

Spire Inc.

2024 Sustainability Report

Table of contents

**A message from
our CEO.....3**

Company 4

About Spire..... 5

2024 report highlights 6

Natural gas is
advancing America..... 7

Governance..... 9

Creating a strong foundation
for responsible governance10

 Governance at Spire.....10

 Oversight of sustainability14

 Key governance practices15

 Managing risk at Spire16

 Political contributions.....18

 Utility Strategy18

Safety 19

Safety is a core Spire value20

 Customer safety efforts.....20

 Employee safety efforts24

People26

Our employees27

 Workforce demographics28

 Attracting and
 developing talent28

 Succession planning.....31

 Engaging our workforce31

 Working at Spire32

Our customers33

 Customer assistance
 programs.....33

 Measuring customer
 satisfaction34

 On-time appointments34

Our communities35

 Social investment.....35

 Community engagement.....36

Our suppliers.....38

 Supply chain resiliency38

Emissions 40

Sustainable practices to reduce
our environmental impact.....41

 Carbon emissions overview41

 Spire emissions progress.....42

 Other environmental
 strategies43

Appendix 50

Global Reporting Initiative
(GRI) index51

Sustainability Accounting
Standards Board (SASB)
disclosures.....79

Natural Gas Sustainability Initiative
(NGSI) reporting83

ONE Future reporting.....86

Pipeline and Hazardous Materials
Safety Administration (PHMSA)
reporting93

Task Force on Climate-related
Financial Disclosures (TCFD)..... 101

Memberships and associations..... 103

Stakeholder engagement..... 104

Partnerships for the future 105



A message from our CEO



Scott E. Doyle
President and Chief Executive Officer

When I joined Spire in January 2024 as chief operating officer, I could see tremendous opportunity ahead for both Spire and our industry. Now, as the newly elected president and chief executive officer, my confidence in our natural gas businesses' enduring future for both our customers and communities is unwavering.

Spire has built a strong foundation through hard work and dedication. With this foundation firmly established and our updated Utility Strategy in place, we have accomplished some important work together over the past year. We've rolled up our sleeves, asked tough questions on how to improve, and focused on achieving operational excellence throughout our company.

I'm proud of the role Spire's employees play in safely delivering natural gas to the customers and communities we serve, and what we accomplished together in 2024 to create even greater value and affordability for our customers. In addition to what you'll read in the pages ahead:

- We made great progress toward our long-term commitment of growing our Midstream and Marketing businesses
- We invested \$861 million across our gas utilities and Midstream segment, implementing important infrastructure upgrades, advanced metering technology and service line extensions
- Our Board of Directors approved a 4% increase to our common dividend, marking 22 consecutive years of dividend increases

And with this, our seventh Sustainability Report, we are reimagining how our reporting comes to life and best represents Spire now and for the future. The new format flows in a way that underscores and supports how we have remained a sustainable company since 1857.



Company

About Spire.....	5
2024 report highlights	6
Natural gas is advancing America.....	7



Company

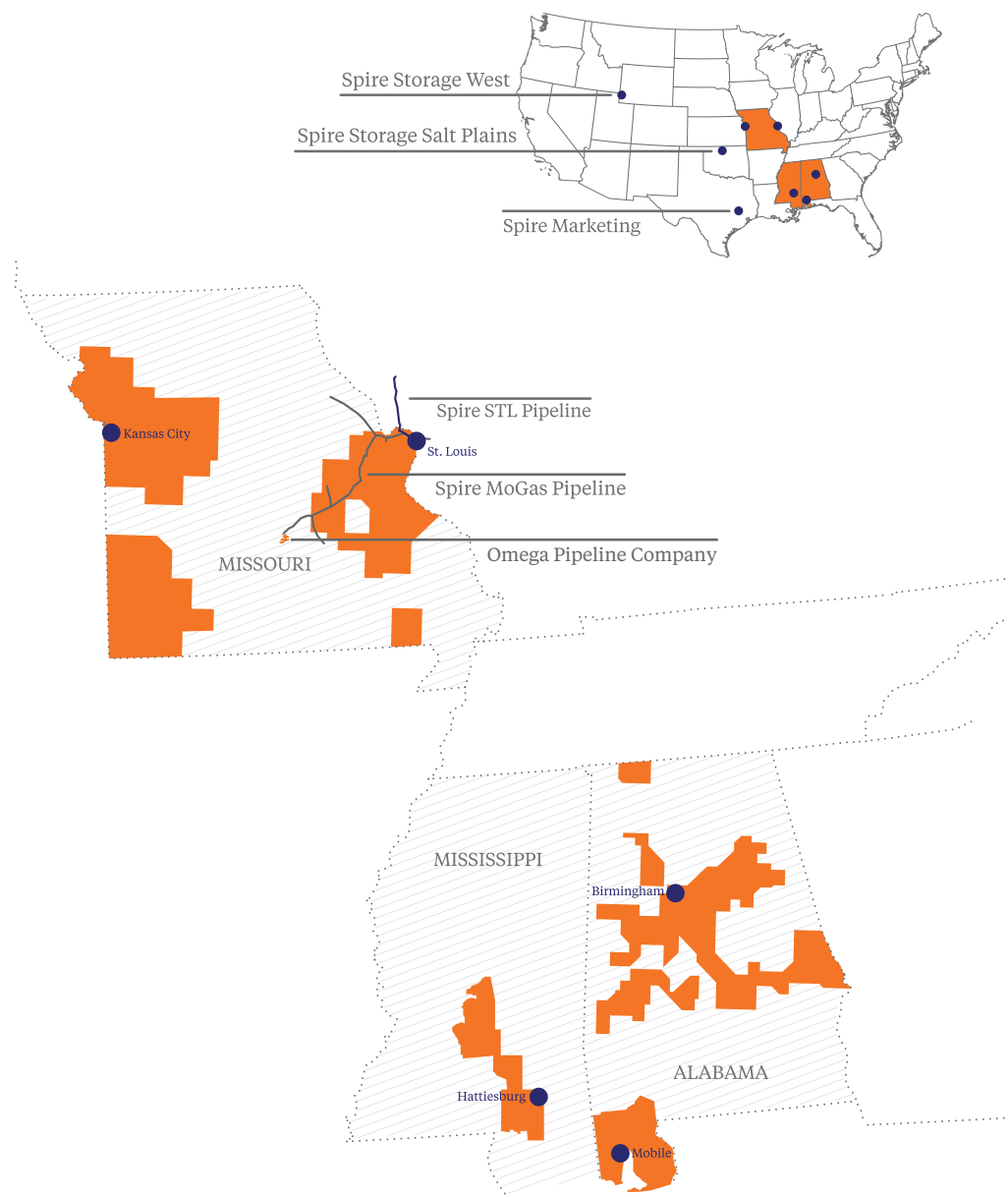
About Spire

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

Every day, we serve more than 1.7 million homes and businesses, making us one of the largest publicly traded natural gas companies in the country. As a company, we are focused on operational excellence and safely providing affordable and reliable service to our customers.

Our non-regulated businesses include Spire Marketing and Spire Midstream:

- **Spire Marketing:** a Houston-based provider of natural gas marketing and related services to a diverse customer base primarily in the central and southern U.S.
- **Spire Midstream:** Through our Midstream companies, we're fueling energy demand today for the needs of tomorrow
 - **Spire STL Pipeline:** a 65-mile pipeline that delivers economical shale gas from the Marcellus and Utica producing regions to our utility customers in eastern Missouri, while enhancing the resiliency and diversity of our supply
 - **Spire Storage:** includes natural gas storage facilities in both Oklahoma and Wyoming that provide safe, reliable storage of energy and support grid security for a diverse customer base throughout the Midwest and western U.S. regions
 - **Spire MoGas Pipeline:** a pipeline that operates approximately 263 miles of interstate natural gas pipelines, primarily in Missouri
 - **Omega Pipeline Company:** a 75-mile natural gas distribution system primarily serving Fort Leonard Wood Army Base in south-central Missouri; the pipeline interconnects with the Spire MoGas Pipeline system



2024 report highlights

Governance



Elected a new board chair and appointed one new board member



Strengthened our cybersecurity approach



Updated our Utility Strategy

Safety



Hosted 11th annual Safety Summit

17%▼

DART rate reduced by 17% over 2023 levels



Readied deployment of advanced leak detection efforts



Continued installation of advanced meters (880,000 installed)

Emissions



Facilities Scope 1 and 2 emissions reduced by 50% since baseline



Reduced fleet fuel volumes by 6.6% since 2021 baseline and reduced number of fueled assets

\$1.4B

Invested more than \$1.4 billion in pipeline infrastructure upgrades since 2020

People



Introduced a Maternity Leave benefit, providing 100% pay

\$6.5M

Invested more than \$6.5 million to support the communities we serve

\$1M

Committed \$1M in additional customer assistance funding in Missouri



Named one of Newsweek's Most Responsible Companies for the sixth year in a row



Surveyed nearly 40,000 customers about their experience doing business with Spire

Logged 1,414 employee volunteers at 127 community organizations (more than 13,000 total hours)



\$23M

Connected families with more than \$23 million in energy assistance funding

Natural gas is advancing America



Safe

- **Annual investments:** \$37B is invested annually by utilities to enhance the safety of distribution and transmission systems.
- **Retention:** 0.1% of the natural gas delivered nationwide is emitted from the local distribution system.
- **70% reduction:** Emissions from the natural gas distribution system have declined 70% since 1990 even while miles of natural gas mains have more than tripled.



Reliable

- **100+ years of supply:** At more than 3,350 trillion cubic feet, the estimated future supply for domestically produced natural gas is abundant enough to support domestic needs for more than 100 years.
- **3x more energy:** On the coldest day of the year, the natural gas system delivers 3X more energy than the electric system delivers on the hottest day of the year.
- **Stable:** Natural gas is projected to be 30-50% less than the price of other fuels through 2050.



Affordable

- **3.5X more affordable:** Natural gas is 3.5 times more affordable than electricity and significantly more affordable than several other residential energy sources for the same amount of energy delivered.
- **\$125B savings over 10 years:** The low cost of domestic natural gas has saved American families a total of \$125 billion over the past 10 years.
- **More than \$1,100 annual savings for families:** U.S. households using natural gas for heating, cooking and clothes drying annually save an average of \$1,132 — compared to homes using electricity for those applications.



Efficient

- **92% efficient:** The natural gas delivery system is 92% efficient from production source to customer. Electricity must be generated from an original energy source and is only 38% efficient once generated and transported.
- **Significant reductions:** Emissions from the power sector have declined 61% due to increased use of natural gas for electricity generation. Carbon emissions from the average natural gas home decline 1.3 percent per year.
- **40-year low for emissions:** Natural gas efficiency and the growth of renewable energy have led to energy-related CO2 emissions hitting 40-year lows.

Risks and opportunities

We recognize that sustainability issues pose a variety of risks and opportunities for our business, and that our engagement in identifying and understanding these risks and opportunities is crucial to being able to deliver on our promises to our employees, customers, shareholders and other stakeholders. Please see [Spire's 2024 Form 10-K](#) for a discussion on risks and opportunities, including climate, policy and regulatory developments, emerging technology and customer growth.

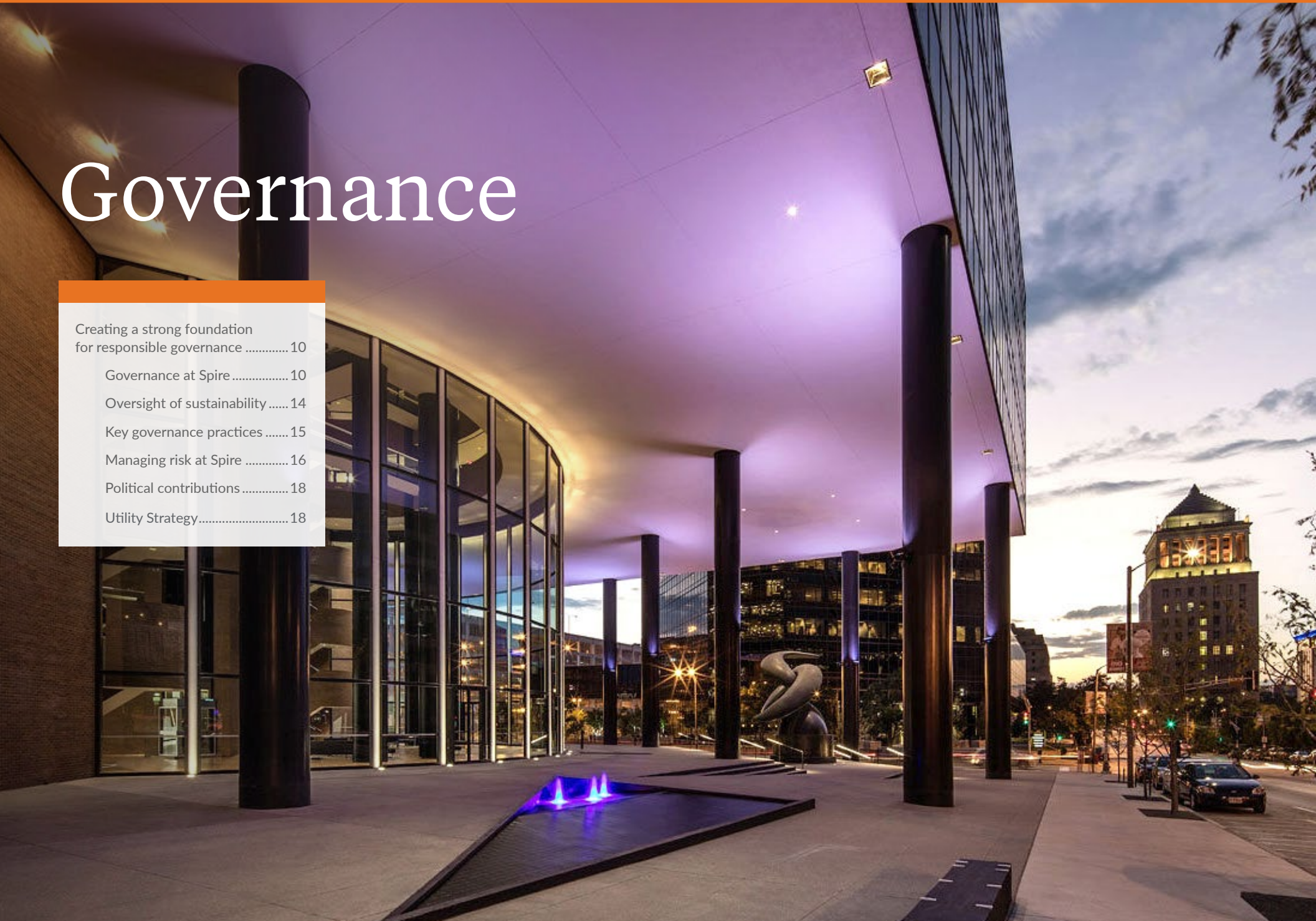
Reporting period and forward-looking statements

Unless otherwise noted, Spire's 2024 Sustainability Report is focused on calendar year activities and data. The report also contains forward-looking statements as defined by the Securities and Exchange Commission. Spire's future activities may be affected by various uncertainties and risk factors, many of which are beyond our control, including weather conditions, economic factors, the competitive environment, and governmental and regulatory policy and action. More complete descriptions and listings of these uncertainties and risk factors can be found in our [2024 Form 10-K](#).



Governance

Creating a strong foundation for responsible governance	10
Governance at Spire	10
Oversight of sustainability	14
Key governance practices	15
Managing risk at Spire	16
Political contributions	18
Utility Strategy.....	18



Creating a strong foundation for responsible governance

Strong corporate governance practices must be rooted in transparency, accountability and integrity. The success of our sustainability efforts and commitments are dependent on appropriate oversight and governance efforts. We believe that our Board of Directors, executive management team and every Spire employee play a part in delivering on these efforts.

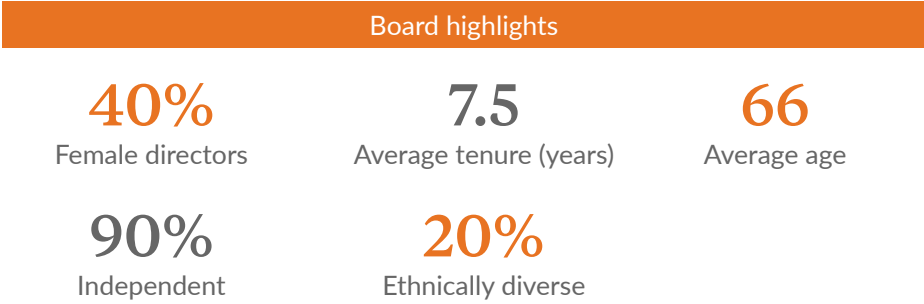
Governance at Spire

Board of Directors

Our Board of Directors plays a critical role in the corporate governance process by providing strategic direction and oversight for the company. The members of the Board bring varied backgrounds, outlooks and experiences to their oversight role and are focused on ensuring that Spire continues to provide long-term value to our shareholders, through a wider range of perspectives and experiences.

Board composition

Our Board currently comprises 10 directors who have skill sets that help them make educated and strategic decisions for the company. More information about our Board members’ skills, tenure, independence and age can be found in our [2024 Proxy Statement](#).



Under our [Corporate Governance Guidelines](#), the Board chair may be an officer or may be an independent member of the Board, at the discretion of the Board. The Board believes it should be free to use its business judgment to determine what is best for the company considering all circumstances. The Board elected Rob L. Jones as chair in January 2024. Three directors also stepped down from the Board in January 2024 due to retirement from Spire, outside obligations and reaching the mandatory director retirement age.

In April 2024, after a targeted search, Sheri S. Cook was appointed to the Board. She brings extensive experience in human resources, along with a background in finance and the energy industry.

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

During FY24, there were six meetings of our Board of Directors. All directors attended 75% or more of the aggregate number of meetings of the Board and applicable committee meetings while they were directors.

Board members



Rob L. Jones,
Chair of the Board

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



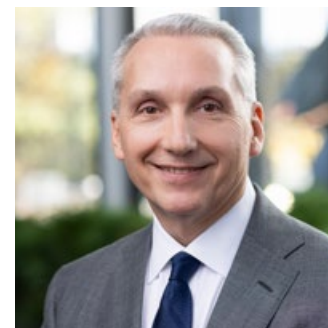
Mark A. Borer

Retired Chief Executive
Officer and Board Member
DCP Midstream Partners LP



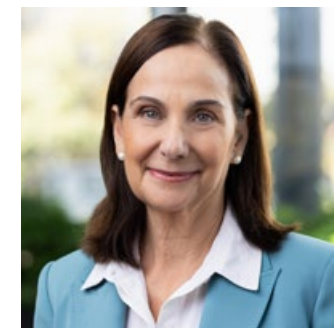
Sheri S. Cook

Senior Vice President,
Chief Administrative Officer
Altec Inc.



Vinny J. Ferrari

Retired Chief Administrative
Officer / Chief Operating
Officer
Edward D. Jones & Co., LP



Maria V. Fogarty

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



Carrie J. Hightman

Retired Executive Vice
President and Chief
Legal Officer
NiSource Inc.



Paul D. Koonce

Retired Executive
Vice President and
Chief Executive Officer
Power Generation Group,
Dominion Energy



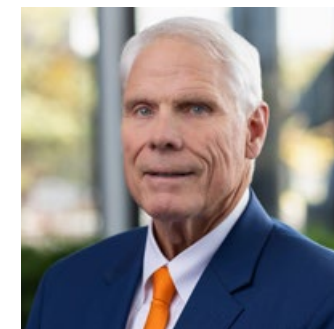
Steven L. Lindsey

President and Chief
Executive Officer
Spire Inc.



Brenda D. Newberry

Retired Chairman of
the Board
The Newberry Group, Inc.



John P. Stupp Jr.

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

Board structure

We have four Board committees. Other than the strategy committee, on which Spire's CEO serves, only independent directors make up our committees. The committees' respective responsibilities include:

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

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

Executive Committee

The Executive Committee, which replaced the Leadership Council outlined in the 2023 report, is a group of Spire senior officers responsible for developing and executing Spire's corporate strategy. The Executive Committee directs and implements Spire's long-term growth strategy, objectives and priorities to help ensure they align with our foundational values and meet the expectations of our various stakeholders, including shareholders, customers, employees and communities.

Executive Committee members



Steven L. Lindsey

President and
Chief Executive Officer



Scott E. Doyle*

Executive Vice President,
Chief Operating Officer

**Elected President and Chief Executive
Officer at the April 24, 2025 Board
of Directors meeting*



Adam W. Woodard

Executive Vice President,
Chief Financial Officer



Matthew J. Aplington

Senior Vice President,
Chief Legal Officer



Ryan L. Hyman

Senior Vice President,
Chief Customer and
Information Officer



Courtney M. Vomund

Senior Vice President,
Chief Administrative Officer
and Corporate Secretary

> For more information about Spire's Executive Committee,
please visit the [Governance section](#) of our website

Oversight of sustainability

Board of Directors

To ensure that Spire's sustainability initiatives align with our promises to stakeholders, we recognized the necessity of establishing formal oversight of sustainability within the Board. Since FY21, the Board has assigned the authority and duty for overseeing sustainability matters to designated Board committees, as outlined in their respective charters.

- **Compensation and human resources committee:** Employee recruitment, retention, development and succession planning efforts
- **Corporate governance committee:** Governance oversight, development of the [Sustainability Report](#)
- **Strategy committee:** Environmental sustainability and supplier opportunities

Several areas rise to the level of full Board oversight. The Board is responsible for oversight of cybersecurity, AI and employee safety efforts, as well as for evaluating the structure and quality of the Board's sustainability oversight efforts.

The Board regularly examines best practices and peer information to ensure effective oversight of sustainability efforts and disclosures. At least annually, the Board reviews its sustainability oversight structure and evaluates its adequacy. Management is tasked with formulating strategy, establishing objectives, assessing advancement and routinely furnishing reports to the Board and its committees.

Sustainability Council

Since January 2024, the senior leaders who compose the Sustainability Council ("Council"), discuss and help ensure alignment of the company's sustainability efforts at a management level. The Council is chaired by Spire's vice president of sustainability. The Council takes an active role in reviewing related work being done across the company, discusses risks and opportunities related to climate change and oversees the content of this report. In 2024, the Council reviewed climate-related risks as well as mitigation strategies in accordance with recommendations by the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#).



Key governance practices

Corporate Governance Guidelines

The Board generally conducts itself in accordance with its [Corporate Governance Guidelines](#). The guidelines provide the parameters of Board service and structure, including limiting service on other publicly traded companies, a mandatory retirement age for directors, expectations of directors for attendance, and Board and committee assessments. For more information about our Corporate Governance Guidelines, please visit the [Governance section](#) of our website.

Board education

To ensure the directors possess the necessary and appropriate skills and knowledge, all incoming board members participate in the company's orientation for new directors, which involves meetings with leaders of various functional areas of the company. The corporate governance committee identifies educational programs on topics appropriate for public company board members, which the directors are encouraged to attend.

Senior management provides the Board with white papers and published materials on various topics that impact the natural gas industry as well as the company's utility and gas-related businesses. Additionally, management arranges for speakers during Board and committee meetings to address timely topics, such as new legal and regulatory requirements that apply to the company and the industry.

At the company's quarterly Board and committee meetings, directors are encouraged to ask questions and discuss the topics. These materials are made available to all directors, not just committee members.

Succession planning

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

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

Management succession planning was a significant focus in 2024, with the hiring of Scott E. Doyle as chief operating officer, and the promotions of Matthew J. Aplington to chief legal officer, Courtney M. Vomund to chief administrative officer and corporate secretary, and Adam W. Woodard to chief financial officer.

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

Our Board is focused on balancing new perspectives and the experience of existing directors while undergoing an orderly transition of roles and responsibilities on the Board and its committees. The Board conducted a targeted director search in 2024 based on specific skills and experience and appointed Sheri S. Cook in April 2024. Ms. Cook brings extensive experience in human resources, finance and executive leadership.

Board evaluations

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

Compensation

Our [2024 proxy statement](#) requested that shareholders provide an advisory vote to approve the compensation of Spire's named executive officers. The results of this advisory vote were reported through a [Form 8-K](#) filed with the SEC on Jan. 31, 2025. A majority (98.16%) of the votes cast approved the compensation program described in our 2024 proxy statement.



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

Shareholder outreach

Our investor relations and corporate governance teams reach out to our largest institutional investors biannually, seeking their input and feedback regarding governance topics and our disclosure practices. This year, we specifically requested feedback on our Board and committee compositions. We also regularly meet with institutional shareholders as a part of this engagement process and continue to seek input and guidance on our proxy statement and governance practices and disclosures.

Governance policies

We consider it essential for robust corporate governance to establish policies that protect our shareholders and establish transparent guidelines. Spire's governance framework includes the following policies:

- Related Party Transaction Policy and Procedures, which is used by our corporate governance committee to determine whether to pre-approve transactions with our directors, executive officers, 5% or greater shareholders and their immediate family members
- Pre-approving all audit and permissible non-audit services provided by the independent accountant
- Addressing recoupment of amounts from executive officers' and other employees' performance-based awards under the annual and equity incentive plans in the event of an accounting restatement as required by the SEC, or as a result of fraud or intentional, willful or gross misconduct
- Prohibiting the hedging and pledging of company stock
- Stock ownership guidelines for our directors and executive officers
- Plurality voting
- Director resignation requirements when a director is not elected by shareholders

Managing risk at Spire

Risk management is a cornerstone in the operations of publicly traded companies, serving as a pivotal function in navigating the complex landscape of modern business environments. The ability to effectively identify, assess and mitigate risks is paramount to sustaining long-term success and safeguarding stakeholders' interests.

Our Board and its committees take an active oversight role in risk management by receiving routine reporting on topics such as enterprise risk management, cybersecurity, compliance, compensation and internal audit.

Risk management requires cooperation and coordination within the company. The primary functions at Spire that work together to prepare and respond to risk include enterprise risk management, compliance, internal audit, information technology and business continuity.

Enterprise Risk Management

Spire's enterprise risk management (ERM) policy ensures the company identifies and monitors significant risks and develops effective controls and mitigation plans to enhance our ability to successfully execute our strategy and corporate objectives.

We are committed to an ERM program that ensures 1) a structured, comprehensive process, such as ISO 31000-2018, is adopted and customized to our needs, 2) consultation with an inclusive set of stakeholders to dynamically identify and evaluate risks, 3) development of effective controls and mitigation plans where warranted, 4) integration of risk management into various processes for governance and decision-making purposes, 5) communication to increase awareness and understanding, and 6) an iterative approach to continuous improvement of the risks and process.

Our leaders are responsible for identifying and managing risks throughout the organization. In addition, our Enterprise Risk Oversight Committee (EROC) oversees the ERM process, and the analysis and updates developed by risk leads assigned to each ERM risk. The EROC comprises senior officers of the company from a wide range of functions and is chaired by the vice president that oversees ERM.

Members of the Executive Committee and EROC attend Board and committee meetings, and the Board is regularly informed about emerging risks and developing trends that may require their attention, as well as updated on management's progress in managing risks that have been prioritized to the enterprise level.

Cybersecurity

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

Security is everyone's responsibility. To help all employees stay aware

and alert as well as ensure we are mitigating internal and third-party risks, management conducts:

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

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

In addition to these strategic efforts, we are actively involved in industry information sharing groups and work closely with federal agencies, including the U.S. Department of Homeland Security (DHS), Transportation Security Administration and the local FBI chapter.

In 2024, nine cyber policies were updated. A section on the use of AI was added in the IT Acceptable Use Policy, which directly relates to the concerns for security and data use. Furthermore, we implemented a new policy restricting the use of unauthorized AI (artificial intelligence) websites and tools on all company-owned devices (both laptops and mobile devices). This includes websites and applications like ChatGPT, Claude AI, Google Gemini, Chatbot App, read.AI and more. This effort is expected to help reduce our data being unintentionally used outside of the company's network and protect confidentiality and the integrity of our technology systems.

Ethics and compliance

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

- [Code of Conduct](#), [Related Party Transactions](#) and Employee Handbook that employees sign off on every year — 100% of employees completed the training related to these documents in FY24
- New virtual anti-harassment and nondiscrimination trainings for all employees — 100% of employees completed this training in FY24
- Chief compliance officer who is responsible for overseeing our corporate compliance program
- Monitor conflicts of interest — none were reported to the chief compliance officer in 2024
- A compliance hotline for employees and customers to report compliance issues. Hotline complaints are promptly investigated and resolved on a case-by-case basis
- The audit committee of the Board oversees ethics and compliance at Spire and receives regular reports by the chief compliance officer
- Our [Human Rights Policy](#) defines our expectations for how we treat one another



Political contributions

Spire’s Board approved up to \$150,000 of political spending for FY24 to focus on Missouri statewide offices, Political Action Committees (PACs), state party committees and select local races. Of the amount approved by the Board, the company spent \$95,000 related to Spire Missouri Inc. The company also spent \$81,000 on political contributions related to Spire Alabama Inc. and \$10,000 related to Spire Mississippi Inc. The company had no political contributions related to Spire Gulf Inc.

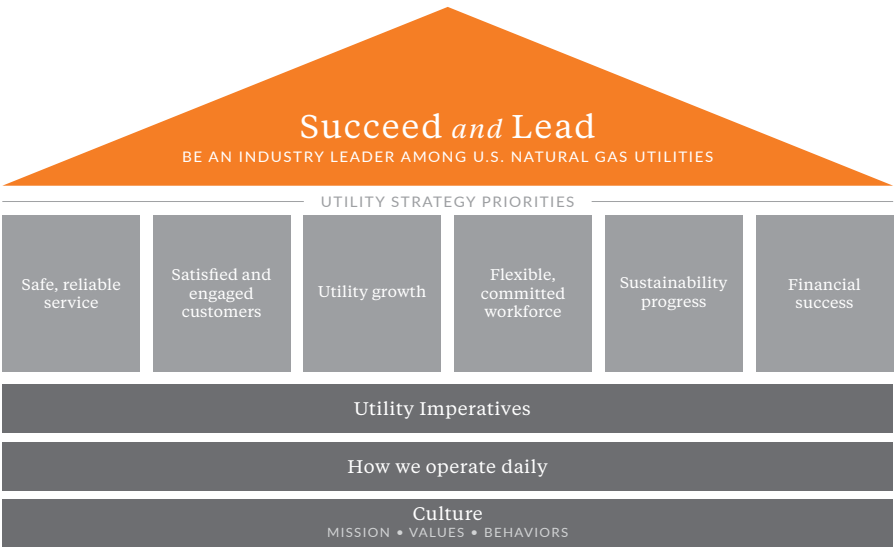
Spire likes to engage our employees in the political process by inviting them to contribute to Spire’s political action committees (PAC) — a Missouri state PAC and a federal PAC. The federal PAC was established in 2023 and disbursed \$46,500 of contributions to candidates and PACs that are supportive of Spire and the natural gas industry.

Utility Strategy

New Board membership and executive leadership in 2024 provided Spire with the opportunity to reassess and revise the operational focus within its business units. The result of that work was the launch of several strategic initiatives that emphasize operational excellence and a return to the basics of our core utility businesses.

At the beginning of FY24, Spire identified six priority areas that form the basis of our strategy of advancing our company and being an industry leader among U.S. natural gas companies.

We also established a set of Utility Imperatives that outlines and supports important work necessary to align the business around these focus areas. The Utility Imperatives fall into two categories — ongoing or longer-term foundational work and project-based or shorter-term work that sets us up for success.



Utility Strategy priority areas

- Safely and reliably deliver energy at low cost
- Deliver value and service to our customers that satisfies their expectations
- Grow our utilities in scale and value while retaining customers
- Develop a skilled and diverse workforce that is equipped, flexible and committed to our utility strategy
- Meet or exceed sustainability commitments and targets
- Achieve our established financial targets

Safety

Safety is a core Spire value	20
Customer safety efforts	20
Employee safety efforts	24



Safety is a core Spire value

Safety is one of our core values. The ongoing safety and well-being of our customers and employees is paramount to how we operate our business. Objectives, goals and targets change, but values do not. Safety will always remain the primary focus of our businesses.

As outlined in our Utility Strategy, Spire's safety imperative emphasizes the safety of its employees, customers, communities and systems.

Customer safety efforts

Spire's foremost responsibility is to safely deliver natural gas service to its customers. Safety is a cornerstone of our Utility Strategy and a driver of our sustainability efforts. The following are specific measures Spire has undertaken to help ensure the resiliency, reliability and safety of its systems for customers.



Safety Management Systems

Our industry-leading Safety Management Systems (SMS) launched in July 2021 and represents a companywide endeavor covering all operations. The framework allows for a holistic approach to managing safety throughout the company and provides the tools needed to track and improve our safety-related goals. Our SMS platform, which follows the [American Petroleum Institute Recommended Practice 1173 \(API RP 1173\)](#), comprises 10 elements that include:

1. Leadership and management commitment
2. Stakeholder engagement
3. Risk management
4. Operational controls
5. Incident investigation, evaluation and lessons learned
6. Safety assurance
7. Management review and continuous improvement
8. Emergency preparedness and response
9. Competence, awareness and training
10. Documentation and record keeping

Of note, our incident investigation, evaluation and lessons learned component (Element #5) is considered cutting-edge and has been endorsed by the American Gas Association.

In 2024, a gap analysis was performed and multiple actions identified to increase the maturity of each SMS element. Tabletop exercises were hosted, resulting in actionable insights to improve the system. Management reviews were prepared to assess different aspects of the elements.

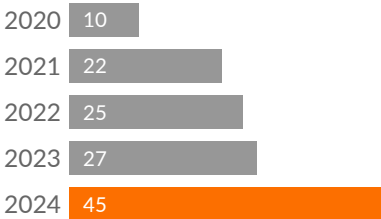
Several key initiatives resulting from our findings have already been undertaken. We track leadership's involvement in safety initiatives and meetings, especially those involving engagement with field-based employees. The Leadership Safety Engagement (LSE) Key Performance Indicator (KPI) is internally reported monthly. Additionally, training sessions to educate field operations personnel on SMS and how it enhances the safety of day-to-day tasks were conducted in both Alabama and Missouri.

In 2024, a total of 53 Standard Operating Procedures (SOPs) were reviewed and updated, including six directly related to enhancing the safety of our distribution system. In addition, we completed the review of our Emergency Response SOP, assessing our reaction for multiple risks throughout our operating footprint. In 2024, multiple new SOPs were developed, including procedures on Valve Isolation and Protection and Stop Work Responsibility. A robust training process was also implemented to ensure all operations personnel are updated on these SOPs.

Spire conducted 45 post-incident reviews this year. Since 2021, Spire has completed more than 130 post-incident reviews and 40 root cause analyses. These efforts have generated 612 corrective action plans, with 337 successfully completed. The 11th annual Safety Summit was held in late 2024 and featured the results of a safety culture survey. The results of this survey were analyzed to identify actionable steps for improving the company’s overall SMS culture. Furthermore, a risk

register was established to mitigate threats across various departments, providing a centralized method for tracking potential hazards. For additional analysis of risk, refer to the “Managing risk at Spire” section of this report.

Post-incident reviews

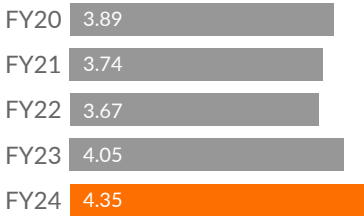


Damage prevention

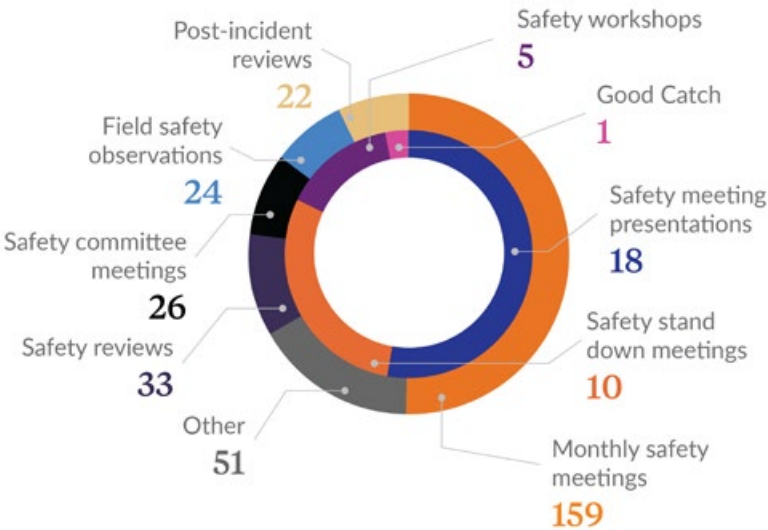
The leading cause of damage to our distribution pipeline system, which is primarily underground, continues to be excavation by homeowners, contractors and construction crews. Damaged pipelines can release methane into the atmosphere.

Damages

Per 1,000 locates



Leadership Safety Engagement KPI – meeting types by frequency (total: 349)



Program initiatives

Since pipelines are underground and can't be seen, it's understandable that the leading cause of damages is digging by construction crews. Fortunately, these damages can be prevented by contacting [811](#) before digging begins. We actively promote the One Call process and 811 systems throughout our service areas, working with and educating our customers and contractors to dig safely. In addition, to help minimize excavation damages, we:

- Participate in activities of One Call centers, including board of directors' representation in Alabama and Missouri
- Promote educational workshops conducted by state One Call centers
- Engage in Damage Prevention Summits held by state One Call centers
- Support the national [Common Ground Alliance \(CGA\)](#)
- Conduct periodic educational meetings with excavators as well as internal crews to communicate One Call initiatives and expectations
- Routinely monitor excavation activities near Spire facilities
- Conduct investigations when a damage occurs to Spire facilities

Furthermore, we engage with stakeholders to monitor legislative

activity and support changes to state One Call laws that promote damage prevention improvements. Efforts have included strengthening enforcement, such as the 2019 provisions added in Alabama plus representation from Spire on the enforcement authority board to evaluate potential violations.

In 2024, we completed participation in a pilot program with the Pipeline Hazardous Materials Administration (PHMSA) and the Alabama Public Service Commission Pipeline Safety staff, enhancing One Call law enforcement activities, leading to significant improvements in timeliness and accuracy of contractors and reducing damages caused by contract locators' errors. These successes were recognized at the annual CGA conference.

Advanced leak detection

In accordance with pipeline safety regulations and standard operating procedures, we conduct periodic compliance leak surveys of our facilities to help ensure public safety and system reliability.

In recent years, the natural gas industry has seen the development and usage of enhanced tools and processes commonly known as advanced leak detection (ALD). This method uses high sensitivity equipment on vehicles and handheld

units to detect potential pipeline leaks. The process includes multiple passes by an ALD-equipped vehicle over a given area to collect methane emissions data. Subsequent post-survey analysis is followed by field investigations.

In 2024, we evaluated multiple ALD technologies and conducted several field demonstrations to determine the best overall solution. We selected a leading technology provider to initiate deployment of both a vehicle and handheld-based advanced leak detection system for

emission quantification surveys. In 2025, as part of a three-year emission quantification program, our vendor will survey over 3,000 miles of our pipelines in Alabama, Missouri and Mississippi.

We expect this approach will enable us to deploy ALD for future compliance surveys that will also meet the requirements of any new leak detection regulations.



A Spire contractor conducts an advanced leak detection survey

Drones

Drones remain an effective and attractive option for visual inspections throughout our operations. We operate multiple drones within our utility operations to conduct aerial surveys quickly and efficiently.

Our drone operators assist inspectors with visual inspections of bridge crossings and right-of-way walking surveys. In Alabama, the telecom instrumentation and control team use the technology to inspect communication towers, rather than contracting tower climbers to perform the inspection.

Advanced meters

In 2020, we launched our advanced metering infrastructure (AMI) program, which consists of advanced meters, technology and other infrastructure that work together in a coordinated network. The upgrade to our metering technology is focused on enhancements to service, support and safety.

Using sound waves to determine the velocity of gas flowing, advanced metering technology sends real-time data on a customer's natural gas usage to and from Spire. This technology is more accurate and consistent in determining usage, has lower maintenance and is even more reliable, when compared to a legacy diaphragm meter.

Advanced meters provide detailed and accurate analytics on gas usage in real-time or at predetermined intervals, all done remotely. We are in the process of upgrading traditional meters across our service territories and have successfully installed more than 880,000 residential and commercial advanced meters from project start through the end of 2024.



Purging alternatives

To safely maintain our distribution system, we must periodically depressurize it. In our last report, we reported on using mobile temporary compression and vacuum technology as an alternative to purging the lines and venting natural gas into the atmosphere.

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

Through 2024, we've completed multiple purging alternative projects across our operations territory, preventing the release of over 500,000 standard cubic feet of natural gas. We look forward to expanding use of this technology and are eagerly pursuing new opportunities as they emerge.

Employee safety efforts

We maintain health and safety policies that comply with all applicable regulations, including the Occupational Safety and Health Administration (OSHA), Federal Motor Carrier Safety Administration (FMCSA) and PHMSA. Key safety metrics are tracked and socialized regularly with employees. Throughout each year, we track various metrics to improve engagement in safety processes, promote safety awareness before an injury or incident occurs and improve safety performance.

Field safety observations

The field safety observations (FSO) program encourages employees to observe and document their job sites and vehicles. FSOs drive conversations about critical safety items and provide both a learning tool and a double check. Because observations are documented, there is also an additional opportunity to collect and analyze safety-related field trends.

Good Catch program

Good Catch is a proactive program encouraging employees to identify, resolve, and report safety improvements in the workplace. A companywide coalition reviews all requests and evaluates them in terms of safety impact. These incidents are then reported out broadly to employees to show the impact. The program is driving down motor vehicle accidents and injuries and, puts a hard focus on employee ownership of potentially dangerous situations.

Safety cameras

Since 2022, GPS and safety camera systems have been installed in all company vehicles. The safety camera system incorporates AI analysis that learns from driver behavior and identifies both risky behaviors that could lead to accidents and positive behaviors that should be reinforced.

The safety camera system generates a score for each driver based on analysis of their driving behavior. To ensure the system correctly captures this information, drivers assign themselves to their shift vehicle each day. This practice now applies to all employees operating company vehicles in any capacity, including pool cars. The safety camera system provides both real-time, in-cab coaching and regular in-person coaching using system data and video clips to promote even safer driving habits.



Real-time coaching takes the form of in-cab audio alerts coming directly from the safety camera. The audio alerts focus on three specific driving behaviors: speeding, following distance and distracted driving. If the system detects an unsafe condition related to any of these driving behaviors, drivers receive an audio alert to remind them to take corrective action.

Drivers are also required to review their individual score and complete virtual coaching sessions through the associated app. These sessions allow employees to regularly review clips of their own driving to identify how they may remain safe while on the road.

Managed coaching, where drivers meet with their supervisors to discuss their driving record, review their data and watch video clips of both sides of the windshield, offers additional support to improve driving behaviors and recognize existing good driving habits. These features help to reinforce positive driving behaviors for employees. In addition, on a monthly and annual basis, we communicate the top drivers in each of our regions.

FSOs drive conversations about critical safety items and provide both a learning tool and double check.

Annual safety metrics

Injury management allows us to collaborate with our medical support and ensure we are appropriately bringing employees back to work.

Annually, we track the following metrics: total recordable incident rate (TRIR), days away, restricted or transferred (DART) and motor vehicle accidents (MVA). These metrics allow us to identify which safety measures are working and which need refinement.

In 2024, we continued to see musculoskeletal injuries to shoulders and backs from the acceleration of the advanced meter program. Increased awareness training around ergonomics has lessened the number

and intensity of those specific injury types. In addition, new tools have also been deployed to help reduce ongoing and future risk of injury.

Additional actions we have taken to reduce injuries include: revamping safety meetings with more ownership by all departments, increasing analysis, reporting and communication about injuries, safety committees and regional councils across the company and establishing the leadership safety engagement program.

Physical security

The physical safety of our communities, which also includes our employees, worksites and customers, is a priority. We must be

prepared for emergencies and be able to respond to crisis situations quickly and effectively. As such, we have an infrastructure in place related to physical security and crisis management.

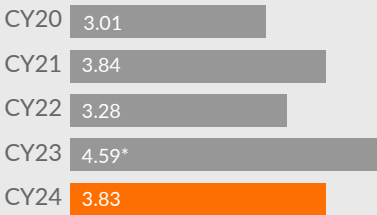
This team reaches across our business footprint and is focused on a variety of efforts, including security and crisis management services, business continuity and regulatory compliance. Team members develop standardized security and crisis management processes that ensure consistency our regions.

They also work across business units to assist and develop effective and auditable business continuity and emergency response processes

and work to meet Department of Homeland Security Transportation Security Administration security guidelines as well as Chemical Facility Anti-Terrorism Standards critical infrastructure security compliance metrics for pipeline and storage facilities.

Total recordable incident (TRIR), days away, restricted or transferred (DART) and motor vehicle accident (MVA) rates

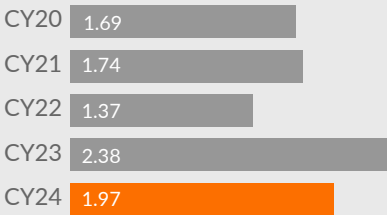
TRIR rate*



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

*TRIR rates saw an increase in 2023, due in part to a one-time illness where 10 employees fell ill from an airborne contaminant caused by bird droppings

DART rate



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

MVA rate*



Calculation = number of reportable MVAs x 1,000,000/total miles driven

*We registered additional motor vehicle accidents in 2024 due to safety cameras picking up "collision" alerts and minor accidents being recorded, showing the protective factor the safety cameras add for our employees



People

Our employees	27
Workforce demographics	28
Attracting and developing talent	28
Succession planning	31
Engaging our workforce	31
Working at Spire	32
Our customers	33
Customer assistance programs	33
Measuring customer satisfaction	34
On-time appointments	34
Our communities	35
Social investment	35
Community engagement	36
Our suppliers	38
Supply chain resiliency	38



Our employees

Serving our customers is the heart of what we do as a company. Our mission centers on each of us doing our very best every day to provide the energy that our customers and communities need. Our more than 3,400 employees dedicate their time, talent and passion to solving challenges and meeting the needs of our customers. Building, engaging and developing a workforce that leverages everyone's unique strengths, skills and experiences is a critical piece of Spire's future success.

We are committed to developing and maintaining a strong workforce. This commitment is evident in a myriad activities, from how we recruit job applicants and advance and develop our employees to how we compensate and reward our workforce and keep employees informed and engaged.

We believe it takes an entire team of individuals coming together — each person with their own perspectives, backgrounds and experiences — to serve our customers and to succeed as a team and company.

In 2024, we strengthened our workforce and furthered the advancement of our employees in the following ways:

- Invested time and resources in development programs for all levels of leadership, including a specialized Field Supervisor program
- Extended the use of our succession planning framework centered on core leadership criteria, meaningful talent discussions and intentional development plans
- Introduced a maternity leave benefit for the employee who is the birth parent, providing 100% pay for six or eight weeks (based on physician orders)
- Launched "Get into Energy," a partnership with Lawson State Community College in Birmingham, Alabama
- Partnered with Urban League of Metropolitan St. Louis, Center for Energy Workforce Development and other energy companies in St. Louis, Missouri, to create the Career Advancement & Readiness in Energy (CARE) program



Workforce demographics

When reflecting on the demographics of our workforce, it's our desire for our employee population to be representative of the communities where our employees live and work. Our commitment to our workforce is exhibited in our recruiting processes, our development programs and how we help all employees grow.

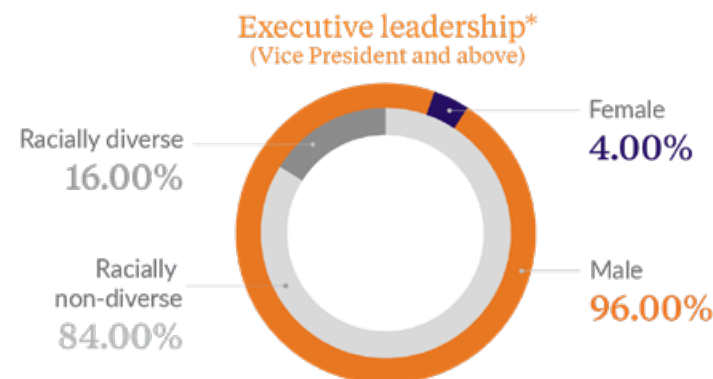
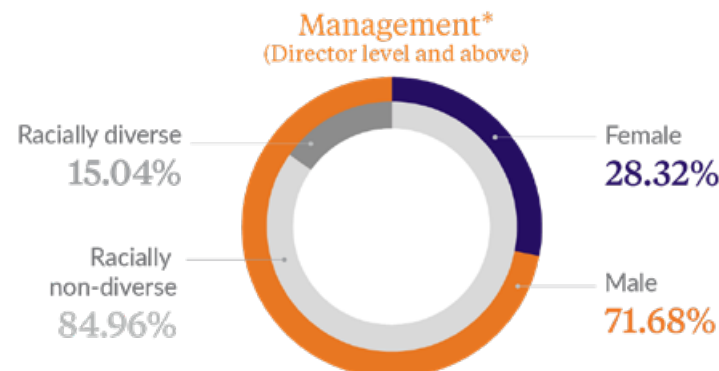
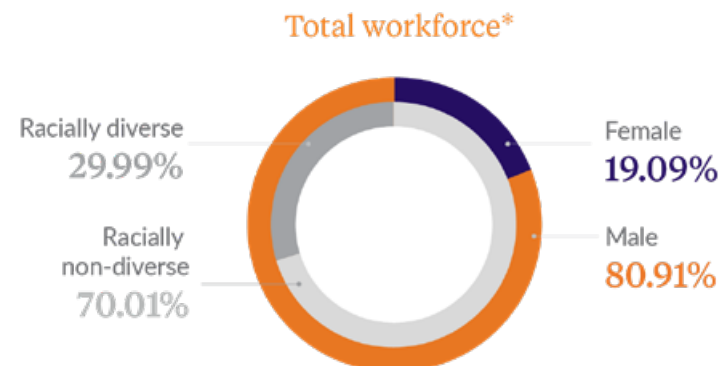
Attracting and developing talent

Creating a sustainable workforce requires bringing the right talent with the right skills into the organization and providing career advancement and development opportunities while serving the needs of our customers.

Spire focuses on three core segments to attract talent into the organization:

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

We are committed to developing and maintaining a strong workforce.



*Active employees as of Dec. 1, 2024

Internship program

In 2024, Spire hosted 10 interns, representing eight universities, as part of the company's internship program. The experience provided students with rich development projects and opportunities to gain valuable work experience. All interns participated in an inclusive onboarding, were provided with curriculum to help advance their business acumen and were given an opportunity to give back to the communities with a day to volunteer at a local charitable organization as part of the Spire Serves program. We have hosted interns for the past four years and have successfully selected 12 interns to become full-time Spire employees.

Community partnerships

To help ensure available positions have the broadest reach possible, we leverage partnerships with organizations like Urban Leagues of Metropolitan St. Louis and Birmingham and the Gateway Equity Institute in St. Louis, Missouri.

Together with the National Urban League, the Center for Energy Workforce Development and other energy companies, we helped to create a career pre-employment training program in 2023 in Birmingham, Alabama. This initiative was designed to help

ensure talent pipelines for careers in energy. Continuing these efforts in 2024, Spire worked with the Urban League of Metropolitan St. Louis, Center for Energy Workforce Development and other energy companies to create the Career Advancement & Readiness in Energy (CARE) program. In 2024, the CARE Program had 12 participants graduate, after completing an eight-week training program, covering technical skills in the construction trade, as well as soft skills, like communication and financial management.

Field Operations and Workforce Development departments also launched "Get into Energy," a partnership with Lawson State Community College in Birmingham, Alabama. Designed to teach the skills needed to work in the natural gas industry, training focuses on skills in employability, interviewing, plumbing, natural gas, safety and equipment handling. Students also receive the following certifications: CDL A Training, OSHA 10 card, CPR, trenching, ACE, skid steer operation and mini excavator operation. Graduates come out of the program well-positioned for employment at Spire or with contractors in the natural gas industry. In 2024, seven participants completed the training.



Spire Cooperative Education program

The Spire Cooperative Education program provides on-the-job training opportunities for students and continues to be an important talent pipeline for our skilled trade positions. We partner with Ranken Technical College and Jefferson College in Missouri.

Recognizing the important role of technical schools and programs that teach skilled trades, Spire offers \$20,000 in scholarships to students enrolled at these two partnering schools.

In 2024, we were awarded Registered Apprenticeship certification for the program. This certification provides resources and benefits to

both Spire and the students who participate, further helping to create opportunities for those interested in careers in energy.

We celebrated five years of partnership with the 2024 cohort. Since the program's beginning, we've successfully selected 15 out of 17 students to become full-time employees in our Service department.

Career Discovery Pathway program

We recognize that our future success starts early when thinking about talent pipelines, which is why we continue to invest in the high school students in our communities. Through our Career Discovery Pathway program and partnerships with North and South County Technical High Schools in St. Louis,

Missouri, students are exposed to careers in the energy industry and given opportunities to connect with Spire employees.

Encouraging employee development

All employees at Spire are encouraged to take charge of their own development, seek out other perspectives, develop new skills and improve their leadership abilities. Spire supports employees in their development through numerous programs.

Sharing Viewpoints

Sharing Viewpoints is an informal and internal mentoring program created to be a mutually beneficial program for all involved, helping to cultivate talent, build strong

interpersonal relationships and empower employees to reach their full potential. In 2024, more than 100 mentees and mentors connected.

Education assistance program

We provide up to \$6,000 in financial assistance to employees seeking additional education. We have strong partnerships with universities to offer employees discounted tuition and zero out-of-pocket expenses, including books. In 2024, 123 employees utilized education assistance, with 39 graduating with bachelor's or master's degrees and 38 receiving certifications.

Leading Spire Series

The Leading Spire Series celebrated its seventh year in 2024. This leadership program continues to

empower frontline supervisors and managers with the tools they need to succeed, while inspiring their teams to thrive. Participants gain valuable insights into our business operations and engage in a curriculum focused on people leadership, business acumen and utility knowledge. To date, more than 600 employees have graduated from the program.

Leading the Field

Leading the Field is a program designed for leaders of people in Field Operations and includes two-day, instructor-led sessions and computer-based training with manager touchpoints. This program was created by a team of cross-functional members with varied expertise to produce the best training materials and context possible.

Leadership Development Series

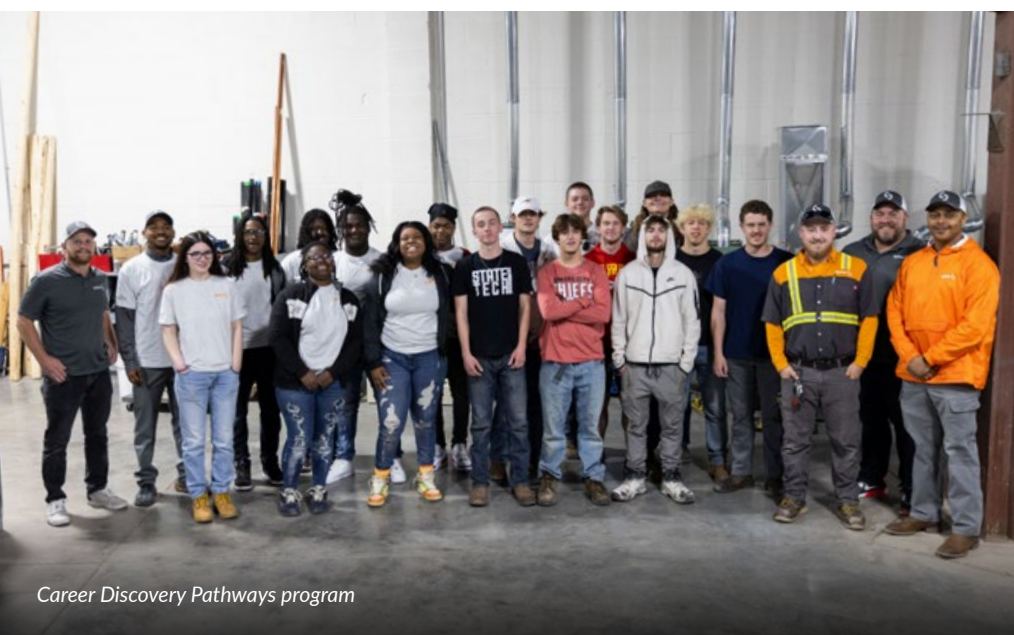
The Leadership Development Series is tailored for our directors, managing directors and officers. The program was introduced in early 2024 and includes core workshops focused on exemplary leadership practices. The workshops, conducted in small-group settings, equip leaders for ongoing success at Spire. Participants are also paired with a leadership coach to further their development by putting learning from the program into action.

Discrimination & harassment free workplace training

As part of our ongoing commitment to fostering a safe and respectful workplace environment for all employees, we implemented mandatory discrimination, harassment and retaliation training for all. These training sessions were designed to ensure that everyone understands Spire's policies, guidelines and legal requirements concerning discrimination, harassment and retaliation.

External leadership programs

We leverage external development programs targeted to address specific challenges faced by leaders. These programs help them grow as leaders, expand networks and create awareness within the industry. Spire hosted four leaders in the 2024 class of the Greater STL Inc. Business Diversity Initiative Fellows Experience and three employees in the American Gas Association's Next Level Leadership Women's Program.



Succession planning

Proactive and thoughtful succession planning continues to be a cornerstone of developing meaningful and actionable workforce development plans. That's why we leverage our carefully crafted approach beyond the executive leadership group. Officers and directors nominate and develop potential successors for their roles using the leadership criteria described in our framework. Leaders collaborate and align in cross-functional discussions to explore next-level readiness and impactful developmental opportunities for potential successors. In addition to identifying and intentionally growing the next generation of leaders at Spire, we encourage internal coaching as an impactful way for our employees with growth potential to further develop their personal leadership skills.



Engaging our workforce

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

Our company intranet, inSpire, serves as a primary source of information for employees. Available in desktop and mobile versions, the intranet serves as a source of connectedness for employees, who can share their own updates and comment and like content. Specific topics are available to help employees with their own talent development needs and to communicate details about the company's priorities and progress, including information on Spire's Utility Strategy.

We also provide weekly updates to approximately 500 leaders of people at Spire and encourage them to share that information with their teams. In addition, we expanded our digital signage platform, which provides news, announcements and reminders to employees across all geographies. We also hold quarterly earnings recap calls with directors, managing directors and officers.



Working at Spire

We believe that proactively engaging our employees and creating opportunities for them are the best ways to build a sustainable, accepting and strong workforce. These efforts include providing a comprehensive compensation and benefits package, offering programs to learn and advance, and keeping employees informed and connected to our mission.

Total rewards

We offer a competitive total rewards package to attract, motivate and retain talent. In 2024, we expanded our Parental Leave by introducing a Maternity Leave benefit to the employee who is the birth parent, providing 100% pay for six or eight weeks (based on physician orders) after the birth. We also expanded our suite of voluntary benefits, including pet insurance, identity theft protection and legal services.

We know employees value different types of benefits, so we’re continuously evaluating our pay, benefits and workplace policies to ensure they meet the varied needs of our workforce. These benefits are described below:

Health and wellness	Retirement	Culture and work/life balance
Medical (including retiree medical for most employees)	401(k) plan with 5% match	Paid leave benefits
Dental	Defined benefit pension plan for most employees	Parental leave benefits
Vision		Maternity leave benefits
Health savings accounts		Adoption benefits
Flexible spending accounts		Military leave
Life/voluntary life insurance		Flexible work policy
Short-term/Long-term disability		Employee discount programs
Accidental death and dismemberment		Employee service recognition awards
Employee assistance program		Pet insurance
Gym reimbursement		Identity theft protection
Wellness program through Personify (formerly Virgin Pulse)		Legal services
		Education assistance program



Partnering with our unions

Approximately 56% of our workforce are covered by 10 different bargaining agreements throughout the company. Our leadership engages with union leadership on a regular basis to discuss current issues and future changes that affect employees. We ratified three labor agreements in 2024 — all in our Missouri East business unit.

We maintain our focus on consistently treating all employees fairly, as well as applying best practices from each region to align policies and procedures across the company. And while Spire can make reasonable operational changes in support of safely providing reliable and efficient service to its customers without having to provide notice to unions, we recognize the need to build a partnership based on trust and mutual respect with each union and to work together to address areas of mutual interest and concern.

Our customers

We safely deliver affordable, reliable and efficient energy to the 1.7 million homes and businesses we serve every day. With a strong foundation in place, we continue to focus on better understanding our customers' needs so we can better serve them.

Customer assistance programs

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

In 2024, Spire helped connect families with more than \$23 million in federal, state and Spire energy assistance funding. Below are some of the available assistance programs:

- **Appliance repair funding:** If heating equipment or piping is no longer safe to operate, we provide up to \$1,000 per year for qualifying customers to make the needed repair
- **Budget Billing:** Designed to keep bills consistent year-round, customers enrolled in Budget Billing will know exactly what to expect each month
- **Cold weather plan:** In Missouri, from Nov. 1 through March 31, eligible customers can enroll in a cold weather plan, based on the Missouri Cold Weather Rule. With this plan, those who have fallen behind on their bills can make an initial payment and then begin a monthly payment plan
- **Disconnection protection:** We provide several programs for customers with household members over the age of 65, with disabilities or those at risk of a medical emergency if service is disrupted
- **DollarHelp:** Along with our customers, together we raised more than \$1.2 million across our Alabama and Missouri communities to help thousands of families on a limited income stay warm. Through these efforts, more than 5,000 households received more than \$2.4 million in DollarHelp assistance
- **Extended due date program:** For customers in Missouri on Social Security, sometimes bills and monthly benefit checks aren't in sync. These customers may be eligible for a special payment extension for up to one week



- **Government-funded energy assistance programs:** We help connect customers with community partners who can assist them with state and federal funding, such as the Low Income Home Energy Assistance Program (LIHEAP), which provide energy assistance to qualifying customers who need help paying their energy bills
- **Payment arrangements:** For those who qualify, we offer multiple payment plan options to help get their past-due balance back on track. In Missouri, we provide a monthly bill credit and match payments toward past-due amounts for customers whose household income is up to 60% of the state median income. In 2024, Spire provided over \$2.9 million in bill credits
- **Rebates and financing:** Our rebate and financing programs make energy-efficient natural gas appliances more affordable, helping customers save energy and money
- **Supplemental Security Income (SSI) Waiver:** Customers who receive SSI can waive the monthly customer fee in the Alabama and Gulf Coast regions
- **Weatherization:** Free weatherization services are available to qualifying customers on a fixed or limited income, making their home more energy efficient and reducing energy costs

Thousands in our communities are eligible for energy assistance, but not all realize help is available. In 2024, we continued our customer outreach efforts to connect customers with needed support and resources. Throughout the year, we:

- Proactively reached out to qualifying customers, providing them with the information they needed to apply for assistance. Through these efforts, the families in more than 5,000 households received more than \$2.4 million in DollarHelp assistance
- Provided \$500,000 for additional funding low-income heating assistance in Missouri
- Provided \$300,000 to agencies in Missouri focused on weatherization assistance
- Provided \$200,000 for bill assistance programs in Missouri

In 2024, families in more than 5,000 households received more than \$2.4 million in DollarHelp assistance.

Measuring customer satisfaction

We survey our customers to learn more about their Spire experience and ultimately improve our customer service.

In 2024, we surveyed nearly 40,000 customers after their interactions with our customer service representatives, our service technicians or the My Account online customer self-service account management portal.

As part of our commitment to continuously improving our service, we continue to engage with our customers who requested follow up on their surveys. This process has allowed us to connect with those customers to help ensure their overall satisfaction with Spire and to identify areas where we as a company have opportunity for improvement. In 2024, we connected with nearly 3,000 customers.



On-time appointments

Customers rely on us for the energy they need to fuel their daily lives. That means that when a service technician is needed, they expect us to arrive on time during the appointment window that has been provided. In FY24, our on-time appointment attainment rate was more than 99% across the regions we serve, helping to increase customer satisfaction and demonstrating our commitment to our customers.

Our communities

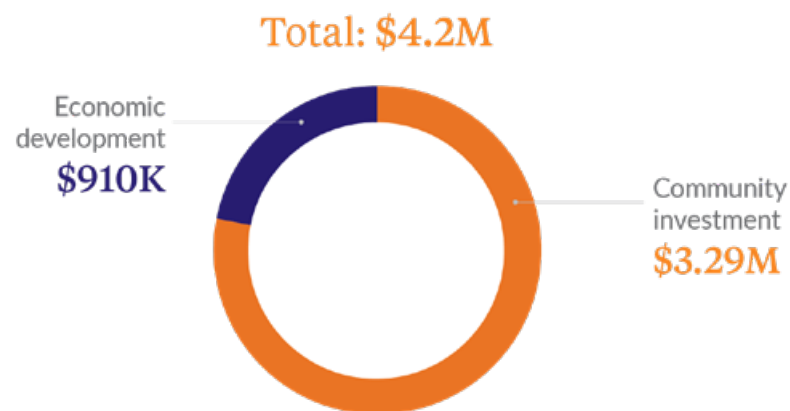
Serving others remains at the heart of what we do — giving our time, talents and support to the communities where we live and work. We continue to advance the communities we serve through charitable donations and economic development investments, as well as sponsorships, volunteerism and memberships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

By advancing our community focus in 2024, we accomplished the following:

- Invested more than \$6.5 million to support the communities we serve, including more than \$2 million in sponsorships and memberships
- 1,414 employees volunteered at 127 community organizations
- More than 13,000 employee volunteer hours realized
- Named one of Newsweek's "Most Responsible Companies" for the sixth year in a row

Social investment

We're using our energy for good to have a positive, measurable impact on the world around us. In FY24, we surpassed our social investment target with more than \$4.2 million to support the communities we serve through community investments and economic development activities.



 **13k+**

employee volunteer
hours realized

Through our Spire Serves charitable giving program, the Spire Foundation Board is the governing body tasked with adhering to the Foundation Indenture and overseeing grant decisioning. Budget Teams representing all of our geographies are responsible for overseeing grant decision making in each of their respective regions. Both the Foundation Board and the Budget Teams meet quarterly. The Spire Serves Committee oversees the process.

The Budget Teams follow five strategic focus areas when making funding decisions, and we’ve established a target spend for each focus area. Below is how we performed in FY24:

Focus area	FY24 target spend	FY24 actual spend
Civic and Community Development	20%	25%
Education	20%	22%
Environment	20%	17%
Health and Human Services	35%	36%
Disaster/Off Strategy	5%	>1%

Community engagement

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

In 2024, more than 1,400 employees volunteered, either virtually or in-person, at 127 community organizations across Alabama, Mississippi, Missouri, Texas and Wyoming. In total, employees volunteered more than 13,000 hours in 2024.

Spire named one of Newsweek’s “Most Responsible Companies” six years in a row

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

Spire ranked 252 among the top 600 companies across 14 industries in the United States, and we were one of only nine companies ranked in our home state of Missouri and one of only three companies in the Energy & Utilities Industry sector in Missouri. Spire is one of only about 150 companies (25% of total) that has been selected by Newsweek for all six years of the listing.


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



SPOTLIGHT: InSpire Awards

We established the InSpire Awards to honor exceptional nonprofits that demonstrate vision, innovation and a commitment to advancing Spire's mission. In 2024, four nonprofits were recognized:


- **Cahaba River Society (Birmingham, Alabama):** The organization protects and restores the Cahaba River watershed and its rich diversity of life, and also serves as an educator, expert resource and collaborative partner for science-based and practical solutions.

 [Learn more](#)


- **Habitat for Humanity Kansas City (Kansas City, Missouri):** Empowering individuals and families through affordable housing solutions, Habitat for Humanity of Kansas City partners with thousands each year to help them achieve strength, stability and self-reliance through affordable housing.

 [Learn more](#)

- **Rapahope Children's Retreat (Mobile, Alabama):** Rapahope brings joy to the childhood cancer journey through recreational and support programs for those with childhood cancer and their families.

 [Learn more](#)

- **Saint Louis Zoo (St. Louis, Missouri):** The mission of the Saint Louis Zoo is to conserve animals and their habitats through animal management, research, recreation and educational programs that encourage the support and enrich the experience of the public. The Saint Louis Zoo operates the Zoo at Forest Park and WildCare Park, a safari park and conservation center under development in north St. Louis County.

 [Learn more](#)

Spire's support for the InSpire Award winners extends beyond recognition. We provide intentional grant funding to bolster their initiatives and ensure their continued success. Spire employees also actively engage with these nonprofits, volunteering their time and expertise to make a tangible difference.

Cahaba River clean-up, Birmingham, Alabama



InSpire Award presentation: Habitat for Humanity, Kansas City, Missouri



Our suppliers

Spire remains committed to operating responsibly and working with reputable suppliers who prioritize equity and sustainability across our business operations. Through responsible sourcing, we can help our supplier network grow, create jobs and positively impact our communities and local economies.

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

We've invested in people and resources to preserve the value created by our strategic sourcing efforts, assist in supplier management, and promote continuous improvement across our supply chain.

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

In 2024, we successfully completed the following:

- Surpassed our three-year Smart Sourcing goal of \$20 million in cost savings
- Furthered our commitment to supply chain excellence
- Continued a sustainability focus across Spire's supply chain

Supply chain resiliency

Spire's supply chain remains strong, and we've been able to meet or exceed our capital plan targets without any supply chain constraints or disruption. We continue to acquire, store and deliver an adequate supply of essential materials to meet our capital plans and ongoing business operations.

Below are ways we continue to build the resiliency of our supply chain to minimize the impact of supply disruptions to our business:

- Work with key suppliers to schedule monthly or quarterly orders to secure production slots for timely delivery of key materials
- Request monthly lead time updates from key suppliers
- Request weekly anticipated delivery dates from key suppliers
- Establish redundancy plans to ensure adequate supply of materials
- Expand our supplier base, where needed

In 2024, we successfully surpassed our three-year Smart Sourcing goal of \$20 million in cost savings.





Smart Sourcing initiative

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

The Smart Sourcing initiative is designed to reduce or eliminate costs, optimize our supply base and drive operational efficiency. In 2024, we surpassed our three-year goal of \$20 million in cost savings, delivering actual savings of \$31.4 million. The spend categories that yielded significant savings were telecom and mobility, third-party construction, paving services and enterprise software.

Commitment to supplier opportunities

Inclusion is a core value at Spire. That's why we're committed to developing and expanding partnerships with businesses that are at least 51% owned, controlled and managed by an individual or group that is traditionally underrepresented or underserved.

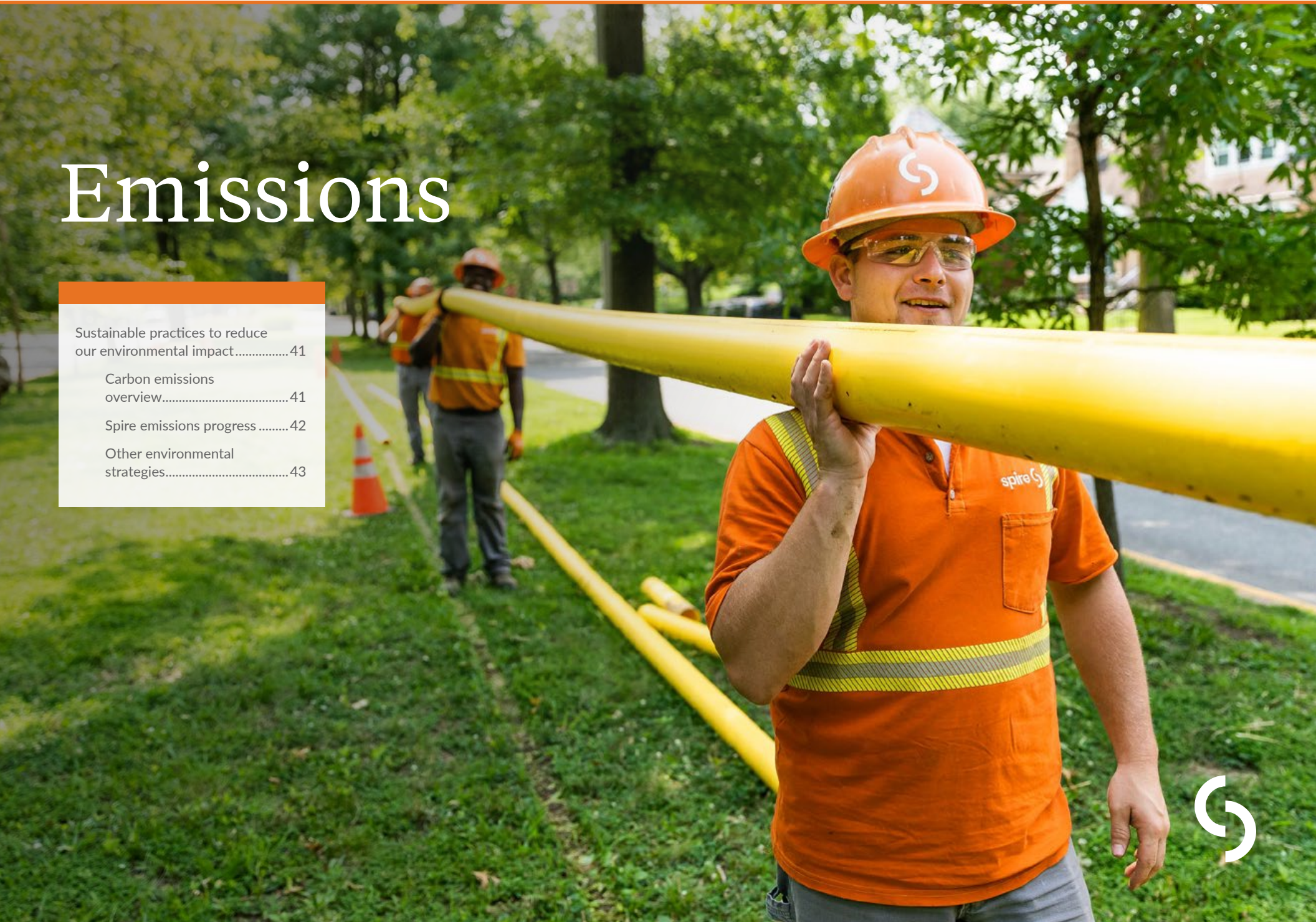
Operating with integrity

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](#).

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

Emissions

Sustainable practices to reduce our environmental impact.....	41
Carbon emissions overview.....	41
Spire emissions progress	42
Other environmental strategies.....	43



Sustainable practices to reduce our environmental impact

Spire is committed to being carbon neutral by midcentury. To achieve this, we aim to reduce Scope 1 and Scope 2 emissions from our operations through infrastructure upgrades, fleet and facilities improvements, and additional emissions reduction strategies.

Achieving our carbon neutral goal is contingent upon supportive policies and regulation, as well as the development, availability and efficiency of new technologies and markets. Scope 3 emissions are not included in our plan to achieve our environmental commitment.

Carbon emissions overview

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

- **Scope 1:** direct GHG emissions released from owned or controlled assets. This includes our distribution system, transportation and storage facilities, fleet and facilities
- **Scope 2:** indirect emissions from purchased electricity and steam
- **Scope 3:** all sources not defined by Scope 1 and Scope 2 and those which come from assets or sources we don't own or control, but which indirectly impact our natural gas value chain. This includes emissions from upstream suppliers and customer usage



Spire emissions progress

For calendar year 2024, we reported a 29,684 metric ton (MT) CO₂e increase, or 8.5% increase compared to last year.

Several material drivers contributed to this increase:

- A 12% increase in the EPA Global Warming Potential (GWP) factor assigned to natural gas mains and services from 25 to 28. This factor is used to calculate emissions for EPA reporting
- The addition of NGL and MoGas to Midstream assets, as well as an expansion to its Clear Creek facility
- The inclusion of all Midstream fuel metrics to Spire's aggregate fleet emissions

The increases noted above were also offset by continuing improvement in other Spire emissions metrics:

- Continued upgrades of mains and services throughout Spire's service area
- A 12% year-over-year (YOY) reduction in emissions from Spire facilities due to the standardization of construction in new and existing Spire facilities
- A 6.6% reduction in fleet fuel volumes since 2021 baseline

Emissions by line of business Scope 1 and 2 emissions

Metric ton CO₂e by calendar year

	2020	2021	2022	2023	2024	YOY change
Southeast	196,477	189,673	176,555	179,551	196,539	9.50%
Missouri	168,402	159,150	149,200	138,292	142,283	2.90%
Midstream	45,410	36,206	31,776	32,075	40,783	27.20%
Marketing	–	78	103	74	70	-5.80%
TOTAL	410,290	385,106	357,634	349,991	379,675	8.50%

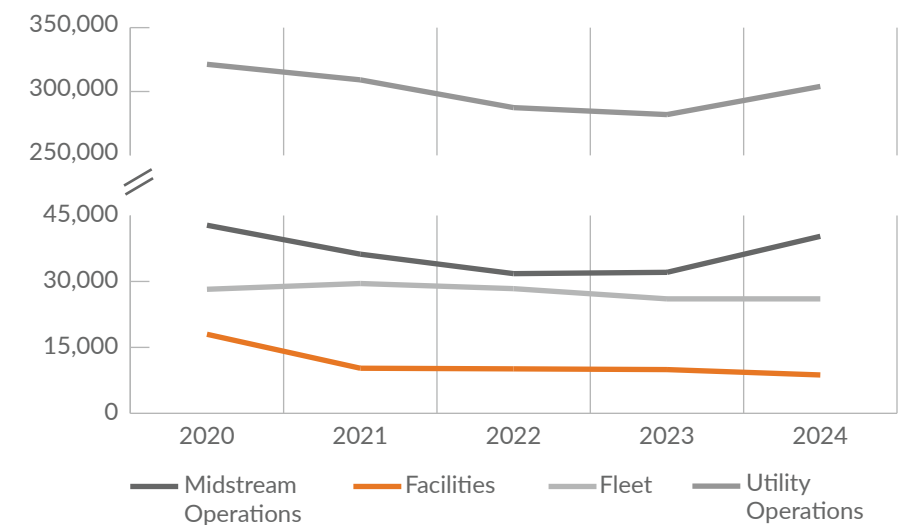
2024 emissions Scope 1 and 2 emissions

Metric ton CO₂e for calendar year 2024

	Operations	Facilities	Fleet	TOTAL
Southeast	184,854	3,748	7,937	196,539
Missouri	119,122	4,908	18,252	142,283
Midstream	40,269	–	514	40,783
Marketing	–	70	–	70
TOTAL	344,245	8,726	26,704	379,675

Emissions by activity Scope 1 and 2 emissions

Metric ton CO₂e by calendar year



Methane intensity

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

Methane intensity reflects not just the absolute amount of emissions from Spire’s operations, but how well we are managing those emissions relative to the volume of natural gas we operate.

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

and 2021 for the transmission and storage segment.

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

Pipeline upgrades

Our utility pipeline upgrades program continues to be a cornerstone of our environmental sustainability efforts. Replacing and upgrading aging infrastructure increases safety while reducing methane emissions and leaks across our distribution system.

Upgrading infrastructure also reduces maintenance costs, improves reliability and ensures

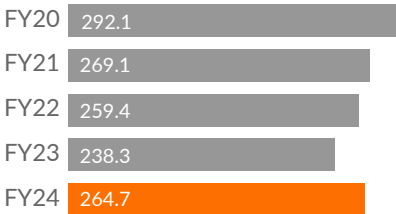
the communities we serve have the advanced energy infrastructure needed to fuel economic growth and job creation.

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

And by investing more than \$1.4 billion in pipeline infrastructure upgrades since 2020 — modernizing pipeline and increasing safety — the energy we provide is more efficient than ever before.

Gas utility capital expenditures

Replacement program only
(\$ millions)



Other environmental strategies

Integrated Resource Plan

In November 2024, Spire Missouri filed an integrated Resource Plan (IRP) with the Missouri Public Service Commission. An IRP is a proactive roadmap that utilities use to meet forecasted, long-term energy demand. The primary goal of creating an IRP is to ensure customers’ energy needs are met now and in the future. [Spire Missouri’s IRP](#) is our blueprint for how our energy will support our customers and communities in Missouri over the next 20 years.

Facilities

Our Facilities team maintains more than 50 company locations throughout our service area. Based on recommendations from an American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Level 1 energy audit, we developed a standardized energy-efficiency/sustainability approach to facilities management which includes:

- Energy analysis protocols
- Building envelope recommendations
- Mechanical, electric and plumbing recommendations
- GHG emissions inventory of facilities

NGSI methane intensity*

	CY21	CY22	CY23	CY24
Distribution NGSI methane emissions (MT CH4)	10,535	10,559	10,642	10,529
Weather normalized throughput (Mscf**)	329,522,632	324,094,470	309,817,338	315,530,742
NGSI methane intensity	0.178%	0.182%	0.192%	0.186%
Transmission and storage NGSI methane emissions (MT CH4)	1,088	1,114	899	1,038
Throughput (Mscf)	40,426,000	96,915,000	93,199,757	33,518,000
NGSI methane intensity	0.150%	0.064%	0.054%	0.173%

*Full NGSI reporting is included in the Appendix of this report
**Mscf is the abbreviation for a thousand standard cubic feet per day, a common measure for volume of gas

In 2024, we launched an initiative to analyze and standardize a sophisticated building automation system platform for use in future new facilities and in retrofitting existing facilities to help reduce energy use. In addition, we've incorporated numerous HVAC component and system replacements with new, higher efficiency components.

Our preference for using ENERGY STAR-rated roof systems remains intact. In 2024, we leaned into that commitment by replacing roofs at five of our facilities in Alabama and Missouri. The improvements are expected to decrease heating and cooling costs and lower maintenance expenses. In addition, the ENERGY STAR-rated roof systems are fire, bacteria and chemical resistant, further supporting our value of safety.

Spire has an aggressive legacy material mitigation strategy in place that has been carried out in multiple facility renovation projects. We remove and dispose of materials properly instead of opting for encapsulation or other less complete techniques.

Spire also monitors water usage in building facilities by tracking monthly water utility information. Below is a summary of that usage.

Building water usage (kGal)

kGal by fiscal (2020-2022) and calendar year (2022-2024)

Year	Alabama	Gulf	Missouri	Spire Marketing	Spire Storage	Total
FY20	4,540	2,192	6,385	186	60	13,363
FY21	9,832	3,059	9,279	298	66	22,534
CY22	5,513	2,749	8,786	256	66*	17,370
CY23	2,451	2,586	8,716	257	66*	14,076
CY24	4,789	6,589	17,397	211	66*	29,052

*Water usage has not been tracked at Spire Storage since FY21. CY22-CY24 totals listed are estimates

Building energy usage

kBTU by calendar year

Year	Alabama	Gulf	Mississippi	Missouri	Spire Marketing*	Spire Storage**	Combined
2020	32,123,672	22,731,547	1,646,605	58,052,812	611,070	N/A	115,165,706
2021	31,282,207	22,671,197	1,499,092	50,828,221	713,103	N/A	106,993,820
2022	28,441,417	22,466,990	1,604,487	56,907,931	945,474	N/A	110,366,299
2023	21,549,107	21,093,026	1,607,230	50,670,370	682,060	N/A	95,601,793
2024	26,304,777	18,413,748	1,489,898	44,693,707	682,060	N/A	91,584,190

Building energy intensity

kBTU/Ft2 by calendar year

Year	Alabama	Gulf	Mississippi	Missouri	Spire Marketing*	Spire Storage**	Weighted Avg.
2020	84.3	236.9	51.1	88.1	47.2	N/A	97.5
2021	82.1	236.3	46.5	77.1	55.0	N/A	98.6
2022	74.7	234.1	49.8	82.0	73.0	N/A	90.7
2023	61.0	219.8	49.9	92.8	52.6	N/A	91.9
2024	74.4	191.9	46.2	76.4	52.6	N/A	85.7

*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



Waste minimization and recycling

Our waste minimization and recycling programs represent additional steps we take to help address our environmental footprint. We track waste streams, including solid waste disposal, and identify avenues to further minimize waste generation.

At most office locations and service centers, multiple waste streams are recycled, including used gas meters, office paper, cardboard, scrap metal, used oil, tires and batteries.

We partner with Access at our locations for secure shredding services. In 2024, nearly 45 million metric tons of carbon equivalent (MTCE) and nearly 360 cubic meters of landfill were avoided by these efforts. Our 2024 results were also the equivalent of more than 1,600 trees and more than 368,000 kilowatts saved. Once securely shredded, our documents are processed and pulped in the United States.

E-waste

We’ve partnered with Lenovo to implement a more consistent e-cycling program for laptops, keyboards and other electronics. For this reporting period, we recycled over 3,846 electronics weighing more than 36,850 pounds.

Through the responsible wireless reuse and recycling program we have with AT&T, more than 2,800 devices were responsibly retired in 2024, eliminating 30,200 pounds of GHG emissions and resulting in 1,260 pounds of e-waste not ending up in a landfill.

Batteries

Additionally, we recycled over 250,000 pounds of retired automatic meter reader devices in 2024, preventing further generation of e-waste.

Based on current waste tracking methods, the following waste totals were generated and tracked in calendar year 2024.*

Municipal solid waste	CY21 (Tons)	CY22 (Tons)	CY23 (Tons)	CY24 (Tons)
Yard waste	108	113	140	230
Plastic	37	24	4	365
Solid waste	4,105	4,179	3,675	11,671
Construction debris	4	17	10	580

Recycled material	CY21 (Tons)	CY22 (Tons)	CY23 (Tons)	CY24 (Tons)
Cardboard	74	70	34	775
Mixed	20	35	16	420
Appliances	78	61	97	39
Metal	33	17	38	27
Construction and yard waste*	N/A	5	0	45

Recycled paper savings	CY21 (Tons)	CY22 (Tons)	CY23 (Tons)	CY24 (Tons)
Barrels of oil saved	793	579	1,729	1,077
Kilowatts of energy saved	307,181	197,298	590,861	368,128
Cubic yards of landfill space saved	264	193	576	359
Gallons of water saved	531,244	337,925	1,008,787	628,512
Trees saved	1,329	869	2,594	1,616

*Recycling information is generated for a portion of our facilities

Missouri facilities renovations

We completed substantial portions of renovations at our service centers in Berkeley and Shrewsbury, Missouri. Significant HVAC energy efficiency improvements were incorporated as part of both projects.

The Berkeley service center was built in 1956, Shrewsbury in 1960. We opted to renovate and reuse the existing buildings as that typically offers greater environmental savings than demolition and construction.

In both remodels, we focused on the following energy-efficiency improvements:

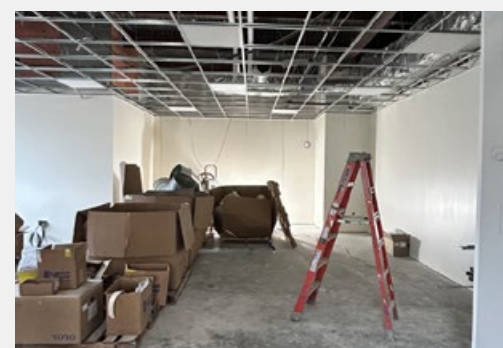
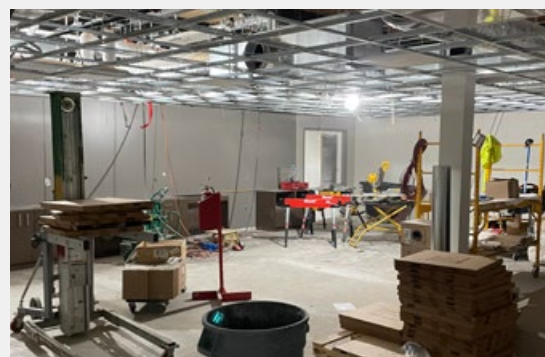
- Upgrades to energy efficiency HVAC systems — replacing inefficient single speed air handler and natural gas fired chiller/cooling tower with (3) high-efficiency commercial split-systems
- Lighting retrofits
- Low flow water fixtures
- Open spaces and optimal sized windows to bring in natural light
- Window replacement and/or low E film
- Legacy environmental material abatement

Berkeley specific improvements

- Replaced an inefficient natural gas-fired steam boiler and underfloor hydronic heating loop with (2) high-efficient hydronic space heating boilers
- Post-renovation savings:
 - 56% reduction in natural gas energy use (HVAC only)
 - 38% annual cost savings (HVAC only)
 - 30% reduction in GHG emissions (CO₂e)
 - 14% (potential) reduction in refrigerant GHG emissions (CO₂e)
 - 2% electrical energy decrease

Shrewsbury specific improvements

- Extended an existing high-efficient hydronic space heating boiler
- Post renovation savings:
 - 69% reduction in natural gas energy use (HVAC only)
 - 39% annual cost savings (HVAC only)
 - 28% reduction in GHG emissions (CO₂e)
 - 82% (potential) reduction in refrigerant GHG emissions (CO₂e)
 - 1% electrical energy decrease



Chemical and hazardous waste avoidance

We responsibly dispose of chemicals such as used oil, odorant and other process wastes through recycling or energy recovery, whenever possible. We use aerosol paint cans in our operations. Since spent cans can have hazardous contents, we use puncture devices at multiple locations to drain and collect remnants for eventual proper disposal. The empty paint cans are then recycled as scrap metal. This reduces the amount of hazardous material being sent to landfills, which lowers our environmental impact.

Sustainable office products and materials

We continue to analyze the list of products being used at our facilities, identify sustainable replacement options, if available, and select products that provide the most immediate impact. Office Essentials provides a report each year related to sustainable products (copy paper, tissues, paper pads, highlighters, ballpoint pens, etc.) we purchase. For 2024, our sustainable spend was nearly \$20,000 or 27% of our office supply spend.

Fleet

In 2024, our new fuel card program allowed us to better track fuel use and calculate related emissions for all our retail fuel purchases, which accounted for approximately 73% of all fleet fuel purchased. Using calendar year 2021 as our baseline, our total 2024 fuel volume was down 6.6%. This downward trend can be attributable to efforts we put in place in recent years, including idle reduction, targeted reductions in the number of fueled fleet assets (146 in 2024), scaled back take-home privileges, deployment of new fuel cards, a more rigorous management of the fuel program, targeted replacement of older fleet assets and the introduction of our GPS program.

In Q4FY24, the implementation of the GPS program yielded results indicating a significant reduction in vehicle idling time for our Spire Alabama business unit. Between September 2024 and February 2025, the number of hours spent idling was reduced by 40%, which is the equivalent of \$75,000 savings in fuel costs and a 246-ton reduction in CO2 emissions from unused fuel.

Fleet fuel use

Gallons/Gasoline gallon equivalent by calendar year

	CY20	CY21	CY22	CY23	CY24
Gasoline (Gal)	1,881,085	1,790,788	1,843,031	1,787,531	1,827,981*
Diesel (Gal)	1,066,670	1,168,843	1,123,191	993,611	1,031,457
CNG (GGE)	120,067	120,270	105,819	29,579	18,311**
Total fuel	3,067,822	3,079,900	3,072,041	2,810,721	2,877,749

*Spire Midstream (onboarded in CY24) accounting for an additional 55,742 gallons used over previous reporting metrics
**As we continue to transition away from CNG vehicles, we utilize this fuel type for trailers and other utility tools



Alternative and renewable energy sources

Spire supports the use of alternative and renewable energy sources and is active in identifying affordable options for our customers. Part of our strategy to reduce GHG emissions includes evaluating alternative energy sources, such as renewable natural gas (RNG) and certified natural gas. The addition of renewables to our portfolio will allow us to reduce emissions from operations while helping our customers meet their environmental goals. Our long-term strategy is to include renewables as part of our gas supply at a price that all customers can afford.

Renewable natural gas (RNG)

Our plan for RNG continues to focus on Missouri. We recognize the importance of safely providing customers with affordable, reliable and efficient energy, and we maintain that RNG will play a key role in this. Responding to customer interests, over the past year, we worked with regulators and other utilities to establish rules governing RNG programs and cost recovery mechanisms as called for in Missouri House Bill 734 (passed in 2021). Additionally, existing gas quality standards were expanded to include requirements for RNG transportation and distribution to Spire Missouri

utility customers. At present, Spire Missouri has one RNG interconnect project online and one that will come online mid-2025. A Spire-owned RNG production project is expected to come online in late calendar 2026. These projects will bring an estimated 1.56 BCF of renewable natural gas onto Spire's system.

Certified natural gas

Certified natural gas is natural gas that has been certified by a third party to verify that the collection and delivery of the gas meets a set of environmental criteria. Certified natural gas is also referred to as responsibly sourced gas, differentiated gas, green gas, independently certified gas and reduced-carbon natural gas.

To be certified, natural gas must comply with stringent greenhouse gas emissions standards compared to current regulations. Typically, natural gas is considered responsibly sourced if it is delivered with less than 1% residual methane emissions.

According to the AGA, benefits of certified natural gas include fewer associated GHG emissions, a reduction in upstream GHG emissions, a transparency in emissions reporting and creation of a market for less carbon-intensive natural gas that could reduce economy-wide emissions.

Our Spire Marketing business unit currently purchases certified natural gas credits monthly. As of Dec. 31, 2024, Spire Marketing had approximately 5,970,000 credits on their books. Each credit is valued at 1MMbtu.

Carbon Offset Initiative

The Carbon Offset Initiative was approved by the Missouri Public Service Commission in July 2024 and was opened for customer participation in January 2025. This voluntary program provides our Missouri gas utility customers the opportunity to voluntarily purchase a combination of environmental attributes to offset a portion or all carbon emissions from their natural gas usage.

Environmental stewardship

Energy-efficiency programs

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

Through our energy-efficiency programs in both states, our participating customers reduced annual GHG emissions by over 1,241 metric tons of CO₂e in 2024.

That's the equivalent of GHG emissions from:

3,160,385
miles driven by an average
passenger vehicle

1,378,567
pounds of coal burned

167
Homes' energy use for
one year

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

Pay As You Save program

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

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

Underground fuel tanks

We proactively and voluntarily reduce environmental liabilities associated with underground fuel storage tanks at our service centers. Rather than abandoning the tanks in place with a deed restriction, we fully removed them as part of the Shrewsbury district office renovation in St. Louis, Missouri. Sampling completed during the removal process indicated no environmental impacts and a “No Further Action” letter was obtained from the Missouri Department of Natural Resources.

Horizontal directional drilling

We install natural gas pipeline via horizontal directional drilling to minimize areas of disturbance and impacts to sensitive environmental areas such as parks, water bodies and wetlands. However, there is still a risk with this technique that the boring fluid used in the process, primarily a mixture of water and clay, can inadvertently migrate into the environment. We mitigate this risk by designing the bore paths to be protective of the environment and by training all construction employees on our contingency plan. The plan identifies methods to prevent boring fluid migrations and how to respond in the event one happens.

Air permitting strategy

Our Midstream Clear Creek expansion project in Wyoming required a highly strategic approach for addressing new federal air regulations that were being implemented, challenged in court and interpreted. We developed an ongoing strategy to handle the permitting processes in-house, resulting in better compliance and strengthening relationships with various internal and external partners.

Sugarloaf Mound

Thanks to the great relationships we have within our service areas, we avoided disturbing a significant cultural landmark in the St Louis, Missouri area: [Sugarloaf Mound](#). Believed to be the only remaining burial mound in St. Louis and west of the Mississippi River, this site is currently stewarded by the Osage Nation.

When making plans to improve our infrastructure near Sugarloaf Mound, nestled next to residences and overlooking the Mississippi River near downtown St. Louis, Missouri, residents reached out to us. Spire’s Environmental Compliance department took their concerns to heart, verifying the cultural significance and physical sensitivity of the landmark with a representative of the Osage Nation. Work that could have potentially disturbed Sugarloaf Mound was halted and redirected in a way that preserved the cultural landmark while maintaining high quality natural gas service to nearby customers.

Sugarloaf Mound, St. Louis, Missouri – photo provided by The Osage Nation



Appendix

Global Reporting Initiative (GRI) index	51
Sustainability Accounting Standards Board (SASB) disclosures.....	79
Natural Gas Sustainability Initiative (NGSI) reporting.....	83
ONE Future reporting.....	86
Pipeline and Hazardous Materials Safety Administration (PHMSA) reporting.....	93
Task Force on Climate-related Financial Disclosures (TCFD).....	101
Memberships and associations....	103
Stakeholder engagement.....	104
Partnerships for the future	105



Global Reporting Initiative (GRI) index

In preparing this report and the content of the index that follows, we have referenced the following GRI disclosures for their applicability to Spire's business and community investment, as well as the availability of consistent data for reporting purposes. This report is compliant with the GRI Reporting Standards 2021.

Universal standards

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-1	Organizational details	1. The organization and its reporting practices	102-1	Spire Inc.
				102-3	Spire Inc. 700 Market Street St. Louis, Missouri 63101 United States
				102-4	United States
				102-5	Spire 2024 Form 10-K: Part I, Item 1 – Business
GRI 2: General Disclosures 2021	2-10	Nomination and selection of the highest governance body	3. Governance	102-24	Spire Inc. 2024 Proxy Statement Spire Governance Documents Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices
GRI 2: General Disclosures 2021	2-11	Chair of the highest governance body	3. Governance	102-23	Rob L. Jones, board chair, Steven L. Lindsey, president and CEO (Oct. 1, 2023-April 23, 2025), Scott E. Doyle, president and CEO (as of April 24, 2025) Spire Inc. 2024 Proxy Statement
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	3. Governance	102-21	Spire Governance Documents
				102-26	Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices Spire Governance Documents
				102-29	Spire 2024 Form 10-K: Part I, Item 1A – Risk Factors Spire 2024 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations
				102-30	Spire 2024 Sustainability Report Spire Audit Committee Charter Spire 2024 Form 10-K: Part I, Item 1A – Risk Factors
GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	3. Governance	102-19	Spire Governance Documents
				102-20	Spire executives, officers at the vice president and senior vice president level are responsible for the company’s economic, environmental and social topics
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	3. Governance	102-32	Spire’s Sustainability Report is reviewed by Spire’s Board of Directors, Spire’s Sustainability Council and Spire’s Executive Committee

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-15	Conflicts of interest	3. Governance	102-25	Spire Governance Documents
GRI 2: General Disclosures 2021	2-16	Communication of critical concerns	3. Governance	102-33	Compliance@SpireEnergy.com Compliance Hotline at 800-886-2553 or www.spireenergy.ethicspoint.com Spire Inc. 2024 Proxy Statement: Correspondence with the Board Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance
				102-34	There were no critical concerns reported to the Board of Directors or Spire's Executive Committee
GRI 2: General Disclosures 2021	2-17	Collective knowledge of the highest governance body	3. Governance	102-27	In an effort to ensure that the directors possess the necessary and appropriate skills and knowledge, all incoming directors participate in the Company's orientation for new directors, and the corporate governance committee identifies educational programs on topics appropriate for public-company board members, which the directors are encouraged to attend. Senior management provides the Board with white papers and published materials on various topics that impact the natural gas industry in general and the company's utility and gas-related businesses. At the Company's quarterly board and committee meetings, education sessions are held during which timely topics that could impact the Company are discussed. The directors are encouraged to ask questions and discuss the topics. These materials are made available to all directors, not just committee members.
GRI 2: General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	3. Governance	102-28	Spire Inc. 2024 Proxy Statement: Correspondence with the Board Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices
GRI 2: General Disclosures 2021	2-19	Remuneration policies	3. Governance	102-35	Spire Inc. 2024 Proxy Statement, Director Compensation, Compensation Disclosure and Analysis Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices
GRI 2: General Disclosures 2021	2-2	Entities included in the organization's sustainability reporting	1. The organization and its reporting practices	102-45	Spire 2024 Form 10-K: Part I, Item 1 – Business

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-20	Process to determine remuneration	3. Governance	102-36	Spire Inc. 2024 Proxy Statement, Director Compensation, Compensation Disclosure and Analysis Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices
				102-37	Annually, the company in its proxy statement requests shareholders to provide an advisory vote to approve the compensation of its named executive officers. The results of this advisory vote were reported through a Form 8-K filed with the SEC on January 31, 2025. Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices
GRI 2: General Disclosures 2021	2-21	Annual total compensation ratio	3. Governance	102-38	Spire Inc. 2024 Proxy Statement The ratio of the total compensation of the CEO to median annual total compensation of all other employees was calculated to be 30 to 1 for fiscal 2024
				102-39	The ratio of the total compensation of the CEO to median annual total compensation of all other employees was calculated to be 30 to 1 for fiscal 2024, which was a decrease from fiscal 2023, when the ratio was 53 to 1. This represents a 43.4% decrease.
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy	4. Strategy, policies and practices	102-14	Spire 2024 Sustainability Report: A message from our CEO
GRI 2: General Disclosures 2021	2-23	Policy commitments	4. Strategy, policies and practices	102-11	Spire 2024 Form 10-K: Part I, Item 1A – Risk Factors Spire Audit Committee Charter Spire Corporate Governance Committee Charter
				102-16	Code of Conduct Spire 2024 Sustainability Report: Company: About Spire
GRI 2: General Disclosures 2021	2-24	Embedding policy commitments	4. Strategy, policies and practices	n/a	All documents referenced in GRI indicator 2-23 are posted at SpireEnergy.com

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-25	Processes to remediate negative impacts	4. Strategy, policies and practices	103-2	<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 public accountability to all stakeholders to care for our environment. We have appointed a vice president to focus on our sustainability efforts. As part of this effort, we have developed a plan to reduce Spire’s GHG emissions throughout its business operations and we are 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 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>

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
					<p>4. We manage employee sustainability through a multi-prong approach:</p> <ul style="list-style-type: none"> a. We create an inclusive culture in which people come first b. We recruit the right people for the right roles; we ensure candidates are a good fit for Spire through a rigorous interview and testing process c. We provide employees the training, tools and resources they need to succeed d. We provide development and advancement opportunities to employees e. We focus on developing mid-level managers to support, develop and lead employees through timely and open two-way communication f. We understand the workload and needs of our customers and work to ensure that we are properly staffed with qualified, well-trained employees who work together to achieve common goals and objectives, including annual incentive plan metrics that recognize and reward safety, teamwork, efficiency and quality work g. We hold managers at every level, including senior officers, accountable for leading their teams of employees and delivering results <p>Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices Spire 2024 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Conditions and Results of Operations</p>
GRI 2: General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	4. Strategy, policies and practices	102-17	<p>Code of Conduct Compliance@SpireEnergy.com Compliance Hotline at 800-886-2553 or www.spireenergy.ethicspoint.com Spire Inc. 2024 Proxy Statement: Correspondence with the Board Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Managing risk at Spire</p>
GRI 2: General Disclosures 2021	2-27	Compliance with laws and regulations	4. Strategy, policies and practices	307-1	No significant environmental violations in 2024
				419-1	Spire has had no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations
GRI 2: General Disclosures 2021	2-28	Membership associations	4. Strategy, policies and practices	102-13	Spire 2024 Sustainability Report: Appendix: Memberships and associations, Partnerships for the future

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-29	Approach to stakeholder engagement	5. Stakeholder engagement	102-40	Spire 2024 Sustainability Report: Appendix: Memberships and associations, Partnerships for the future, Stakeholders
				102-42	We have a wide variety of stakeholders, from our customers to our shareholders to our employees
				102-43	It is our practice to engage with a broad variety of our stakeholders, including customers through random surveys, our largest institutional shareholders through semi-annual emails and calls, the investment community through quarterly earnings calls open to the public, and all employees through periodic engagement surveys. 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. Spire 2024 Sustainability Report: People: Our people
GRI 2: General Disclosures 2021	2-3	Reporting period, frequency and contact point	1. The organization and its reporting practices	102-50	Unless otherwise stated, data follows the calendar year (January 1, 2024 – December 31, 2024), financials follow Spire's fiscal year (October 1, 2023 – September 30, 2024)
				102-52	Spire's intent is to publish a sustainability report annually. The content of this report reflects 2024 activities and forward-looking statements.
				102-53	TeamSpire@SpireEnergy.com
GRI 2: General Disclosures 2021	2-30	Collective bargaining agreements	5. Stakeholder engagement	102-41	Spire 2024 Form 10-K: Part I, Item 1 – Business Spire 2024 Sustainability Report: People: Our people
GRI 2: General Disclosures 2021	2-4	Restatements of information	1. The organization and its reporting practices	102-48	No restatements of previously reported data
GRI 2: General Disclosures 2021	2-5	External assurance	1. The organization and its reporting practices	102-56	The 2024 report has not been externally assured. However, Spire's Internal Audit team reviews and works with subject matter experts to confirm the reported data

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-6	Activities, value chain and other business relationships	2. Activities and workers	102-2	Spire 2024 Sustainability Report: Company: About Spire Spire 2024 Form 10-K: Part I, Item 1 – Business Spire Inc. 2024 Proxy Statement: Correspondence with the Board
				102-6	Spire 2024 Sustainability Report: Company: About Spire Spire service area Spire 2024 Form 10-K: Part I, Item 1 – Business
				102-7	Spire 2024 Sustainability Report: Company: About Spire Spire 2024 Form 10-K: Part I, Item 1 – Business
				102-9	<p>As a shared service, Spire’s Supply Chain group enables Spire’s mission by providing guidance, support, service and execution in the areas of strategic sourcing, procurement, inventory management and accounts payable as well as providing training and subject-matter expertise for requisitioning, and expense reporting tools and processes. Our core Supply Chain services include: Strategic Sourcing – Supports the organization in the strategic sourcing of goods and services by providing the best overall value to the enterprise; Procurement – Supports the enterprise in the sourcing and purchase of goods and services through standard platforms and processes; Accounts Payable – supports the overall organization, in collaboration with internal customers including Operations, stakeholders, department heads and external customers including suppliers and service providers, by processing accounts payable (AP) invoices and payments in a timely and efficient manner; and Inventory – maintains and efficiently manages optimal inventory levels across the enterprise of materials necessary to support each entity’s operations.</p> <p>Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Managing risk</p>
				102-10	There were no significant changes to Spire’s Supply Chain in the past year

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-7	Employees	2. Activities and workers	102-8	Exempt employees34.51%
					Non-exempt employees65.49%
					Employees covered by bargaining agreement55.96%
					Employees by generation
					Baby Boomers8.06%
					Gen Xers36.44%
					Millennials46.11%
					Gen Zers9.38%
					Employees by tenure
					0-5 Years38.89%
					6-10 Years22.45%
					11-15 Years11.66%
					16-20 Years10.39%
					21-25 Years7.05%
					26+ Years9.56%
					Women in workforce (companywide)
					Total in workforce19.11%
					Management (manager level and above)32.64%
					Executive leadership (VP level and above)3.33%
					People of color (companywide)
					Total in workforce29.94%
					Management (manager level and above)18.83%
					Executive leadership (VP level and above)16.67%

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 2: General Disclosures 2021	2-9	Governance structure and composition	3. Governance	102-18	Spire Inc. 2024 Proxy Statement: Governance Spire 2024 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance
				102-22	Spire Inc. 2024 Proxy Statement: Governance Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Board of Directors
GRI 3: Material Topics 2021	3-1	Process to determine material topics	2. Disclosures on material topics	102-46	<p>Our first step when we decided to issue a CSR report, now referenced as a Sustainability Report, was to create a cross-functional report content team that reviewed several reporting framework options and decided to use the GRI framework. The team then conducted an exhaustive review of each of the GRI Standards in order to determine which of them we could report on. We agreed to report on each of the Standards for which we had the data available to us. As we have issued additional reports, we have reviewed the GRI Standards each year to attempt to add new and accurate content and to answer new standards on which we have not previously been able to report.</p> <p>Additionally, the content team has reviewed the narrative of the Sustainability Report and attempted to ensure that it, combined with the GRI framework, tells an accurate and complete (considering available resources) of Spire’s sustainability. In 2021, we determined it was necessary to expand our narrative to provide more robust disclosures about four main pillars of this report: Environmental, Safety, People and Governance. We have tried to ensure that the narrative and the information in the Appendix addresses information that we believe our stakeholders want to know. And, with the 2024 report, we reimagined how our reporting best represents Spire now and for the future. The updated format flows in a way that underscores and supports how we have remained a sustainable company since 1857.</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 main reporting pillars. If we believe that reporting that certain information would do so, we prioritize the work necessary to gather the information necessary to make that disclosure. At the same time, we continue to attempt to make progress on gathering all information necessary to tell the complete story of Spire.</p>



2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 3: Material Topics 2021	3-2	List of material topics	2. Disclosures on material topics	102-47	1. Carbon emissions 2. Methane emissions 3. Customer and employee safety 4. Employee sustainability
				102-49	No restatements of previously reported data
GRI 3: Material Topics 2021	3-3	Management of material topics	2. Disclosures on material topics	102-11	Spire 2024 Form 10-K: Part I, Item 1A – Risk Factors Spire Audit Committee Charter Spire Corporate Governance Committee Charter

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
				103-1	<p>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.</p> <p>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.</p> <p>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 right of ways and requires excavations to remain open and cause interruptions in traffic flow, thereby creating public safety challenges.</p> <p>4. Employee sustainability – our business is only as strong as our employees. We rely on well-trained, qualified 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 employees available to address fall light up in the weather-sensitive portions of our service territories, our customers can be adversely impacted by not being able to get natural gas service turned on in a timely manner. We must have a properly staffed customer experience team to accept service turn-on requests and sufficient well-trained field employees available to enter customers' homes and businesses to initiate service. If we do not recruit, train, educate, promote and retain a strong workforce, we will not be an employer of choice for individuals. We must recruit, hire and retain a strong workforce over time to succeed.</p> <p>Spire 2024 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance Spire 2024 Form 10-K: Part II, Item 8 – Financial Statements and Supplementary Data</p>

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
				103-2	<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 public accountability to all stakeholders to care for our environment. We have appointed a vice president to focus on our sustainability efforts. As part of this effort, we have developed a plan to reduce Spire’s GHG emissions throughout its business operations and we are 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 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>

2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
					<p>4. We manage employee sustainability through a multi-prong approach:</p> <ul style="list-style-type: none"> a. We create an inclusive culture in which people come first b. We recruit the right people for the right roles; we ensure candidates are a good fit for Spire through a rigorous interview and testing process c. We provide employees the training, tools and resources they need to succeed d. We provide development and advancement opportunities to employees e. We focus on developing mid-level managers to support, develop and lead employees through timely and open two-way communication f. We understand the workload and needs of our customers and work to ensure that we are properly staffed with qualified, well-trained employees who work together to achieve common goals and objectives, including annual incentive plan metrics that recognize and reward safety, teamwork, efficiency and quality work g. We hold managers at every level, including senior officers, accountable for leading their teams of employees and delivering results <p>Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Key governance practices Spire 2024 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Conditions and Results of Operations</p>
				103-3	<p>In all cases, the Board has a direct line of sight to the effectiveness and performance of management. The Board receives regular reporting on topics such as operational and financial results, progress toward incentive plan targets, safety, company culture, and special projects. Board members have regular access to members of management outside of regular Board meetings. The Corporate Governance Committee of the Board oversees the Sustainability Report, although specific commitments in the report are overseen by specific Board committees. Specifically, our environmental commitment and supplier opportunities is overseen by the Strategy Committee, and our employee development, retention and succession efforts are overseen by the Compensation and Human Resources Committee. The strategies and tactics employed by management to fulfill the commitments set forth in the Sustainability Report are subject to the oversight of the Board.</p> <p>Spire 2024 Sustainability Report: Appendix: Stakeholder engagement Spire 2024 Sustainability Report: Governance: Creating a strong foundation for responsible governance: Board of Directors Spire 2024 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Conditions and Results of Operations</p>



2021 GRI standard title	2021 disclosure number	2021 disclosure name	2021 section	2016 disclosure number	Location/response
GRI 1: Foundation 2021	N/A	Requirement 8: Provide a statement of use	3. Reporting in accordance with the GRI Standards	102-54	This report references the GRI Reporting Standards 2021
GRI 1: Foundation 2021	N/A	Requirement 7: Publish a GRI content index	3. Reporting in accordance with the GRI Standards	102-55	Spire 2024 Sustainability Report: Appendix: GRI Index

Economic indicators

GRI disclosure number	GRI title	Disclosure title	Location/response												
201-1	Economic performance	Direct economic value generated and distributed	Spire 2024 Form 10-K: Part II												
201-2	Economic performance	Financial implications and other risks and opportunities due to climate change	Spire 2024 Form 10-K: Part I, Item 1A – Risk Factors Spire 2024 Form 10-K: Part II, Item 7 – Management’s Discussion and Analysis of Financial Conditions and Results of Operations Spire 2024 Sustainability Report												
201-3	Economic performance	Defined benefit plan obligations and other retirement plans	Spire 2024 Form 10-K: Part II, Item 8 – Financial Statements and Supplementary Data												
201-4	Economic performance	Financial assistance received from government	During 2024, Spire received tax credits through its investments in community improvement partnerships, as well as from expenses incurred with respect to research and development activities. Spire has federal tax credits of \$14,662,895 and state tax credits of \$358,760 as of September 30, 2024, some of which have been carried forward from prior years as well as relating to prior years.												
202-1	Economic performance	Ratios of standard entry level wage by gender compared to local minimum wage	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: <table> <tr> <th></th><th>AL/Gulf/MS</th><th>MO-East</th><th>MO-West</th></tr> <tr> <td>Male</td><td>2.65</td><td>2.18</td><td>1.62</td></tr> <tr> <td>Female</td><td>2.65</td><td>1.99</td><td>1.62</td></tr> </table>		AL/Gulf/MS	MO-East	MO-West	Male	2.65	2.18	1.62	Female	2.65	1.99	1.62
	AL/Gulf/MS	MO-East	MO-West												
Male	2.65	2.18	1.62												
Female	2.65	1.99	1.62												
202-2	Economic performance	Proportion of senior management hired from the local community	87% percent of Spire’s senior management has been hired from the local community												
203-1	Indirect economic performance	Infrastructure investments and services supported	A significant portion of Spire’s investment in nonprofit and civic organizations is available for general operating support Spire 2024 Sustainability Report: Appendix: Memberships and associations, Partnership for the future Spire 2024 Sustainability Report: People: Our communities												
203-2	Indirect economic performance	Significant indirect economic impacts	Spire 2024 Sustainability Report: Appendix: Memberships and associations, Partnerships for the future Spire 2024 Sustainability Report: People: Our communities												

GRI disclosure number	GRI title	Disclosure title	Location/response
204-1	Procurement practices	Proportion of spending on local suppliers	To best ensure we have the goods and services needed to serve our customers and support our business, we utilize a broad supply base of national, regional and local suppliers. As such, we don't have hard local spend targets or measurements, however, many of our needs are fulfilled by local and regional suppliers. As our mission states, we are committed to advancing the communities that we serve. When evaluating suppliers in our RFP process, the location of a supplier in relation to where the work will be done is considered, among other factors.
205-1	Anti-corruption	Operations assessed for risks related to corruption	Spire Governance Documents
205-2	Anti-corruption	Communication and training about anti-corruption policies and procedures	Spire Governance Documents
205-3	Anti-corruption	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified
206-1	Anti-competitive behavior	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Spire 2024 Form 10-K: Part I, Item 3 – Legal Proceedings

Environmental indicators

GRI disclosure number	GRI title	Disclosure title	Location/response
302-1	Energy	Energy consumption within the organization	Building energy usage (kBTU)
			Calendar Year AL Gulf MS MO Marketing¹ Storage² Combined
			2020 32,123,672 22,731,547 1,646,605 58,052,812 611,070 NA 115,165,706
			2021 31,282,207 22,671,197 1,499,092 50,828,221 713,103 NA 106,993,820
			2022 28,441,417 22,466,990 1,604,487 56,907,931 945,474 NA 110,366,299
			2023 21,549,107 21,093,026 1,607,230 50,670,370 682,060 NA 95,601,793
			2024 26,304,777 18,413,748 1,489,898 44,693,707 682,060 NA 91,584,190
			Building energy usage per degree day (kBTU/DD)
			Calendar Year AL Gulf MS MO Marketing¹ Storage²
			2020 6,795 5,775 402 9,368 131 NA
			2021 7,068 5,579 344 8,008 151 NA
			2022 6,051 4,951 355 8,763 185 NA
			2023 5,567 5,920 420 9,963 180 NA
			2024 5,659 4,070 323 8,070 180 NA
			¹ There is no gas meter for the Spire Marketing office in Houston, so only electric usage data is reported
			² Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming
302-2	Energy	Energy consumption outside of the organization	Spire reports the quantity of gas delivered to our customers on an annual basis to the U.S. Energy Information Association (EIA).
			EIA Form 176 Natural Gas Deliveries (million cubic feet, calendar year) AL Gulf MS MO Combined
			2020 97,658 47,031 2,599 159,639 306,927
			2021 102,391 46,129 2,778 162,586 313,884
			2022 100,990 46,504 2,784 166,151 316,429
			2023 100,336 46,384 2,519 153,463 302,702
			2024 106,712 41,840 2,534 146,922 298,008

GRI disclosure number	GRI title	Disclosure title	Location/response							
302-3	Energy	Energy intensity	Building energy intensity (kBtu/Ft2)							
			Calendar Year	AL	Gulf	MS	MO ¹	Marketing ²	Storage ³	Combined
			2020	84.3	236.9	51.1	88.1	47.2	NA	97.5
			2021	82.1	236.3	46.5	77.1	55	NA	98.6
			2022	74.7	234.1	49.8	82	73	NA	90.7
			2023	61	219.8	49.9	92.8	52.6	NA	91.9
			2024	74.4	191.9	46.2	76.4	52.6	NA	85.7
			Weatherized building energy intensity (kBtu/DD/1000 Ft2)							
			Calendar Year	AL	Gulf	MS	MO ¹	Marketing ²	Storage ³	
			2020	17.8	60.2	12.5	14.2	10.1	NA	
			2021	18.6	58.1	10.7	12.1	11.6	NA	
			2022	15.9	51.6	11	12.6	14.3	NA	
			2023	15.8	61.7	13	17	13.9	NA	
			2024	16	42.4	10	14	13.9	NA	
			¹ Missouri square footage: refined square footage numbers based on more accurate surveys for multiple buildings in MO-East							
			² There is no gas meter for the Spire Marketing office in Houston, so only electric usage data is reported							
³ Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming										
302-4	Energy	Reduction of energy consumption	Spire 2024 Sustainability Report: Emissions: Facilities							
302-5	Energy	Reductions in energy requirements of products and services	Spire 2024 Sustainability Report: Emissions: Energy-efficiency programs							
303-1	Water	Water withdrawal by source	Spire 2024 Sustainability Report: Emissions: Facilities							
303-2	Water	Water sources significantly affected by withdrawal of water	Spire’s operations do not significantly affect water sources.							

GRI disclosure number	GRI title	Disclosure title	Location/response										
303-3	Water	Water recycled and reused	Spire 2024 Sustainability Report: Emissions: Facilities										
304-1	Biodiversity	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<div>None of our facilities are located in protected areas. The following number of facilities are located within one mile of these IUCN Protected Area categories.</div> <table><tr><th>IUCN protected area category</th><th>Number of facilities within 1 mile</th></tr><tr><td>II: National park</td><td>1</td></tr><tr><td>IV: Habitat/species management area</td><td>3</td></tr><tr><td>V: Protected landscape/seascape</td><td>7</td></tr><tr><td>VI: Managed resource protected area</td><td>12</td></tr></table>	IUCN protected area category	Number of facilities within 1 mile	II: National park	1	IV: Habitat/species management area	3	V: Protected landscape/seascape	7	VI: Managed resource protected area	12
IUCN protected area category	Number of facilities within 1 mile												
II: National park	1												
IV: Habitat/species management area	3												
V: Protected landscape/seascape	7												
VI: Managed resource protected area	12												

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

GRI disclosure number	GRI title	Disclosure title	Location/response												
304-3	Biodiversity	Habitats protected or restored	<p>Along with Spire’s general best management practice of grading soil and restoring any vegetation that is disturbed during project construction, we do our best to protect and restore habitats when special opportunities arise. Here are examples:</p> <p>We look for ways to beneficially reuse water. In 2024, we arranged for a golf course near one of our projects to reuse approximately 5,700 gallons of hydrotest water to fill their ponds.</p> <p>In 2024, Environmental Compliance partnered with several universities with access to more robust archeological databases to improve our capability to review projects for potential archeological or cultural resources.</p> <p>For a large reinforcement project in St. Charles, MO, we were unable to complete all of the tree clearing during the winter window to minimize impacts to endangered bats. After coordinating with the U.S. Army Corps of Engineers and U.S. Fish and Wildlife Service, we purchased habitat mitigation credits to create and protect bat habitat elsewhere. Normally, only endangered species are factored in when determining the mitigation area. However, as a proactive measure, we additionally included a bat species that is only proposed to be endangered when we calculated the land area we wanted to protect and purchased more credits than required.</p> <p>Thanks to the great relationships we have within our service areas, we avoided disturbing a significant cultural landmark in the St Louis, Missouri area: Sugarloaf Mound. Believed to be the only remaining burial mound in St. Louis and west of the Mississippi River, this site is currently stewarded by the Osage Nation. When making plans to improve our infrastructure near the site, residents reached out to us. Spire’s Environmental Compliance department took their concerns to heart, verifying the cultural significance and physical sensitivity of the landmark with a representative of the Osage Nation.</p>												
304-4	Biodiversity	IUCN red list species and natural conservation list species with habitats in areas affected by operations	<p>The following indicates the number of species by IUCN category within Spire’s distribution areas are:</p> <table><tr><th>IUCN Protected species category</th><th>Number of species</th></tr><tr><td>I: Critically endangered</td><td>14</td></tr><tr><td>II: Endangered</td><td>20</td></tr><tr><td>III: Vulnerable</td><td>17</td></tr><tr><td>IV: Near threatened</td><td>2</td></tr><tr><td>V: Least concern</td><td>No data</td></tr></table>	IUCN Protected species category	Number of species	I: Critically endangered	14	II: Endangered	20	III: Vulnerable	17	IV: Near threatened	2	V: Least concern	No data
IUCN Protected species category	Number of species														
I: Critically endangered	14														
II: Endangered	20														
III: Vulnerable	17														
IV: Near threatened	2														
V: Least concern	No data														
305-1	Emissions	Direct (Scope 1) GHG emissions	In 2024, Scope 1 emissions were approximately 368,254 MT CO2e Spire 2024 Sustainability Report: Emissions												
305-2	Emissions	Energy indirect (Scope 2) GHG emissions	In 2024, Scope 2 emissions were approximately 11,421 MT CO2e Spire 2024 Sustainability Report: Emissions												
305-3	Emissions	Other indirect (Scope 3) GHG emissions	Scope 3 emissions are not included in our carbon neutral commitment												

GRI disclosure number	GRI title	Disclosure title	Location/response
305-4	Emissions	GHG emissions intensity	Spire 2024 Sustainability Report: Appendix: NGSI voluntary reporting template
305-5	Emissions	Reduction of GHG emissions	Spire 2024 Sustainability Report: Emissions
305-7	Emissions	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Spire complies with all applicable regulations and sampling protocols. No significant SO2 or NO2 have been reported.
306-1	Waste	Water discharge for quality and destination	Spire complies with all applicable regulations and sampling protocols to ensure water used for hydrostatic pressure testing meets required standards before it is discharged into either the storm sewer system or sanitary sewer system
306-2	Waste	Waste by type and disposal methods	Spire 2024 Sustainability Report: Emissions: Other environmental strategies: Waste minimization and recycling
306-3	Waste	Significant spills	No significant spills occurred in CY24
306-5	Waste	Water bodies affected by water discharges and/or runoff	Spire monitors water discharge by tracking monthly water and sewer utility information of company facilities. Likewise, Spire's asset management program is currently being modified to track water discharge not associated with a facility, such as for hydrostatic testing events. Spire uses BMPs to minimize runoff from construction areas which also limits impacts to surrounding water bodies.
307-1	Environmental compliance	Non-compliance with environmental laws and regulations	No significant environmental violations in 2024
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 could factor in our decision to do business with that supplier.
308-2	Supplier environmental assessment	Negative environmental impacts in the supply chain and actions taken	Spire seeks to do business with only upstanding, responsible and reputable suppliers. Spire is not aware of any negative environmental impacts on the part of its suppliers.

Social indicators

GRI disclosure number	GRI title	Disclosure title	Location/response
401-1	Employment	New employee hires and employee turnover	<div>AL/Gulf/MSMO-EastMO-WestGas Related</div>
			New hires-male39.66%75.18%77.78%92.31%
			New hires-female60.34%24.82%22.22%7.69%
			Separations-male56.19%57.14%71.74%86.67%
			Separations-female43.81%42.86%28.26%13.33%
401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Spire currently does not provide benefits to temporary workers. Full-time Spire employees are eligible for benefit programs.
401-3	Employment	Parental leave	Under Spire's Paid Parental Leave policy, all full-time eligible employees receive two weeks of paid parental leave to care for and bond with a newborn. Spire's parental leave policy also provides maternity leave for the employee who is the birth parent, providing 100% pay for 6 or 8 weeks (based on the physician orders), after the birth. Additionally, employees are given a paid day off for the birth of their child if the birth falls on a regularly scheduled workday. Paid parental leave is offered in addition to any maternity leave covered under the short-term disability plan and runs concurrently with leave covered under FML for bonding purposes.
402-1	Labor/management relations	Minimum notice periods regarding operational changes	Spire has the right to make reasonable operational changes in support of providing safe and efficient service to its customers without having to provide notice to unions. However, in the spirit of a collaborative work environment, we have open communication with our union leadership and meet regularly with them to discuss operational changes that impact the workforce.
403-1	Occupational health and safety	Workers representation in formal joint management – worker health and safety committees	100% of Spire employees are represented in joint management-worker health and safety committees

GRI disclosure number	GRI title	Disclosure title	Location/response					
403-2	Occupational health and safety	Types of injury and rates of injury, occupational diseases, lost days, absenteeism and number of work-related fatalities						
			AL	Gulf	MS	MO-East	MO-West	
			2020	1.74	0	4.1	2.11	3.47
			2021	1.6	0	0	3.02	1.92
			2022	0.85	0.86	0	1.64	1.77
			2023	1.45	0	0	2.36	3.01
			2024	2.27	1.08	0	2.7	2.01
			These rates are derived from the number of Days Away, Restricted or Transferred (DART) duty injuries that occur in the workplace. DART is a standard OSHA safety metric that helps employers determine how many workplace injuries and illnesses caused employees to miss work days, perform restricted work activities or transfer to another job within one calendar year.					
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	Health and safety are covered in Spire’s collective bargaining agreements and/or formal policies and procedures that all employees must comply with. The company supports 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.					
404-2	Training and education	Programs for upgrading employee skills and transition assistance programs	Part of honoring our core value of integrity means doing what’s right for every Spire employee and providing them with the developmental resources they need to learn and grow. All employees have access to developmental assessments, customized training, specialized degree programs and partnerships with best-in-class organizations related to industry courses, leadership and management workshops and computer application development seminars. In addition, all employees have up to \$6,000 per year in tuition assistance and access to the Spire Learning Center, our robust internal learning management system.					

GRI disclosure number	GRI title	Disclosure title	Location/response																																			
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	100% of Spire employees who are not covered under a collective bargaining agreement receive an annual performance review																																			
405-1	Diversity and equal opportunity	Diversity of governance bodies and employees	<table><tr><td></td><td>AL/Gulf/MS</td><td>MO-East</td><td>MO-West</td><td>Gas Related</td></tr><tr><td>Male</td><td>74.34%</td><td>82.06%</td><td>87.83%</td><td>86.05%</td></tr><tr><td>Female</td><td>25.66%</td><td>17.94%</td><td>12.17%</td><td>13.95%</td></tr><tr><td>Black or African American</td><td>39.68%</td><td>20.38%</td><td>13.87%</td><td>4.65%</td></tr><tr><td>White</td><td>57.95%</td><td>73.80%</td><td>77.35%</td><td>90.70%</td></tr><tr><td>All other</td><td>2.37%</td><td>5.82%</td><td>8.78%</td><td>4.65%</td></tr><tr><td>Permanent</td><td>100%</td><td>100%</td><td>100%</td><td>100%</td></tr></table>		AL/Gulf/MS	MO-East	MO-West	Gas Related	Male	74.34%	82.06%	87.83%	86.05%	Female	25.66%	17.94%	12.17%	13.95%	Black or African American	39.68%	20.38%	13.87%	4.65%	White	57.95%	73.80%	77.35%	90.70%	All other	2.37%	5.82%	8.78%	4.65%	Permanent	100%	100%	100%	100%
	AL/Gulf/MS	MO-East	MO-West	Gas Related																																		
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All other	2.37%	5.82%	8.78%	4.65%																																		
Permanent	100%	100%	100%	100%																																		
405-2	Diversity and equal opportunity	Ratio of basic salary and remuneration of women to men	<table><tr><td>Male</td><td>\$92,351.93</td></tr><tr><td>Female</td><td>\$80,811.54</td></tr></table>	Male	\$92,351.93	Female	\$80,811.54																															
Male	\$92,351.93																																					
Female	\$80,811.54																																					
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 and recurring compliance training.</p> <p>Spire had four charges of discrimination filed in FY24. The EEOC issued a Notice of Right to Sue on two of those charges and the Charging Parties filed lawsuits. One of the Charges is still pending with the EEOC and a Notice of Right to Sue has not been issued. For the fourth Charge, the EEOC issued a notice of no findings on July 3, 2024 and the deadline for filing a lawsuit has expired. For FY24, there were also 25 additional hotline complaints that were investigated by HR. All hotline complaints were investigated and closed.</p>																																			
407-1	Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No violation or significant risk. Employees have the right to freedom of association and collective bargaining Code of Conduct																																			
408-1	Child labor	Operations and suppliers at significant risk for incidents of child labor	No significant risk in operations and/or our suppliers for incidents of child labor Code of Conduct																																			

GRI disclosure number	GRI title	Disclosure title	Location/response
409-1	Forced or compulsory labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risk in operations and/or our suppliers for incidents of forced or compulsory labor Code of Conduct
410-1	Security practices	Security personnel trained in human rights policies or procedures	All of Spire's security personnel contract and employees are trained in Spire's human rights policies and procedures
411-1	Rights of indigenous peoples	Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving the rights of indigenous people
412-1	Human rights assessment	Operations that have been subject to human rights reviews or impact assessments	None of Spire's operations have been subject to human rights reviews or impact assessments
412-2	Human rights assessment	Employee training on human rights policies or procedures	All employees are required to adhere to Spire's Code of Conduct and Spire's Human Rights Policy
412-3	Human rights assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Spire's Supplier Code of Conduct , which is included in our supplier contract language, requires Spire suppliers to comply with all applicable Spire policies, including Spire's Human Rights Policy
413-1	Local communities	Operations with local community engagement, impact assessments and development programs	Spire 2024 Sustainability Report: People: Our communities Serving our Communities
413-2	Local communities	Operations with significant actual and potential negative impacts on local communities	Spire 2024 Sustainability Report: People: Our communities Spire 2024 Sustainability Report: Emissions Serving our Communities
414-1	Supplier social assessment	New suppliers that were screened using social criteria	Spire seeks to do business with only upstanding, responsible and reputable suppliers. All new suppliers are evaluated for fit by looking at a multitude and wide range of factors. Any known negative social factors on the part of a potential supplier would factor heavily in our decision to do business with that supplier.
414-2	Supplier environmental assessment	Negative social impacts in the supply chain and actions taken	Spire seeks to do business with only upstanding, responsible and reputable suppliers. Spire is not aware of any negative social impacts on the part of its suppliers.

GRI disclosure number	GRI title	Disclosure title	Location/response
415-1	Public policy	Political contributions	Spire launched a Federal political action committee (PAC) in Jan. 2023. In its Missouri footprint, Spire also sponsors a PAC. Spire's PAC contributions are filed quarterly with the Missouri Ethics Commission (https://www.mec.mo.gov/).
416-1	Customer health & safety	Assessment of the health and safety impacts of product and service categories	Spire assesses the health and safety impacts of products and services constantly to ensure the right practices and products are used and maintained. Leak detection efforts help keep our customers and communities safe, while reducing emissions released into the atmosphere. In addition, cameras in company vehicles increase driver awareness and safety. Traffic control training and utilization of third-party traffic control when working in the right of way mitigate potential hazards, protecting both company employees and the public.
416-2	Customer health & safety	Incidents of non-compliance concerning the health and safety impacts of products and safety	Spire had one (1) reportable pipeline incident in 2024. Spire did not have any corrective action orders or notices of probable violations on its natural gas distribution or transmission systems last year.
417-1	Marketing and labeling	Requirements for product and service information and labeling	Spire complies with all regulations and required notifications related to the identification and location of natural gas pipelines and other facilities; Spire also posts all required safety notices at and around its operations locations and facilities.
417-2	Marketing and labeling	Incidents of non-compliance concerning product and service information and labeling	Spire has not had any non-compliance with regulations and/or voluntary codes
417-3	Marketing and labeling	Incidents of non-compliance concerning marketing communications	Spire has not had any non-compliance with regulations and/or voluntary codes
418-1	Customer privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Spire has not had any substantiated complaints received concerning breaches of customer privacy
419-1	Socioeconomic compliance	Non-compliance with laws and regulations in the social and economic area	Spire has had no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations

Sustainability Accounting Standards Board (SASB) disclosures

SASB has developed industry-specific sustainability performance metrics. Our metrics for Gas Utilities & Distributors are described below. All data is for the fiscal year ended September 30, 2024, unless otherwise noted.

Energy affordability

SASB code	Accounting metric	FY24 disclosure										
IF-GU-240a.1	Average retail gas rate for residential customers (per MMBtu)	\$18.36										
	Average retail gas rate for commercial and industrial customers (per MMBtu)	\$12.93										
	Average retail gas rate for transportation customers (per MMBtu)	\$0.79										
IF-GU-240a.2	Typical monthly gas bill for residential customers for 50 MMBtu of gas delivered per year	<table><tr><td>AL</td><td>\$73.64</td></tr><tr><td>Gulf</td><td>\$97.87</td></tr><tr><td>MS</td><td>\$53.50</td></tr><tr><td>MOE</td><td>\$61.29</td></tr><tr><td>MOW</td><td>\$67.38</td></tr></table>	AL	\$73.64	Gulf	\$97.87	MS	\$53.50	MOE	\$61.29	MOW	\$67.38
	AL	\$73.64										
Gulf	\$97.87											
MS	\$53.50											
MOE	\$61.29											
MOW	\$67.38											
	Typical monthly gas bill for residential customers for 100 MMBtu of gas delivered per year	<table><tr><td>AL</td><td>\$133.74</td></tr><tr><td>Gulf</td><td>\$181.96</td></tr><tr><td>MS</td><td>\$99.03</td></tr><tr><td>MOE</td><td>\$100.51</td></tr><tr><td>MOW</td><td>\$110.05</td></tr></table>	AL	\$133.74	Gulf	\$181.96	MS	\$99.03	MOE	\$100.51	MOW	\$110.05
AL	\$133.74											
Gulf	\$181.96											
MS	\$99.03											
MOE	\$100.51											
MOW	\$110.05											
IF-GU-240a.3	Number of residential customer gas disconnections for non-payment	76,352										
	Percentage of residential customer gas disconnections for non-payment reconnected within 30 days	56%										
IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory	See Risk Factors section of our annual Form 10-K report to the U.S. Securities and Exchange Commission for the year ended September 30, 2024. Additionally, we offer a variety of programs to help our customers, including budget billing, energy efficiency programs and energy assistance. See “Our customer” and “Our communities” in this Sustainability Report.										

End-use efficiency

SASB code	Accounting metric	FY24 disclosure											
IF-GU-420a.1	Percentage of gas utility revenues from rate structures that are decoupled	0%											
	Percentage of gas utility revenues from rate structures that contain a lost revenue adjustment mechanism (LRAM)	0%											
IF-GU-420a.2	Customer gas savings from efficiency measures by market (MMBtu)	<table><tr><th></th><th>AL/Gulf</th><th>MO</th><th>MS</th></tr><tr><td>Residential</td><td rowspan="2">No energy efficiency measures for FY24</td><td>137,165.027</td><td>202.85</td></tr><tr><td>Commercial/industrial</td><td>73,937.063</td><td>n/a</td></tr></table>		AL/Gulf	MO	MS	Residential	No energy efficiency measures for FY24	137,165.027	202.85	Commercial/industrial	73,937.063	n/a
	AL/Gulf	MO	MS										
Residential	No energy efficiency measures for FY24	137,165.027	202.85										
Commercial/industrial		73,937.063	n/a										

Integrity of gas delivery infrastructure

SASB code	Accounting metric	FY24 disclosure
IF-GU-540a.1	Number of reportable pipeline incidents	1
	Number of corrective action orders	0
	Notices of probable violation	0
IF-GU-540a.2	Percentage of distribution pipeline that is cast and/or wrought iron	1.56%
	Percentage of distribution pipeline that is unprotected steel	1.92%
IF-GU-540a.3	Percentage of gas transmission pipelines inspected	3.63% was inspected in FY24
	Percentage of gas distribution pipelines inspected	0% of distribution pipelines were in a programmed inspection in FY24
IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	See “Emissions” in this Sustainability Report.

Activity metrics

SASB code	Accounting metric	FY24 disclosure
IF-GU-000.A	Number of residential customers served	1,627,111
	Number of commercial and industrial customers served	112,744
IF-GU-000.B	Amount of natural gas delivered to residential customers (MMBtu)	90,863,078
	Amount of natural gas delivered to commercial and industrial customers (MMBtu)	44,668,111
	Amount of natural gas delivered to a third party (MMBtu)	13,169,731
IF-GU-000.C	Length of gas transmission pipelines	543.6 miles
	Length of gas distribution pipelines	32,771.79 miles

Natural Gas Sustainability Initiative (NGSI) reporting

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

CY24 distribution data

Disclosure element	Reported data	Description
Total methane emissions, GHGRP** emission factors for mains and services (MT)	16,507	Total distribution segment methane emissions from GHGRP and non-GHGRP facilities, calculated using GHGRP emission factors for mains and services
Total methane emissions, GHG Inventory emission factors for mains and services (MT)	10,529	Total distribution segment methane emissions from GHGRP and non-GHGRP facilities, calculated using GHG Inventory emission factors for mains and services
Natural gas delivered to end users, as reported (Mscf)	298,009,560	Total volume of natural gas delivered to end users from GHGRP facilities and non-GHGRP facilities, as reported
Natural gas delivered to end users, normalized (Mscf)	315,530,742	Total volume of natural gas delivered to end users from GHGRP facilities and non-GHGRP facilities, normalized
Methane content of delivered natural gas, reported (%)	93.400%	Methane content of delivered natural gas, as reported (weighted average methane content of all throughput)
NGSI methane emissions intensity, GHGRP emission factors for mains and services (%)	0.309%	Methane emissions intensity associated with natural gas distribution using reported throughput and GHGRP emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
Normalized NGSI methane emissions intensity, GHGRP emission factors for mains and services (%)	0.292%	Methane emissions intensity associated with natural gas distribution using normalized throughput and GHGRP emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
NGSI methane emissions intensity, GHG inventory emission factors for mains and services (%)	0.197%	Methane emissions intensity associated with natural gas distribution using reported throughput and GHG Inventory emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)
Normalized NGSI methane emissions intensity, GHG inventory emission factors for mains and services (%)	0.186%	Methane emissions intensity associated with natural gas distribution using normalized throughput and GHG Inventory emission factors for mains and services (methane emissions associated with natural gas distribution divided by total methane throughput)

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

CY24 transmission data

Disclosure element	Reported data	Description
Total methane emissions (MT)	1,038	Total transmission and storage segment methane emissions from GHGRP and non-GHGRP facilities
Natural gas transported (Mscf)	33,518,000	Total volume of natural gas throughput from GHGRP facilities and non-GHGRP facilities
Methane content of transported natural gas (%)	93.400%	Methane content of transported natural gas (weighted average methane content of all throughput)
NGSI methane emissions intensity (%)	0.173%	Methane emissions intensity associated with natural gas transmission and storage (methane emissions associated with natural gas transmission and storage divided by total methane throughput)

ONE Future reporting

ONE Future's mission is to ensure the future of natural gas as a long-term sustainable fuel source by reducing member companies' combined ratio of methane emissions to natural gas produced to 1% or less. Membership is comprised of some of the largest natural gas production, gathering and boosting, processing, transmission and storage and distribution companies in the U.S. and represents more than 20% of the U.S. natural gas value chain. Spire's 2024 (calendar year) GHG emissions data for distribution facilities are in the pages that follow.

GHGRP distribution facilities

	Alabama	Gulf	Mississippi	MO-East	MO-West
Throughput data for GHGRP facilities					
Total quantity of gas delivered to end users, Mscf/yr	106,712,206	41,840,130	2,534,887	76,038,919	70,883,418
Average CH4 content of gas, mol %	93.40%	93.40%	93.40%	93.40%	93.40%
Quantity of gas delivered to residential users, Mscf/yr	16,845,240	2,182,001	590,944	38,258,782	29,878,769
Quantity of gas delivered to commercial users, Mscf/yr	13,234,272	1,771,110	1,014,356	24,183,483	18,842,946

	Alabama	Gulf	Mississippi	MO-East	MO-West
Emissions data not included in GHGRP (for emission sources not in GHGRP)					
Miles of cast iron or unprotected steel mains with plastic liners or inserts (if not already included with miles of plastic mains)	0	0	0	0	0
Miles of copper mains	0	0	0	0.04	0
Miles of ductile iron mains	0.1	0	0	0	0
Miles of “other” mains	14.9	0	0	0	0
Number of cast iron/wrought iron services	0	0	0	0	0
Number of cast iron or unprotected steel services with plastic liners or inserts (if not already included with number of plastic services)	0	0	0	0	0
Number of ductile iron services	0	0	0	0	0
Number of “other” services	0	0	0	0	0
Total miles of pipeline (including mains <i>and</i> services)	24,174.80	4,353.80	1,209.80	16,479.14	15,946.25
Number of outdoor residential meters	437,254	85,601	15,215	519,223	532,424
Number of industrial meters	1,458	49	48	1,609	306
Number of commercial meters	33,180	5,021	2,827	44,851	37,796
Number of odorizers	98	6	48	30	81

Sector emissions and non-additive sector intensity values

Distribution

Total CH4 emissions for GHGRP facilities, tonnes CH4	12,159.00
Total distribution sector throughput, tonnes CH4	5,751,585
Distribution sector methane intensity, %	0.211%

2025 Target = 0.44%

Non-GHGRP transmission and storage facilities

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

Spire Midstream

Throughput data for non-GHGRP facilities

Quantity of gas withdrawn from storage, Mscf	18,379,071
PHMSA volume of natural gas transported in transmission pipelines, MMscf/yr	33,518
Average CH4 content of gas, mol %	93.40%

Emissions data for non-GHGRP facilities

Total methane emissions from pneumatic controllers, tonnes CH4	12
Total methane emissions from blowdowns (including transmission pipeline blowdowns), tonnes CH4	473.1
Total methane emissions from storage tanks, tonnes CH4	1.9
Total methane emissions from flare stacks (not accounted for under other sources), tonnes CH4	2.1
Total methane emissions from wet seal centrifugal compressor fugitive sources, tonnes CH4	0
Total methane emissions from non-compressor fugitive sources, tonnes CH4	0
Total methane emissions from reciprocating compressor fugitive sources, tonnes CH4	125.4
Total methane emissions from compressor station fugitive sources, tonnes CH4	0
Total methane emissions from storage wellhead fugitive sources, tonnes CH4	8.5

Total methane emissions from storage station fugitive sources, tonnes CH4	0
Total miles of transmission pipeline	65.4
Number of storage stations	3
Fuel usage for 4-stroke lean-burn engines, tonnes CH4	148.1

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

Spire LNG

Throughput data for non-GHGRP facilities

Quantity of LNG withdrawn from storage, Mscf/yr	648,401
Average CH4 content of LNG, mol %	93.4

Emissions data for non-GHGRP facilities

Total methane emissions from flare stacks (not accounted for under other sources), tonnes CH4	0
Methane emissions from centrifugal compressors, tonnes CH4	0
Methane emissions from reciprocating compressors, tonnes CH4	0.2
Total methane emissions from non-compressor fugitive sources, tonnes CH4	6.7

Sector emissions and non-additive sector intensity values

Transmission and storage methane intensity

Total CH4 emissions for GHGRP facilities, tonnes CH4	—
Total CH4 emissions for non-GHGRP facilities, tonnes CH4	846.4
Total sector PHMSA throughput, tonnes CH4	646,897
Sector methane intensity based on PHMSA tput, %	0.131%
Total ONE Future transmission pipeline miles	65
2021 national PHMSA miles of transmission pipeline	551,547,204
2020 national EIA T&S sector throughput, tonnes CH4	298,351
Sector methane intensity based on miles-adjusted tput, %	0.700%

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.

2024 PHMSA – Distribution

	Alabama	Gulf	Mississippi	MO-East	MO-West	Omega	Total
Distribution (in miles)							
Steel-coated (Un)	338.50	0	0	0	0	0	338.50
Steel-coated (Pr)	4,503.27	1,032.80	78.06	3,930.95	3,321.86	10.27	12,877.21
Steel-bare (Un)	289.32	0	0	0	0	0	289.32
Steel-bare (Pr)	158.41	0	432.60	26.50	482.46	0	1,099.97
Cast iron	272.20	1.10	0	162.23	75.90	0	511.43
Ductile iron	0.10	0	0	0	0	0	0.10
Copper	0	0	0	0.04	0	0	0.04
Plastic PVC	0	0	0	0	0	0	0
Plastic PE	5,959.10	1,465.90	234.14	4723.42	5,268.03	42.33	17,692.92
Plastic ABS	0	0	0	0	0	0	0
Plastic other	0	0	0	0	0	0	0
Other	14.9	0	0	0	0	0	14.90
Total	11,535.80	2,499.80	744.80	8,843.14	9,148.25	52.60	32,824.39

	Alabama	Gulf	Mississippi	MO-East	MO-West	Omega	Total
Historicals							
Pre-40s	173.20	17.40	0	234.07	501.59	0	926.26
40s	215.00	15.80	0	97.99	97.86	0	426.65
50s	1,582.30	219.60	0	1,028.63	599.81	0	3,430.34
60s	1,533.70	237.00	0	1,827.35	1,582.58	0	5,180.63
70s	1,249.10	190.10	0	1,199.01	986.56	0	3,624.77
80s	1,305.60	218.10	0	942.55	902.92	0	3,369.17
90s	1,852.60	760.10	0	1,352.43	1,270.27	45	5,280.83
00s	1,510.00	414.10	49.84	856.49	1,119.28	0	3,949.71
10s	1,266.20	333.70	37.57	802.58	1,221.50	6.78	3,668.33
20s	391.50	87.40	21.78	466.78	862.67	0.38	1,830.51
Unknown	456.60	7	635.60	35.26	3.21	0	1,137.17
Total	11,535.80	2,499.80	744.79	8,843.14	9,148.25	52.59	32,824.37
Services							
Steel services	206,594	18,171	13,238	91,845	20,932	20	350,800
Copper services	994	0	0	43,271	0	0	44,265
Plastic services	290,418	79,700	8,082	492,855	499,211	1,127	1,371,393
Cast iron	4	0	0	0	0	0	4
Total services	498,010	97,871	21,320	627,971	520,143	1,147	1,766,462

	Alabama	Gulf	Mississippi	MO-East	MO-West	Omega	Total
Additional PHMSA reporting							
Mechanical joint failures	187	2	0	171	140	0	500
Unaccounted for gas	0.57%	1.41%	3.91%	3.23%	1.69%	0%	2.31%

2024 PHMSA – Transmission

	Alabama	Gulf	MO-East	MO-West	MOGAS	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Spire Storage Salt Plains	Total
Historicals										
Pre-40s	0	0	0	0	0.33	0	0	0	0	0.33
40s	0.41	0	0	9.96	68.99	0	0	0	0	79.36
50s	7.72	0	63.62	11.92	0	0	0	0	0	83.26
60s	30.33	0	90.56	7.34	0	0	0	0	0	128.23
70s	28.99	13.72	11.77	1.03	0	0	15.09	0	0	70.60
80s	114.41	11.05	17.85	4.47	20.37	0	0	0	0	168.15
90s	7.64	15.05	34.98	3.96	171.66	0	0	0	18.10	251.39
00s	24.15	6.58	6.78	1.75	1.29	0	0	0	3	43.55
10s	2.61	2.83	2.36	4.11	0.17	18.07	1.13	65.44	0	96.72
20s	5.96	0	1.71	0.41	0.18	0.74	0	0	0	9
Unknown	0	0	0	0	0	0	0	0	0	0
Total	222.22	49.22	229.63	44.95	262.99	18.81	16.22	65.44	21.10	930.58

	Alabama	Gulf	MO-East	MO-West	MOGAS	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Spire Storage Salt Plains	Total
Diameter										
< 6"	3.88	0.03	1.41	0.01	0.74	0.74	1.13	0	4.60	12.54
6" thru 10"	64.06	22.02	20.62	0.04	141.41	8.38	15.09	0	3.90	275.52
>10" thru 20"	154.17	27.17	166.27	37.98	120.84	9.59	0	0	12.60	528.63
>20" thru 28"	0.10	0	26.69	6.92	0	0.10	0	65.44	0	99.25
>28"	0	0	14.64	0	0	0	0	0	0	14.64
Total	222.22	49.22	229.63	44.95	262.99	18.81	16.22	65.44	21.10	930.58

	Alabama	Gulf	MO-East	MO-West	MOGAS	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Spire Storage Salt Plains	Total
Class location										
Class 1 HCA	0.07	0.14	0.21	0	0	0	0	0.84	0	1.26
Class 1 MCA	1.32	0.20	0.71	2.64	0.46	0	0	0.50	0	5.83
Class 1 (not in HCA or MCA)	81.78	27.09	30.83	15.70	159.42	18.81	16.22	57.98	21.10	428.93
Class 2 HCA	2.53	0.30	0.11	0	0.28	0	0	0.24	0	3.46
Class 2 MCA	4.23	0.64	2.32	0.69	1.20	0	0	0	0	9.09
Class 2 (not in HCA or MCA)	50.93	9.44	10.95	2.21	79.54	0	0	0.23	0	153.30
Class 3 HCA	23.81	4.33	118.41	7.07	8.02	0	0	3.42	0	165.06
Class 3 MCA	21.96	3.16	32.48	11.11	1.73	0	0	2.07	0	72.51
Class 3 (not in HCA or MCA)	32.95	3.92	33.62	5.53	12.34	0	0	0.16	0	88.52
Class 4 HCA	2.09	0	0	0	0	0	0	0	0	2.09
Class 4 MCA	0.30	0	0	0	0	0	0	0	0	0.30
Class 4 (not in HCA or MCA)	0.25	0	0	0	0	0	0	0	0	0.25
Total HCA miles	28.50	4.77	118.72	7.07	8.30	0	0	4.50	0	171.86
Total	222.22	49.22	229.63	44.95	262.99	18.81	16.22	65.44	21.10	930.58



	Alabama	Gulf	MO-East	MO-West	MOGAS	Spire Storage Belle Butte	Spire Storage Clear Creek	Spire STL Pipeline	Spire Storage Salt Plains	Total
Pipe material										
Steel-coated (Un)	0	0	0	0	0	0	0	0	0	0
Steel-coated (Pr)	222.22	49.22	229.63	44.95	262.99	18.81	16.22	65.44	21.10	930.58
Steel-bare (Un)	0	0	0	0	0	0	0	0	0	0
Steel-bare (Pr)	0	0	0	0	0	0	0	0	0	0
Cast iron	0	0	0	0	0	0	0	0	0	0
Plastic	0	0	0	0	0	0	0	0	0	0
Composite	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	222.22	49.22	229.63	44.95	262.99	18.81	16.22	65.44	21.10	930.58

Task Force on Climate-related Financial Disclosures (TCFD)

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

Governance

Role of the Board

The Board of Directors oversees risk at Spire through multiple lenses. The Board oversees the Company's enterprise risk management (ERM) program, which is focused on identifying and assessing relevant risk, prioritizing risk, and understanding the interrelation between risk and strategy execution, risk monitoring, and mitigation planning. The Board receives quarterly reporting from management on the variety of risks that are considered under that program. In addition to climate and other environmental risks, the Board receives reporting on risks associated with cybersecurity, regulatory change and compliance, public affairs, talent acquisition and retention, economic conditions, supply chain and other topics as necessary.

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

Role of Management

Our leadership team is responsible for day-to-day management of risk at Spire. The ERM program is the foundation for identifying and assessing risks that could impact the business. Environmental risk is largely overseen by the vice president of sustainability. That officer oversees a dedicated team of employees who are responsible for evaluating our environmental efforts and developing new initiatives.

Since January 2024, Spire's Sustainability Council, comprised of senior Spire leaders and chaired by the vice president of sustainability, is responsible for oversight of this report and progress toward initiatives detailed in the report. In 2024, the Council reviewed climate-related risks as well as mitigation strategies in accordance with TCFD recommendations.

Strategy

Spire strongly believes that natural gas is an essential part of the planet's sustainable energy future. The natural gas industry will be an important player to achieve a resilient energy system that can drive toward carbon neutrality or even net-zero emissions. However, climate change as well as regulatory, public policy, or legislative changes to address the potential for climate change could adversely affect the operations and financial results of the company. The risks of climate change to our company are described in our [2024 Form 10-K](#) and can be categorized in the following areas: policy, legal, technology, market, reputational and physical risks.

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

Metrics and targets

Our metrics and targets, and progress toward those metrics and targets, can be found in this 2024 Sustainability Report, including:

- 2024 CO2e aggregate emissions
- 2024 Scope 1 and 2 emissions
- Exploration of advanced leak detection and repair programs
- Improvements in pipeline damage rates
- Improved customer efficiency achieved through energy efficiency programs
- Emissions reductions achieved at our facilities
- Emissions reductions achieved through fuel and vehicle management
- 2024 water usage and minimization of waste generation

Memberships and associations

Industry leadership

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

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

Community leadership

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

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

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

Stakeholder engagement

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

Stakeholder groups	Engagement channels	
Customers and Communities	Website Social media Email Market research Customer satisfaction surveys	Billing statements, inserts and messages Customer service emails and calls Community events and sponsorships Employee volunteering and charitable grants
Employees and Unions	Intranet Leadership communications Training Employee surveys and focus groups	Performance reviews Ongoing dialogue and meetings with Union leadership
Government	Filings, letters and other correspondence Public meetings and hearings Direct outreach	
Regulatory agencies	Meetings and direct communication Ongoing outreach Filing applications	
Shareholders, Banking and Investment community	Website Management and Board engagement Direct outreach Quarterly earnings calls and filings Quarterly updates and presentations	Annual shareholders' meeting Conferences and events Ongoing dialogue and interaction
Suppliers	Supplier meetings and onboarding Supplier Code of Business Conduct	

Partnerships for the future

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

ONE Future Coalition

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

ONE Future's mission is to ensure the future of natural gas as a long-term sustainable fuel source by reducing member companies' combined ratio of methane emissions to natural gas produced to 1% or less. Each member's progress in emission reductions is critical to achieving ONE Future's goal. We report our progress annually to ONE Future and include reporting in the appendix of this report.

Energy Capital Ventures

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

Gas Technology Institute

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

Spire Alabama is proud to be a member of both the GTI Utilization Technology Development and the GTI Operations Technology Development groups.

Through Spire's ONE Future membership, we also participate in Veritas, a GTI Differentiated Gas Measurement and Verification Initiative, which was designed to accelerate actions that reduce methane leakage from natural gas systems.

NYSEARCH

NYSEARCH is a member-driven Research Development & Demonstration (RD&D) collaboration of natural gas utilities in North America. We are an active participant in NYSEARCH and its numerous RD&D projects across various program areas, including improved installation, maintenance and repair, pipeline integrity, direct and remote assessment, pipe location and damage prevention, leak detection, real-time sensing and inspection for distribution, environment/ reducing greenhouse gas emissions, gas quality, evaluation of new materials, and advanced polyethylene piping and joining.