
- > Contracted with an outside vendor to evaluate RNG opportunities within or adjacent to our service areas and provide technical and financial analyses.
- > Entered design phase of a landfill RNG project in north St. Louis, Mo., where RNG will be injected into our distribution system through an interconnect facility. We expect to start accepting gas from this location sometime in 2024. With an initial acceptance volume of 1.2 Bcf per year and the ability to double its production, this project could displace an estimated 0.7% of our FY22 total geologic gas purchase in our Missouri East region.
- > Spire Marketing is providing services to RNG developers to assist them in getting RNG to market while sharing in the environmental attributes.

Certified natural gas

Certified natural gas is natural gas that has been certified by a third party to verify that the collection and delivery of the gas meets a set of environmental criteria. Certified natural gas is also referred to as responsibly sourced gas, differentiated gas, green gas, independently certified gas and reduced-carbon natural gas. To be certified, natural gas must comply with stringent greenhouse gas emissions standards compared to current regulations. Usually, natural gas is considered responsibly sourced if it is delivered with <1% residual methane emissions.

In order to certify natural gas as responsibly sourced, it must undergo a formal process to quantify and monitor emissions. Certification is based on standards such as air emissions, water and waste, labor and community impacts, depending on the certifying body. These processes are different from other voluntary corporate social responsibility efforts or commitments because companies are evaluated by a third-party organization.

In spring 2022, our Spire Marketing business unit completed a multi-year agreement to purchase certified natural gas, which delivered approximately 90,000 MMBtus of certified natural gas in 2022 and is

expected to deliver greater quantities in 2023. The agreement with our outside vendor represents the first certified natural gas transaction for Spire Marketing.

“Meeting the current and future needs of our clients, both from a reliability and sustainability standpoint, is core for Spire Marketing,” said Pat Strange, Spire Marketing President.

In fall 2022, Spire Missouri purchased 20,000 dekatherms (Dth)/day (10,000 Dth/day from two different suppliers) of certified natural gas for the timeframe November 2022 through March 2023. The certified gas accounts for approximately 7-10% of our purchased supply for the same timeframe. The certified gas was sourced from the Appalachian Basin via the Rockies Express Pipeline and entered into the Missouri East gas supply through the Spire STL Pipeline.

Hydrogen

As stated in our 2021 report, we continue to study hydrogen, its feasibility and uses in our natural gas distribution system. We also continue to look at the environmental benefits of blending hydrogen into our natural gas supply.

Energy efficiency programs

Through weatherization, rebate and financing programs, customers in Missouri and Mississippi have access to the resources they need to make more energy-efficient choices for their homes and businesses—ultimately leading to lower GHG emissions. Customer-generated GHG emissions fall within the Scope 3 emissions category, which fall outside of our control and sustainability strategy.

Through our energy efficiency programs in Missouri, our participating customers reduced annual GHG emissions by over 17,737 metric tons of CO₂e in 2022—an improvement of nearly 10% over 2021 GHG emissions reduction through these programs.

That’s the equivalent of GHG emissions from:

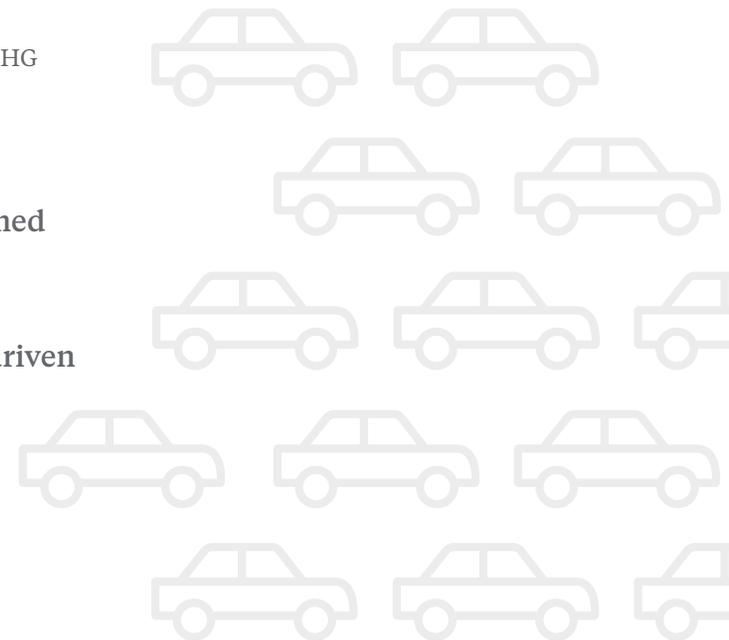
41,066
Barrels of oil consumed

3,822
Passenger vehicles driven for one year

2,234
Homes’ energy use for one year

Currently, our programs only measure the first-year energy savings for participants; however, we are considering measuring lifetime reductions moving forward.

In Mississippi, we began offering a wide array of residential rebates on water heaters, gas furnaces, programmable thermostats and efficient dryers. On the commercial side, we offer rebates on boilers (including tune ups), water heaters, HVAC systems and/or components, and commercial food service.



Pay As You Save Program

Spire partnered with Ameren Missouri in Eastern Missouri and Evergy in Western Missouri to offer Pay As You Save (PAYS®), a program that helps Missouri customers reduce their utility bills through energy-efficiency upgrades with little to no upfront costs.

Through the PAYS program, customers can lower their annual energy costs while Spire and Ameren Missouri/Evergy cover all or most of the upfront costs required to install energy-efficiency equipment in the home.

To participate, customers sign up for a free, no-obligation home energy assessment. Energy analysts create a customized plan outlining recommended cost-effective, energy-efficient upgrades such as a new furnace, water heater, duct sealing or insulation upgrades.

Spire and Ameren Missouri/Evergy then pay most or all the upfront costs to install the upgrades. Customers repay the cost through a fixed monthly charge on their utility bills. The energy-efficiency upgrades help customers use less energy and lead to lower annual costs, even while paying off the upgrade each month.

“

Through the PAYS program, we're excited to offer another opportunity to help our customers save energy—and money. A more energy-efficient home can mean not only savings, but a healthier and more comfortable place to live.



Shaylyn Dean, director, external affairs



Partnerships for the future

With a firm belief that natural gas is a key part of a sustainable energy future, we've stepped up to move our industry forward. This includes joining other natural gas companies to collaborate and find solutions for further reducing methane emissions.

ONE Future Coalition

We are a member of the ONE Future Coalition, a group of more than 50 natural gas producers, midstream operators and utilities working together to reduce methane emissions across the entire natural gas value chain—from production to distribution—and identify common approaches on how we, as an industry, can improve our environmental footprint.

The ONE Future Coalition's goal is to achieve an average rate of methane emissions that is 1% or less of the total natural gas production and delivery by 2025. Each member's progress in emission reductions is critical to achieving ONE Future's goal.

We report our progress annually to ONE Future. Our 2020 submission was included in the appendix of last year's report. In 2021, our ONE Future methane intensity for the distribution segment was 0.108%, halving the segment target of 0.225%. Our 2021 submission is included in the appendix of this report. 2022 ONE Future reporting will occur in fall 2023 and will be included in the 2023 Sustainability Report.

Energy Capital Ventures

We're a founding limited partner of Energy Capital Ventures' (ECV) capital fund focused on driving natural gas innovation and research in clean energy solutions. The fund identifies top innovators to collaborate with founders on early-stage investments in decarbonization, RNG, hydrogen and other clean energy solutions, along with transformative digital capabilities for natural gas local distribution companies.

GTI Energy

GTI Energy is a leading, independent nonprofit research, development and training organization addressing global energy and environmental challenges. GTI Energy's Research and Development teams work to find solutions that impact energy markets at every phase across the energy value chain.

We are proud to be a member of both the Utilization Technology Development NFP and the Operations Technology Development group.

We participate in Veritas, a GTI Differentiated Gas Measurement and Verification Initiative, which was designed to accelerate actions that reduce methane leakage from natural gas systems.

We also participate in the Emerging Technology Program (ETP), a collaborative to accelerate the commercialization and adoption of energy-efficient technologies.

Some of the programs we fund through GRI include:

- **Net Zero Infrastructure Program** – a three-year research collaboration to accelerate progress toward net-zero energy systems
- **Natural gas food service advancements** – initiatives for reduced cooking pollutants; reduction of emissions through burner advancements and hydrogen blending; development of next generation commercial and residential natural gas range top burners; and advanced smart equipment and controls for kitchen equipment
- **Comfort and water heating solutions** – natural gas heat pump development; smart and connected appliances; hybrid heating solutions; and onsite power and thermal energy generation

NYSEARCH

NYSEARCH is a member-driven Research Development & Demonstration (RD&D) collaboration of natural gas utilities in North America. We are an active participant in NYSEARCH and its numerous RD&D projects.

We've partnered with industry leaders to collaborate and find solutions for further reducing methane emissions across the natural gas value chain.



Supporting environmental efforts in our communities

When we can support the places we call home, while cleaning up and caring for the environment, it's a win-win. Below are two initiatives we supported this past year.

St. Louis Green Business Challenge

St. Louis, Mo.

Led by the Missouri Botanical Garden, the St. Louis Green Business Challenge assists companies with integrating sustainable measures into their daily operations. Participants identify and voluntarily adopt strategies that improve financial performance and reduce environmental impacts. Through this collaboration, we are now connected with like-minded organizations across the St. Louis region. Together, we can leverage best practices for the benefit of all and continue to innovate new ways to advocate for sustainability.

Gopher Tortoise Relocation

Spanish Fort, Ala.

During pipeline expansion efforts in Spanish Fort, Ala., we discovered a gopher tortoise burrow in the path of the project. The gopher tortoise is a threatened species native to the Southeastern U.S. and is seen as a keystone species because their burrows provide shelter for over 300 other animal species.

Surveillance of the hole proved the burrow was active, as the tortoise could be seen on the edge. We obtained the proper permits to safely trap the animal, which turned out to be an adult female. The burrow was scoped with a camera to ensure it was empty, only to discover a second tortoise shared the same burrow. Both were relocated by the Alabama Department of Wildlife.



Safety

(GRI 403-2, 403-4)

Advancing a culture of safety27



Advancing a culture of safety

The safety and well-being of our employees, customers and communities remains a daily focus. That's why safety is a core value at Spire and why we make safety a cornerstone of our culture.

Our approach

Keeping employees safe is critical to our success. We maintain health and safety policies that comply with all applicable regulations, including OSHA, FMCSA and PHMSA. However, having a safety culture means we are always looking for new and innovative ways to keep people safe and motivate employees to focus on this critical area.

Safety metrics are incorporated into our annual incentive plan for all employees who work in the field. In addition, our incentive plan for officers includes a safety metric to reinforce that a culture of safety starts with our leaders. Our Executive Safety Council, led by our vice president of operations services and safety management systems, continues to focus on ways to reduce employee injuries, motor vehicle accidents and other workplace incidents.

Our progress

In 2022, we saw the following safety advancements across our operations:

- 9th annual Safety Summit held in Birmingham, Ala.
- SafeStart training incorporated into new hire orientation
- OSHA DART rate dropped 18.5% from FY21 levels
- Total recordable incident rate decreased 12.2% from FY21 levels
- Motor vehicle accident rate dropped 17.6% from FY21 levels



Safety Summit

Spire's 9th annual Safety Summit was held in Birmingham, Ala. in August 2022. It marked the first time the meeting was held in person following two years of being virtual due to COVID-19 precautions. The summit provides an opportunity for leaders and safety professionals across the company to come together to share best practices and expand their learning, with the goal of creating a safer workplace for all Spire employees.

Good Catch/Close Call program

As outlined in our 2021 report, the Good Catch/Close Call program encourages employees to identify potential safety improvements in the workplace. Spire's safety team reviews all requests, grades them in regard to immediate need, and closes the loop with the employee who made the suggestion.

In its first year, the program gained momentum and is one of the driving forces in the reduction of motor vehicle accidents and work-related injuries at Spire (OSHA DART rate). In 2022, the motor vehicle accident rate dropped 17.6% and the OSHA DART rate decreased 18.5% from the prior reporting year.

SafeStart program

We have further grounded our commitment to employee safety by incorporating the SafeStart program into new hire orientation. SafeStart teaches employees how to identify the four states that lead to critical errors (rushing, frustration, fatigue and complacency). In 2022, an additional 634 employees (new hires and active employees) completed SafeStart modules.

Safety cameras

As noted in last year’s report, we began installing safety cameras and GPS systems in company vehicles. And in 2022, we finished installations across the company. The camera system incorporates leading technology to identify risky behaviors that could lead to motor vehicle accidents.

New in 2022, drivers assign themselves to the vehicle they are driving for the day or shift. This enables driver scores to be collected so positive driving behaviors can be recognized, the right driver information can be captured, and routing and dispatching throughout the company can be improved. This practice

applies to all employees operating company vehicles in any capacity, including pool cars.

We continue to develop our reporting and focus on driving transparency with the camera system. Our plans are to roll out additional functionality in 2023, such as in-cab audio alerts, and virtual and managed coaching to help further reduce our motor vehicle accident rate, which dropped 17.6% in 2022 from previously reported levels. Data collected will be used to provide real-time coaching to promote even safer driving habits.

Physical security

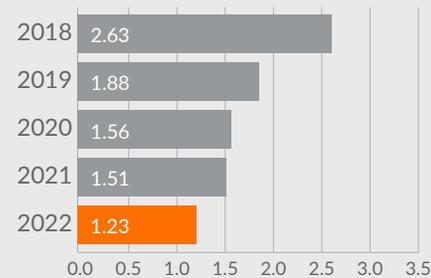
The physical safety of our communities, which also includes our employees, worksites and customers, is a priority. We must be prepared for emergencies and be able to respond to crisis situations quickly and effectively. As such, we have an infrastructure in place related to physical security and crisis management.

This team reaches across our business footprint and is focused on a variety of efforts, including security and crisis management services, business continuity and regulatory compliance. They develop standardized security and crisis management processes that ensure

consistency in all our regions. They also work across business units to assist and develop effective and auditable business continuity and emergency response processes, and work to meet Department of Homeland Security Transportation Security Administration security guidelines and Chemical Facility Anti-Terrorism Standards, which are critical infrastructure security compliance metrics for pipeline and storage facilities.



OSHA DART rate



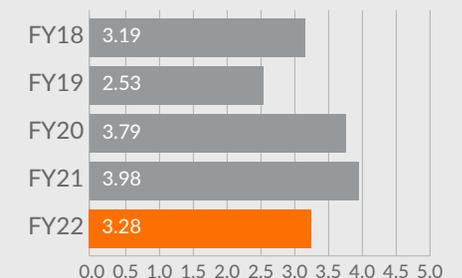
Calculation = number of cases involving days away from work plus the number of cases involving job transfer or restriction x 200,000/annual hours actually worked

Total recordable incident rate (TRIR)



Calculation = total number of OSHA recordable cases x 200,000/annual hours actually worked

Motor vehicle accident rate



Calculation = number of reportable motor vehicle accidents x 1,000,000/total miles driven

People

(GRI: 102-8, 102-12, 102-41, 103-2, 203-2, 401-2, 403-4, 404-2, 404-3, 413-1, 413-2)

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Building a sustainable workforce

The strength of our business is rooted in the 3,600 employees who dedicate their time, talent and passion to serving customers every day. We strive to foster a safe and inclusive culture where everyone feels they belong. Building, engaging and developing a diverse workforce is a critical piece of Spire’s future success.

Our approach

We’re committed to developing and maintaining a strong workforce, from how we recruit new employees, to how we integrate diversity, equity and inclusion (DEI) efforts, to how we compensate and develop our workforce and keep employees informed and engaged. We believe diverse perspectives are essential to innovation, helping us find new and better ways to serve our customers.

Our progress

In 2022, we strengthened our workforce and furthered our focus on employees:

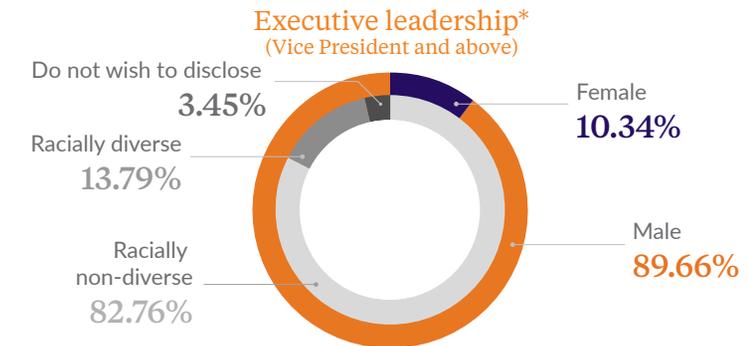
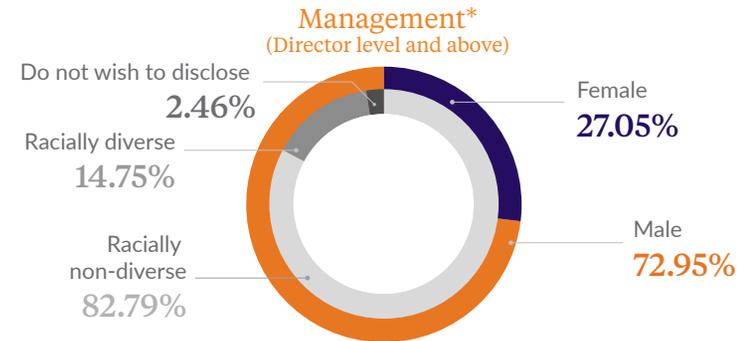
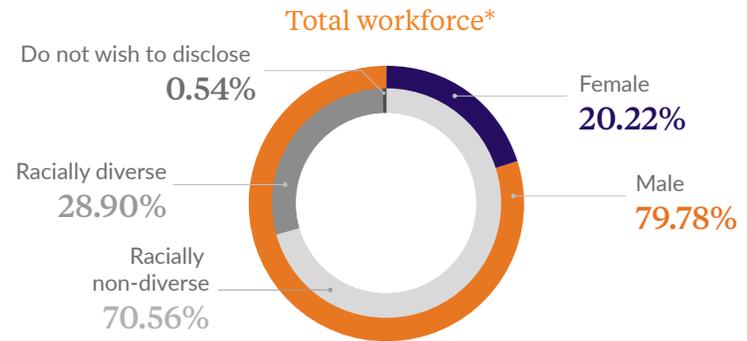
- Improved gender and racial

diversity across the organization by discussing potential targets

- Enhanced our succession planning framework by centering on core leadership criteria, meaningful talent discussions and intentional development plans
- Increased participation in the Education Assistance Program by 48%
- Increased Leading Spire Series participation by 177%
- Completed the first cohort of the Fuel Your Perspectives Program with nine employees
- Launched the company’s first-ever mentoring program with 45 mentors and 56 mentees

Creating an inclusive workforce

With inclusion as a core value at Spire, we continue to increase our focus on DEI efforts across the company.



*Active employees as of December 31, 2022

Opportunities for workforce diversity

In 2021, we focused on our employee data to understand the current state of our workforce diversity. We reviewed our employee statistics by gender, race, age, veteran status and other demographics to understand our biggest areas of opportunity.

In 2022, we set our focus on improving gender and racial diversity across various levels of the organization and to increase the diversity of our talent pipelines. Progress toward these efforts is reviewed quarterly with the Board of Directors. We believe that focusing on these areas of opportunity has created increased accountability and focus on Spire's hiring, development and promotion practices.

Talent acquisition

Our focus is to have a workforce that mirrors the diversity found in the communities where our employees live and work. Accomplishing this starts with our recruiting and hiring efforts. To help ensure available positions have the broadest reach possible, we leverage partnerships with organizations like the Urban Leagues of Metropolitan St. Louis and Birmingham, the Hispanic Chamber of Commerce and the Hispanic Interest Coalition of Alabama, and the Diversity Awareness Partnership. We also leverage technology to understand the diversity of our talent pools to help direct our sourcing strategies. As candidates are selected for interviews, we also make sure each panel has a diverse group of interviewers to help mitigate any unconscious bias in the interview process.

Succession planning

Proactive and thoughtful succession planning is a cornerstone of developing a diverse and inclusive workforce. That's why we put extensive effort into reevaluating our succession planning process and piloting new approaches in 2022. We advanced succession and development plans for our executive leadership group (known as the Leadership Council) in 2022 and are now doing the same for other senior leaders. Information from quarterly talent reviews helps fuel cross-functional moves across the organization and regions, sharing perspective and giving depth to potential successor's experience.

We also utilize internal coaching and outside development programs, such as the Center for Creative Leadership, for our high-potential employees who are director-level and above to further develop their strategic leadership skills.

Focused leadership development

A core component to Spire's diversity and inclusion efforts involves targeted development of our leaders. This ensures that at all levels of leadership the next generation of talent is prepared for their current roles and future opportunities. In 2022, Spire sponsored six employees from across the organization to participate in the St. Louis Business Diversity Initiative Fellows Experience. This program is a 12-month leadership program designed for multiculturally diverse individuals, providing them with important leadership training. In addition, we also sponsored two employees for the American Gas Association's Next Level Leadership Women's Program.



In June 2022, Spire's Chief Legal and Compliance Officer Mark Darrell was named a finalist in Chambers and Partners'

D&I Award, marking a globally recognized achievement of excellence in furthering the advancement of diversity and inclusion in the legal profession.

Working at Spire

We believe taking care of our employees and creating opportunities for them is the best way to build a sustainable and strong workforce. That includes providing a comprehensive compensation and benefits package, offering programs to learn and advance, and keeping employees informed and connected to our mission.

Total rewards

We offer a competitive total rewards package to attract, motivate and retain talent. We know employees value different types of benefits, so we're constantly evaluating our pay, benefits and workplace policies to ensure they meet the varied needs of our employees. These benefits are described below.

Category	Benefits
Health and Wellness	<ul style="list-style-type: none"> Medical (including retiree medical for most employees) Dental Vision Health savings accounts Flexible spending accounts Life/voluntary life insurance Short-term/Long-term disability Accidental death and dismemberment Employee assistance program Gym reimbursement Virgin Pulse wellness program
Retirement	<ul style="list-style-type: none"> 401(k) plan with 5% match Defined benefit pension plan for most employees
Culture and Work/Life Balance	<ul style="list-style-type: none"> Paid leave benefits Adoption benefits Military leave Flexible work policy Employee discount programs Employee service recognition awards

Benefits approved in 2022 for the 2023 benefit year include enhancements to the Paid Time Off program for non-collective bargaining employees. In addition, to continue to provide employees more choice for their personal benefits, Spire has offered additional voluntary benefits for the 2023 plan year.

Flexible work policy

As the COVID-19 pandemic extended into 2022, we continued to prioritize the health and safety of our employees, customers and communities. Throughout much of the pandemic, Spire's office-based employees were given the option to work remotely in order to do everything possible to keep our employees safe. During this time, Spire's field-based employees continued to report to service centers, customer homes and construction sites to ensure we could continue to provide service safely and reliably to all customers.

In March 2022, we implemented a flexible work policy to initiate our return-to-office plans for the portion of the workforce that had been working remotely. This policy allows for a hybrid approach to work that strives to give our employees the flexibility they need to achieve an optimal work-life balance. Under this policy, department leadership is allowed to determine what type of work schedules will best meet the needs of the business. With a competitive job market and a fundamentally changed work environment, we believe this approach has helped us to retain employees and improve the employee experience.



Employee engagement

Employee engagement continues to be key to supporting a healthy culture and encouraging creative and innovative ideas across the company. Due to the nature of the work we do, with approximately 65% of employees working in the field and 35% working in office environments, we continue to develop communication strategies that work for all employees.

inSpire, our company intranet, continues to be a primary source of information for employees. We have been intentional around creating inclusive, DEI-related content on this channel. Efforts are focused on including culturally diverse events and educational updates related to DEI practices and understanding common DEI terms.

FY22 inSpire highlights:

98% of all employees visited inSpire and clicked on at least one post*

84 post clicks by employees (on average)

10,132 posts with views

*The average benchmark for our industry is 40%, with 70% qualifying as "best in class"

We also provide weekly updates to our leaders of people and encourage them to share that information with their teams. In addition, we expanded our digital signage platform, which provides news, announcements and reminders to employees across all geographies.

Our [Beyond the Boots](#) podcast, which debuted in 2021, has become a very successful platform to reach employees. To date, we've broadcasted 12 podcasts covering topics such as recruiting and developing top talent, innovation within our company and industry, progress on our environmental commitment, new business opportunities, growing energy demands in the Rockies and Western U.S., impacts to changes in building codes, and how to understand the impact supply and demand has on natural gas prices.

We also developed and launched a new virtual program for employees called "The Future Series." We know that natural gas is a vital part of a sustainable energy future, and we realized we have an incredible opportunity to share this remarkable story. "The Future Series" features industry experts sharing their perspectives on how natural gas plays a unique and critical role in driving our economy, ensuring energy security, and providing safe and reliable energy to 187 million Americans, while reducing emissions for a cleaner tomorrow. The virtual series, hosted as a fireside chat, also features senior Spire leaders speaking on how the topics connect to Spire's strategy for the future.



Culture Study

We ask all employees to share their voice through our annual Culture Study. In this online, confidential survey, employees rate their agreement with multiple statements covering topics such as communication and resources, manager effectiveness, senior leadership, inclusion, team dynamics, employee individual needs and employee engagement. Employees also provide feedback through open-ended comments on things they believe Spire should start doing, stop doing or continue. For the 2022 Culture Study, our inclusion category led all others with 72% of all participants agreeing or strongly agreeing with questions tied to our DEI efforts.

FY22 Culture Study top results*

- 81%** I feel accepted by my immediate co-workers
- 81%** The work I do matters
- 76%** I understand how my job helps Spire achieve results
- 76%** Spire strives to maintain a safe work environment
- 75%** My immediate manager cares about me as a person

*Percentage of employees who strongly agreed or agreed with each statement

Employee development

We continue to encourage employees to learn, develop new skills and improve their leadership abilities. We enhanced our current offerings and expanded opportunities in 2022.

Education Assistance Program

Spire's Education Assistance Program provides up to \$6,000 in financial assistance to employees who wish to pursue additional education while working at Spire. In FY22, 208 employees benefitted from the program, reflecting a 48% increase in program participation over FY21.

Employees use this program to earn certifications, undergraduate and graduate degrees. We have strong partnerships with five universities to offer employees discounted tuition and zero out-of-pocket expenses, including books. Our university partners include the University of Arizona Global Campus (UAGC), Missouri Baptist University, Park University, Saint Louis University School for Professional Studies and Webster University.

We also held two Education Assistance Weeks to raise awareness of our continuing education offerings. More than 274 employees attended these sessions.

Leading Spire Series

The Leading Spire Series wrapped up its fifth year with the 26th cohort in



Education Assistance Program participation from FY21 to FY22

September 2022. The Leading Spire Series is a leadership program that gives frontline supervisors and managers the tools to succeed, while improving and motivating their teams to do the same. We saw a 177% increase in participation over FY21, with 61 frontline supervisors and leaders attending sessions held in Birmingham, St. Louis and Kansas City. To date, nearly 500 employees have graduated from the program.

Fuel Your Perspective

First piloted in FY21, the Fuel Your Perspective career rotational program was designed to provide a foundational understanding of how our business operates by allowing employees to shadow other departments several days a week while continuing to perform their daily jobs. This program exposes employees to Field Operations, Customer Experience, Gas Supply, and Business and Economic Development. Nine employees graduated from the program in FY22. Our plan is to expand participation in 2023.



Fuel Your Perspective 2022 Class (one graduate not pictured)

Mentoring program

Spire developed and launched its first-ever mentoring program, Sharing Perspectives, in 2022. Connecting employees through mentorship programs gives employees an opportunity to build relationships with co-workers beyond their department. This program is designed to let mentors and mentees connect, with recommended meeting topics and structure for those who need it. The program currently has 45 mentors and 56 mentees, representative of all Spire geographies.

Natural Gas Champions

Originally rolled out in September 2020, our Natural Gas Champions program, an interactive group learning experience, was designed to enhance employees' understanding of the natural gas industry and help them become advocates for the industry. To date, 307 employees have graduated from the program and are now certified Natural Gas Champions.

Working with our unions

Approximately 57% of our workforce is covered by 10 different bargaining agreements throughout the company. Our leadership engages with union leadership on a regular basis to discuss current issues and future changes that affect employees. We ratified five labor agreements in FY22, which included four unions in Western Missouri and one union in Alabama.

We maintain our focus on treating all employees with consistency and fairness, as well as applying best practices from each region to align policies and procedures across the company. We recognize the need to build a partnership based on trust and mutual respect with each union and work together to address areas of mutual interest and concern.

Developing new talent sources

Spire focuses on three core segments to attract new talent to the organization.

- 1 Targeted partnerships with universities and colleges create pipelines for our professional positions
- 2 Professional and trade organization involvement creates opportunities for us to connect with experienced professionals
- 3 Relationships with technical colleges provide talent for our many skilled trade roles

Lastly, we recognize that our success in the future starts early when thinking about talent pipelines which is why we continue to invest in the high school students in our communities.

Creating exposure to careers in energy

Our Career Discovery Pathway Program is an intentional effort to partner with technical high schools to bring awareness to careers in the energy industry and specifically within Spire. Students are provided with opportunities to connect with employees in a variety of positions, given demonstrations of the tools and resources used in our field operation positions, and gain a better understanding of the business. In 2022, Spire continued partnerships with North and South County Technical High Schools in St. Louis, Mo., and created a new partnership with Manual Career Technical Education High School in Kansas City, Mo.

[!\[\]\(e3ed6d26a667a06bd63c73c64e5a5c61_img.jpg\) Watch to learn more about this partnership](#)

Cultivating university relationships

In summer 2022, Spire hosted 35 interns, providing them with rich development projects and opportunities to gain valuable work experience. All interns participated in an inclusive onboarding, were provided with a curriculum to help advance their business acumen as well as an opportunity to give back to the communities we serve with a day to volunteer at a local charitable organization, and they wrapped up the summer showcasing their work through a poster symposium. After completing the summer internship program in 2022, six interns transitioned to full-time employment with Spire.

In addition to our summer internship opportunities, Spire works to build relationships with targeted universities. In an effort to further develop the diversity within our talent pipelines over the last year, we've fostered and deepened relationships with Harris-Stowe State University and Lawson State, both historically black colleges and universities.

Advancing technical college partnerships

The Spire Cooperative Education program provides on-the-job training opportunities for students and continues to be an important talent pipeline for our skilled trade positions. Spire is in its fourth year partnering with Ranken Technical College and second year collaborating with Jefferson County Community College. In 2022, 100% of our graduating co-op students from both organizations were hired into full-time positions. Looking ahead to 2023, we plan to provide scholarship opportunities to qualifying students in our cooperative programs.



Meeting the evolving needs of our customers

It's our greatest privilege to deliver affordable, reliable and cleaner energy to the 1.7 million homes and businesses we serve every day. That's why we're committed to continuously pursuing new and better ways to serve our customers and communities, helping them use energy efficiently and providing access to assistance.

Our approach

We continued our journey of redefining what it means to serve our customers and communities. With a strong foundation in place, we're focusing on better understanding our customers' needs so we can serve them better than ever before.

Our progress

In 2022, our focus on serving customers resulted in:

- Creating and operationalizing a Customer Success team that provides personalized support and solutions for customers
- Connecting customers with more than \$27 million in federal, state and Spire energy assistance
- Surveying more than 10,000 customers to learn how we can serve them even better



Customer Success team

In FY22, we created the Customer Success team and piloted a new program designed to offer individualized support and solutions to meet our customers' growing needs—starting with new customers and those on limited incomes.

As part of the onboarding process for new customers, a Customer Success team member proactively reaches out to the customer once gas service is initiated. That same team member touches base with the customer periodically throughout the first 45 days of service, until the customer's first bill payment is due.

The pilot had a big impact, reaching more than 2,000 customers in Alabama, Gulf Coast and Missouri. The proactive outreach resulted in an increase in enrollments in My Account, paperless billing, auto pay, text alerts, DollarHelp and Budget Billing.

Understanding how and where our customers interact with us is critical in creating an easy and effortless experience. The Customer Success team is working on a customer journey mapping exercise to better understand the number of steps required for a customer to complete a specific task. Walking through this process provides insights into the challenges and opportunities so we can make improvements going forward.

The Customer Success team is also refining and implementing our customer digital strategy. Our goal is to enhance how our customers connect and interact with us online, as well as understand the total number of digital interactions a customer may have with us, whether it's through the website, social media, email or My Account.

Customer assistance programs

We offer multiple assistance programs to help meet our customers' unique needs. Our dedicated team of community support specialists connects customers with available programs and resources.

In 2022, Spire helped connect families with more than \$27 million in federal, state and Spire energy assistance funding. Below are some of the available assistance programs:

- **Budget Billing:** Designed to keep bills consistent year-round, customers enrolled in Budget Billing know exactly what to expect each month
- **Disconnection protection:** We provide several programs for customers with household members over the age of 65 or with disabilities who are at risk of a service disconnection

- **DollarHelp:** In 2022, we raised more than \$1.2 million across our Alabama and Missouri communities to help thousands of families on a limited income
- **Supplemental Security Income (SSI) Waiver:** Customers who receive supplemental security income can waive the monthly customer fee in the Alabama and Gulf Coast regions
- **Payment arrangements:** For those who qualify, we offer multiple payment plan options to help customers get their past-due balance back on track
- **Rebates and financing:** Our rebate and financing programs make energy-efficient natural gas appliances more affordable, helping customers save energy and money
- **Weatherization:** Free weatherization services are available to qualifying customers on a fixed or limited income, making their home more energy efficient and reducing energy costs
- **Government-funded energy assistance programs:** We help connect customers with community partners to assist customers with state and federal funding, such as LIHEAP and State Assistance Housing Relief (SAFHR), which provide energy assistance to qualifying customers who need help paying their energy bills
- **Appliance repair funding:** If heating equipment or piping is no longer safe to operate, we provide up to \$1,000 per year for qualifying customers to make needed repairs

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Spire has provided nearly \$10 million in funding since 2005 to weatherize more than 3,000 homes across Kansas City. An energy-efficient home saves customers money and reduces their overall carbon footprint each year.



— Lemartt Holman, manager, energy efficiency program

Thousands in our communities are eligible for energy assistance, but not all realize help is available. So, in FY21, we continued our customer outreach efforts to connect customers with needed support and resources. Throughout the year, we:

- Proactively reached out to qualifying customers, providing them with the information they needed to apply for assistance. Through these efforts, nearly 1,700 households received more than **\$640,000 in DollarHelp assistance**
- Hosted more than **60 virtual events** to raise awareness about the programs and services available to those in need throughout our communities



Measuring customer satisfaction

We regularly survey our customers to learn more about their experience doing business with Spire. We analyze that data and make improvements based on the feedback to create an overall better customer experience.

In 2022, we surveyed over 10,000 customers after their interactions with either a service technician, customer service representative, or based on their experience using the My Account online customer portal.

Top scores (8-10 on a 0-10 scale) for overall satisfaction based on those three points of contact were:

93% Service technician

85% Customer service representative

76% My Account

In early FY22, we launched a formal process for closing the loop with customers who listed questions or concerns on their surveys. This process has allowed us to follow-up with those customers to help improve their overall satisfaction with Spire. We were able to connect with 589 customers.

On-time appointments

Our two-hour appointment windows in Alabama and Missouri better accommodate our customers' busy schedules. Customers also expect us to arrive on time during the window that's provided. In FY22, our on-time appointment attainment rate was 98.3% across the regions we serve, helping to increase customer satisfaction and demonstrating we continue to be there for our customers.



Caring for our communities

Serving others remains at the heart of what we do—giving our time, talents and support to the communities where we live and work. We continued to advance the communities we serve through charitable donations and economic development investments, as well as sponsorships and memberships in organizations that align with our values and business strategy.

Our approach

Spire’s mission to answer every challenge, advance every community and enrich every life through the strength of our energy inspired our initial Corporate Social Responsibility (CSR) strategy, which launched in 2017 as Spire Serves.

In FY21, we completed research with leaders across the company to better understand how to advance our CSR strategy to more closely align with business priorities, including workforce development and the environment. Through these efforts, a renewed focus was placed on ensuring charitable giving, especially grantmaking, more closely ties to our key drivers—values, strategic imperatives and business priorities. We also expanded our strategic framework to include the integration of an ESG focus.

The Spire Foundation Board and the CSR Council oversee grant and sponsorship decisioning. The CSR Budget Teams, representing all our geographies, are responsible for decisions in each of their respective regions and report to the CSR Council. The Foundation Board, CSR Council and CSR Budget Teams meet quarterly.



Our progress

By advancing our community focus in FY22, we accomplished the following:

- Donated more than \$5.9 million to support the communities we serve
- Launched the Murphy High School Farm to Table Program in Mobile, Ala.
- Increased the number of employee volunteers — 1,444 employees volunteering at 132 community organizations, a 20% increase over FY21
- Increased the number of employee volunteer hours — more than 13,000 hours, a 45% increase over FY21
- Named one of Newsweek’s “Most Responsible Companies” for the fourth year in a row

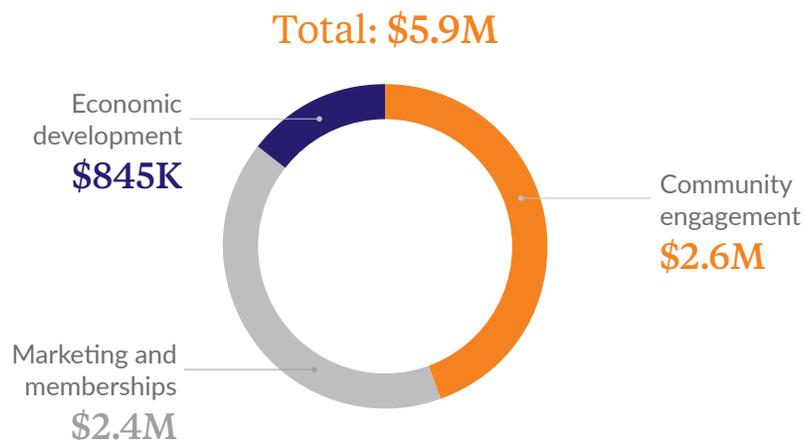


employee volunteer hours from FY21 to FY22

Social investment

We're using our energy for good to have a positive, measurable impact on the world around us. In FY22, we surpassed our social investment target with over \$5.9 million to support the communities we serve.

In addition, we matched more than \$111,000 in donations to support organizations Spire employees care about most. Since 2017, Spire has made nearly \$600,000 in matching gifts to local nonprofits.



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Our employees show drive, collaboration and compassion each day to deliver reliable and affordable energy to our customers, while making a positive impact on the planet and the communities we serve.



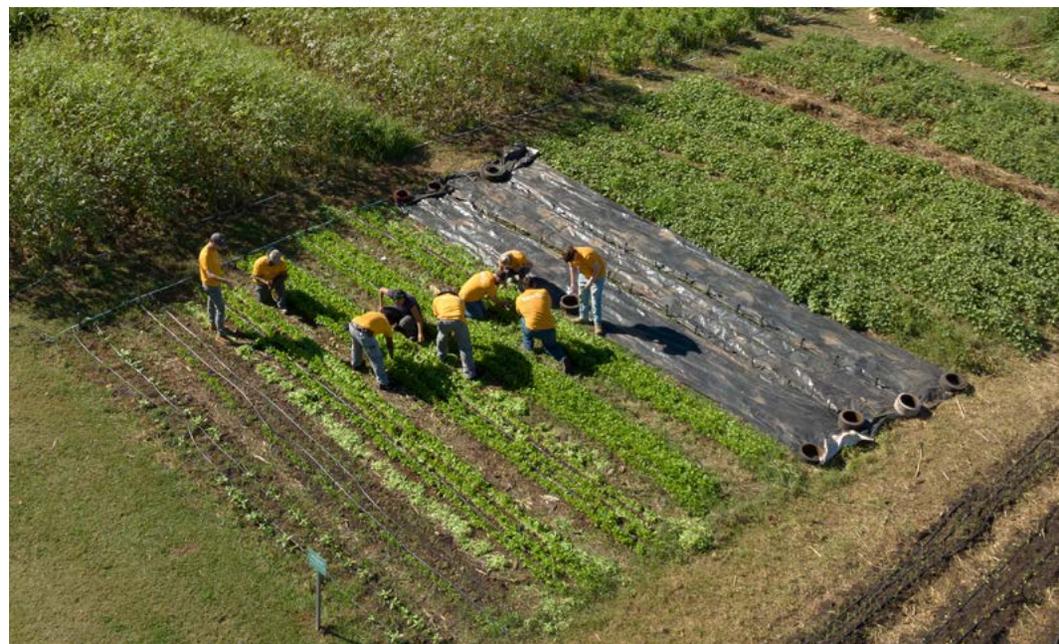
— Suzanne Sitherwood, president and chief executive officer

Spire again named one of Newsweek’s “Most Responsible Companies”

For the fourth consecutive year, Spire was named one of “America’s Most Responsible Companies” by Newsweek, recognizing the company for strong performance in three areas—environment, social responsibility and corporate governance.

In [new rankings](#) released in December 2022 by Newsweek, Spire was listed among the top 500 companies across 14 industries in the United States, and we were one of only six companies ranked in our home state of Missouri. Spire ranked 256 out of 500 companies making the list and 19 in our industry.

The Newsweek annual rankings are selected based on publicly available key performance indicators derived from Corporate Social Responsibility (CSR) and Sustainability reports. In addition, an independent survey was conducted to evaluate companies’ reputations by asking consumers about their perception of activities related to corporate social responsibility.



SPOTLIGHT: Murphy High School Farm to Table Program

The Murphy High School Farm to Table Program in Mobile, Ala., incorporates science, math and the culinary arts into a hands-on learning environment which benefits both students and the greater Mobile community. The program connects students to food, farming and the culinary arts through cross-curricular lessons.

Located on the 28-acre Murphy High School campus, it's the first farm to table teaching farm for area students. In August 2022, state and local leaders, students, faculty and Spire employees gathered at the school to celebrate the grand opening.

For years, Murphy's science, math and culinary teachers envisioned a farm to table "teaching farm" program, where students could learn how to grow and cook healthy foods. However, it wasn't until Spire reached out to Murphy in 2021, as part of the Connected Through Cooking community initiative, that the necessary funding was provided to establish the teaching farm and supporting curriculum. This initiative focuses on helping to provide access to and education about healthy, sustainable foods.

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Providing access to and education about healthy foods that can be grown locally is part of Spire's commitment to the communities we serve. Through this program, we're proud to play a part in cultivating a future filled with healthy eating for the Mobile community.



— Joe Hampton, president, Spire Alabama, Gulf Coast and Mississippi



In addition to providing funding for the program, Spire employees helped build 10 seed growing tables, two planting tables and additional raised beds for the teaching farm.

Spire's support has also enabled Murphy to develop hands-on learning opportunities at the farm for Council Traditional School and Phillips Preparatory School students. The goal is to expand the program's benefits to students of all grade levels in the community and to provide support to local food desert communities with produce grown at the farm.

[▶ Watch how Spire provided support](#)

Farm to Table Program goals:

- 1 Create a hands-on, teaching farm for high school, middle school and elementary school students utilizing the land available on Murphy's 28-acre campus
- 2 Utilize the farm and Culinary Arts Academy to teach students about the processes and methods of sustainability, healthy living and cooking with local, sustainable foods
- 3 Support local area food desert communities by providing produce grown from the farm along with healthy, easy cooking recipes and tips provided by the culinary students
- 4 Help build a food-resilient, healthy community through farm to table education

Community engagement

We continued our Day for Good employee volunteer program by offering a variety of opportunities for employees to give back to their community. Each year, employees are provided eight hours of paid time to volunteer with an organization that’s important to them.

In FY22, nearly 1,500 employees volunteered, either virtually or in-person, at 132 community organizations across Alabama, Mississippi, Missouri, Texas and Wyoming as part of the Day for Good campaign. That’s a 20% increase over FY21 levels.

In total, employees volunteered more than 13,000 hours, up 45% from 9,000 hours logged in FY21, and up 160% from about 5,000 hours logged in FY20.

A Year in Review

Below are just some of the organizations we supported in FY22.

- Children’s Mercy Kansas City’s “Healthy Homes Program”**
(Kansas City, Mo.): We provided a \$100,000 grant that helped Children’s Mercy expand its “Healthy Homes Program” in the Kansas City area. Children’s Mercy environmental health specialists perform a home assessment to identify potential health issues in the home with the goal of improving the health and safety of families through mitigation measures, while also improving the home’s energy efficiency.
 - [Learn more](#)
- St. Louis Public Schools**
(St. Louis, Mo.): Partnering with St. Louis Public Schools, we created a mentoring program for students at Sigel Elementary. The mentoring program pairs Spire employees with students who face barriers to their success. Six Spire employees

currently serve as mentors. They each meet with two students twice a month for an hour. During that time, they discuss topics ranging from class work to conflict resolution.

- Jones Valley Teaching Farm**
(Birmingham, Ala.): We sponsored the Jones Valley Teaching Farm Ready to Grow capital campaign in 2022. The Teaching Farm is a gathering and learning space that connects people through growing, cooking and sharing food as a means for academic exploration and building a healthier community.
- NourishKC** *(Kansas City, Mo.):* Spire donated \$15,000 to NourishKC in honor of National Hunger Awareness Month, recognizing the important work NourishKC does to address hunger in Kansas City. NourishKC operates the Kansas City Community Kitchen, which provides hot, nutritious meals to anyone in need. They also operate food rescue and culinary training programs.

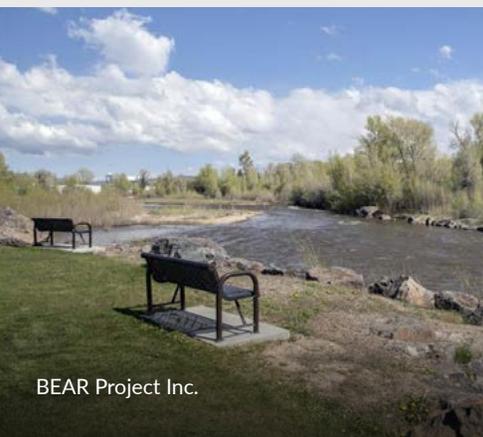
- BEAR Project Inc.** *(Evanston, Wyo.):* We provided funding to support BEAR Project Inc., which provides opportunities and green space for community activities. Our donation was used to purchase two paddle boats for public use at the Bear Ponds located on the Bear River corridor and a bench that overlooks the ponds.
- March of the Mayors** *(Hattiesburg, Miss.):* We partnered with March of the Mayors to sponsor and host a canned food drive and fundraiser organized by Extra Table Inc., a nonprofit that provides healthy food in bulk to food pantries and soup kitchens across Mississippi. Spire employees helped pack and move boxes for the food drive in Hattiesburg.



NourishKC



St. Louis Public Schools



BEAR Project Inc.



March of the Mayors

Responsible sourcing

Our strategic procurement partners help us champion the communities we serve every day. We're always looking to partner with suppliers who prioritize equity and sustainability across their business operations.

Our approach

Spire's Supply Chain team provides guidance, support, service and execution in the areas of strategic sourcing, procurement, inventory management and accounts payable, as well as provides training and subject-matter expertise for requisitioning, and expense reporting tools and processes.

We've invested in additional resources and employees to preserve the value created by our Smart Sourcing initiative, assist in supplier management and promote continuous improvement across our supply chain.

By monitoring contractor performance, our goal is to promote transparency, improve relationships and identify opportunities for mutually beneficial partnerships as we work toward shared sustainability goals.

Our progress

In 2022, we successfully completed the following:

- Launched the Smart Sourcing initiative
- Furthered our commitment to supply chain excellence
- Furthered our supplier diversity commitment
- Initiated a sustainability focus across Spire's supply chain

Smart Sourcing initiative

We know that leveraging the power of our collective spend to streamline and standardize how we buy goods and services will help us work even more efficiently and reduce costs. In 2022, we began the Smart Sourcing initiative, a transformative supply management strategy to drive accountability in both our supply chain and company.

The Smart Sourcing initiative is designed to reduce or eliminate cost from the business, optimize our supply base and drive operational efficiency. We have completed the analysis of spend, processes and suppliers, developed our strategy and are moving forward with a target of achieving \$5 million in cost savings for the company in 2023 and \$20 million, in total, by 2025.

Commitment to supplier diversity

We remain committed to operating responsibly, and we extend that culture and mindset to our supplier community by unlocking opportunities, promoting innovation, fostering competition and driving economic growth in our communities.

As part of that commitment, in 2022, we joined more than 540 major corporations and government agencies in becoming a Women Business Enterprise National Council (WBENC) corporate member. The WBENC is a leading nonprofit organization dedicated to helping women-owned businesses thrive.

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By analyzing our spend across the business, we gain better insights and can evaluate the health of Spire's supplier diversity program in order to set supplier diversity spend targets in the future.



— Josh McLeod, director, supplier management and supplier diversity

Additionally, we enlisted the assistance of a third party to conduct a data assessment to confirm the diversity classifications that apply to each supplier we use and the method of certifying. We also participated in a supplier diversity program benchmarking exercise that will help us understand how our supplier diversity program measures against industry peers.

We have set several goals and taken specific actions to work toward achieving these goals:

Goals	Actions
<ul style="list-style-type: none"> • Engage in grassroots efforts to raise awareness about Spire's supplier diversity commitment • Measure spend with diverse companies and bid event demographics to inform decision making • Assist high-potential diverse suppliers with getting into position for the next opportunity • Increase access and clarity for diverse suppliers • Gather insights into our supplier's supplier diversity and sustainability initiatives 	<ul style="list-style-type: none"> • Drive higher visibility into the demographics of the suppliers competing for Spire's business • Increase presence in the supplier diversity advocacy space to share our commitment and provide an access point to suppliers • Drive economic impact by pursuing opportunities to grow business relationships with existing high-performing diverse suppliers • Assess our supplier's commitment to supplier diversity • Introduce suppliers to Supplier Connect—the one-stop-shop for all potential and existing suppliers • Collaborate with supplier diversity advocacy groups to accelerate the growth and impact of our supplier diversity efforts • Update and refresh the supplier webpage with useful information for current and potential suppliers • Update and refresh Doing Business with Spire – Supplier Guidance Handbook to clarify expectations when doing business with Spire • Participate in business matchmaking events to accelerate connections with diverse suppliers



Assessing our suppliers

In a significant step toward a more sustainable and resilient supply chain, we asked all suppliers to complete a questionnaire administered by an outside partner. The questionnaire included various environmental, social and governance topics, including GHG emissions, water, waste management, human rights, diversity and inclusion, and anti-discrimination.

For more information on our requirements and expectations for working with suppliers, visit [Doing Business with Spire](#).

Governance

(GRI 102-9, 102-10, 102-11, 102-17, 102-18, 102-19, 102-20, 102-21, 102-22, 102-23, 102-24, 102-25, 102-26, 102-27, 102-28, 102-29, 102-30, 102-31, 102-32, 102-33, 102-37, 103-3, 204-1, 205-1, 205-2, 308-1, 308-2, 412-1, 412-2, 412-3, 414-1, 414-2, 415-1)

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Creating value for our stakeholders

The success of our sustainability efforts and commitments are dependent on appropriate oversight and governance efforts. That’s why we’re constantly evaluating our practices to ensure we have the correct mechanisms in place to monitor our ability to deliver on our commitments.

Our approach

Spire’s strong financial and operational results are rooted in effective corporate governance practices, which are overseen by our Board of Directors. The members of the Board bring diverse backgrounds, outlooks and experiences to their oversight role and are focused on ensuring that Spire continues to provide long-term value to our shareholders.

Our progress

In 2022, we continued to build on strong governance practices by:

- Performing a robust evaluation of director skills and experience that will be needed in future Board succession planning efforts
- Continuing to refine the Board’s oversight responsibilities for Spire’s sustainability efforts
- Continuing to monitor the company’s policies and procedures to ensure appropriate governance and compliance with current standards

Board of Directors

Board composition

In 2022, our Board of Directors consisted of 10 directors, nine of whom, including the chair, were independent. At the Annual Shareholder Meeting held on January 26, 2023, Mary Ann Van Lokeren, who had served on Spire’s Board of Directors for more than 30 years, retired due to reaching mandatory retirement age. The 2022 Sustainability Report will focus on the Board of Directors as it was comprised in 2022.

Under our Corporate Governance Guidelines, the chair may be an officer or may be an independent member of the Board, at the discretion of the Board. The Board believes it should be free to use its business judgment to determine what is best for the company in light of all the circumstances.

Board diversity is a priority for us. Our Board is comprised of 50% women and is 20% racially diverse.

Our Board members also have a diverse skill set that helps them make educated and strategic decisions for the company. More information about our Board members’ skills, tenure, independence and age can be found in our [2022 Proxy Statement](#).

Each year, the corporate governance committee leads the Board in discussions regarding whether it possesses the appropriate mix of experiences, skills, attributes and tenure that it needs to provide oversight and direction considering Spire’s current and future business environment and strategic direction. This ensures we have directors who can guide our continued success and represent our shareholders’ interests.

Board highlights

50%

Female directors

9

Independent directors

67.5

Average age

11.7

Average tenure (years)

20%

Ethnically diverse

90%

Independent

Board members



Mark A. Borer

Retired Chief Executive Officer and Board Member
DCP Midstream Partners, LP



Maria V. Fogarty

Retired Senior Vice President, Internal Audit and Compliance
NextEra Energy, Inc.



Edward L. Glotzbach

Retired Vice Chairman, Mergers and Acquisitions, Information Services Group



Carrie J. Hightman

Retired Executive Vice President and Chief Legal Officer
NiSource Inc.



Rob L. Jones

Retired Co-Head
Bank of America Merrill Lynch Commodities, Inc.



Brenda D. Newberry

Retired Chairman of the Board
The Newberry Group, Inc.



Stephen S. Schwartz

President and Chief Executive Officer
Azenta, Inc.



Suzanne Sitherwood

President and Chief Executive Officer
Spire Inc.



John P. Stupp Jr.

Chairman, President and Chief Executive Officer
Stupp Bros., Inc.



Mary Ann Van Lokeren*

Retired Chairman and Chief Executive Officer
Krey Distributing Company

* In accordance with our director retirement policy set forth in the Company's Corporate Governance Guidelines, Ms. Van Lokeren retired from the Spire Board of Directors following the 2022 Annual Shareholder Meeting

Board structure

We have four Board committees. Other than the strategy committee, on which Spire’s CEO serves, our committees are comprised entirely of independent directors. The committees’ respective responsibilities include:

Audit	Compensation and human resources	Corporate governance	Strategy
<ul style="list-style-type: none"> • Fulfills oversight responsibilities with respect to the quality and integrity of the financial statements, financial reporting process and systems of internal controls • Monitors the independence and performance of the independent registered public accountant, the internal audit department and the operation of ethics and compliance programs 	<ul style="list-style-type: none"> • Assists the Board in its responsibilities relative to the compensation of the company’s executives; reviews and makes recommendations to the Board relative to the company’s incentive compensation and equity-based plans • Reviews management’s risk assessment of the company’s compensation practices and programs • Oversees succession planning for executive officers • Oversees the company’s diversity, equity and inclusion initiatives and the investments of the qualified defined benefit pension plans 	<ul style="list-style-type: none"> • Makes recommendations to the Board relative to corporate governance and its Corporate Governance Guidelines, as well as director compensation • Assesses what skills would be beneficial for the Board to possess and whether those skills are represented sufficiently by the existing members, and identifies individuals qualified to become Board members • Identifies appropriate educational opportunities for Board members and arranges for Board education sessions addressing timely governance topics • Oversees the development of the Sustainability Report 	<ul style="list-style-type: none"> • Oversees the development of the company’s corporate strategy, including the company’s long-range strategic plan and advanced strategy, as well as its approach in the areas of innovation, investment, acquisitions and development opportunities, and public affairs • Oversees the plan and efforts to be carbon neutral by midcentury and related climate/environmental initiatives, as well as the company’s supplier diversity efforts

> For more information about Spire’s corporate governance structure, please visit the [Governance section](#) of our website

Sustainability oversight

To ensure Spire's sustainability efforts are meeting our commitments to stakeholders, we determined it was important to formalize sustainability oversight within the Board. That's why in FY21, the Board delegated authority and responsibility for oversight of ESG issues to specific Board committees, as reflected in the [committee's charters](#).

- **Strategy committee:** Environmental sustainability and supplier diversity
- **Compensation and human resources committee:** DEI oversight, including employee recruitment, retention, development and succession planning efforts that support DEI targets
- **Corporate governance committee:** Governance oversight
- **Audit committee:** Cybersecurity oversight

The full Board is responsible for oversight of employee safety efforts, as well as for evaluating the structure and quality of the Board's ESG oversight efforts. The Board continues to review best practices and evaluate how it can ensure proper oversight of ESG initiatives and disclosures. At least annually, the Board reviews its ESG oversight structure and discusses whether appropriate oversight is occurring. Management is responsible for developing strategy, setting targets and evaluating progress, and regularly provides reports to the Board and its committees.

Governance practices

We regularly evaluate our policies and practices for any appropriate updates based on changes to our business or on evolving stakeholder expectations.

Board education

All incoming board members participate in the company's orientation for new directors, and the corporate governance committee identifies educational programs on topics appropriate for public-company board members, which the directors are encouraged to attend. Senior management provides the Board with white papers and published materials on various topics that impact the natural gas industry as well as the company's utility and gas-related businesses.

At the company's quarterly board and committee meetings, education sessions are held during which timely topics that could impact the company are discussed. The directors are encouraged to ask questions and discuss the topics. These materials are made available to all directors, not just committee members.

Succession planning

A key responsibility of the CEO and the Board is ensuring an effective process is in place to provide continuity of leadership over the long term at all levels in our company.

To that end, management has implemented a structured succession-planning program throughout Spire. Succession planning for the CEO and executive officers is directly overseen by the Board and the compensation and human resources committee, which conducts an annual review of the succession plans for our CEO and other executives and receives periodic updates on the plans. Our CEO and the compensation and human resources committee, in turn, review the succession plans annually with the full Board.

The corporate governance committee of the Board is charged with the Board succession plan. To ensure a structured and thoughtful approach to this task, the Board has adopted a Board of Directors Succession Planning and Diversity Policy. The Board also has a mandatory retirement age of 75 for all directors.

Board evaluations

An important part of the Board's succession planning process is its annual evaluation of the performance of the Board, each committee and each director. The Board chair conducts individual calls with each director and compiles and summarizes the results of the conversations. The chair then discusses the findings with the entire Board and each director individually. Areas of evaluation include overall Board and committee performance, Board succession planning, management performance, Board meeting logistics and Board culture.

Compensation

Our [2022 Proxy Statement](#) requests shareholders to provide an advisory vote to approve the compensation of its named executive officers on an annual basis. The results of this advisory vote were reported through a Form 10-Q filed with the SEC on Feb. 1, 2023. A majority (97.53%) of the votes cast approved the compensation program described in our 2022 Proxy Statement.

The compensation of our Board of Directors is reviewed annually by the corporate governance committee of the Board, in partnership with our external compensation consultant. The Board strives to align director compensation to the median of the peer group used to evaluate executive compensation. Director compensation is a mix of a cash retainer and annual equity grants. Directors who are employees of the company do not receive compensation for Board service.

Shareholder outreach

Our investor relations and corporate governance teams reach out to our largest institutional investors biannually, seeking their input and feedback regarding governance topics and our disclosure practices. This year, we specifically requested feedback on our ESG disclosures, including our 2021 Sustainability Report. We received extremely favorable feedback from investors on the enhancements to our Sustainability Report, and we have incorporated certain feedback into the 2022 report. In 2022, we also held our first investor call regarding Spire's sustainability efforts. These efforts are important to ensure we are meeting our shareholders' expectations regarding our ESG commitments.

Governance policies

We believe a fundamental element to strong corporate governance is ensuring we have policies that protect our shareholders and create clear guidelines. Spire's governance policies include the following:

- Related Party Transaction Policy and Procedures, which is used by our corporate governance committee to determine whether to pre-approve transactions with our directors, executive officers, 5% or greater shareholders, and their immediate family members
- Pre-approving all audit and permissible non-audit services provided by the independent accountant
- Addressing recoupment of amounts from executive officers' and other employees' performance-based awards under the annual and equity incentive plans to the extent that they would have been materially less due to inaccurate financial statements, fraud or intentional, willful or gross misconduct
- Prohibiting the hedging and pledging of company stock
- Stock ownership guidelines for our directors and executive officers

The Board amended the company's bylaws in November 2021 to (1) provide for plurality voting in the event the election of directors is contested and (2) require that if a nominee for director who is an incumbent director is not elected and no successor has been elected at such meeting, the director must promptly tender his or her resignation to the Board. The corporate governance committee is required to make a recommendation to the Board as to whether to accept or reject the tendered resignation, or whether other action should be taken.

Risk management

Our Board, its committees and Spire's executive leadership team (known at Spire as the Leadership Council), led by our president and chief executive officer, work together to oversee, identify, monitor and manage risks and opportunities.

Leaders throughout the company elevate risk-related issues to the Leadership Council, which, in turn, elevates them to the Board and its committees. The Board chair meets monthly with members of the Leadership Council and others to receive updates on key issues.

Cybersecurity oversight

Cybersecurity is a priority that is addressed quarterly (and more often as appropriate) by the full Board in partnership with leaders from the company, including reports at every regular Board meeting by the chief information officer and the managing director of information security. The cybersecurity program includes a process that is staffed by senior legal, technology, risk and security leaders to evaluate, escalate and communicate any cyber incidents.

Security is everyone's responsibility. To help all employees stay aware and alert as well as ensure we are mitigating internal and third-party risks, management conducts:

- Mandatory security awareness training for all employees annually
- Quarterly phishing campaigns to test effectiveness of training
- Tabletop exercises to test cyber response capabilities
- Third-party external penetration testing to test efficacy of systems
- Third-party IT vendor risk assessments to determine risks associated with potential vendors

Our cybersecurity team developed a five-year strategic roadmap in 2020 that is reviewed and updated annually. A National Institute of Standards and Technology (NIST)-based maturity assessment is conducted annually to assess current capabilities and is used to establish initiatives to drive maturity in key focus areas. These initiatives were updated to align with federal security directives issued in 2021 with a key focus on increasing overall visibility into the environment to better correlate potential security-related items; complete segregation and dependency from the enterprise and industrial control systems environments; and establishing defined policies and procedures to enhance overall governance and risk management.

In addition to these strategic efforts, Spire is actively involved in industry information sharing groups and works closely with federal agencies, including the U.S. Department of Homeland Security, Transportation Security Administration and the local FBI chapter.

Ethics and compliance

With integrity being one of our core values, a culture of ethics and compliance is critical at Spire. The corporate compliance program includes some of the following elements:

- Code of Conduct, Related Party Transactions and Employee Handbook that employees review and acknowledge every year; 97% of employees completed the training related to these documents in FY22
- Chief compliance officer who is responsible for overseeing our corporate compliance program
- Monitor conflicts of interest; none were reported to the chief compliance officer in 2022
- Compliance hotline for employees and customers to report compliance issues; hotline complaints are promptly investigated and resolved on a case-by-case basis
- The audit committee of the Board oversees ethics and compliance at Spire and receives regular reports by the chief compliance officer

Human rights

We respect human rights in our operations and are committed to complying with the laws of the states in which we do business. Furthermore, we believe we have an opportunity to positively impact the protection of human rights within our circles of influence. For more information, read our [Human Rights Policy](#), which highlights our views on everything from valuing diversity, to ensuring fair pay and clearly defining our expectations for how we treat one another.



Political contributions

Spire's Board approved up to \$150,000 of political spending for FY22 to focus on Missouri statewide offices, Political Action Committees (PACs), state party committees and select local races. Of the amount approved by the Board, the company spent \$120,000 related to Spire Missouri Inc. The company also spent \$110,050 on political contributions related to Spire Alabama Inc., \$4,000 on political contributions related to Spire Gulf Inc., and \$16,000 related to Spire Mississippi Inc.

Spire Missouri Inc. has a PAC in which employees are invited to contribute. In early 2023, Spire launched a Federal PAC in which select employees as well as the Spire Board of Directors were also invited to contribute.

Appendix

(GRI 102-54, 102-55, 305-4)

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Global Reporting Initiative (GRI) index

In preparing this report and the content of the index that follows, we have referenced the following GRI disclosures for their applicability to Spire's business and community investment, as well as the availability of consistent data for reporting purposes. This report is 100% compliant with the GRI Reporting Standards 2016.

General disclosures

GRI #	GRI standard title	Disclosure title	Location/response
102-1	General disclosures	Name of the organization	Spire Inc.
102-2	General disclosures	Activities, brands, products and services	Spire 2022 Sustainability Report: Company: About Spire Spire 2022 Form 10-K: Part I, Item 1 – Business Spire Inc. 2022 Proxy Statement
102-3	General disclosures	Location of headquarters	Spire Inc. 700 Market Street St. Louis, Missouri 63101 United States
102-4	General disclosures	Location of operations	United States
102-5	General disclosures	Ownership and legal form	Spire 2022 Form 10-K: Part I, Item 1 – Business
102-6	General disclosures	Markets served	Spire 2022 Sustainability Report: Company: About Spire Spire service area Spire 2022 Form 10-K: Part I, Item 1 – Business
102-7	General disclosures	Scale of the organization	Spire 2022 Sustainability Report: Company: About Spire Spire 2022 Form 10-K: Part I, Item 1 – Business

GRI #	GRI standard title	Disclosure title	Location/response	
102-8	General disclosures	Information on employees and other workers	Exempt employees	34.65%
			Non-exempt employees	65.35%
			Employees covered by bargaining agreement	56.35%
			Employees by generation	
			Baby boomers	9.94%
			Gen Xers	41.78%
			Millennials	41.50%
			Gen Zers	6.77%
			Employees by tenure	
			0-5 years	42.78%
			6-10 years	20.34%
			11-15 years	7.79%
			16-20 years	9.77%
			21-25 years	7.56%
			26+ years	11.76%
			Women in workforce (companywide)	
			Total in workforce	20.20%
			Management (manager level and above)	25.33%
			Executive leadership (VP level and above)	10.34%
			People of color (companywide)	
Total in workforce	29.32%			
Management (manager level and above)	22.67%			
Executive leadership (VP level and above)	17.24%			
102-9	General disclosures	A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	<p>As a shared service, Spire's Supply Chain group enables Spire's mission by providing guidance, support, service and execution in the areas of strategic sourcing, procurement, inventory management and accounts payable as well as providing training and subject-matter expertise for requisitioning, and expense reporting tools and processes. Our core Supply Chain services include: Strategic Sourcing—Supports the organization in the strategic sourcing of goods and services by providing the best overall value to the enterprise; Procurement—Supports the enterprise in the sourcing and purchase of goods and services through standard platforms and processes; Accounts Payable—supports the overall organization, in collaboration with internal customers including operations, stakeholders, department heads and external customers including suppliers and service providers, by processing accounts payable (AP) invoices and payments in a timely and efficient manner; and Inventory—maintains and efficiently manages optimal inventory levels across the enterprise of materials necessary to support each entity's operations.</p> <p>Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Risk management</p>	

GRI #	GRI standard title	Disclosure title	Location/response
102-10	General disclosures	Significant changes to the organization and its supply chain: changes in the location of, or changes in, operations, including facility openings, closings, and expansions; changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination	There were no significant changes to Spire’s Supply Chain in the past year.
102-11	General disclosures	Precautionary principle or approach	Spire 2022 Form 10-K: Part I, Item 1A – Risk Factors Spire Audit Committee Charter Spire Corporate Governance Committee Charter
102-12	General disclosures	External initiatives	Spire 2022 Sustainability Report: Company: Memberships and associations Spire 2022 Sustainability Report: Company: Stakeholder engagement
102-13	General disclosures	Membership of associations	Spire 2022 Sustainability Report: Company: Memberships and associations
102-14	General disclosures	Statement from senior decision-maker	Spire 2022 Sustainability Report: Letter from the CEO
102-15	General disclosures	Key impacts, risks, and opportunities	Spire 2022 Form 10-K: Part I, Item 1A – Risk Factors Spire 2022 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations Spire 2022 Sustainability Report: Company: Our sustainability strategy: Risks and opportunities
102-16	General disclosures	Values, principles, standards, and norms of behavior	Code of Conduct Spire 2022 Sustainability Report: Company: About Spire
102-17	General disclosures	Mechanisms for advice and concerns about ethics	Code of Conduct Compliance@SpireEnergy.com Compliance Hotline at 800-886-2553 or www.spireenergy.ethicspoint.com Spire Inc. 2022 Proxy Statement: Correspondence with the Board Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Risk management
102-18	General disclosures	Governance structure	Spire 2022 Proxy Statement: Governance Spire 2022 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders

GRI #	GRI standard title	Disclosure title	Location/response
102-19	General disclosures	Delegating authority	Spire Governance Documents
102-20	General disclosures	Executive-level responsibility for economic, environmental and social topics	Spire executives, officers at the vice president and senior vice president level are responsible for the company’s economic, environmental and social topics.
102-21	General disclosures	Consulting stakeholders on economic, environmental and social topics	Spire Governance Documents
102-22	General disclosures	Composition of the highest governance body and its committees	Spire Inc. 2022 Proxy Statement Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Board of Directors
102-23	General disclosures	Chair of the highest governance body	Edward L. Glotzbach Spire Inc. 2022 Proxy Statement
102-24	General disclosures	Nominating and selecting the highest governance body	Spire Inc. 2022 Proxy Statement Spire Governance Documents Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Governance practices
102-25	General disclosures	Conflicts of interest	Spire Governance Documents
102-26	General disclosures	Role of highest governance body in setting purpose, values and strategy	Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders Spire Governance Documents
102-27	General disclosures	Collective knowledge of highest governance body	In an effort to ensure that the directors possess the necessary and appropriate skills and knowledge, all incoming directors participate in the Company’s orientation for new directors, and the corporate governance committee identifies educational programs on topics appropriate for public-company board members, which the directors are encouraged to attend. Senior management provides the Board with white papers and published materials on various topics that impact the natural gas industry in general and the company’s utility and gas-related businesses. At the Company’s quarterly board and committee meetings, education sessions are held during which timely topics that could impact the Company are discussed. The directors are encouraged to ask questions and discuss the topics. These materials are made available to all directors, not just committee members.
102-28	General disclosures	Evaluating the highest governance body’s performance	Spire Inc. 2022 Proxy Statement Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Governance practices
102-29	General disclosures	Identifying and managing economic, environmental and social impacts	Spire 2022 Form 10-K: Part I, Item 1A – Risk Factors Spire 2022 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations

GRI #	GRI standard title	Disclosure title	Location/response
102-30	General disclosures	Effectiveness of risk management processes	Spire 2022 Sustainability Report Spire Audit Committee Charter Spire 2022 Form 10-K: Part I, Item 1A – Risk Factors
102-31	General disclosures	Review of economic, environmental and social topics	Spire 2022 Sustainability Report
102-32	General disclosures	Highest governance body’s role in sustainability reporting	Spire’s Sustainability Report is reviewed by Spire’s Sustainability Report Steering Committee, CSR Council, Strategic Execution Team, Leadership Council and approved by the Board of Directors.
102-33	General disclosures	Communicating critical concerns	Compliance@SpireEnergy.com Compliance Hotline at 800-886-2553 or www.spireenergy.ethicspoint.com Spire Inc. 2022 Proxy Statement: Correspondence with the Board Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders
102-34	General disclosures	Nature and total number of critical concerns	There were no critical concerns reported to the Board of Directors or Spire’s Leadership Council.
102-35	General disclosures	Remuneration policies	Spire Inc. 2022 Proxy Statement, Director’s Compensation Executive Compensation
102-36	General disclosures	Process for determining remuneration	Spire Inc. 2022 Proxy Statement, Director’s Compensation Executive Compensation
102-37	General disclosures	Stakeholders’ involvement in remuneration	Annually, the company in its proxy statement requests shareholders to provide an advisory vote to approve the compensation of its named executive officers. The results of this advisory vote were reported through a Form 10-Q Quarterly Report filed with the SEC on February 1, 2023. Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Governance practices
102-38	General disclosures	Annual total compensation ratio	Spire Inc. 2022 Proxy Statement The ratio of the total compensation of the CEO to median annual total compensation of all other employees was calculated to be 52 to 1 for fiscal 2022.
102-39	General disclosures	Percentage increase in annual total compensation ratio	The ratio of the total compensation of the CEO to median annual total compensation of all other employees was calculated to be 52 to 1 for fiscal 2022, which was an increase from fiscal 2021, when the ratio was 48 to 1. This represents an 8.3% increase.
102-40	General disclosures	List of stakeholder groups	Spire 2022 Sustainability Report: Company: Memberships and associations Spire 2022 Sustainability Report: Company: Stakeholder engagement
102-41	General disclosures	Collective bargaining agreements	Spire 2022 Form 10-K: Part I, Item 1 – Business Spire 2022 Sustainability Report: People: Building a sustainable workforce: Working at Spire
102-42	General disclosures	Identifying and selecting stakeholders	We have a wide variety of stakeholders, from our customers to our shareholders to our employees. Spire 2022 Sustainability Report: Company: Stakeholder engagement

GRI #	GRI standard title	Disclosure title	Location/response
102-43	General disclosures	Approach to stakeholder engagement	<p>It is our practice to engage with a broad variety of our stakeholders, including customers through random surveys, our largest institutional shareholders through semi-annual emails, the investment community through quarterly earnings calls open to the public, and employees through an annual culture study open to all employees. The company engages in collective bargaining with organizations representing more than half of its employees. Spire also participates in social media platforms and encourages the public to follow the company and engage with us. None of this engagement was undertaken in connection with the preparation of this report.</p> <p>Spire 2022 Sustainability Report: People: Building a sustainable workforce: Working at Spire Spire 2022 Sustainability Report: Company: Stakeholder engagement</p>
102-44	General disclosures	Key topics and concerns raised (stakeholder engagement)	<p>Our engagements with stakeholders have not resulted in the revelation of any topics or concerns that we consider “key.” We continually gather feedback from stakeholders and analyze it to determine whether changes need to be made in the company’s policies, procedures, processes or actions. No particular feedback stands out that has driven specific changes. We believe that our ongoing and regular efforts to obtain input from various stakeholders enables us to learn of potential issues and concerns before they rise to the level of “key” and requiring immediate action.</p>
102-45	General disclosures	Entities included in the consolidated financial statements	<p>Spire 2022 Form 10-K: Part I, Item 1 – Business</p>
102-46	General disclosures	Defining report content and topic boundaries (materiality)	<p>Our first step when we decided to issue a CSR report was to create a cross-functional report content team that reviewed several reporting framework options and decided to use the GRI framework. The team then conducted an exhaustive review of each of the GRI Standards in order to determine which of them we could report on. We agreed to report on each of the Standards for which we had the data available to us. As we have issued additional reports, we have reviewed the GRI Standards each year to attempt to add new and accurate content and to answer new standards on which we have not previously been able to report. The 2022 report is 100% compliant with the GRI Reporting Standards 2016.</p> <p>Additionally, the content team has reviewed the narrative of our sustainability report and attempted to ensure that the narrative combined with the GRI framework tells an accurate and complete (considering available resources) view of Spire’s sustainability. In FY21, we determined it was necessary to expand our narrative to provide more robust disclosures about our three main pillars of this report: Environmental, People and Governance. We have tried to ensure that the narrative and the information in the appendix addresses information that we believe our stakeholders want to know.</p> <p>With regard to materiality, the content team asks itself whether the information in question would likely change a stakeholder’s opinion of Spire’s sustainability in any of the three main reporting pillars. If we believe that reporting that certain information would do so, we prioritize the work necessary to gather the information necessary to make that disclosure. At the same time, we continue to attempt to make progress on gathering all information necessary to tell the complete story of Spire.</p>
102-47	General disclosures	List of material topics	<ol style="list-style-type: none"> 1. Carbon emissions 2. Methane emissions 3. Customer and employee safety 4. Employee sustainability

GRI #	GRI standard title	Disclosure title	Location/response
102-48	General disclosures	Restatements of information	No restatements of previously reported data.
102-49	General disclosures	Changes in reporting	No restatements of previously reported data.
102-50	General disclosures	Reporting period	Reporting period is calendar year 2022 (January 1 – December 31, 2022) unless noted as Spire’s fiscal year 2022 (October 1, 2021 – September 30, 2022).
102-51	General disclosures	Date of most recent report	This is Spire’s fifth report, published June 2023.
102-52	General disclosures	Reporting cycle	Spire’s intent is to publish a sustainability report annually. The content of this report reflects 2022 activities and forward-looking statements.
102-53	General disclosures	Contact point for questions regarding the report	TeamSpire@SpireEnergy.com
102-54	General disclosures	Claims of reporting in accordance with the GRI Standards	This report references the GRI Reporting Standards 2016.
102-55	General disclosures	GRI content index	Spire 2022 Sustainability Report: Appendix: GRI Index
102-56	General disclosures	External assurance	In accordance with the requirements of a sustainability-linked loan agreement, we received limited assurance from ERM Certification & Verification Services Incorporated, an external third party, on the methane emissions reduction for the year ended December 31, 2022, based on our 2005 methane baseline.

GRI #	GRI standard title	Disclosure title	Location/response
103-1	General disclosures	Explanation of the material topic and its boundary	<ol style="list-style-type: none"> 1. Carbon emissions – as a natural gas energy company, our greenhouse gas (GHG)/carbon emissions are a key measurement of our impact on the environment. By its very nature, burning natural gas emits GHG. We are encouraging the development and use of more efficient residential and commercial equipment and working diligently to reduce methane emissions that are included in GHG emissions. 2. Methane emissions – as a natural gas distribution company that operates miles of pipeline, mains and services, our methane emissions are a key measurement of our impact on the environment. In areas where our pipes are made of cast iron and bare steel, we emit methane at an elevated level. These areas are overwhelmingly older parts of the communities that we serve in which our facilities are decades old. We are focused on replacing pipelines made of these materials in order to reduce methane emissions and improve safety. 3. Customer and employee safety – by definition, our product is combustible and can be dangerous if proper safety and preventative maintenance and measures are not prioritized and executed. Additionally, our field employees drive hundreds of thousands of miles each year, thereby exposing employees and the public to the risk of automobile accidents. Much of our construction work is conducted in public rights of ways and requires excavations to remain open and cause interruptions in traffic flow, thereby creating public safety challenges. 4. Employee sustainability – our business is only as strong as our employees. We rely on well-trained, qualified, diverse and dedicated employees to perform the work every day (field operations, Spire Marketing traders, Spire Storage operators, gas controllers, gas supply, etc.) If we do not have enough qualified and diverse employees available to address fall light up in the weather-sensitive portions of our service territories, our customers can be adversely impacted by not being able to get natural gas service turned on in a timely manner. We must have a properly staffed customer experience team to accept service turn-on requests and sufficient well-trained field employees available to enter customers’ homes and businesses to initiate service. If we do not recruit, train, educate, promote and retain a diverse workforce, we will not be an employer of choice for individuals seeking an employer that is focused on diversity, equity and inclusion. We must recruit, hire and retain a strong and diverse workforce over time to succeed. <p>Spire 2022 Form 10-K: Part II Spire 2022 Form 10-K: Part II, Item 8 - Financial Statements and Supporting Data</p>

GRI #	GRI standard title	Disclosure title	Location/response
103-2	General disclosures	The management approach and its components	<p>1. We manage GHG emissions by understanding our baseline emissions; “measuring” our annual emissions; understanding what is driving those emissions; setting incremental, meaningful targets and goals; making a long-term commitment to carbon neutrality; and taking steps to reduce GHG emissions. Management made a public long-term commitment to carbon neutrality and discloses its incremental goals and targets in order to create a public accountability to all stakeholders to care for our environment. We have appointed a vice president to focus on our effort to be a carbon neutral company by midcentury. As part of this effort we have developed a plan to reduce Spire’s GHG emissions throughout its business operations.</p> <p>2. We manage methane emissions by understanding our baseline emissions; “measuring” our annual emissions; understanding what is driving those emissions; setting incremental, meaningful targets and goals; and taking steps to reduce methane emissions. Management discloses its incremental goals and targets in order to create a public accountability to all stakeholders to care for our environment. We are also focused on our storage and pipeline businesses to measure and reduce methane emissions.</p> <p>3. Safety is a value at Spire. We manage employee and customer safety by creating a system to identify and report all events and accidents involving company personnel, equipment and facilities. All levels of management, including the highest levels, receive reports identifying the numbers and severity of accidents monthly. The Spire Safety Department is tasked with proactively identifying safety risks, developing plans, systems, training and communications intended to address and reduce these risks. The annual incentive plan includes safety metrics. Management is committed to safety and works tirelessly to improve safety for each employee, customer and member of the communities we serve by staying laser focused on preventing accidents and incidents, responding promptly and proactively, and learning from each accident and injury. We also prioritize educating the public to ensure that individuals and companies call for location of our underground facilities before conducting any excavation work. In so doing, we protect the public and our employees from injuries and reduce methane emissions resulting from damages and leaks.</p> <p>4. We manage employee sustainability through a multi-prong approach:</p> <ul style="list-style-type: none"> a. We create an inclusive culture in which people come first b. We recruit the right people for the right roles; we ensure candidates are a good fit for Spire through a rigorous interview and testing process c. We provide employees the training, tools and resources they need to succeed d. We provide development and advancement opportunities to employees e. We focus on developing mid-level managers to support, develop and lead employees through timely and open two-way communication f. We understand the workload and needs of our customers and work to ensure that we are properly staffed with qualified, well-trained employees who work together to achieve common goals and objectives, including annual incentive plan metrics that recognize and reward safety, teamwork, efficiency and quality work g. We hold managers at every level, including senior officers, accountable for leading their teams of employees and delivering results <p>Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Board of Directors Spire 2022 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations</p>

GRI #	GRI standard title	Disclosure title	Location/response
103-3	General disclosures	Evaluation of the management approach	<p>In all cases, the Board has a direct line of sight to the effectiveness and performance of management. The Board receives regular reporting on topics such as operational and financial results, progress toward incentive plan targets, safety, company culture and special projects. Board members have regular access to members of management outside of regular Board meetings. The corporate governance committee of the Board oversees the Sustainability Report, although specific commitments in the report are overseen by specific Board committees. Specifically, our environmental commitment and supplier diversity is overseen by the strategy committee, and our diversity and inclusion efforts are overseen by the compensation and human resources committee. The strategies and tactics employed by management to fulfill the commitments set forth in the Sustainability Report are subject to the oversight of the Board.</p> <p>Spire 2022 Sustainability Report: Company: Stakeholder engagement Spire 2022 Sustainability Report: Governance: Creating value for our stakeholders: Board of Directors Spire 2022 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations</p>

Economic indicators

GRI #	GRI standard title	Disclosure title	Location/response												
201-1	Economic performance	Direct economic value generated and distributed	Spire 2022 Form 10-K: Part II												
201-2	Economic performance	Financial implications and other risks and opportunities due to climate change	Spire 2022 Form 10-K: Part I, Item 1A – Risk Factors Spire 2022 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations Spire 2022 Sustainability Report												
201-3	Economic performance	Defined benefit plan obligations and other retirement plans	Spire 2022 Form 10-K: Part II, Item 8 - Financial Statements and Supporting Data												
201-4	Economic performance	Financial assistance received from government	During 2022, Spire received tax credits through its investments in community improvement partnerships. Spire has federal tax credits of \$1,296,300 and state tax credits of \$3,332,938 as of September 30, 2022, most of which have been carried forward from prior years.												
202-1	Economic performance	Ratio of standard entry level wage by gender compared to local minimum wage	<p>100% of Spire employees at our natural gas utility business units who are subject to minimum wage rules make well above minimum wage. Ratio of entry level wage by gender at significant locations of operation to the minimum wage:</p> <table border="1"> <thead> <tr> <th></th> <th>AL/Gulf/MS</th> <th>MO-East</th> <th>MO-West</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>2.59</td> <td>1.70</td> <td>1.85</td> </tr> <tr> <td>Female</td> <td>2.39</td> <td>1.70</td> <td>1.85</td> </tr> </tbody> </table>		AL/Gulf/MS	MO-East	MO-West	Male	2.59	1.70	1.85	Female	2.39	1.70	1.85
	AL/Gulf/MS	MO-East	MO-West												
Male	2.59	1.70	1.85												
Female	2.39	1.70	1.85												

GRI #	GRI standard title	Disclosure title	Location/response
202-2	Economic performance	Proportion of senior management hired from the local community	75% percent of Spire’s senior management has been hired from the local community.
203-1	Indirect economic performance	Infrastructure investments and services supported	A significant portion of Spire’s investment into nonprofit and civic organizations is available for general operating support. Spire 2022 Sustainability Report: Company: Memberships and associations Spire 2022 Sustainability Report: Environment Spire 2022 Sustainability Report: People: Caring for our communities
203-2	Indirect economic performance	Significant indirect economic impacts	Spire 2022 Sustainability Report: Company: Memberships and associations Spire 2022 Sustainability Report: Environment Spire 2022 Sustainability Report: People: Caring for our communities
204-1	Procurement practices	Proportion of spending on local suppliers	To best ensure we have the goods and services needed to serve our customers and support our business, we utilize a broad supply base of national, regional and local suppliers. As such, we don’t have hard local spend targets or measurements, however, many of our needs are fulfilled by local and regional suppliers. As our mission states, we are committed to advancing the communities that we serve. When evaluating suppliers in our RFP process, the location of a supplier in relation to where the work will be done, is considered, among other factors.
205-1	Anti-corruption	Operations assessed for risks related to corruption	Spire Governance Documents
205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures	Spire Governance Documents
205-3	Anti-corruption	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified.
206-1	Anti-competitive behavior	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Spire 2022 Form 10-K: Part I, Item 3 – Legal Proceedings

Environment

GRI #	GRI standard title	Disclosure title	Location/response																																																																																																									
301-1	Environmental materials	Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period	This indicator is not applicable to Spire's business. Spire does not produce or package its primary product or services.																																																																																																									
301-2	Environmental materials	Recycled input materials used	This indicator is not applicable to Spire's business. Spire does not produce or package its primary product or services.																																																																																																									
301-3	Environmental materials	Reclaimed products and their packaging materials	This indicator is not applicable to Spire's business. Spire does not produce or package its primary product or services.																																																																																																									
302-1	Energy	Energy consumption within the organization	<p>Building energy usage (kBTU)</p> <p>Calendar</p> <table border="1"> <thead> <tr> <th>Year</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO</th> <th>Marketing*</th> <th>Storage**</th> <th>Combined</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>37,413,282</td> <td>21,818,301</td> <td>1,726,403</td> <td>46,112,297</td> <td>NA</td> <td>NA</td> <td>107,070,283</td> </tr> <tr> <td>2018</td> <td>34,226,277</td> <td>19,907,164</td> <td>1,620,539</td> <td>54,306,452</td> <td>NA</td> <td>NA</td> <td>110,060,432</td> </tr> <tr> <td>2019</td> <td>39,238,357</td> <td>21,658,614</td> <td>1,629,317</td> <td>60,285,005</td> <td>626,166</td> <td>NA</td> <td>123,437,459</td> </tr> <tr> <td>2020</td> <td>32,123,672</td> <td>22,731,547</td> <td>1,646,605</td> <td>58,052,812</td> <td>611,070</td> <td>NA</td> <td>115,165,706</td> </tr> <tr> <td>2021</td> <td>31,282,207</td> <td>22,671,197</td> <td>1,499,092</td> <td>50,828,221</td> <td>713,103</td> <td>NA</td> <td>106,993,820</td> </tr> <tr> <td>2022</td> <td>28,441,417</td> <td>22,466,990</td> <td>1,604,487</td> <td>56,907,931</td> <td>945,474</td> <td>NA</td> <td>110,366,299</td> </tr> </tbody> </table> <p>Alabama gas usage 2017-2019: updated from prior GRI reporting to include historical energy usage from a Spire facility in Birmingham, AL.</p> <p>Building energy usage per degree day (kBTU/DD)</p> <p>Calendar</p> <table border="1"> <thead> <tr> <th>Year</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO</th> <th>Marketing*</th> <th>Storage**</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>9,316</td> <td>5,902</td> <td>469</td> <td>8,465</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2018</td> <td>6,788</td> <td>4,430</td> <td>342</td> <td>7,953</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2019</td> <td>7,878</td> <td>4,776</td> <td>360</td> <td>8,832</td> <td>133</td> <td>NA</td> </tr> <tr> <td>2020</td> <td>7,343</td> <td>5,775</td> <td>402</td> <td>9,368</td> <td>131</td> <td>NA</td> </tr> <tr> <td>2021</td> <td>7,068</td> <td>5,579</td> <td>344</td> <td>8,008</td> <td>151</td> <td>NA</td> </tr> <tr> <td>2022</td> <td>6,051</td> <td>4,951</td> <td>355</td> <td>8,763</td> <td>185</td> <td>NA</td> </tr> </tbody> </table> <p>*There is no gas meter for the Spire Marketing office in Houston, so only electric usage data is reported</p> <p>**Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming</p>	Year	AL	Gulf	MS	MO	Marketing*	Storage**	Combined	2017	37,413,282	21,818,301	1,726,403	46,112,297	NA	NA	107,070,283	2018	34,226,277	19,907,164	1,620,539	54,306,452	NA	NA	110,060,432	2019	39,238,357	21,658,614	1,629,317	60,285,005	626,166	NA	123,437,459	2020	32,123,672	22,731,547	1,646,605	58,052,812	611,070	NA	115,165,706	2021	31,282,207	22,671,197	1,499,092	50,828,221	713,103	NA	106,993,820	2022	28,441,417	22,466,990	1,604,487	56,907,931	945,474	NA	110,366,299	Year	AL	Gulf	MS	MO	Marketing*	Storage**	2017	9,316	5,902	469	8,465	NA	NA	2018	6,788	4,430	342	7,953	NA	NA	2019	7,878	4,776	360	8,832	133	NA	2020	7,343	5,775	402	9,368	131	NA	2021	7,068	5,579	344	8,008	151	NA	2022	6,051	4,951	355	8,763	185	NA
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GRI #	GRI standard title	Disclosure title	Location/response																																										
302-2	Energy	Energy consumption outside of the organization	<p>Spire reports the quantity of gas delivered to our customers on an annual basis to the U.S. Energy Information Association (EIA).</p> <p>EIA Form 176 Natural Gas Deliveries (million cubic feet, calendar year)</p> <table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO</th> <th>Combined</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>89,862</td> <td>38,599</td> <td>2,437</td> <td>148,178</td> <td>279,076</td> </tr> <tr> <td>2018</td> <td>105,059</td> <td>42,893</td> <td>2,810</td> <td>181,577</td> <td>332,339</td> </tr> <tr> <td>2019</td> <td>105,691</td> <td>43,069</td> <td>2,777</td> <td>175,876</td> <td>327,413</td> </tr> <tr> <td>2020</td> <td>97,658</td> <td>47,031</td> <td>2,599</td> <td>159,639</td> <td>306,927</td> </tr> <tr> <td>2021</td> <td>102,391</td> <td>46,129</td> <td>2,778</td> <td>162,586</td> <td>313,884</td> </tr> <tr> <td>2022</td> <td>100,990</td> <td>46,504</td> <td>2,784</td> <td>166,151</td> <td>316,429</td> </tr> </tbody> </table>		AL	Gulf	MS	MO	Combined	2017	89,862	38,599	2,437	148,178	279,076	2018	105,059	42,893	2,810	181,577	332,339	2019	105,691	43,069	2,777	175,876	327,413	2020	97,658	47,031	2,599	159,639	306,927	2021	102,391	46,129	2,778	162,586	313,884	2022	100,990	46,504	2,784	166,151	316,429
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302-3	Energy	Energy intensity	<p>Building energy intensity (kBTU/Ft2)</p> <p>Calendar</p> <table border="1"> <thead> <tr> <th>Year</th> <th>AL***</th> <th>Gulf</th> <th>MS</th> <th>MO****</th> <th>Marketing*</th> <th>Storage**</th> <th>Weighted avg.</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>98.2</td> <td>227.4</td> <td>53.6</td> <td>70.0</td> <td>NA</td> <td>NA</td> <td>91.6</td> </tr> <tr> <td>2018</td> <td>89.8</td> <td>207.5</td> <td>50.3</td> <td>82.4</td> <td>NA</td> <td>NA</td> <td>94.2</td> </tr> <tr> <td>2019</td> <td>103.0</td> <td>225.7</td> <td>50.6</td> <td>91.5</td> <td>48.3</td> <td>NA</td> <td>104.5</td> </tr> <tr> <td>2020</td> <td>84.3</td> <td>236.9</td> <td>51.1</td> <td>88.1</td> <td>47.2</td> <td>NA</td> <td>103.9</td> </tr> <tr> <td>2021</td> <td>82.1</td> <td>236.3</td> <td>46.5</td> <td>77.1</td> <td>55.0</td> <td>NA</td> <td>98.6</td> </tr> <tr> <td>2022</td> <td>74.7</td> <td>234.1</td> <td>49.8</td> <td>82.0</td> <td>73.0</td> <td>NA</td> <td>90.7</td> </tr> </tbody> </table>	Year	AL***	Gulf	MS	MO****	Marketing*	Storage**	Weighted avg.	2017	98.2	227.4	53.6	70.0	NA	NA	91.6	2018	89.8	207.5	50.3	82.4	NA	NA	94.2	2019	103.0	225.7	50.6	91.5	48.3	NA	104.5	2020	84.3	236.9	51.1	88.1	47.2	NA	103.9	2021	82.1	236.3	46.5	77.1	55.0	NA	98.6	2022	74.7	234.1	49.8	82.0	73.0	NA	90.7
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302-4	Energy	Reduction of energy consumption	Spire 2022 Sustainability Report: Environment: Facilities																																																								
302-5	Energy	Reductions in energy requirements of products and services	Spire 2022 Sustainability Report: Environment: Energy efficiency program																																																								
303-1	Water	Water withdrawal by source	Spire 2022 Sustainability Report: Environment: Facilities																																																								
303-2	Water	Water sources significantly affected by withdrawal of water	Spire's operations do not significantly affect water sources.																																																								

GRI #	GRI standard title	Disclosure title	Location/response										
303-3	Water	Water recycled and reused	Spire 2022 Sustainability Report: Environment: Facilities										
304-1	Biodiversity	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<p>None of our facilities are located in protected areas. The following number of facilities are located within one mile of these IUCN Protected Area categories.</p> <table border="1"> <thead> <tr> <th>IUCN Protected area category</th> <th>Number of facilities within 1 mile</th> </tr> </thead> <tbody> <tr> <td>II: National park</td> <td>1</td> </tr> <tr> <td>IV: Habitat/species management area</td> <td>3</td> </tr> <tr> <td>V: Protected landscape/seascape</td> <td>7</td> </tr> <tr> <td>VI: Managed resource protected area</td> <td>12</td> </tr> </tbody> </table>	IUCN Protected area category	Number of facilities within 1 mile	II: National park	1	IV: Habitat/species management area	3	V: Protected landscape/seascape	7	VI: Managed resource protected area	12
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GRI #	GRI standard title	Disclosure title	Location/response
304-2	Biodiversity	Significant impacts of activities, products, and services on biodiversity	<p>Internal processes are followed to limit the possibility of significant adverse impacts on biodiversity.</p> <p>Before construction begins, when applicable, the projects are reviewed for potential environmental impacts to:</p> <ul style="list-style-type: none"> • threatened and/or endangered species habitat, • archeological or cultural resources, • waterbodies, wetlands, and floodplains, • brownfields or Superfund sites, or other known areas of contamination, • asbestos-containing materials, • sensitive areas such as local/state parks, wildlife management areas, and national forests, • Native American Indian reservations <p>Each of these categories is addressed on a case-by-case basis for specific impacts, and avoidance strategies such as pipeline re-route are utilized if possible. If avoidance is not possible, best management practices (BMPs) are utilized to both minimize environmental impacts and to restore the area back to its pre-construction state. Consultation with government agencies and environmental consultants are utilized to understand any project-specific requirements. Below are a few of the ways that Spire addresses individual project impacts.</p> <p>Land disturbances – Impacts from land disturbing activities are minimized by boring or horizontal directional drilling (HDD), which creates only small areas of disturbed soil over hundreds of feet of pipeline. Open cutting into the soil is minimized by keeping a narrow trench width and backfilling soil as soon as possible, usually within the same day. Multiple layers of best management practices (BMPs) are used to reduce or eliminate soil erosion and sediment runoff. These practices minimize disturbance and therefore minimize negative effects on local plant and animal biodiversity. Land disturbance permits are acquired when necessary. Nearly all land disturbance impacts are 100% reversible to pre-construction conditions. Local seed mixes are used to revegetate soil and avoid the introduction of invasive plant species.</p> <p>Waterbodies and wetlands – Streams, lakes, rivers and wetlands present special considerations as they are important features that provide ecological benefits such as habitat, flood protection and water supply for surrounding communities. These features are avoided entirely if possible through boring/HDD, pipeline re-route and maintaining natural buffers. Our longstanding practice of boring under instead of trenching through wetlands is generally protective of sensitive areas. If we are required to disturb any sensitive waterbodies or wetlands, we assess each project for compliance under Section 404 of the Clean Water Act and regularly communicate with the U.S. Army Corps of Engineers (USACE) for guidance along the waterways under their jurisdiction.</p> <p>Threatened and endangered (T&E) species – Spire attempts to minimize all activities which might affect a known T&E species. If a T&E species is known to potentially exist within a project area, further habitat review occurs which may include a detailed habitat survey and consultation with state agencies and the U.S. Fish & Wildlife Service. BMPs, including timing of tree clearing and the use of boring/HDD installation methods, are considered and utilized on a project-by-project basis.</p>

GRI #	GRI standard title	Disclosure title	Location/response												
304-3	Biodiversity	Habitats protected or restored	<p>Along with Spire’s general best management practice of grading soil and restoring any vegetation that is disturbed during project construction, we do our best to protect and restore habitats when special opportunities arise. Here are a couple examples:</p> <ol style="list-style-type: none"> 1. Tree clearing avoidance in Kansas City, Missouri: Spire installed a new natural gas service line for the Ideker, Inc. asphalt production plant in Kansas City, Missouri. The original plans for the project involved clearing trees along the east side of Amity Avenue. This also would have required visual and acoustic surveys for endangered bats and caused a delay in work. Spire moved the line to the other side of Amity Avenue, requiring no tree removal, no damage to potential endangered bat habitat, and work completed on time. 2. Streambank stabilization project on Black Creek in Hoover, Alabama: A portion of natural gas pipeline had been exposed due to excessive erosion along Black Creek and was fixed in 2020. However, record heavy rains in 2021 lead to erosion on the opposite bank and exposed another section of the pipeline. Spire moved native stone and installed gabion baskets to permanently protect the pipeline and the streambank from future erosion. 												
304-4	Biodiversity	IUCN red list species and natural conservation list species with habitats in areas affected by operations	<p>The following indicates the number of species by IUCN category within Spire’s distribution areas are:</p> <table border="1"> <thead> <tr> <th>IUCN Protected species category</th> <th>Number of species</th> </tr> </thead> <tbody> <tr> <td>I: Critically endangered</td> <td>14</td> </tr> <tr> <td>II: Endangered</td> <td>20</td> </tr> <tr> <td>III: Vulnerable</td> <td>17</td> </tr> <tr> <td>IV: Near threatened</td> <td>2</td> </tr> <tr> <td>V: Least concern</td> <td>No data</td> </tr> </tbody> </table>	IUCN Protected species category	Number of species	I: Critically endangered	14	II: Endangered	20	III: Vulnerable	17	IV: Near threatened	2	V: Least concern	No data
IUCN Protected species category	Number of species														
I: Critically endangered	14														
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V: Least concern	No data														
305-1	Emissions	Direct (Scope 1) GHG emissions	In 2022, Scope 1 emissions were approximately 349,300 MT CO _{2e} . Spire 2022 Sustainability Report: Environment												
305-2	Emissions	Energy indirect (Scope 2) GHG emissions	In 2022, Scope 2 emissions were approximately 11,400 MT CO _{2e} . Spire 2022 Sustainability Report: Environment												
305-3	Emissions	Other indirect (Scope 3) GHG emissions	While Scope 3 emissions are not included in our carbon neutral commitment, we have begun an initial screening process to gain an understanding of Scope 3 emissions and its impact.												
305-4	Emissions	GHG emissions intensity	Spire 2022 Sustainability Report: Appendix: NCSI voluntary reporting template												
305-5	Emissions	Reduction of GHG emissions	In 2022, Spire saw a 24,000 MT CO _{2e} reduction (6.3%), primarily due to main replacements and decreased blowdowns at Spire Storage West, from the estimated 2021 levels. Spire 2022 Sustainability Report: Environment												
305-6	Emissions	Emissions of ozone-depleting substances (ODS)	Spire does not release any ozone depleting substances.												

GRI #	GRI standard title	Disclosure title	Location/response																								
305-7	Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions in this table are for compressors and heaters at Spire’s Underground Storage facility in the St. Louis, Mo. area. Reductions in NOx and SO ₂ from 2019 to 2020 were made possible as the Spire STL Pipeline went into service.																								
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306-1	Waste	Water discharge for quality and destination	Spire is in the process of implementing a system to track water used to conduct hydrostatic pressure testing events and partial data is available for 2022. From June to December, approximately 300 gallons were used for hydrostatic testing. Spire complies with all applicable regulations and sampling protocols to ensure the water meets required standards before it is discharged into either the storm sewer system or sanitary sewer system.																								
306-2	Waste	Waste by type and disposal methods	Spire 2022 Sustainability Report: Environment: Emissions reductions strategies: Minimizing waste generation																								
306-3	Waste	Significant spills	No significant spills occurred in CY22.																								
306-4	Waste	Transport of hazardous waste	Spire does not transport hazardous waste and will restage waste when necessary.																								
306-5	Waste	Water bodies affected by water discharges and/or runoff	Spire monitors water discharge by tracking monthly water and sewer utility information of company facilities. Likewise, Spire’s asset management program is currently being modified to track water discharge not associated with a facility, such as for hydrostatic testing events. Spire uses BMPs to minimize runoff from construction areas which also limits impacts to surrounding water bodies.																								
307-1	Environmental compliance	Non-compliance with environmental laws and regulations	No significant environmental violations in 2022.																								

GRI #	GRI standard title	Disclosure title	Location/response
308-1	Supplier environmental assessment	New suppliers that were screened using environmental criteria	Spire seeks to do business with only upstanding, responsible and reputable suppliers. All new suppliers are evaluated for fit by looking at a multitude and wide range of factors. Any known negative environmental factors on the part of a potential supplier would factor heavily in our decision to do business with that supplier.
308-2	Supplier environmental assessment	Negative environmental impacts in the supply chain and actions taken	Spire seeks to do business with only upstanding, responsible and reputable suppliers. Spire is not aware of any negative environmental impacts on the part of its suppliers.

Social indicators

GRI #	GRI standard title	Disclosure title	Location/response																									
401-1	Employment	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th></th> <th>AL/Gulf/MS</th> <th>MO-East</th> <th>MO-West</th> <th>Gas Related</th> </tr> </thead> <tbody> <tr> <td>New hires-male</td> <td>39.88%</td> <td>61.09%</td> <td>71.79%</td> <td>100.00%</td> </tr> <tr> <td>New hires-female</td> <td>60.12%</td> <td>38.91%</td> <td>28.21%</td> <td>0.00%</td> </tr> <tr> <td>Separations-male</td> <td>61.88%</td> <td>64.45%</td> <td>91.53%</td> <td>85.71%</td> </tr> <tr> <td>Separations-female</td> <td>38.12%</td> <td>35.55%</td> <td>8.47%</td> <td>14.29%</td> </tr> </tbody> </table>		AL/Gulf/MS	MO-East	MO-West	Gas Related	New hires-male	39.88%	61.09%	71.79%	100.00%	New hires-female	60.12%	38.91%	28.21%	0.00%	Separations-male	61.88%	64.45%	91.53%	85.71%	Separations-female	38.12%	35.55%	8.47%	14.29%
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401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Spire currently does not provide benefits to temporary workers. Full-time Spire employees are eligible for benefit programs.																									
401-3	Employment	Parental leave	Spire is currently evaluating all leave and time-off policies, and offers maternity leave through our short-term disability program.																									
402-1	Labor/management relations	Minimum notice periods regarding operational changes	Spire has the right to make reasonable operational changes in support of providing safe and efficient service to its customers without having to provide notice to unions. However, in the spirit of a collaborative work environment, we have open communication with our union leadership and meet regularly with them to discuss operational changes that impact the workforce.																									
403-1	Occupational health and safety	Workers representation in formal joint management – worker health and safety committees	100% of Spire employees are represented in joint management-worker health and safety committees.																									

GRI #	GRI standard title	Disclosure title	Location/response																																																												
403-2	Occupational health and safety	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	<table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO-East</th> <th>MO-West</th> </tr> </thead> <tbody> <tr> <td>2014</td> <td>3.14</td> <td>N/A</td> <td>N/A</td> <td>5.12</td> <td>4</td> </tr> <tr> <td>2015</td> <td>2.66</td> <td>N/A</td> <td>N/A</td> <td>3.45</td> <td>6.11</td> </tr> <tr> <td>2016</td> <td>3.8</td> <td>0.95</td> <td>4.55</td> <td>3.37</td> <td>4.24</td> </tr> <tr> <td>2017</td> <td>4.11</td> <td>1.07</td> <td>0</td> <td>4.79</td> <td>6</td> </tr> <tr> <td>2018</td> <td>5.56</td> <td>3.96</td> <td>0</td> <td>3.04</td> <td>3.88</td> </tr> <tr> <td>2019</td> <td>2.26</td> <td>1.42</td> <td>0</td> <td>2.32</td> <td>4.52</td> </tr> <tr> <td>2020</td> <td>1.74</td> <td>0</td> <td>4.1</td> <td>2.11</td> <td>3.47</td> </tr> <tr> <td>2021</td> <td>1.6</td> <td>0</td> <td>0</td> <td>3.02</td> <td>1.92</td> </tr> <tr> <td>2022</td> <td>0.85</td> <td>0.86</td> <td>0</td> <td>1.64</td> <td>1.77</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-East	MO-West	2014	3.14	N/A	N/A	5.12	4	2015	2.66	N/A	N/A	3.45	6.11	2016	3.8	0.95	4.55	3.37	4.24	2017	4.11	1.07	0	4.79	6	2018	5.56	3.96	0	3.04	3.88	2019	2.26	1.42	0	2.32	4.52	2020	1.74	0	4.1	2.11	3.47	2021	1.6	0	0	3.02	1.92	2022	0.85	0.86	0	1.64	1.77
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<p>These rates are derived from the number of Days Away, Restricted or Transferred (DART) duty injuries that occur in the workplace. DART is a standard OSHA safety metric that helps employers determine how many workplace injuries and illnesses caused employees to miss work days, perform restricted work activities or transfer to another job within one calendar year.</p>																																																															
403-3	Occupational health and safety	Workers with high incidence or high risk of diseases related to their occupation	A high risk or high incidence of work-related disease has not been identified for any Spire work group.																																																												
403-4	Occupational health and safety	Health and safety topics covered in formal agreements with trade unions	All of Spire’s collective bargaining agreements contain provisions related to employees’ obligations to comply with safety procedures, the company’s support of personal protection equipment (safety glasses and safety boots), and various wellness programs.																																																												
404-1	Training and education	Average hours of training per year per employee	In their first year, each construction and maintenance employee receives 80 hours of safety training. Each service and installation employee receives 200 hours. Field operations employees average 24 hours of technical and procedural training annually. In addition to being thoroughly trained to perform tasks safely and responsibly, employees working on the gas distribution system receive further training to be qualified under Spire’s state and federally approved safety training plan. This training occurs prior to any employee performing tasks on the pipeline system. Employees stay current on this training through periodic reviews and field assessments.																																																												
404-2	Training and education	Programs for upgrading employee skills and transition assistance programs	Part of honoring our core value of integrity means doing what’s right for every Spire employee and providing them with the developmental resources they need to learn and grow. All employees have access to developmental assessments, customized training, specialized degree programs, and partnerships with best-in-class organizations related to industry courses, leadership and management workshops and computer application development seminars. In addition, all employees have up to \$6,000 per year in tuition assistance and access to the Spire Learning Center, our robust internal learning management system.																																																												

GRI #	GRI standard title	Disclosure title	Location/response																																			
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	100% of Spire employees who are not covered under a collective bargaining agreement receive an annual performance review.																																			
405-1	Diversity and equal opportunity	Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th></th> <th>AL/Gulf/MS</th> <th>MO-East</th> <th>MO-West</th> <th>Gas Related</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>75.11%</td> <td>80.04%</td> <td>87.38%</td> <td>78.69%</td> </tr> <tr> <td>Female</td> <td>24.89%</td> <td>19.96%</td> <td>12.62%</td> <td>21.31%</td> </tr> <tr> <td>Black or African American</td> <td>38.63%</td> <td>18.79%</td> <td>14.15%</td> <td>4.92%</td> </tr> <tr> <td>White</td> <td>59.14%</td> <td>75.68%</td> <td>76.62%</td> <td>80.33%</td> </tr> <tr> <td>All other</td> <td>2.23%</td> <td>5.54%</td> <td>9.23%</td> <td>14.75%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		AL/Gulf/MS	MO-East	MO-West	Gas Related	Male	75.11%	80.04%	87.38%	78.69%	Female	24.89%	19.96%	12.62%	21.31%	Black or African American	38.63%	18.79%	14.15%	4.92%	White	59.14%	75.68%	76.62%	80.33%	All other	2.23%	5.54%	9.23%	14.75%	Permanent	100%	100%	100%	100%
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405-2	Diversity and equal opportunity	Ratio of basic salary and remuneration of women to men	<table border="1"> <tbody> <tr> <td>Male</td> <td>\$85,438.78</td> </tr> <tr> <td>Female</td> <td>\$76,921.12</td> </tr> </tbody> </table>	Male	\$85,438.78	Female	\$76,921.12																															
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406-1	Non-discrimination	Incidents of discrimination and corrective actions taken	<p>Spire values inclusion and has no tolerance for discrimination. We train employees on how to identify and address potential discrimination and encourage employees to say something to their supervisor or Human Resources if they feel that they or someone else is being subjected to discrimination. To further facilitate reporting, Spire maintains a hotline that employees may use to either anonymously or by using their name to report incidents of discrimination. The hotline is available via phone or online. When Spire receives a discrimination complaint through any format, Human Resources (with the assistance of compliance and legal) conducts an investigation into the report. Once the investigation is complete, the results are shared with the employee and appropriate actions are taken. In many cases, Human Resources will conduct discrimination-awareness and other training in an effort to reduce future issues. In all cases, a summary of the investigation and any follow-up actions are documented and kept on file to ensure that any patterns of behavior are quickly identified and addressed. In an effort to proactively prevent issues, Spire has implemented Spire Learning Management System modules, including “Unconscious Bias Training” and recurring compliance training.</p> <p>Spire had three charges of discrimination filed in FY22. A right to sue was issued on all three. Out of the rights to sue issued, one has expired and there are pending lawsuits related to the other two charges filed in FY22. There were also 33 additional hotline complaints that were investigated by HR. All hotline complaints were investigated and closed.</p>																																			
407-1	Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No violation or significant risk. Employees have the right to freedom of association and collective bargaining. Code of Conduct																																			
408-1	Child labor	Operations and suppliers at significant risk for incidents of child labor	No significant risk in operations and/or our suppliers for incidents of child labor. Code of Conduct																																			

GRI #	GRI standard title	Disclosure title	Location/response
409-1	Forced or compulsory labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risk in operations and/or our suppliers for incidents of forced or compulsory labor. Code of Conduct
410-1	Security practices	Security personnel trained in human rights policies or procedures	All of Spire’s security personnel contract and employees are trained in Spire’s human rights policies and procedures.
411-1	Rights of indigenous peoples	Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving the rights of indigenous people.
412-1	Human rights assessment	Operations that have been subject to human rights reviews or impact assessments	None of Spire’s operations have been subject to human rights reviews or impact assessments.
412-2	Human rights assessment	Employee training on human rights policies or procedures	All employees are required to adhere to Spire’s Code of Conduct and Spire’s Human Rights Policy .
412-3	Human rights assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Spire’s Supplier Code of Conduct , which is included in our supplier contract language, requires Spire suppliers to comply with all applicable Spire policies, including Spire’s Human Rights Policy .
413-1	Local communities	Operations with local community engagement, impact assessments and development programs	Spire 2022 Sustainability Report: People: Caring for our communities: Our approach: Community engagement Serving our Communities
413-2	Local communities	Operations with significant actual and potential negative impacts on local communities	Spire 2022 Sustainability Report: People: Caring for our communities: Our approach: Community investment Spire 2022 Sustainability Report: People: Caring for our communities: Our approach: Community engagement Spire 2022 Sustainability Report: Environment: Committed to caring for the planet: Supporting environmental efforts in our communities Serving our Communities
414-1	Supplier social assessment	New suppliers that were screened using social criteria	Spire seeks to do business with only upstanding, responsible and reputable suppliers. All new suppliers are evaluated for fit by looking at a multitude and wide range of factors. Any known negative social factors on the part of a potential supplier would factor heavily in our decision to do business with that supplier.
414-2	Supplier environmental assessment	Negative social impacts in the supply chain and actions taken	Spire seeks to do business with only upstanding, responsible and reputable suppliers. Spire is not aware of any negative social impacts on the part of its suppliers.

GRI #	GRI standard title	Disclosure title	Location/response
415-1	Public policy	Political contributions	Spire launched a federal political action committee (PAC) in Jan. 2023. In its Missouri footprint, Spire also sponsors a PAC. Spire’s PAC contributions are filed quarterly with the Missouri Ethics Commission (https://www.mec.mo.gov/).
416-1	Customer health & safety	Assessment of the health and safety impacts of product and service categories	Spire assesses the health and safety impacts of products and services constantly to ensure the right practices and products are used and maintained. Leak detection efforts help keep our customers and communities safe, while reducing emissions released into the atmosphere. In addition, cameras in company vehicles increase driver awareness and safety. Traffic control training and utilization of third-party traffic control when working in the right of way mitigate potential hazards, protecting both company employees and the public.
416-2	Customer health & safety	Incidents of non-compliance concerning the health and safety impacts of products and safety	Spire had three (3) reportable pipeline incidents in 2022. Spire did not have any corrective action orders or notices of probable violations on its natural gas distribution or transmission systems last year.
417-1	Marketing and labeling	Requirements for product and service information and labeling	Spire complies with all regulations and required notifications related to the identification and location of natural gas pipelines and other facilities; Spire also posts all required safety notices at and around its operations locations and facilities.
417-2	Marketing and labeling	Incidents of non-compliance concerning product and service information and labeling	Spire has not had any non-compliance with regulations and/or voluntary codes.
417-3	Marketing and labeling	Incidents of non-compliance concerning marketing communications	Spire has not had any non-compliance with regulations and/or voluntary codes.
418-1	Customer privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Spire has not had any substantiated complaints received concerning breaches of customer privacy.
419-1	Socioeconomic compliance	Non-compliance with laws and regulations in the social and economic area	Spire has had no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations.

Sustainability Accounting Standards Board (SASB) disclosures

SASB has developed industry-specific sustainability performance metrics. Our metrics for Gas Utilities & Distributors are described below. All data is for the fiscal year ended September 30, 2022, unless otherwise noted.

Energy affordability

SASB code	Accounting metric	FY22 disclosure										
IF-GU-240a.1	Average retail gas rate for residential customers (per MMBtu)	\$14.04										
	Average retail gas rate for commercial and industrial customers (per MMBtu)	\$6.96										
	Average retail gas rate for transportation customers (per MMBtu)	\$0.71										
IF-GU-240a.2	Typical monthly gas bill for residential customers for 50 MMBtu of gas delivered per year	<table border="1"> <tr><td>AL</td><td>\$84.95</td></tr> <tr><td>Gulf</td><td>\$102.62</td></tr> <tr><td>MS</td><td>\$58.29</td></tr> <tr><td>MOE</td><td>\$64.36</td></tr> <tr><td>MOW</td><td>\$73.31</td></tr> </table>	AL	\$84.95	Gulf	\$102.62	MS	\$58.29	MOE	\$64.36	MOW	\$73.31
		AL	\$84.95									
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Typical monthly gas bill for residential customers for 100 MMBtu of gas delivered per year	<table border="1"> <tr><td>AL</td><td>\$150.79</td></tr> <tr><td>Gulf</td><td>\$191.43</td></tr> <tr><td>MS</td><td>\$108.57</td></tr> <tr><td>MOE</td><td>\$108.69</td></tr> <tr><td>MOW</td><td>\$126.62</td></tr> </table>	AL	\$150.79	Gulf	\$191.43	MS	\$108.57	MOE	\$108.69	MOW	\$126.62	
AL	\$150.79											
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IF-GU-240a.3	Number of residential customer gas disconnections for non-payment	77,550										
	Percentage of residential customer gas disconnections for non-payment reconnected within 30 days	49%										
IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	See Risk Factors section of our annual Form 10-K report to the U.S. Securities and Exchange Commission for the year ended September 30, 2022. Additionally, we offer a variety of programs to help our customers, including budget billing, energy efficiency programs and energy assistance. See “Meeting the evolving needs of our customers” and “Caring for our communities” in this Sustainability Report.										

End-use efficiency

SASB code	Accounting metric	FY22 disclosure											
IF-GU-420a.1	Percentage of gas utility revenues from rate structures that are decoupled	0%											
	Percentage of gas utility revenues from rate structures that contain a lost revenue adjustment mechanism (LRAM)	0%											
IF-GU-420a.2	Customer gas savings from efficiency measures by market (MMBtu)	<table border="1"> <thead> <tr> <th></th> <th>AL/Gulf</th> <th>MS</th> <th>MO</th> </tr> </thead> <tbody> <tr> <td>Residential</td> <td rowspan="2">No energy efficiency measures for FY22</td> <td>120.43</td> <td>138,312.99</td> </tr> <tr> <td>Commercial/industrial</td> <td>n/a</td> <td>124,503.26</td> </tr> </tbody> </table>		AL/Gulf	MS	MO	Residential	No energy efficiency measures for FY22	120.43	138,312.99	Commercial/industrial	n/a	124,503.26
	AL/Gulf	MS	MO										
Residential	No energy efficiency measures for FY22	120.43	138,312.99										
Commercial/industrial		n/a	124,503.26										

Integrity of gas delivery infrastructure

SASB code	Accounting metric	FY22 disclosure
IF-GU-540a.1	Number of reportable pipeline incidents	3
	Number of corrective action orders	0
	Notices of probable violation	0
IF-GU-540a.2	Percentage of distribution pipeline that is cast and/or wrought iron	2.14%
	Percentage of distribution pipeline that is unprotected steel	1.92%
IF-GU-540a.3	Percentage of gas transmission pipelines inspected	4.2% was inspected in FY22
	Percentage of gas distribution pipelines inspected	0% of distribution pipelines were in a programmed inspection in FY22
IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	See “Environment” in this Sustainability Report.

Activity metrics

SASB code	Accounting metric	FY22 disclosure
IF-GU-000.A	Number of residential customers served	1,618,515
	Number of commercial and industrial customers served	113,077
IF-GU-000.B	Amount of natural gas delivered to residential customers (MMBtu)	101,548,832
	Amount of natural gas delivered to commercial and industrial customers (MMBtu)	47,826,876
	Amount of natural gas delivered to a third party (MMBtu)	8,364,943
IF-GU-000.C	Length of gas transmission pipelines	543.7 miles
	Length of gas distribution pipelines	32,376.7 miles

Natural Gas Sustainability Initiative (NGSI) reporting

NGSI is a voluntary, industry-wide approach for companies to calculate methane emissions intensity by segment. This consistent, transparent and comparable method for measuring and reporting methane emissions throughout the natural gas supply chain will improve the quality of information available and will help companies more effectively identify ways to reduce methane emissions and communicate progress.

CY22 distribution data

Disclosure element	Reported data	Description
Total methane emissions, GHGRP** emission factors for mains and services (MT)	17,014.46	Total distribution segment methane emissions from GHGRP and non-GHGRP facilities, calculated using GHGRP emission factors for mains and services
Total methane emissions, GHG Inventory emission factors for mains and services (MT)	10,558.80	Total distribution segment methane emissions from GHGRP and non-GHGRP facilities, calculated using GHG Inventory emission factors for mains and services
Natural gas delivered to end users, as reported (Mscf)	316,429,254.00	Total volume of natural gas delivered to end users from GHGRP facilities and non-GHGRP facilities, as reported
Natural gas delivered to end users, normalized (Mscf)	324,094,469.82	Total volume of natural gas delivered to end users from GHGRP facilities and non-GHGRP facilities, normalized
Methane content of delivered natural gas, reported (%)	93.40%	Methane content of delivered natural gas, as reported (weighted average methane content of all throughput)
NGSI methane emissions intensity, GHGRP emission factors for mains and services (%)	0.2998%	Methane emissions intensity associated with natural gas distribution using reported throughput and GHGRP emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
Normalized NGSI methane emissions intensity, GHGRP emission factors for mains and services (%)	0.2928%	Methane emissions intensity associated with natural gas distribution using normalized throughput and GHGRP emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
NGSI methane emissions intensity, GHG inventory emission factors for mains and services (%)	0.1861%	Methane emissions intensity associated with natural gas distribution using reported throughput and GHG Inventory emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
Normalized NGSI methane emissions intensity, GHG inventory emission factors for mains and services (%)	.1817%	Methane emissions intensity associated with natural gas distribution using normalized throughput and GHG Inventory emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)

**GHGRP = Greenhouse Gas Reporting Program (<https://www.epa.gov/ghgreporting>)

CY22 transmission data

Disclosure element	Reported data	Description
Total methane emissions (MT)	1,113.68	Total transmission and storage segment methane emissions from GHGRP and non-GHGRP facilities
Natural gas transported (Mscf)	96,915,000.00	Total volume of natural gas throughput from GHGRP facilities and non-GHGRP facilities
Methane content of transported natural gas (%)	93.40%	Methane content of transported natural gas (weighted average methane content of all throughput)
NGSI methane emissions intensity (%)	0.0641%	Methane emissions intensity associated with natural gas transmission and storage (methane emissions associated with natural gas transmission and storage divided by total methane throughput)

ONE Future reporting

The ONE Future Coalition is a group of more than 50 natural gas companies working together to voluntarily reduce methane emissions across the natural gas value chain to 1% (or less) by 2025 and is comprised of some of the largest natural gas production, gathering and boosting, processing, transmission and storage and distribution companies in the U.S. and represents more than 20% of the U.S. natural gas value chain. Spire's 2021 (calendar year) GHG emissions data for distribution, transmission and storage facilities are in the pages that follow.

GHGRP distribution facilities

	Alabama	Gulf	Mississippi	MO-East	MO-West
Throughput data for GHGRP facilities					
Total quantity of gas delivered to end users, Mscf/yr	102,391,383	46,129,192	2,777,558	86,091,780	76,494,044
Average CH4 content of gas, mol %	93.40%	93.40%	93.40%	93.40%	93.40%
Quantity of gas delivered to residential users, Mscf/yr	18,783,622	2,345,131	691,247	46,358,719	35,514,505
Quantity of gas delivered to commercial users, Mscf/yr	12,915,350	1,697,931	1,105,202	25,933,299	19,848,598

	Alabama	Gulf	Mississippi	MO-East	MO-West
Emissions data not included in GHGRP (for emission sources not in GHGRP)					
Miles of cast iron or unprotected steel mains with plastic liners or inserts (if not already included with miles of plastic mains)	0	0	0	0	0
Miles of copper mains	0	0	0	0.04	0
Miles of ductile iron mains	0.1	0	0	0	0
Miles of “other” mains	47.6	0	0	0	0
Number of cast iron/wrought iron services	6	0	0	0	0
Number of cast iron or unprotected steel services with plastic liners or inserts (if not already included with number of plastic services)	0	0	0	0	0
Number of ductile iron services	0	0	0	0	0
Number of “other” services	0	0	0	0	0
Total miles of pipeline (including mains <i>and</i> services)	24,181.74	4,182.00	1,203.00	16,455.00	14,755.00
Number of outdoor residential meters	426,531	84,676	15,397	492,612	521,432
Number of industrial meters	1,458	47	51	1,648	305
Number of commercial meters	32,028	4,860	2,845	44,505	36,966
Number of odorizers	96	5	28	29	81

Sector emissions and non-additive sector intensity values

Distribution

Total CH4 emissions for GHGRP facilities, tonnes CH4	12,798.97
Total weather normalized distribution sector throughput, tonnes CH4	5,689,266
Distribution sector methane intensity, %	0.225%

2025 Target = 0.44%

Non-GHGRP transmission and storage facilities

(facilities not reported to GHGRP; <25,000 tonnes CO₂e)

Spire Midstream

Throughput data for non-GHGRP facilities

Quantity of gas withdrawn from storage, Mscf	28,745,460
PHMSA volume of natural gas transported in transmission pipelines in MMscf/yr	40,426
Average CH ₄ content of gas, mol %	93.4%

Emissions data for non-GHGRP facilities

Total methane emissions from pneumatic controllers, tonnes CH ₄	12.1
Total methane emissions from blowdowns (including transmission pipeline blowdowns), tonnes CH ₄	469
Total methane emissions from storage tanks, tonnes CH ₄	0
Total methane emissions from flare stacks (not accounted for under other sources), tonnes CH ₄	0
Total methane emissions from wet seal centrifugal compressor fugitive sources, tonnes CH ₄	0
Total methane emissions from reciprocating compressor fugitive sources, tonnes CH ₄	138.5
Total methane emissions from compressor station fugitive sources, tonnes CH ₄	0
Total methane emissions from storage wellhead fugitive sources, tonnes CH ₄	21.4
Total methane emissions from storage station fugitive sources, tonnes CH ₄	42.6

Total miles of transmission pipeline	95.99
Number of storage stations	3
Total emissions from tanks at storage facilities, tonnes CH4	1.88
Fuel usage for 4-stroke lean-burn engines, Mscf/yr	115,500
Fuel usage for 4-stroke rich-burn engines, Mscf/yr	319

Non-GHGRP LNG storage facilities (facilities not reported to GHGRP; < 25,000 tonnes CO2e)

Spire LNG

Throughput data for non-GHGRP facilities

Quantity of LNG added into storage, Mscf/yr	890,885
Quantity of LNG withdrawn from storage, Mscf/yr	790,763
Average CH4 content of LNG, mol %	93.4%

Emissions data for non-GHGRP facilities

Total methane emissions from flare stacks (not accounted for under other sources), tonnes CH4	1.8
Methane emissions from centrifugal compressors, tonnes CH4	0
Methane emissions from reciprocating compressors, tonnes CH4	0.6
Total methane emissions from non-compressor fugitive sources, tonnes CH4	9.17

Sector emissions and non-additive sector intensity values

Transmission and storage methane intensity

Total CH4 emissions for GHGRP facilities, tonnes CH4	-
Total CH4 emissions for non-GHGRP facilities, tonnes CH4	1,184.7
Total sector PHMSA throughput, tonnes CH4	724,951
Sector methane intensity based on PHMSA tput, %	0.163%
Total ONE Future transmission pipeline miles	96
2021 national PHMSA miles of transmission pipeline	298,449
2020 national EIA T&S sector throughput, tonnes CH4*	548,297,404
Sector methane intensity based on miles-adjusted tput, %	0.672%

Pipeline and Hazardous Materials Safety Administration (PHMSA) reporting

PHMSA is a U.S. Department of Transportation agency. It was created under the Norman Y. Mineta Research and Special Programs Improvement Act (P.L. 108-426) of 2004. PHMSA develops and enforces regulations for the safe, reliable and environmentally sound operation of the nation's 2.6 million-mile pipeline transportation system and the nearly one million daily shipments of hazardous materials by land, sea and air. Spire reports annually to PHMSA.

2022 PHMSA–distribution

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Distribution (in miles)						
Steel-coated (Un)	337.76	0	0	0	0	337.76
Steel-coated (Pr)	4,487.14	1,043.97	78.16	3,947.43	3,390.61	12,947.31
Steel-bare (Un)	289.32	0	0	0	0	289.32
Steel-bare (Pr)	170.68	0	433.41	27.01	615.98	1,247.08
Cast iron	300.40	3.49	0	251.86	142.28	698.03
Ductile iron	0.10	0	0	0	0	0.10
Copper	0	0	0	0.04	0	0.04
Plastic PVC	0	0	0	0	0	0
Plastic PE	5,771.20	1,446.67	230.15	4,596.54	5,077.15	17,121.71
Plastic ABS	0	0	0	0	0	0
Plastic other	44.60	0	0	0	0	44.60
Other	0	0	0	0	0	0
Total	11,401.20	2,494.13	741.72	8,822.88	9,226.02	32,685.95

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Historicals						
Pre-40s	173.20	17.84	0	316.21	638.48	1,145.73
40s	222.50	18.14	0	101.72	112.90	455.26
50s	1,582.10	223.83	0	1,038.50	678.31	3,522.74
60s	1,533.20	239.73	0	1,835.10	1,616.26	5,224.29
70s	1,238.10	191.66	0	1,206.70	1,017.81	3,654.27
80s	1,273.40	219.32	0	945.18	920.65	3,358.55
90s	1,828.80	766.63	0	1,360.76	1,305.58	5,261.77
00s	1,475.90	413.55	49.84	861.35	1,147.92	3,948.56
10s	1,238.80	333.55	37.57	803.88	1,256.12	3,669.92
20s	368.10	58.22	16.98	317.82	528.76	1,289.88
Unknown	467.10	12	637.33	35.66	3.25	1,155.00
Total	11,401.20	2,494.13	741.72	8,822.88	9,226.02	32,685.95
Services						
Steel services	216,359	19,439	13,858	94,090	22,798	366,544
Copper services	1,002	0	0	47,227	0	48,229
Plastic services	290,380	79,827	7,876	482,720	495,251	1,356,054
Total services	507,741	99,266	21,734	624,037	518,049	1,770,827

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Additional PHMSA reporting						
Excess flow valves (EFV) installed (YR)	6,157	733	207	9,504	12,399	29,000
Excess flow valves (EFV) installed (Sys)	175,336	39,316	2,648	118,792	121,259	457,351
Mechanical joint failures	467	0	0	163	74	704
Unaccounted for gas	1.63%	1.26%	0.09%	2.90%	1.43%	1.46%

2022 PHMSA–transmission

	Alabama	Gulf	MO-East	MO-West	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Total
Historicals								
Pre-40s	0	0	0	0	0	0	0	0
40s	0.41	0	0	0	0	0	0	0.41
50s	7.72	0	65.11	9.96	0	0	0	82.79
60s	31.03	0	89.29	11.92	0	0	0	132.24
70s	29.31	13.72	10.61	7.75	0	16.50	0	77.89
80s	114.46	10.88	17.93	1.03	0	0	0	144.30
90s	8.20	15.01	35.13	4.47	0	0	0	62.81
00s	24.15	6.63	6.76	3.96	0	0	0	41.50
10s	2.58	2.82	2.38	1.75	18.07	1.13	65.44	94.16
20s	4.67	0	0	4.11	0	0	0	8.78
Unknown	0	0	0	0	0	0	0	0
Total	222.52	49.06	227.21	44.95	18.07	17.63	65.44	644.88

	Alabama	Gulf	MO-East	MO-West	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Total
Diameter								
< 6"	3.90	0.02	0.84	0	0	1.13	0	5.89
6" thru 10"	64.21	22.02	18.63	0.02	8.38	16.50	0	129.76
>10" thru 20"	154.31	27.02	166.04	38.01	9.59	0	65.44	460.41
>20" thru 28"	0.10	0	27.05	6.92	0.10	0	0	34.17
>28"	0	0	14.65	0	0	0	0	14.65
Total	222.52	49.06	227.21	44.95	18.07	17.63	65.44	644.88

	Alabama	Gulf	MO-East	MO-West	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Total
Class location								
Class 1 HCA	0	0	0.07	0	0	0	0.84	0.91
Class 1 MCA	0	0	0.83	0	0	0	0.50	1.33
Class 1 (not in HCA or MCA)	56.33	22.15	28.87	21.69	18.07	17.63	57.98	222.72
Class 2 HCA	2.35	0.45	0.38	0	0	0	0.24	3.42
Class 2 MCA	5.07	0	1.97	0	0	0	0	7.04
Class 2 (not in HCA or MCA)	64.04	14.31	10.99	2.70	0	0	0.23	92.27
Class 3 HCA	23.42	4.32	124.78	6.79	0	0	3.42	162.73
Class 3 MCA	24.34	1.11	33.69	0	0	0	2.07	61.20
Class 3 (not in HCA or MCA)	43.66	6.72	25.62	13.77	0	0	0.16	89.93
Class 4 HCA	1.95	0	0	0	0	0	0	1.95
Class 4 MCA	1.09	0	0	0	0	0	0	1.09
Class 4 (not in HCA or MCA)	0.27	0	0	0	0	0	0	0.27
<i>Total HCA Miles</i>	27.66	4.76	125.24	6.79	0	0	4.50	168.95
Total	222.52	49.06	227.21	44.95	18.07	17.63	65.44	644.88

	Alabama	Gulf	MO-East	MO-West	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Total
Pipe material								
Steel-coated (Un)	0	0	0	0	0	0	0	0
Steel-coated (Pr)	222.52	49.06	227.21	44.95	18.07	17.63	65.44	644.88
Steel-bare (Un)	0	0	0	0	0	0	0	0
Steel-bare (Pr)	0	0	0	0	0	0	0	0
Cast iron	0	0	0	0	0	0	0	0
Plastic	0	0	0	0	0	0	0	0
Composite	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Total	222.52	49.06	227.21	44.95	18.07	17.63	65.44	644.88

Task Force on Climate-related Financial Disclosures (TCFD)

Spire's commitment to be a carbon neutral company by midcentury is based on a strong belief that operating with sustainable business practices is part of our corporate foundation. We also understand the value of strong disclosures about our sustainability efforts. That's why Spire supports the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), which focus on consistent, comparable, clear and reliable corporate disclosures of climate-related information that would support informed decision-making and capital allocation by investors, lenders and insurance underwriters.

Governance

Role of the Board

The Board of Directors oversees risk at Spire through multiple lenses. The Board oversees the Company's enterprise risk management (ERM) program, which is focused on identifying and assessing relevant risk, prioritizing risk and understanding the interrelation between risk and strategy execution, risk monitoring and mitigation planning. The Board receives quarterly reporting from management on the variety of risks that are considered under that program, including climate-related risks.

The Board's focus on environmental risk and sustainability is also realized through the strategy committee's responsibility for oversight of the Company's commitment to carbon neutrality and the related efforts to improve sustainable business practices. The strategy committee receives regular reporting from management on the Company's environmental initiatives and progress toward targets in this area.

Role of Management

Our leadership team is responsible for day-to-day management of risk at Spire. The ERM program is the foundation for identifying and assessing risks that could impact the business. Environmental risk is largely overseen by the vice president of business and economic development and environmental commitment. That officer oversees a dedicated team of employees who are responsible for evaluating our environmental efforts and developing new initiatives. The sustainability steering committee is chaired by our chief operating officer and is responsible for oversight of this report and keeping the Board informed about progress toward initiatives. The Company is currently evaluating our sustainability oversight structure to determine how to ensure maximum accountability for this important responsibility.

Strategy

Spire strongly believes that natural gas is an essential part of the planet's sustainable energy future. The natural gas industry will be an important player to achieve a resilient energy system that can drive toward carbon neutrality or even net-zero emissions. However, climate change, and regulatory, public policy or legislative changes to address the potential for climate change could adversely affect the operations and financial results of the company. The risks of climate change on our company are described in our [2022 Form 10-K](#) and can be categorized in the following areas: policy, legal, technology, market, reputational and physical risks.

Spire has taken an active role alongside the American Gas Association to study, understand and promote the role of natural gas in achieving resilient and sustainable energy sources for the future. We have also begun to actively explore the potential of alternative energy sources, such as RNG and hydrogen, to play a role in our business. We view these opportunities as potential business growth projects that could also contribute to our environmental commitments.

Spire's emission reduction strategies include pipeline upgrades, development of a Climate Action Plan, a focus on damage prevention, purging alternatives, alternative and renewable energy sources, and energy efficiency programs. Details about how Spire seeks to reduce emissions and fulfill our climate-related commitments can be found in the "Environment" section of this report.

Metrics and targets

In 2022, we continued to make progress on our climate-related commitments. We reduced CO₂e by 6.3% compared to our 2021 baseline, and we are on target to reduce emissions by 60% by 2025 and 73% by 2035. Our metrics and targets, and progress toward those metrics and targets, can be found in this 2022 Sustainability Report.

Additional Spire reporting

Since pipelines are underground and can't be seen, it's understandable that the leading cause of damage is digging by homeowners and construction crews. Damaged pipelines can release methane into the atmosphere. Fortunately, these damages can be prevented by calling 811 before digging begins. To that end, we actively promote "Call before you dig" and the One Call and 811 systems, and work with our customers and contractors in the communities we serve to dig safely. In order to live our commitment, we have integrated our support of "Call before you dig" and the One Call and 811 systems into our damage prevention protocols as follows, we:

- Participate in and support state One Call centers, including board of directors representation
- Participate in educational workshops conducted by state One Call centers
- Participate in and support Damage Prevention Summits held by state One Call centers
- Participate in and support the National Common Ground Alliance (CGA)
- Routinely conduct educational meetings with excavators as well as internal crews to communicate One Call initiatives and expectations
- Routinely monitor excavation activities near Spire facilities
- Conduct damage investigations when a damage occurs to Spire facilities
- Monitor legislative activity and support changes to state One Call laws that promote damage prevention improvements, such as 2019 law enforcement provisions now effective in Alabama

We also track the percent of excavation damage to total leaks reported and for FY22, the focus of this sustainability report, the data is as follows:

Fiscal Year	AL	Gulf	MS	MO	Combined
2022	14.88%	17.47%	18.70%	14.16%	13.46%

Safe digging protocols are not the only way we help minimize methane emissions from our operations.

- Since 2007, we've been an active participant in the Environmental Protection Agency (EPA) Gas Star Program, and with the EPA Methane Challenge Program since its inception in 2016
- Spire has implemented aggressive pipeline and infrastructure replacement programs, leak repair strategies, deployment of a comprehensive damage prevention program, recovery of natural gas typically vented during pipeline blowdowns and replacing gas-operated regulators with those that are electrically operated. We are also taking steps to flare natural gas that would otherwise be vented when recovering the gas is not an option
- Spire has utilized technology to achieve efficient results with these measures as demonstrated by our use of innovative system design and trenchless technology in our pipeline replacement programs, robotic in-situ leak repair practices to address leaks, and advanced leak detection survey equipment to quickly identify and address leaks during system inspections