

A decorative graphic on the left side of the page features a series of overlapping, stylized arrows pointing to the right. The arrows are arranged in three horizontal rows. The top and bottom rows are light gray, while the middle row is orange. The arrows are of varying lengths and are positioned to create a sense of depth and movement.

Stepping forward

Corporate Social
Responsibility
2020 Report



A message from our CEO

After receiving national recognition when we published our first Corporate Social Responsibility report in 2019, we took another step forward last year by sharing our beliefs and commitments, while establishing how they impact every decision we make as a company. Along the way, we've been recognized by *Newsweek* two years in a row for being one of the most responsible companies in the U.S.

And then, 2020 happened—a year that found companies around the world navigating new and unforeseen challenges. And though no one could predict what we would face, we knew, without question, how to handle any challenge that came our way—by leaning into our beliefs and commitments more than ever before.

Our commitment to *our environment* remained at the forefront.

Although these were unprecedented circumstances, we kept our promise. We continued to focus on our environmental goals—making progress toward a sustainable energy future.

- In early 2020, we became one of the first natural gas companies to commit to being carbon neutral by midcentury, leading the way for others to join us in the effort to keep our planet safe
- To support that goal, we established an important, new leadership position—Head of Environmental Commitment—who will identify and help drive solutions to assist us in meeting our carbon neutrality commitment
- We're enhancing our Environment, Social and Governance (ESG) reporting efforts, joining like-minded natural gas producers, midstream operators and utilities in reporting on methane reductions through our membership in ONE Future

Our belief in giving to *our communities* continued.

We continued to support our communities throughout the pandemic—adapting to new working conditions—fueled by our commitment to serve.

- We matched new and increased customer and employee donations to DollarHelp, up to \$500,000, and raised nearly \$1.9 million to help thousands of families and small businesses struggling to pay their bills as a result of the pandemic
- Our assistance programs expanded to provide nearly \$740,000 to qualifying residential and small business customers in Alabama and Missouri
- To provide additional assistance to every community we serve across five states, we donated \$250,000 to food-relief and meal service programs
- We proactively reached out to customers in need throughout the year, hosting virtual webinars to keep everyone safe and ultimately helping families receive \$1 million in energy assistance from a variety of sources, \$300,000 more than last year

We continued focusing on *our people*, enhancing safety efforts, improving communication and taking good care of each other.

- We announced a coronavirus emergency leave policy, in addition to our standard benefits, so employees could care for their loved ones and themselves should the pandemic impact their family
- Our Facilities team cleaned hundreds of offices, buildings and vehicles to keep employees safe on the job, while

the Supply Chain team kept our field workers stocked with personal protective equipment, sanitizer, masks, cleaning supplies and more so we could serve our customers without interruption

- We implemented coronavirus-specific communications, sending out daily emails, hosting conference calls and creating a new channel on our employee intranet, which quickly became the most visited location for information

Our leadership supported using our energy for good.

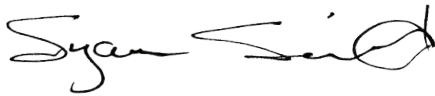
My fellow members of the Leadership Council and our Board of Directors honored our mission, supported and guided all aspects of our business—managed and oversaw risk, honored policies and provided guidance—encouraging us all to live our mission and beliefs—no matter how many obstacles a year may send our way.

In the end, we kept stepping forward.

Looking back at 2020, I'm proud of how we continue to step forward, delivering affordable, reliable and clean energy to our customers and communities every single day—all while working to create a sustainable energy future.

When we face challenges, we reveal our character. And, as we've shown in our commitment to our people, our community, and our environment—there's no limit to what our energy can do.

To the future,



Suzanne Sitherwood
President and Chief Executive Officer
Spire Inc.



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Our environment



As the energy space changes, we're changing with it, confidently stepping forward to meet our commitment to be a carbon neutral company by midcentury.

Because we believe:

- Sustainability begins with our people who strive to find energy solutions that improve customers' lives and address challenges in each community we serve
- Sustainable practices ensure that we help protect the planet while preserving long-term value for our shareholders, customers, communities and employees
- Climate change is a recognized phenomenon driven by both natural and human factors, and that strategies to mitigate adverse environmental impacts are in the interest of all our stakeholders
- A strategic and focused business approach across our company is necessary to care for the environment and sustain our growth and future

And we're committed to:

- Being a carbon neutral company by midcentury
- Continuing to reduce methane emissions from our gas utility operations, in alignment with international goals for controlling climate change, targeting a cumulative 57% reduction from 2005 levels by 2025 and a 73% total reduction by 2035, ahead of previously reported targets
- Maintaining our infrastructure replacement commitment level of 5% per year in the EPA's Natural Gas STAR Methane Challenge program
- Ongoing engagement with stakeholders, including state regulators, regional sustainability organizations, and local elected officials to understand their priorities and points of view
- Supporting sound public policy that advances technology and innovation related to minimizing greenhouse gas emissions
- Continuing to create and support customer programs and initiatives, like rebates for high-efficiency appliances and weatherization services, that lead to a reduction in greenhouse gas emissions

Here's a look at how we honored our environmental beliefs and commitments in FY20.



We're doing our part for the planet we love

We have leadership for our environmental commitment

To help ensure we're a carbon neutral company by midcentury, we appointed our first Head of Environmental Commitment. This new role is looking at every aspect of our business, collecting data to assess our overall carbon footprint and creating a plan to meet our goal.

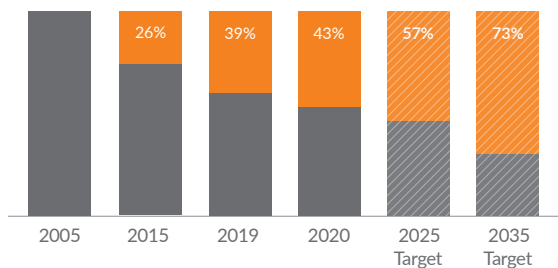
We implemented our Environmental Policy and Principles

Because we believe we all have a shared responsibility in caring for our planet, we formalized and adopted our Environmental Policy and Principles in FY20. This further solidifies our commitment to operating our business in a responsible, sustainable way.

Methane emissions show significant decline

As a result of our infrastructure upgrades program, leak repair strategy and comprehensive damage prevention awareness campaigns, we achieved a 43% reduction in methane emissions in 2020 from reported 2005 levels (5.7% reduction from reported 2019 levels) from our gas utility operations.

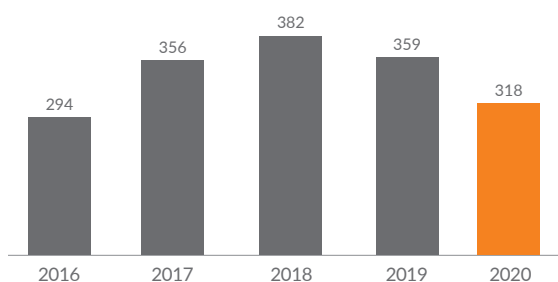
Methane emissions reduction



We invested \$300 million in infrastructure upgrades

In FY20, we continued to invest in infrastructure upgrades by replacing 318 additional miles of aging infrastructure, thereby reducing methane emissions and leaks. For more detail, see the Appendix to this report.

Miles of pipeline replaced



Our leaders impacted national policy

To advance the safety and sustainability of natural gas infrastructure throughout the nation, Spire leaders actively supported the enactment of the PIPES Act of 2020, which was signed into law in December 2020. The law requires additional safety measures and increased leak detection processes to help reduce methane emissions.

We kept sustainability in mind as we worked

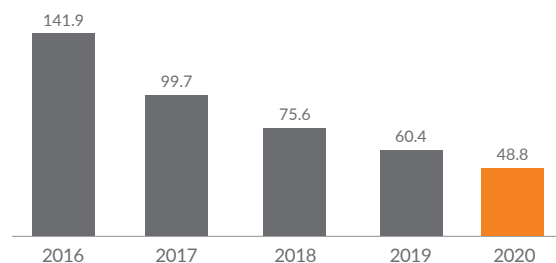
While working on our pipelines, we strive to ensure natural gas isn't unnecessarily released into the atmosphere. When safe to do so, we divert the gas into our distribution system. In rare instances, when excess gas cannot be diverted into our system, we use a flaring technique where gas is burned off instead of being released directly into the atmosphere. As technology progresses, we will explore other capture and control methods to further prevent and reduce emissions.

Leaks continued to decrease

In FY20, infrastructure replacement and upgrade efforts resulted in leaks per 1,000 system miles decreasing by 19% from FY19. This marks a 66% reduction in leaks over the last five years and another milestone in our goal to reduce methane emissions.

Leaks per 1,000 system miles

Leaks by fiscal year

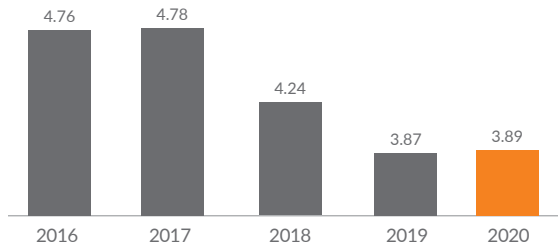


Damage rates held steady

Our pipeline damage rate—an important measure in preventing accidental methane emissions and improving the safety of our stakeholders—held steady, matching last year’s performance.

Damage rate

Incidents per 1,000 locates



Our Missouri rebates program helped lower emissions

When we provided the Environmental Protection Agency with the results of our energy efficiency program, which includes financing and rebates for high-efficiency natural gas equipment and weatherizing homes, the data showed that our Missouri customers lowered carbon emissions, producing 10,682 metric tons less CO₂e in 2020 than in 2019—that’s the equivalent of carbon produced from more than 1 million gallons of gasoline.

We measured our environmental impact

As founding members of the American Gas Association’s (AGA) Methane Challenge program, we actively support, promote and participate in several voluntary reporting initiatives, including the EPA’s Greenhouse Gas Reporting program since 2010.

We joined ONE Future

To combine our commitment to reduce methane emissions with other like-minded natural gas producers, midstream operators and utilities, we joined ONE Future—a natural gas industry coalition focused on improving the management of methane emissions across the entire natural gas value chain. The 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.



Sustainability stayed top of mind when operating our business



We’re mindful of water waste

We closely adhere to the Clean Water Act’s requirements, and we use limited water for hydrostatic testing and pipeline construction. We also repurpose water and use leading storm water management techniques as well as conduct regular audits at construction sites.



Our buildings are designed to be green

Across our footprint, we’re using the internationally recognized Leadership in Energy and Environmental Design (LEED) standards when building or renovating Spire facilities to reduce our carbon footprint. Today, we have LEED-certified office buildings in Missouri and Alabama.



Compressed natural gas fuels part of our fleet

To minimize our impact on the environment, 9% of our fleet currently runs on compressed natural gas (CNG), which, according to the EPA, can reduce carbon monoxide emissions by 90-97% when compared to diesel. To ensure our fleet has a place to refuel when needed, we also operate 14 CNG fueling stations across Alabama and Missouri.

Our communities



Laura K.
Manager, TIM, Corrosion
Control and Public Awareness

It's our greatest privilege to deliver affordable, reliable, clean energy to the 1.7 million homes and businesses we serve throughout our communities. We're committed to using our energy to benefit the places we call home.

That's why we believe:

- We must be leaders within our communities
- That exploring innovative ways to serve our customers will move us all forward
- In supporting the organizations that help our communities flourish

And why we're committed to:

- Maintaining and continuing to develop a cross-functional network of employee-led councils to guide strategy and funding decisions for Spire's ongoing community support
- Ensuring every employee has the tools and resources they need to support local community causes and organizations
- Encouraging volunteerism through our companywide Spire Serves program
- Helping grow local and state economies in the regions we serve by supporting local businesses and helping attract new businesses by providing energy solutions that are safe, affordable and essential for economic growth
- Meeting our customers' evolving needs by advancing operational improvements, technology upgrades and innovative thinking
- Strategically funding organizations and causes that have a significant, positive and lasting impact in the communities we serve

Here's a look at how we honored our community beliefs and commitments in FY20.



When our communities needed us most, we stepped forward

A global pandemic inspired new programs

As the coronavirus pandemic spread throughout the nation, we stopped and asked ourselves, “How can we help our communities right now?” And that’s exactly what we did.

We raised \$1.9 million for those impacted

We matched nearly \$500,000 in new and increased customer and employee donations to DollarHelp, and helped raise nearly \$1.9 million to help thousands of families and small businesses struggling to pay their bills as a result of the pandemic.

Qualifying customers received \$740,000

To help those struggling from the coronavirus pandemic, we expanded our assistance programs, providing nearly \$740,000 to qualifying residential and small business customers in Alabama and Missouri.

We donated \$250,000 to help feed our communities

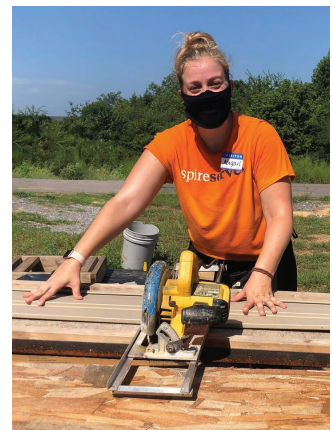
To provide additional assistance to every community we serve across five states, we donated \$250,000 to food-relief and meal service programs

98.5% of appointments were on time

We continued to be there for our customers, even during the pandemic, maintaining a high appointment attainment rate across the regions we serve. And by transforming how we work, we’re now able to offer two-hour appointment windows in nearly all the regions we serve.

We donated laptops to students

At the beginning of the pandemic, we recognized a need within our communities and identified schools in limited-income areas that needed laptops to allow students to learn in remote settings. Members of Spire’s ITS team led the effort in identifying 150 laptops to be donated and readying that equipment for student use by resetting each to factory defaults.



Our goal is always to advance the communities we serve



We continue to support tomorrow's workforce

In partnership with Ranken Technical College in Missouri, we're giving Spire co-op students the experience they need to succeed as highly skilled, natural gas technicians. After graduating, high-performing students have the opportunity for full-time jobs at Spire.



We've matched 1,200 employee gifts

Since the launch of our Spire Serves program, nearly \$360,000 of donations have been matched and sent to organizations employees care about most.



We invested \$5.9 million in our communities

For decades, we've helped advance the communities we serve. This year, our community support totaled nearly \$6 million in the areas of health and human services, civic and community development, education, environmental sustainability and disaster relief.



Future scientists gained a place to explore

With a \$150,000 grant to The Magic House in St. Louis, Mo., we invested in the next generation of scientists through a brand-new science lab.



Our virtual United Way campaign raised \$1.2 million

Without the rallies and in-person events due to the coronavirus pandemic, we still matched last year's United Way campaign fundraising goal and beat United Way's expressed expectations of our virtual campaign.



900 trees purchased and planted

Through a Spire grant, Forest Releaf of Missouri was able to purchase, deliver and plant 900 trees to Missouri communities, including areas of Kansas City and Joplin, that were impacted by construction work and severe weather. Those 900 trees helped offset the carbon produced from 245,000 gallons of gasoline.

We plan to continue supporting organizations and initiatives that help us meet our commitment to be a carbon neutral company by midcentury.



More families assisted than ever before

In an effort to make sure every family who needed help paying their energy bill received it, we proactively reached out to customers in need throughout the year, ultimately helping families receive \$1 million in energy assistance from a variety of sources, \$300,000 more than last year.



100 teddy bears brought countless smiles

To reduce fear and create smiles, Children's of Alabama provides a Child Life program where children can perform treatments, similar to those they're receiving, to their teddy bears. Spire donated 100 teddy bears, as well as \$15,000 in support of the program.



Employees logged over 5,000+ volunteer hours

Even in the middle of the pandemic, employees came together virtually or while social distancing to help the organizations they support, with nearly 1,000 Spire employees volunteering in FY20.

Our people

Vernita R.
Coach, Customer Experience

The strength of our energy comes not only from natural gas, but from the 3,600 employees who dedicate their time, talent and passion to serving our customers every day.

So, we consider it our responsibility and privilege to create an inclusive environment where every idea, background and perspective is welcomed and embraced.

That's why we believe:

- The safety and well-being of Spire employees is one of our greatest responsibilities
- In the development and advancement of current and future employees
- That our diverse workforce drives innovation
- In engaging with our employees to live into our company's mission

And why we're committed to:

- Enhancing the health and well-being of our employees by continuing to provide comprehensive plans that focus on the physical, emotional and financial health of every employee
- Helping current and prospective employees grow by providing education and training resources that include easy-to-access learning systems, as well as internship and enhanced co-op opportunities
- Honoring our value of inclusion by actively seeking out and onboarding a diverse group of employees that reflect those we serve in our communities
- Achieving high levels of employee engagement by establishing a performance objective for leadership accountability, encouraging our leaders to be the best they can be
- Creating an even more diverse and inclusive work environment by committing to and working to achieve the goals of the CEO Action for Diversity & Inclusion Pledge
- Providing employees with the resources they need to fully understand and respect human rights

Here's a look at how we honored these beliefs and commitments in FY20.

We took good care of each other

We quickly took action in the pandemic

We got to work implementing a cross-functional incident support team to discuss how to keep delivering essential energy in a way that's safe for our employees and customers.

Our field workers adapted quickly

With a close eye on all Centers for Disease Control guidelines and quick support from supply chain, we provided all field workers with personal protective equipment as well as antibacterial soap and sanitizer, allowing us to keep serving our customers without interruption.

Those who could work from home did so

In the first days of the pandemic, we instituted a flexible work-from-home policy so that all employees who could work remotely did so to keep themselves and those around them safe.

Coronavirus-specific leave was implemented

As the pandemic began impacting our communities and employees, we quickly implemented a coronavirus emergency leave policy, in addition to our standard benefits, for employees to take care of themselves and their loved ones should the pandemic impact their family.

All employees were kept in the loop

With employees working from their trucks, home offices and Spire facilities, we amped up our communications efforts, creating new ways for employees to receive pandemic-related information along with sending daily communications containing pandemic and company-related news to those who lead people.



Dwayne D., General Fitting

Technology helped us stay connected

Though we had to adapt quickly, we still made it a priority to connect with each other, hosting our annual leadership retreat virtually and encouraging teams to use technology to continue training programs and to take the time to gather, connect and celebrate each other.

77% of employees shared their voices

Though we were told by our partnering agency, Quantum Workplace, to expect a 4-7% drop in our annual culture study participation rate because of the pandemic, our numbers actually improved with 77% of employees sharing their voices —up 3% from last year.

Employees engaged in our virtual Champions program

Natural gas is key to a sustainable energy future, and we're committed to sharing that message. So, we partnered with a market research firm to clearly define the facts that have the greatest impact when sharing the value of natural gas with others. Then, we created a microsite, interactive games, videos, rallies, training camp and a follow-up class series so employees could learn the facts, get comfortable using them and serve as champions for natural gas. To date, nearly 1,200 employees have taken part in the Champions program.

Steve L., Executive Vice President, Chief Operating Officer

Diverse perspectives are included and embraced

We formalized and adopted our Human Rights Policy

Businesses play a critical role in positively impacting and protecting human rights. So, in FY20, we clearly presented our views with our own policy that highlights everything from valuing diversity, to ensuring fair pay and clearly defining our expectations for how we treat one another.

Talent acquisition is focused on diversity

New enhancements to our system allow us to track and ensure that open positions are applied for by a diverse group of candidates, helping us see gaps in our talent pool and pursue minority representation for open positions.

Partnerships attract diverse talent

To help ensure we're developing, attracting and hiring inclusively, we've partnered with Stillman College in Alabama and Harris-Stowe State University in Missouri. Currently, we have and are continuing to build recruiting relationships with the Urban League of Metropolitan St. Louis, Hispanic Interest Coalition of Alabama, Hispanic Chamber in Kansas City, Alabama State, Lawson State, Miles College, NSBE North Alabama and the University of Alabama.

We lean into workforce development

Through our partnership with St. Louis County's Special School District (SSD), we teamed up with North County and South County Technical High Schools to develop a comprehensive career discovery program that offers full-credit courses for careers in energy, specifically the skilled trade positions. To honor this successful pilot program, Spire won SSD's Special Ambassador Award this year. In addition, Spire has been piloting a co-op program in Missouri in partnership with Ranken Technical College. After graduating and hiring a second round of students this year, Spire is making plans to replicate this model in other geographies where we provide natural gas service.

Spire's CEO is fulfilling a promise

Expanding on our existing commitment to create an inclusive culture in the workplace, we're developing a comprehensive inclusion strategy set to roll out in FY21, further fulfilling the promise Spire's president and CEO made to foster a more diverse and inclusive workforce, as committed to when signing the CEO Action for Diversity and Inclusion pledge.

We value and support our Guard and Reservists

We received The Employer Support of the Guard and Reserve (ESGR) Pro Patria Award. The award—the most distinguished honor bestowed by ESGR's State Committee—recognizes Spire's extraordinary support for National Guard and Reserve employees. As the leading Missouri nominee for the U.S. Secretary of Defense's Freedom Award, we also received a 'Freedom Award Certificate.'

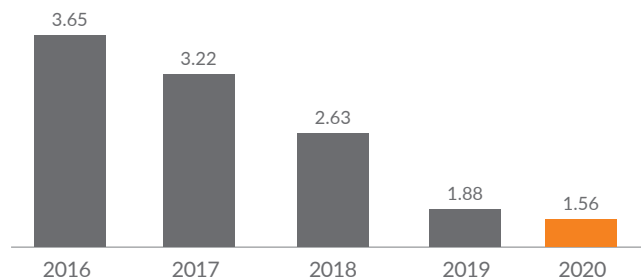
Safety remained a primary focus in FY20

Employee injuries declined

We remain focused on our goal of every employee returning home safely at the end of the day. Once again, we had fewer injuries on the job in FY20, marking a 17% improvement over FY19, holding up our commitment to safety as a value.

OSHA DART rate

Number of recordable injuries or illnesses per 100 employees by fiscal year that resulted in days away from work, restricted duty or transfer of duties



Employees received preparedness training

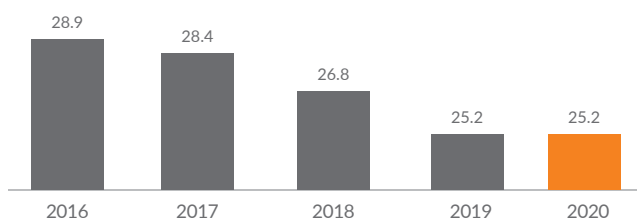
To help all employees stay aware and alert, we released new emergency preparedness training, focusing on cyber security, staying alert, deescalating situations and knowing what to do should workplace violence occur.

We continued to respond to leaks quickly

Our 25-minute leak response time held steady in FY20, demonstrating that our commitment to operating safely and efficiently remains strong.

Average leak response time

Minutes by fiscal year



Our leadership



Joe H.
President, Spire Alabama,
Gulf Coast and Mississippi

Creating value for our employees, communities and shareholders while ensuring we are operating with integrity and with environmental sustainability in mind continues to be a main focus for leadership at Spire.

That's why we believe:

- That proper corporate governance and robust disclosure are foundational to ensuring the company preserves long-term value and sustainability for our employees, customers, communities, shareholders, strategic partners and the environment
- That diversity of ethnicity, race, socioeconomic status, gender, nationality, language, religion, sexual orientation and other factors across the company, from frontline employees to the board, adds value for all stakeholders

And why we're committed to:

- Having the board's corporate governance committee oversee the development of our annual Corporate Social Responsibility report
- Having the board's compensation and human resources, corporate governance and strategy committees oversee our progress toward achieving our environmental, social and governance goals and targets
- Annually delivering a report on our sustainability strategy, goals and progress to the board of directors and disclosing this information publicly when appropriate
- Continuing to enhance our transparency, disclosures and communications on environmental, social and governance matters
- Maintaining a board that reflects diverse backgrounds, experiences, expertise, skill sets and viewpoints, as well as diversity of age, gender, nationality, race and ethnicity

Here's a look at how we honored our beliefs and commitments to Our leadership in FY20.



Spire's leaders believe in using energy for good

Our board of directors and executive team support our mission

In order to be an effective corporate citizen, it's essential to have a supportive board of directors and executive leadership team who shares in the belief that energy exists to help people.

At Spire, we have both, and they oversee, support and guide our efforts to act responsibly in all aspects of our business and to completely and timely disclose the results of our efforts. Our executive leadership team also supports and guides our Corporate Social Responsibility (CSR) program.

We're committed to leading responsibly

At Spire, we understand the importance of having strong leaders in key areas for the company to succeed. That is why earlier this year, we appointed our first-ever head of environmental commitment to coordinate our multiple environmental efforts. We continue to have individual leaders who are responsible for coordinating our people, community and governance efforts, as well.

We carefully manage and oversee risk

Our board of directors, 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 environmental, social and governance risks.

Leaders throughout the company elevate environmental, social and governance issues to the leadership council, who, in turn, elevates them to the board and its committees. Monthly, the board chair meets with members of the leadership council and others to receive updates on key issues.

Oversight responsibilities are regularly performed

The board performs some of its oversight responsibilities directly, while much of this work is performed through the board's standing committees—audit, compensation, corporate governance and strategy. Each committee is governed by a charter that describes its responsibilities.

Annually, our board chair leads a process by which the performance of the board, each committee and each director is evaluated, and the board reviews the results and determines whether the board possesses the appropriate skills and experience.

The board is also engaged in long-term, strategic succession planning through which it intends to maintain its robust diversity as current members leave the board and new members are added in the coming years.

Guidance is provided

The leadership council meets multiple times each month to provide business units with guidance, direction and feedback, and to ensure alignment of programs and initiatives with the overall strategy and vision for the company. The board and the leadership council work together to set the ethical tone for the company.

Policies are honored

Annually, each director, leadership council member and employee is asked to review and agree to the conflict of interest policy and code of conduct as well as identify any potential conflicts. All concerns and issues are investigated and addressed under the supervision of the chief compliance officer.

The CSR report is approved by multiple levels of leadership

This report was prepared by the CSR report steering committee and reviewed and approved by the CSR council. The CSR council establishes market budgets and key community partners. The CSR council meets quarterly to monitor the CSR strategy and implementation.

This report was also approved by the leadership council and the corporate governance committee of the board of directors, which oversees the production of the report on behalf of the board. Please refer to Spire's 2020 Proxy Statement for additional information on our leadership and governance practices.



We stay engaged at local and national levels

Industry leadership is key to our success

Spire has a long history of engagement and leadership in the natural gas industry. We believe it's important to participate in industry organizations to stay up to date on industry trends and to help lead the way forward as the industry adapts and changes.

Among the many organizations in which Spire participates and plays key leadership roles are the American Gas Association, ONE Future Coalition, Gas Technology Institute, Midwest Energy Association and Southern Gas Association.

Community leadership remains a top priority

We also seek meaningful leadership and community engagement roles in every community we serve. We invest in key nonprofit partners through the participation of Spire leaders on local, regional and national boards.

And, when strategically aligned with our company's strategy and objectives, we often follow that investment of time with the investment of dollars. Currently, our top 100 leaders serve on more than 150 industry-related, nonprofit business and community boards. A few examples of our leadership roles include:

ALLIANCESTL an initiative of Greater St. Louis, Inc.

AllianceSTL is the business-attraction initiative of Greater St. Louis, Inc., that promotes the competitive advantages of locating and investing within the St. Louis metropolitan area. Spire was one of the founding members of this group.



As a sponsor of the Government & Economic Development Institute, Spire supports the institute in promoting effective government policy and management, civic engagement, economic prosperity and improved quality of life for the State of Alabama and its communities.



The Birmingham Business Alliance seeks to enhance the quality of life for citizens in the Birmingham region. As the lead economic development organization for the region, the alliance's efforts in economic development, public policy, workforce development and image enhancement all work toward a better Birmingham.

This group strives to create a unified forum for business and community leaders, cultivate a 21st century workforce and celebrate a thriving region where innovation, progress and growth are commonplace.

THE CIVIC COUNCIL OF GREATER KANSAS CITY

The Civic Council of Greater Kansas City envisions a regional community characterized by business and civic leadership that is undaunted by local and global challenges.

This community proactively supports innovation and economic competitiveness, a well-educated citizenry, attractive and well-maintained public spaces, cultural and recreational amenities, a healthy environment, universal mobility and connectivity, and effective regional governance and decision making.



The Economic Development Partnership of Alabama is a private, nonprofit organization funded by more than 60 Alabama companies that works to attract, retain and grow jobs in Alabama, while encouraging innovation through its Alabama Launchpad program, which helps early-stage companies start, stay and grow in the state.

The partnership's unique structure allows it to work closely with state, regional, corporate and local organizations to collaboratively contribute to Alabama's economic development success.

GREATER ST. LOUIS INC.

Greater St. Louis Inc., formed on January 1, 2021 through a merger of several civic leadership organizations, brings together business and civic leaders to create jobs, expand inclusive economic growth and improve St. Louis' global competitiveness.

The organization is dedicated to the St. Louis region's growth and prosperity as a global metropolitan region that expands economic opportunity for all. Through the organization, corporate and community leaders speak with a unified voice, lead with a bold agenda and act as one metropolitan region anchored by a vibrant urban core.



Made up of Missouri leaders supporting economic development, the Hawthorn foundation's members are from every region of the state, working together to provide critical administrative work to the state government for economic development and supporting a variety of initiatives including grants, studies, conferences and trade-related events.



This private, nonprofit organization represents the economic interests of the entire two-state, Greater Kansas City region of 2.5 million.



To organize strategies to draw down greenhouse gases and improve the Kansas City area's climate resilience, the steering committee, in partnership with more than 100 elected officials, developed a Climate Action Playbook to help area communities evaluate and implement climate policies and strategies.



For businesses seeking to expand or relocate, Missouri Partnership provides vital information and support about all Missouri has to offer throughout their site selection process.



Charged with promoting the area through business and commercial commerce, the chamber's mission is to serve as a progressive advocate for business needs to promote the Mobile area's economic well-being.



Montgomery Chamber

The Montgomery Area Chamber of Commerce is a fully integrated economic development organization, dedicated to both job creation and job preservation to help grow the River Region's economy, and increase the quality of life for all.



The Regional Business Council is composed of 100 CEOs representing some of the St. Louis region's largest employers that prioritize civic and philanthropic involvement within their companies. Collectively, members leverage their corporate involvement and investment to act on high-impact business, civic and philanthropic affairs.

Global Reporting Initiative (GRI) index

In preparing this report and the content of the index, 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 has been prepared in accordance with the GRI Standards: Core option.

General disclosures

GRI #	GRI standard title	Disclosure title	Response/location																														
102-1	General disclosures	Name of the organization	Spire Inc.																														
102-2	General disclosures	Activities, brands, products and services	Spire Corporate Social Responsibility Report: Our company Spire 2020 Form 10-K: PART I, Item 1 – Business Spire Inc. 2020 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 2020 Form 10-K: Item 1 – Business																														
102-6	General disclosures	Markets served	Spire Corporate Social Responsibility Report: Our company Spire's Service Area Spire 2020 Form 10-K: Item 1 – Business																														
102-7	General disclosures	Scale of the organization	Spire Corporate Social Responsibility Report: Our company Spire 2020 Form 10-K: Item 1 – Business																														
102-8	General disclosures	Information on employees and other workers	<table border="1"> <tbody> <tr> <td>Exempt employees</td> <td>34%</td> </tr> <tr> <td>Non-exempt employees</td> <td>66%</td> </tr> <tr> <td>Employees covered by Bargaining Agreement</td> <td>55.42%</td> </tr> <tr> <td>Employees by generation</td> <td></td> </tr> <tr> <td>Baby boomers</td> <td>17.92%</td> </tr> <tr> <td>Gen xers</td> <td>38.78%</td> </tr> <tr> <td>Millennials</td> <td>37.94%</td> </tr> <tr> <td>Gen zers</td> <td></td> </tr> <tr> <td>Employees by tenure</td> <td></td> </tr> <tr> <td>0–5 years</td> <td>39.84%</td> </tr> <tr> <td>6–10 years</td> <td>16.05%</td> </tr> <tr> <td>11–15 years</td> <td>11.86%</td> </tr> <tr> <td>16–20 years</td> <td>9.69%</td> </tr> <tr> <td>21–25 years</td> <td>6.84%</td> </tr> <tr> <td>26+ years</td> <td>15.72%</td> </tr> </tbody> </table>	Exempt employees	34%	Non-exempt employees	66%	Employees covered by Bargaining Agreement	55.42%	Employees by generation		Baby boomers	17.92%	Gen xers	38.78%	Millennials	37.94%	Gen zers		Employees by tenure		0–5 years	39.84%	6–10 years	16.05%	11–15 years	11.86%	16–20 years	9.69%	21–25 years	6.84%	26+ years	15.72%
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26+ years	15.72%																																
102-9	General disclosures	Supply Chain: 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	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 (AP)— supports the overall organization, in collaboration with internal customers including operations, stakeholders, department heads and external customers including suppliers and service providers, by processing 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.																														

GRI #	GRI standard title	Disclosure title	Response/location
102-10	General disclosures	Supply Chain: 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 2020 Form 10-K: Item 1A – Risk Factors Spire Corporate Social Responsibility Report: Our environment Spire Committee Charters (Audit and Governance)
102-12	General disclosures	External initiatives	Spire Corporate Social Responsibility Report: Our environment, Our leadership, Appendix – Membership and charters
102-13	General disclosures	Membership of associations	Spire Corporate Social Responsibility Report: Our leadership Spire Corporate Social Responsibility Report: Appendix
102-14	General disclosures	Statement from senior decision-maker	Spire Corporate Social Responsibility Report: Letter from the CEO
102-15	General disclosures	Key impacts, risks, and opportunities	Spire 2020 Form 10-K: PART I, Item 1A—Risk Factors Spire 2020 Form 10-K: PART II, Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations
102-16	General disclosures	Values, principles, standards, and norms of behavior	Spire Corporate Social Responsibility Report: Our people Spire Careers
102-17	General disclosures	Mechanisms for advice and concerns about ethics	Spire Code of Conduct Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or SpireEnergy.ethicspoint.com Spire Inc. 2020 Proxy Statement: Correspondence with the Board
102-18	General disclosures	Governance structure	Spire 2020 Proxy Statement: Governance Spire 2020 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance
102-19	General disclosures	Delegating authority	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents
102-20	General disclosures	Executive-level responsibility for economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership
102-21	General disclosures	Consulting stakeholders on economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents

GRI #	GRI standard title	Disclosure title	Response/location
102-22	General disclosures	Composition of the highest governance body and its committees	Spire 2020 Proxy Statement
102-23	General disclosures	Chair of the highest governance body	Edward L. Glotzbach Spire 2020 Proxy Statement
102-24	General disclosures	Nominating and selecting the highest governance body	Spire 2020 Proxy Statement Spire Governance Documents
102-25	General disclosures	Conflicts of interest	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
102-26	General disclosures	Role of highest governance body in setting purpose, values and strategy	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents
102-27	General disclosures	Collective knowledge of highest governance body	Periodically, senior management provide the Board of Directors with white papers and published articles on economic, environmental and social topics that impact the natural gas industry in general and the company's utility and gas-related businesses. In connection with the company's quarterly Board and committee meetings, management provides and discusses educational materials on these topics with various committees of the Board. 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 2020 Proxy Statement
102-29	General disclosures	Identifying and managing economic, environmental and social impacts	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit) Spire 2020 Form 10-K: Item 1A – Risk Factors Spire 2020 Form 10-K: Item 7 – Management's Discussion and Analysis of Financial Condition and Results of Operations
102-30	General disclosures	Effectiveness of risk management processes	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit) Spire 2020 Form 10-K: Item 1A – Risk Factors
102-31	General disclosures	Review of economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit)
102-32	General disclosures	Highest governance body's role in sustainability reporting	The Spire Corporate Social Responsibility Report is reviewed by Spire's leadership council and approved by the Corporate Governance Committee of the board of directors.
102-33	General disclosures	Communicating critical concerns	Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or SpireEnergy.Ethicspoint.com Spire 2020 Proxy Statement: Correspondence with the Board
102-34	General disclosures	Nature and total number of critical concerns	There were no critical concerns reported to the Board of Directors or Leadership Council.
102-35	General disclosures	Remuneration policies	Spire 2020 Proxy Statement, Director's Compensation Executive Compensation

GRI #	GRI standard title	Disclosure title	Response/location
102-36	General disclosures	Process for determining remuneration	Spire 2020 Proxy Statement, Director's Compensation Executive Compensation
102-37	General disclosures	Stakeholders' involvement in remuneration	Annually, the company in its proxy statement requests shareholder 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 8-K Current Report filed with the SEC on January 31, 2020.
102-38	General disclosures	Annual total compensation ratio	Spire 2020 Proxy Statement
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 estimated to be 47 to 1 for fiscal 2020.
102-40	General disclosures	List of stakeholder groups	Spire Corporate Social Responsibility Report: Our communities, Appendix – Memberships and charters
102-41	General disclosures	Collective bargaining agreements	Spire Corporate Social Responsibility Report: Our people Spire 2020 Form 10-K: Item 1 – Business
102-42	General disclosures	Identifying and selecting stakeholders	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 outreach, the investment community through quarterly earnings calls open to the public, and employees through an annual culture survey open to all employees. Spire also participates in social media platforms and encourages the public to follow the company and engage with us.
102-43	General disclosures	Approach to stakeholder engagement	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 outreach, the investment community through quarterly earnings calls open to the public, and employees through an annual culture survey 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.
102-44	General disclosures	Key topics and concerns raised (stakeholder engagement)	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.
102-45	General disclosures	Entities included in the consolidated financial statements	Spire 2020 Form 10-K: Item 1 – Business

GRI #	GRI standard title	Disclosure title	Response/location
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. We then reviewed the Standards for which data was not readily available and prioritized them as to which ones we would gather data and information to report. Our analysis and prioritization effort considered which Standards would benefit the most stakeholders, which Standards most closely aligned with evidencing the company's long-term sustainability, how material the particular Standard was to exhibiting the economic, environmental and social sustainability of our business operations, and how completely we could report on the Standard based on the available data. At each step of the way, the content team robustly discussed whether we were spending our resources to gather and report on the most impactful data and information. As we entered our second year of issuing a CSR report, the content team undertook the same exercise to evaluate Standards that we had not reported on during our first report.</p> <p>Additionally, the content team has reviewed the narrative of our CSR report and attempted to ensure that the narrative combined with the GRI framework tells an accurate and complete (considering available resources) of Spire's sustainability. We focus on four key quadrants: Environment, Communities, People and Governance. In each quadrant, we are focused on providing additional and more complete disclosures with each year's report. We are also using the narrative to address the input from stakeholders who have requested particular information be disclosed that does not fit within the GRI framework.</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 four quadrants. 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
102-48	General disclosures	Restatements of information	This is Spire's third CSR report.
102-49	General disclosures	Changes in reporting	This is Spire's third CSR report.
102-50	General disclosures	Reporting period	Fiscal Year 2020 (Oct. 1, 2019-Sept. 30, 2020)
102-51	General disclosures	Date of most recent report	This is Spire's third CSR report, published May 2021.
102-52	General disclosures	Reporting cycle	Spire's intent is to publish a CSR report annually. The content of this report reflects FY20 activities and forward-looking statements.

GRI #	GRI standard title	Disclosure title	Response/location
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	This index
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 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 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 (works in the field, 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 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.

GRI #	GRI standard title	Disclosure title	Response/location
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 mid-century. As part of this effort, we will be focusing on developing a plan to reduce Spire’s GHG emissions throughout its business operations and working to execute this plan.</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-pronged 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

GRI #	GRI standard title	Disclosure title	Response/location
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 Corporate Governance Committee of the Board oversees the Corporate Social Responsibility report and the commitments made therein, including those regarding greenhouse gas and methane emissions. The strategies and tactics that are now being, and those that will be in the future, employed by management to achieve the targets and goals and to fulfill the commitments are subject to the oversight of the Board. Several committees of the Board are directly overseeing the goals, targets and metrics in the above areas to ensure that management is setting appropriate goals and targets and that progress is being made toward achieving them at a proper pace.</p> <p>As a value, safety is discussed with the Board or one of its committees at every meeting, and the Board oversees the annual incentive plan safety metrics and certifies the performance based on statistics provided by management annually.</p> <p>With regard to employee sustainability, performance in that area ties directly to company culture, customer satisfaction, and operational and financial results. The Compensation and Human Resources Committee and Board receives periodic reports on culture and customer satisfaction and receives monthly operational and financial performance updates.</p>

Economic indicators

GRI #	GRI standard title	Disclosure title	Response/location																		
201-1	Economic performance	Direct economic value generated and distributed	Spire Corporate Social Responsibility Report: Our company Spire 2020 Form 10-K: Part II																		
201-2	Economic performance	Financial implications and other risks and opportunities due to climate change	Spire 2020 Form 10-K: Item 1A – Risk Factors Spire 2020 Form 10-K: Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations																		
201-3	Economic performance	Defined benefit plan obligations and other retirement plans	Spire 2020 Form 10-K: PART II, Item 8—Financial Statements and Supplementary Data																		
201-4	Economic performance	Financial assistance received from government	During 2020, Spire received tax credits through its investments in community improvement partnerships. Spire has federal tax credits of \$932,132 and state tax credits of \$1,908,551 as of September 30, 2020, 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 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</th> <th>Gulf</th> <th>MS</th> <th>MO-E</th> <th>MO-W</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>2.39</td> <td>2.89</td> <td>2.78</td> <td>1.74</td> <td>2.06</td> </tr> <tr> <td>Female</td> <td>2.39</td> <td>2.48</td> <td>2.45</td> <td>1.74</td> <td>2.06</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	Male	2.39	2.89	2.78	1.74	2.06	Female	2.39	2.48	2.45	1.74	2.06
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GRI #	GRI standard title	Disclosure title	Response/location
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	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 Corporate Social Responsibility Report: Our communities, Our leadership, Our environment
203-2	Economic performance	Significant indirect economic impacts	Spire Corporate Social Responsibility Report: Our communities, Our leadership, Our environment
204-1	Economic performance	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	Economic performance	Operations assessed for risks related to corruption	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
205-2	Economic performance	Communication and training about anti-corruption policies and procedures	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
205-3	Economic performance	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified.
206-1	Economic performance	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Spire 2020 Form 10-K: Part I, Item 3 – Legal Proceedings

Environmental indicators

GRI #	GRI standard title	Disclosure title	Response/location																																																																											
301-3	Materials	Reclaimed products and their packaging materials	For planning purposes, research is ongoing regarding Renewal Natural Gas (RNG). Spire has a strong commitment to pursuing the integration of this technology into its product portfolio. We have studied relevant white papers and attended webinars, seminars, and conferences. Further research will be done into the logistics of potential projects and proximity to the Spire's current system capable of accepting the RNG load contribution, including Regulatory considerations.																																																																											
302-1	Energy	Energy consumption within the organization	<p>Building Energy Usage (kBTU)</p> <table border="1"> <thead> <tr> <th>Fiscal 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>36,751,677</td> <td>21,818,301</td> <td>1,726,403</td> <td>46,112,297</td> <td>NA</td> <td>NA</td> <td>106,408,677</td> </tr> <tr> <td>2018</td> <td>33,432,313</td> <td>19,907,164</td> <td>1,620,539</td> <td>54,306,452</td> <td>NA</td> <td>NA</td> <td>109,266,468</td> </tr> <tr> <td>2019</td> <td>38,326,223</td> <td>21,658,614</td> <td>1,629,317</td> <td>60,285,005</td> <td>626,166</td> <td>NA</td> <td>122,525,324</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>115,165,707</td> </tr> </tbody> </table> <p>*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</p> <p>Weather Normalized Building Energy Usage (kBTU/DD)</p> <table border="1"> <thead> <tr> <th>Fiscal 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>9,151</td> <td>5,902</td> <td>469</td> <td>8,465</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2018</td> <td>6,631</td> <td>4,430</td> <td>342</td> <td>7,953</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2019</td> <td>7,694</td> <td>4,776</td> <td>360</td> <td>8,832</td> <td>NA</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>NA</td> <td>NA</td> </tr> </tbody> </table> <p>*There is no gas meter for the Spire Marketing office in Houston</p>	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	Combined	2017	36,751,677	21,818,301	1,726,403	46,112,297	NA	NA	106,408,677	2018	33,432,313	19,907,164	1,620,539	54,306,452	NA	NA	109,266,468	2019	38,326,223	21,658,614	1,629,317	60,285,005	626,166	NA	122,525,324	2020	32,123,672	22,731,547	1,646,605	58,052,812	611,070	NA	115,165,707	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	2017	9,151	5,902	469	8,465	NA	NA	2018	6,631	4,430	342	7,953	NA	NA	2019	7,694	4,776	360	8,832	NA	NA	2020	7,343	5,775	402	9,368	NA	NA
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2020	7,343	5,775	402	9,368	NA	NA																																																																								
302-2	Energy	Energy consumption outside of the organization	Spire is currently monitoring energy consumption outside of the organization for a future report out.																																																																											
302-3	Energy	Energy intensity	<p>Building Energy Intensity (kBTU/Ft2)</p> <table border="1"> <thead> <tr> <th>Fiscal 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>101.62</td> <td>227.38</td> <td>53.58</td> <td>71.67</td> <td>NA</td> <td>NA</td> <td>93.90</td> </tr> <tr> <td>2018</td> <td>92.45</td> <td>207.46</td> <td>50.30</td> <td>84.40</td> <td>NA</td> <td>NA</td> <td>96.42</td> </tr> <tr> <td>2019</td> <td>105.98</td> <td>225.72</td> <td>50.57</td> <td>93.25</td> <td>48.32</td> <td>NA</td> <td>106.61</td> </tr> <tr> <td>2020</td> <td>84.32</td> <td>236.90</td> <td>51.11</td> <td>88.07</td> <td>47.15</td> <td>NA</td> <td>97.49</td> </tr> </tbody> </table> <p>*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</p> <p>Weather Normalized Building Energy Usage (kBTU/DD/1000 Ft2)</p> <table border="1"> <thead> <tr> <th>Fiscal 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>25.30</td> <td>61.50</td> <td>14.54</td> <td>13.21</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2018</td> <td>18.34</td> <td>46.16</td> <td>10.62</td> <td>12.42</td> <td>NA</td> <td>NA</td> </tr> <tr> <td>2019</td> <td>21.28</td> <td>49.77</td> <td>11.18</td> <td>13.77</td> <td>10.23</td> <td>NA</td> </tr> <tr> <td>2020</td> <td>19.27</td> <td>60.19</td> <td>12.48</td> <td>14.21</td> <td>10.14</td> <td>NA</td> </tr> </tbody> </table> <p>*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</p>	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	Combined	2017	101.62	227.38	53.58	71.67	NA	NA	93.90	2018	92.45	207.46	50.30	84.40	NA	NA	96.42	2019	105.98	225.72	50.57	93.25	48.32	NA	106.61	2020	84.32	236.90	51.11	88.07	47.15	NA	97.49	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	2017	25.30	61.50	14.54	13.21	NA	NA	2018	18.34	46.16	10.62	12.42	NA	NA	2019	21.28	49.77	11.18	13.77	10.23	NA	2020	19.27	60.19	12.48	14.21	10.14	NA
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GRI #	GRI standard title	Disclosure title	Response/location
302-4	Energy	Reduction of energy consumption	Energy usage at all Spire facilities were similar to usage reported for FY19.
302-5	Energy	Reductions in energy requirements of products and services	Spire is currently monitoring for a future report out.
303-1	Water and effluents	Water withdrawal by source	Spire monitors water usage by tracking monthly water utility information of company facilities. Likewise, Spire's asset management program is currently being modified to track water use not associated with a facility, such as for hydrostatic testing events.
303-2	Water and effluents	Water sources significantly affected by withdrawal of water	Spire does not significantly affect water sources.
303-3	Water and effluents	Water recycled and reused	<p>Spire conducts hydrostatic testing to confirm strength and detect potential leaks in high pressure pipelines before they are placed into service. Testing typically involves filling a pipeline with an incompressible liquid, usually water, and pressurizing the system for assessment. Due to the large volume of water sometimes required for this process, Spire works both internally and with its contractors to identify methods to limit municipal and potable water use prior to testing. Reuse of testing water is one common practice to reduce the amount of new water needed for hydrostatic testing and other activities where water use is required. Here are some recent examples of implementing water reuse during hydrostatic testing:</p> <ul style="list-style-type: none"> • James River Replacement (Nixa, Mo.; December 2020): Approximately 1,300 gallons of water was used to hydrostatic test two segments of new pipeline. After conclusion of testing activities, test water was captured and will be reused for future boring projects. • KC 20" Header Phases 3 & 6 (Kansas City, Mo.; January 2021): Two large segments of pipeline were sequentially hydrostatic tested as part of this multi-phased project. Testing Phase 6 required approximately 23,500 gallons of water which was transported and reused to test Phase 3.

GRI #	GRI standard title	Disclosure title	Response/location
304-2	Water and effluents	Significant impacts of activities, products, and services in biodiversity	<p>Spire did not directly or indirectly cause significant impacts on biodiversity in FY2020. In fact, internal processes are in place to limit the possibility of significant impacts. Those processes are discussed in the following paragraphs.</p> <p>During design and before construction begins, 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, • and 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 state agencies, land owners 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. 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 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	Response/location
304-3	Water and effluents	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. Meramec River, St. Louis County, Mo. – Spire owns a non-operational 16-inch natural gas main that was exposed on the east bank of the Meramec River in Sunset Hills, Missouri. Due to flooding events in recent years, the riverbank on both sides of the pipe had eroded significantly, leaving the pipe exposed on the eastern bank of the river. A consultant was hired to complete the bank stabilization project and several permits and approvals were required to work in the floodplain prior to beginning the field work. Consultation with the U.S. Army Corps of Engineers (USACE) led to the determination that the work fell under the existing Nationwide Permit for Bank Stabilization (NWP 13) and required an individual 401 Water Quality Certification (WQC) from the Missouri Department of Natural Resources (MDNR) based on the project location within an area listed by MDNR as impaired by lead sediment. The individual WQC was contingent upon 17 conditions, one of which was a required coordination with the Missouri Department of Conservation (MDC) to determine potential impact to mussel beds. In April 2020, authorization to proceed was received from the MDC State Malacologist. In the approval, no mussel-related concerns were found in the vicinity of the project location. However, as an added precaution to avoid impacts to potential mussel habitat, Spire paused the construction until the water level was sufficiently high. No trees were damaged or removed during construction activities, and total land disturbance was under 0.1 acres. The reconstructed slope was fertilized and planted with a native fescue seed mix and was covered with a coconut fiber erosion control blanket, and at the close of the reporting period the site had achieved almost full restoration. 2. Prairie Rehabilitation Area, St. Louis County, Mo. – To serve a new commercial customer along a Missouri DOT Right-of-Way, Spire’s design review process identified a Prairie Rehabilitation Area that required MDOT consultation to avoid negatively impacting the prairie. As part of the land restoration, Spire utilized a special seed mix to restore any vegetation that was disturbed during construction, thereby preserving the integrity of the prairie and associated wildlife. Total land disturbance was approximately 1 acre, and at the close of the reporting period the site had achieved almost full restoration.
304-4	Environmental compliance	IUCN red List species and natural conservation list species with habitats in areas affected by operations	<ol style="list-style-type: none"> i. Critically endangered – 14 ii. Endangered – 20 iii. Vulnerable – 17 iv. Near threatened – 2 v. Least concern – no data <p>The following endangered species have habitats in areas of Spire’s operations:</p> <ul style="list-style-type: none"> • Alabama Cave Crayfish • Alabama Sturgeon • Benton County Cave Crayfish • Cahaba Shiner • Cobblestone Tiger Beetle • Georgia Pigtoe • Gray Bat • Heavy Pigtoe • Indiana Bat • Lacon Exit Cave Crayfish • Missouri Cavesnail • Northern Long-Eared Bat • Paddlefish • Painted Rocksnail • Pallid Sturgeon • Pink Mucket • Plicate Rocksnail • Princess Elimia • Puzzle Elimia • Rough Hornsnail • Round Hickorynut • Salamander Mussel • Sculpin Snail • Sheepsnose • Shelta Cave Crayfish • Shovelnose Sturgeon • Slab-sided Pearly Mussel • Slackwater Darter • Snuffbox • Southern Hickorynut • Spectaclecase • Triangular Kidneyshell • Watercress Darter • White Spring Cave Crayfish

GRI #	GRI standard title	Disclosure title	Response/location
305-1	Emissions	Direct (Scope 1) GHG emissions	Spire Corporate Social Responsibility Report: AGA template
305-4	Emissions	GHG emissions intensity	Spire Corporate Social Responsibility Report: AGA template
305-5	Emissions	Reduction of GHG emissions	Spire Corporate Social Responsibility Report: AGA template
305-6	Emissions	Emissions of ozone-depleting substances (ODS)	Spire does not release any ozone depleting substances.
305-7	Emissions	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Spire Corporate Social Responsibility Report: Appendix – AGA/EEI template EPA filing subpart NN and W
306-1	Effluents and waste	Water Discharge by Quality and Destination	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.
306-3	Effluents and waste	Significant spills	No significant spills occurred in FY20.
306-4	Effluents and waste	Transport of hazardous waste	Spire does not transport hazardous waste and will restage waste when necessary.
306-5	Effluents and 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 violations in FY20.
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.

Social indicators

GRI #	GRI standard title	Disclosure title	Response/location																																																
401-1	Employment	New hires and employee turnover	<table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO-E</th> <th>MO-W</th> <th>Gas-related</th> </tr> </thead> <tbody> <tr> <td>New hires–male</td> <td>58.04%</td> <td>75%</td> <td>0%</td> <td>67.02%</td> <td>91.84%</td> <td>80%</td> </tr> <tr> <td>New hires–female</td> <td>41.96%</td> <td>25%</td> <td>0%</td> <td>32.98%</td> <td>8.16%</td> <td>20%</td> </tr> <tr> <td>Separations–male</td> <td>55.88%</td> <td>75%</td> <td>0%</td> <td>81.01%</td> <td>90.24%</td> <td>100%</td> </tr> <tr> <td>Separations–female</td> <td>44.12%</td> <td>25%</td> <td>100%</td> <td>18.99%</td> <td>9.76%</td> <td>0%</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	Gas-related	New hires–male	58.04%	75%	0%	67.02%	91.84%	80%	New hires–female	41.96%	25%	0%	32.98%	8.16%	20%	Separations–male	55.88%	75%	0%	81.01%	90.24%	100%	Separations–female	44.12%	25%	100%	18.99%	9.76%	0%													
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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 or part-time employees.																																																
401-3	Employment	Parental leave	Spire is currently evaluating all leave policies. Maternity leave is provide through our Short Term Disability.																																																
402-1	Labor / management relations	Minimum notice periods regarding operational changes	Spire has the right to make 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.																																																
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-E</th> <th>MO-W</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>4.00</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>3.80</td> <td>0.95</td> <td>4.55</td> <td>3.37</td> <td>4.21</td> </tr> <tr> <td>2017</td> <td>4.11</td> <td>1.07</td> <td>0</td> <td>4.79</td> <td>6.00</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>0.00</td> <td>4.10</td> <td>2.11</td> <td>3.47</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	2014	3.14	N/A	N/A	5.12	4.00	2015	2.66	N/A	N/A	3.45	6.11	2016	3.80	0.95	4.55	3.37	4.21	2017	4.11	1.07	0	4.79	6.00	2018	5.56	3.96	0	3.04	3.88	2019	2.26	1.42	0	2.32	4.52	2020	1.74	0.00	4.10	2.11	3.47
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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 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.																																																

GRI # GRI standard title Disclosure title Response/location

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 managements 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.																																																								
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	100% of Spire non-union employees receive an annual performance review.																																																								
405-1	Diversity and equal opportunity	Diversity of governance bodies and employees	<p>Spire Corporate Social Responsibility Report: Our people</p> <table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO-E</th> <th>MO-W</th> <th>Gas-related</th> <th>Board</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>75.63%</td> <td>82.93%</td> <td>82.35%</td> <td>81.58%</td> <td>88.82%</td> <td>80%</td> <td>55.56%</td> </tr> <tr> <td>Female</td> <td>24.37%</td> <td>17.07%</td> <td>17.65%</td> <td>18.42%</td> <td>11.18%</td> <td>20%</td> <td>44.44%</td> </tr> <tr> <td>Black or African American</td> <td>37.03%</td> <td>28.46%</td> <td>26.47%</td> <td>16.37%</td> <td>13.32%</td> <td>0%</td> <td>11.11%</td> </tr> <tr> <td>White</td> <td>60.44%</td> <td>71.54%</td> <td>73.53%</td> <td>77.26%</td> <td>79.33%</td> <td>81.82%</td> <td>77.78%</td> </tr> <tr> <td>All other</td> <td>2.53%</td> <td>0%</td> <td>0%</td> <td>6.38%</td> <td>7.35%</td> <td>18.18%</td> <td>11.11%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	Gas-related	Board	Male	75.63%	82.93%	82.35%	81.58%	88.82%	80%	55.56%	Female	24.37%	17.07%	17.65%	18.42%	11.18%	20%	44.44%	Black or African American	37.03%	28.46%	26.47%	16.37%	13.32%	0%	11.11%	White	60.44%	71.54%	73.53%	77.26%	79.33%	81.82%	77.78%	All other	2.53%	0%	0%	6.38%	7.35%	18.18%	11.11%	Permanent	100%	100%	100%	100%	100%	100%	100%
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405-2	Diversity and equal opportunity	Ratio of basic salary and remuneration of women to men	We are currently studying how to most accurately report this data to best meet provisions in the indicator.																																																								
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 four charges of discrimination filed in FY20. A right to sue was issued on three, and one is still pending. Out of the rights to sue issued, one has been settled and the other two have expired. There are no pending lawsuits related to charges filed in FY20. There were also four additional hotline complaints that were investigated by HR. Three have been closed out. One complaint is open, and is still being investigated.</p>																																																								

GRI #	GRI standard title	Disclosure title	Response/location
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 and suppliers have the right to freedom of association and collective bargaining. Spire Code of Business Conduct
408-1	Child labor	Operations and suppliers at significant risk for incidents of child labor	No significant risk in operations for incidents of child labor. Spire Code of Business Conduct
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. Spire Code of Business 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. Spire Code of Business Conduct
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 Spire Code of Business Conduct
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 Corporate Social Responsibility Report: Our communities, Our leadership Serving our Communities
413-2	Local communities	Operations with significant actual and potential negative impacts on local communities	Spire Corporate Social Responsibility Report: Our communities, Our leadership 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.
415-1	Public policy	Political contributions	In its Missouri footprint, Spire sponsors a Political Action Committee (PAC). Spire's PAC contributions are filed quarterly with the Missouri Ethics Commission (Mec.mo.gov).

GRI #	GRI standard title	Disclosure title	Response/location
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.

Appendix

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Membership and charters

Everywhere we operate, we work to define and implement achievable and practical natural gas solutions. We are a member of many industry associations and are supportive of their efforts to improve industry performance on issues of safety, system reliability and methane escape reduction. Our leaders are active in many committees, helping to shape those agendas and ensure that recommendations and improvements are integrated into our planning and operations. A current list of organizations with whom Spire is involved includes:

Alabama Natural Gas Association	Manufactured Gas Plant (MGP) Consortium
AllianceSTL	MEA Energy Association
American Association of Blacks in Energy	Mid-America Economic Development Council
American Gas Association	Mid-America Regional Council (MARC)
American Public Gas Association	Midwest Energy Efficiency Alliance (MEEA)
American Public Works Association - Missouri, Alabama & National	Mississippi Economic Council
American Society of Safety Professionals	Mississippi Natural Gas Association
Associated Industries of Missouri	Missouri Association of Natural Gas Operators
Association for Corporate Growth	Missouri Common Ground Alliance
Auburn University Outreach	Missouri Economic Development Association
Birmingham Area Municipal Administrators (BAMA)	Missouri Economic Development Council
Birmingham Business Alliance	Missouri Energy Initiative
Business Council of Alabama	Missouri One Call Systems
Birmingham Environmental Professionals Association	Missouri Partnership
The Civic Council of Greater Kansas City	Mobile Area Chamber of Commerce
Common Ground Alliance	Montgomery Chamber
Downtown Mobile Alliance	Municipal City Clerks & Finance Officers Association- St. Louis
Economic Development & Community Institute	NACE International
Economic Development Association of Alabama	National Safety Council
Economic Development Partnership of Alabama	ONE Future
Energy Solutions Center	Operations Technology Development
Gas Technology Institute	Regional Business Council
The Gateway Society of Hazardous Materials Managers (GSHMM)	Regulatory Environmental Group for Missouri (REGFORM)
Greater St. Louis Inc.	Southern Economic Development Council
Hawthorn Foundation	Southern Gas Association
International Right of Way Association – Regional & National	St. Louis Regional Clean Cities Program
KC Area Development Council	Utility Economic Development Association
Manufacture Alabama	U.S. Green Building Council Missouri Gateway Chapter

American Gas Association (AGA) voluntary reporting tool

Parent company:

Spire Inc.

Operating company(s):

Spire Alabama Inc.
Spire Gulf Inc.
Spire Mississippi Inc.
Spire Missouri Inc.

Business type(s):

Natural gas distribution

State(s) of operation:

Alabama, Mississippi, Missouri

Regulatory environment:

Regulated

Note:

Data from Subpart W Submittals

Data from operating companies are rolled up to the corporate level

Report date:

March 2021

Natural gas distribution

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2018	2019	2020	2025	Definitions
1	Methane emissions and mitigation from distribution mains All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO2 is excluded.						
1.1	Number of gas distribution customers	1,712,000	1,696,916	1,701,000	1,717,528	1,730,000	
1.2	Distribution mains in service						These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.
1.2.1	Plastic (miles)	10,788	15,208	15,824	16,265	18,005	
1.2.2	Cathodically protected steel – bare & coated (miles)	15,162	14,515	14,398	14,306	13,646	
1.2.3	Unprotected steel – bare & coated (miles)	899	673	647	630	586	
1.2.4	Cast iron/wrought iron – without upgrades (miles)	2,671	1,289	1,112	976	322	

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2018	2019	2020	2025	Definitions
1.3	Plan/commitment to replace / upgrade remaining miles of distribution mains (# years to complete)						These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.
1.3.1	Unprotected steel (bare & coated) (# years to complete)	25	12	11	10	5	Optional: # yrs by pipe type.
1.3.2	Cast iron / wrought iron (# years to complete)	25	12	11	10	5	Optional: # yrs by pipe type.
2	Distribution CO2e fugitive emissions						
2.1	CO2e fugitive methane emissions from gas distribution operations (metric tons)	563,300	358,225	339,175	319,850	240,275	Fugitive methane emissions (not CO2 combustion emissions) stated as CO2e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(D), 98.236(r)(1)(v), and 98.236(r)(2)(v)(B) - i.e., this is Subpart W methane emissions as input in row 2.2 below and converted to CO2e here. This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Calculated value based on mt CH4 input in the 2.2 (below).

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2018	2019	2020	2025	Definitions
2.2	CH4 fugitive methane emissions from gas distribution operations (metric tons)	22,532	14,329	13,567	12,794	9,611	Input value (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).
2.2.1	CH4 fugitive methane emissions from gas distribution operations (MMSCF/year)	1,174	746	707	666	501	
2.3	Annual natural gas throughput from gas distribution operations in thousands of standard cubic feet (Mscf/year)	288,212,530	332,299,785	327,875,653	307,028,381	330,000,000	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).
2.3.1	Annual methane gas throughput from gas distribution operations in millions of standard cubic feet (MMscf/year)	273,802	315,685	311,482	291,677	313,500	
2.4	Fugitive methane emissions rate (percent MMscf of methane emissions per MMscf of methane throughput)	0.43%	0.22%	0.21%	0.23%	0.16%	Calculated annual metric: (MMSFC methane emissions/ MMSCF methane throughput)

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.

2020 report

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Distribution						
Steel-coated (Un)	340.47	0	0	0	0	340.47
Steel-coated (Pr)	4,523.28	922.12	79.24	3,976.29	3,389.38	12,890.31
Steel-bare (Un)	289.42	0	0	0.47	0	289.42
Steel-bare (Pr)	213.43	0	437.91	27.34	737	1,415.68
Cast iron	395.90	27.53	0	360.12	192.34	975.89
Copper	0	0	0	0.04	0	0.04
Plastic PVC	0	0	0	0	0	0
Plastic PE	5,534	1,334.12	218.59	4,453.53	4,724.32	16,264.56
Plastic ABS	0	0	0	0	0	0
Plastic other	48.10	0	0	0	0	48.10
Other	0	0	0	0	0	0
Total	11,344.60	2,283.77	735.74	8,817.79	9,043.04	32,224.94

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Historicals						
Pre-40s	173.20	15.97	0	417.99	752.90	1,360.06
40s	259	25.68	0	103.88	121.99	510.55
50s	1,644.33	212.62	0	1,055.16	731.20	3,643.31
60s	1,551.11	251.40	0	1,850.26	1,634.69	5,287.46
70s	1,253.38	192.87	0	1,214.68	1,026.66	3,687.59
80s	1,302.33	211.73	0	948.62	922.93	3,385.61
90s	1,839.63	674.04	0	1,367.44	1,310.87	5,191.98
00s	1,483.74	348.10	49.84	866.61	1,151.81	3,900.10
10s	1,239.88	331.81	37.57	805.84	1,254.70	3,669.80
20s	126.90	19.55	5.27	151.32	131.90	434.94
Unknown	472.30	0	643.05	35.98	3.39	1,154.72
Total	11,345.80	2,283.77	735.73	8,817.78	9,043.04	32,226.12
Steel services	233,318	21,397	14,617	96,620	27,210	393,162
Copper services	1,024	0	0	51,401	0	52,425
Plastic services	297,504	81,283	7,459	474,073	485,493	1,345,812
Total services	531,846	102,680	22,076	622,094	512,703	1,791,399
EFVs installed (YR)	3,524	2,669	265	11,885	12,054	30,397
EFVs installed (Sys)	166,045	27,483	2,101	100,324	97,918	393,871
Mechanical fitting failures	180	1	3	273	99	556
L&U	0	0	0	0	0	0

Miles of transmission pipeline

	Alabama	Gulf	MO-East	MO-West	Storage Belle Butte	Storage Clear Creek	STL Pipeline	Total
Historicals								
Pre-40s	0	0	1.78	0	0	0	0	1.78
40s	0.41	0	0.07	9.96	0	0	0	10.44
50s	7.72	0	65.33	11.92	0	0	0	84.97
60s	31.03	0	87.96	7.75	0	0	0	126.74
70s	29.31	13.72	10.91	1.03	0	16.50	0	71.47
80s	114.46	10.88	17.99	4.47	0	0	0	147.80
90s	8.20	15.01	35.35	3.96	0	0	0	62.53
00s	24.15	6.63	6.85	1.75	0	0	0	39.38
10s	2.59	2.82	2.06	4.11	18.07	1.13	65.44	96.22
20s	4.66	0	0	0	0	0	0	4.66
Unknown	0	0	1.17	0	0	0	0	1.17
Total	222.52	49.06	229.47	44.95	18.07	17.63	65.44	647.15
Diameter								
< 6"	3.86	0.02	1.13	0	0	1.13	0	6.14
6" thru 10"	64.20	22.02	18.88	0.02	8.38	16.50	0	130.00
>10" thru 20"	154.35	27.02	167.34	38.01	9.59	0	0	396.31
>20" thru 28"	0.10	0	27.38	6.92	0.10	0	65.44	99.94
>28"	0	0	14.74	0	0	0	0	14.74
Total	222.52	49.06	229.47	44.95	18.07	17.63	65.44	647.13

	Alabama	Gulf	MO-East	MO-West	Storage Belle Butte	Storage Clear Creek	STL Pipeline	Total
Class location								
Class 1 HCA	0	0.16	0	0	0	0	0.84	1
Class 1 Non-HCA	56.33	23.62	0	21.69	18.07	17.63	58.35	195.69
Class 2 HCA	2.29	0.09	0.67	0	0	0	0.24	3.29
Class 2 Non-HCA	69.17	13.66	40.43	2.70	0	0	0.23	126.19
Class 3 HCA	23.42	5.76	132.57	5.68	0	0	3.42	170.85
Class 3 Non-HCA	67.99	5.76	55.80	14.87	0	0	2.36	146.78
Class 4 HCA	1.95	0	0	0	0	0	0	1.95
Class 4 Non-HCA	1.36	0	0	0	0	0	0	1.36
<i>Total HCA Miles</i>	27.66	6.01	133.24	5.68	0	0	4.50	177.09
Total	222.51	49.06	229.47	44.94	18.07	17.63	65.44	647.11
Pipe material								
Steel-coated (Un)	0	0	0	0	0	0	0	0
Steel-coated (Pr)	222.52	49.06	229.47	44.95	18.07	17.63	65.44	647.14
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	229.47	44.95	18.07	17.63	65.44	647.14

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 FY20, the focus of this CSR Report, the data is as follows:

Fiscal Year	Alabama	Gulf	Mississippi	Missouri	Combined
2020	32.88%	31.77%	29.59%	7.71%	13.88%

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.

Alabama/Gulf/Mississippi

Leak class	Repair timeline
1	Immediate
2	Within 1 calendar year of detection, not to exceed 15 months (reevaluate every six months until cleared: Gulf only)
3	<p>Reevaluate or repair during the next scheduled survey or 15 months (12 months for AL), unless:</p> <ul style="list-style-type: none"> • Upon reevaluation, the leak is determined to be a Grade 1 or 2, then the respective repair criteria should be followed • Upon reevaluation, the leak is determined to still be a Grade 3, the leak should be re-dated with appropriate reevaluation for a Grade 3 leak (AL) • Grade 3 leaks that are cleared through other work (facility replacement, clamping, etc.) should be documented as cleared (AL)

Program

Mains	Cast iron & unprotected steel (3 years); protected steel/plastic (5 years)
Services	Cast iron & unprotected steel (3 years); protected steel/plastic (5 years)
Regulator vaults	Annually
Business districts (critical areas)	Cast iron & unprotected steel (every two months); mains & services (annually); protected steel/plastic (annually)
Public assembly	Annually
Transmission lines/ROW	Annually
Multi-family/special surveys	Annually
Abnormal movement survey	Quarterly, not to exceed 4-1/2 months
Creek crossings	5-7 months, but at least twice each calendar year unless otherwise designated due to existing conditions, then four times annually
Pipeline markers	Annually
River crossings	Every 2 years

Leak detection equipment

Leak detection equipment to be used by leak survey contractors must be approved by Spire's Compliance & Pipeline Integrity Department

- | | |
|---|--|
| <ul style="list-style-type: none"> • Heath GMI 526 and 11B • Southern Cross Flame Pack 400 (Flame Ionization) • Sensit Gold G2 | <ul style="list-style-type: none"> • Heath DP-IR • Heath Remote Methane Lead Detector (RMLD) |
|---|--|

Missouri

Leak class	Repair timeline
1	Immediate
2	45 days, 15 days if confined space
3	5 years
4	Documented

Program

3 year walking packets	Walking main and services inspected every 3 years
Annual walking packets	Yearly survey for public buildings, bare steel services (all Missouri) – 2 lb. delivery pressure (Missouri East only)
3 year mobile main	Mobile main every 3 years
Annual mobile main	Annual small diameter cast iron
Business districts	Annually
Casings	Annually
Facility inspection	Annually (Missouri East), twice a year (Missouri West)
Transmission line crossing	Four times a year
Farm taps	Annually (Missouri West only)
Copper stub survey	Annually (Missouri East only)
UGS survey	Annually (Missouri East only)
Yard line inspections	Annually (Missouri East); every three years (Missouri West, annually for unprotected steel)
Test station and valves	Annually
Transmission line survey	Twice a year
Supply feeder patrol	Annually
LDMP CI Patrol	Annually (Missouri East), twice a year (Missouri West)
Oxy-acetylene welded patrol	Annually (Missouri East only)

Leak detection equipment

Flame Ionization (FI)	Gas Rover
Combustible Gas Indicator (CGI)	Remote Methane Leak Detector (RMLD)

Transmission line patrols

Class	At highways & railroad crossings	At all other places
1,2	7-1/2 months, but at least twice each calendar year	15 months, but at least once each calendar year
3	4-1/2 months, but at least four times each calendar year	7-1/2 months, but at least twice each calendar year
4	4-1/2 months, but at least four times each calendar year	4-1/2 months, but at least four times each calendar year

Our company

At Spire, we believe energy exists to help people. It's a simple idea, but one that's at the heart of our company. Every day we serve 1.7 million homes and businesses, making us the fifth largest publicly traded natural gas company in the country. We help people fuel their daily lives through our gas utilities serving Alabama, Mississippi and Missouri. Our gas-related businesses include Spire Marketing, Spire STL Pipeline and Spire Storage. We are transforming our business and pursuing growth through growing organically, investing in infrastructure, and advancing through innovation.



Our mission

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

2020 highlights

Fiscal years ended September 30	2020	2019	2018
Earnings and dividends (millions, except per share amounts)			
Net income	\$ 88.6	\$ 184.6	\$ 214.2
Diluted earnings per share of common stock	\$ 1.44	\$ 3.52	\$ 4.33
Net economic earnings*	\$ 207.8	\$ 195.1	\$ 183.7
Net economic earnings per share of common stock*	\$ 3.76	\$ 3.73	\$ 3.72
Dividends declared per share of common stock	\$ 2.49	\$ 2.37	\$ 2.25
Operating revenues (millions)			
Gas Utility	\$ 1,751.8	\$ 1,859.2	\$ 1,888.0
Gas Marketing and other	103.6	93.2	77.0
Total operating revenues	\$ 1,855.4	\$ 1,952.4	\$ 1,965.0
Utility sales and customers			
Therms sold and transported (millions)	3,297.8	3,386.0	3,330.4
Customers (thousands)	1,713.2	1,698.0	1,692.8
Shareholders			
Common shareholders of record, end of period	2,897	2,965	3,096
Employees			
Total employees, end of period	3,583	3,536	3,366

*For further discussion of these non-GAAP financial measures, see pages 32-33 of our Form 10-K.