

Energy that advances

Corporate Social Responsibility
2019 Report

A message from our CEO



Last year, we released our first-ever Corporate Social Responsibility report, entering the space quietly, knowing we were new to the scene.

And the response, was entirely unexpected.

- We were recognized by *Newsweek* magazine and included on “The Good List” as one of the most responsible companies in the United States, recognizing 300 companies that span 14 industries
- The *St. Louis Business Journal* selected us as a finalist for their second annual Corporate Philanthropy Awards
- We were recognized by the Women’s Forum of New York for having a diverse Board of Directors with 30 percent female representation

And while each accolade was greatly appreciated, it was also deeply humbling. Because our goal is to do even more with our energy—to continue innovating, doing what’s right and pushing the boundaries of what’s possible.

So this year, we’re entering the space with more confidence, sharing not only what we’ve done, but what we believe and how those beliefs influence every decision we make.

We know natural gas plays an important part in a sustainable energy future

Natural gas is the cleanest fossil fuel available. It’s so efficient that switching from coal to natural gas for the production of electricity reduces greenhouse gas emissions by an average of 53 percent, and it’s only getting more efficient.

We know it’s up to us to lead the conversation

There’s an active movement that’s promoting the forced electrification of cities throughout the country. And our industry needs a voice. So, we partnered with a renowned marketing research firm to develop research-based messaging. Backed by rich data, we plan to lead the conversation this year and beyond on the important role natural gas plays in the future of our country—and our planet.

We know we’re doing the right thing

Through our steadfast pipeline upgrade efforts, we’ve reduced methane emissions by more than 39 percent since 2005, and we project a nearly 54 percent reduction by 2025, putting us well ahead of international standards that call for commitments of a 26 to 28 percent reduction in greenhouse gas emissions nationwide by 2025.

We know our next steps

We’ll continue upgrading our aging infrastructure and setting bold methane reduction goals. And, by midcentury, we’re committed to being a carbon neutral company. We’ll also continue to explore innovative ways to protect our environment while serving our customers better than ever before. That’s our promise, and we always keep our promises.

We know when to take action

When you’re committed to doing the right thing for the world around you, it shows up in everything you do. So when the coronavirus reached the communities where we live and work, we took quick action:

- Adjusting the services we provide, performing only essential work to limit exposing employees and others to the virus
- Encouraging all employees who could work from home to do so, even before state-mandated shelter-in-place orders were issued
- Distributing materials by the Centers for Disease Control to all employees and following their guidelines carefully in the field
- Suspending all late fees, disconnections and disconnection notices as our communities felt the impact of social distancing and income interruption
- Working with state legislators to support additional Low Income Home Energy Assistance Program (LIHEAP) funding
- Providing \$500,000 in matching gifts when customers signed up for DollarHelp or increased their monthly pledges

In short, we know who we are—whether we’re delivering natural gas or helping our communities at a critical time. More importantly, we know what we believe. And, that’s why we’ll continue using our energy to champion people, every day.

Because in the end, we believe our energy exists *for good*.

Suzanne Sitherwood
President and Chief Executive Officer
Spire Inc.

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Our environment



Steve R. (L)
Chief Financial Officer
Tim K. (R)
Controller

We all have shared responsibility to care for our planet. As an energy company, we honor that responsibility, operating with environmental safety and sustainability in mind.

That's why we believe:

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

And why we're committed to:

- Continuing to reduce methane emissions from our operations, in alignment with international goals for controlling climate change, targeting a 53 percent reduction from 2005 levels by 2025
- Maintaining and enhancing our commitment to the U.S. EPA's Natural Gas STAR Methane Reduction Challenge
- Regular and ongoing engagement with stakeholders to understand their priorities and point of view
- Supporting sound public policy that advances technology and innovation related to minimizing carbon dioxide emissions
- Striving to be a carbon neutral company by midcentury

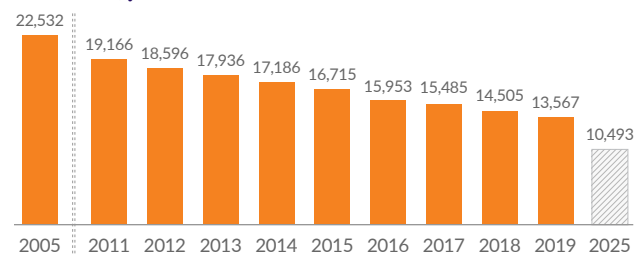
Caring for our environment

Reducing methane emissions

We're diligently upgrading our infrastructure, resulting in a significant reduction in methane emissions. In addition, our aggressive leak repair strategy and deployment of comprehensive damage prevention programs have added to our performance in helping to care for the environment. Since 2005, we've reduced our overall methane emissions by 39 percent and are targeting a 53 percent reduction by 2025.

Spire methane reduction

Metric tons/year

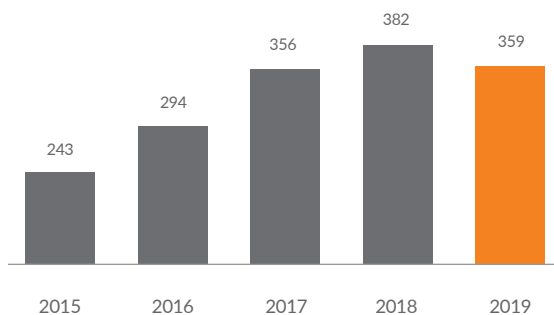


*2025 value represents a projection based on current efforts

Upgrading pipelines

In FY19, we invested \$287 million to replace 359 miles of aging infrastructure throughout the areas we serve, thereby reducing leaks and methane emissions. Additional detail is found in the Appendix to this report (AGA voluntary reporting tool and Additional Spire reporting sections).

Miles of main replaced*



*More than 90 percent of pipeline miles replaced are bare steel and cast iron

Minimizing risk

We do what we can to avoid natural gas being released while repairing and replacing pipes. When feasible, we divert the gas into a low-pressure system so that it remains in our system for customer use. And in 2020, we'll begin using another technique known as flaring, where excess gas is burned instead of being released into the atmosphere.

Miles of distribution pipeline mains remaining

	Bare steel*	Cast iron*	Vintage plastic	Total
Alabama	518	483	274	1,275
Mississippi	442	-	-	442
Missouri	1,652	630	-	2,282
Total	2,612	1,113	274	3,999

*Completion expected in 8-10 years

Decreasing leaks

Last year, we saw a 21 percent leak reduction per 1,000 system miles of distribution pipelines across all regions we serve.

Average leaks per 1,000 miles of pipeline

Fiscal year

	Alabama	Gulf	Mississippi	Missouri	Combined
2015	106	N/A	N/A	227	174
2016	84	N/A	N/A	200	149
2017	52	14	63	150	99
2018	40	13	27	113	75
2019	24	13	5	96	59

Reducing third-party damage

In FY19, we achieved a 9 percent annual reduction in third-party pipeline damage throughout the areas we serve. And, in the past five years, we've seen an overall 20 percent reduction thanks to public education efforts and productive working relationships with contractors, municipalities and state legislators.

Damage rates*

Calendar year

	Alabama	Gulf	Mississippi	Missouri	Combined
2015	9.27	N/A	N/A	3.17	4.84
2016	9.02	8.38	N/A	2.98	4.76
2017	7.94	7.65	N/A	3.05	4.78
2018	7.10	5.33	2.10	2.81	4.24
2019	6.57	4.10	3.55	2.73	3.87

*Data represents damage per 1,000 locates and includes all no fault damages

Driving energy efficiency

When we provided the Environmental Protection Agency with the results of our energy efficiency program, which includes financing high-efficiency natural gas equipment and weatherizing homes, we found our customers produced 14,325 metric tons less carbon in Missouri alone—that’s the equivalent of taking 3,041 cars off the road for an entire year.

Committing to the future

We are active members of the Environmental Protection Agency’s (EPA) Natural Gas STAR Methane Challenge program that focuses on achieving cost-effective methane reductions. Initially, we committed to reducing methane emissions by 2 percent per year, but quickly raised that to 5 percent in FY19—a goal we successfully met.

Reporting our progress

Since it launched, we’ve participated in the American Gas Association’s (AGA) voluntary reporting program, measuring and sharing the results of our methane reduction and pipeline replacement efforts to provide consistent sustainability data to the financial community. See the appendix for our reported results for calendar year 2019.

Working responsibly



Creating sustainable workplaces

Earning its LEED Gold certification from the United States Green Building Council, our primary office in St. Louis, Missouri houses many green features, including self-adjusting LED lighting, automated window shades and a water purification system. In addition, our Manchester Service Center in eastern Missouri is constructed to LEED standards and features a natural gas refrigerant flow system to provide zoned heating and cooling throughout the building.



Eliminating water waste

We follow all applicable rules and regulations regarding water management, including the Clean Water Act. We also use limited water for hydrostatic testing, and, on a more limited basis, in pipeline construction. We repurpose water and use leading storm water management techniques, spill prevention control, countermeasure plans and conduct audits at construction sites.



Recycling across our facilities

Already recycling cardboard across our facilities as well industrial and universal wastes, including fluorescent bulbs, high-efficiency lamps, alkaline batteries and more, we’re expanding our efforts even further, with plans to roll out a comprehensive recycling program for all employees across our facilities.



Moving mindfully

With our business office in Birmingham moving to a new location in 2020, we’re taking efforts to recycle and repurpose our existing furniture in our new facility, designing much of our new space around what can be repurposed.



Fueling our fleet

Because we use the cleanest fossil fuel available, we’re reducing carbon emissions by fueling nearly 300 of our fleet vehicles (about 13 percent) with compressed natural gas, and we currently have 15 compressed natural gas fueling stations across our network, including six that offer public access.



Partnering strategically

Last year, we launched our Supplier Code of Conduct, making sure our suppliers operate with values similar to ours in every regard, including sustainability. In addition, in 2020, we’re implementing design methods to track and ensure the environmental compliance of our suppliers.

Our community

LIFT FOR LIFE



We live and work in the communities we serve, and we're invested in seeing them thrive.

That's why we believe:

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

And why we're committed to:

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

Spire employees helped rehab Lift for Life Gym, an organization that provides safe, after-school activities for hundreds of children in St. Louis, Missouri.

Serving our communities



Growing our volunteer program

With a passion for serving others ingrained in who we are, the companywide initiative we call “Day for Good” continues to grow, with 2,000 Spire employees volunteering at organizations they’re passionate about, a 25 percent increase from the year before.



Giving back

In the third year of our formalized Corporate Social Responsibility program, we helped advance health and human services, civic and community development, education, environmental sustainability and disaster relief—our five key focus areas—with a total of \$4.7 million provided to support our communities.



Supporting local treasures

With 19 acres of green space in the middle of downtown Birmingham, the city’s Railroad Park provides a valuable space to enjoy nature in an urban setting. Recognizing the value this space provides to the community, we completed a multi-year \$100,000 investment in the park’s “Give the Gift of Green” campaign, enabling the park to implement new high-impact programs.



Matching gifts

We live and work in the communities we serve, so through our matching gifts program, we matched the time and dollars employees gave to the organizations they care about most to a total of \$120,000.



Raising awareness

We more than doubled our community service outreach efforts in FY19, co-hosting 89 events to raise awareness about the programs and services available to those struggling to pay their heating bills.



Improving outdoor spaces

Through our \$250,000 commitment, set to be paid out over the next five years, we’re partnering with the Girl Scouts of Eastern Missouri in the “Her Future is Our Future” campaign, focusing on rehabilitating trails throughout the Eastern portion of the state.



Helping those in need

Together with our customers, we raised \$1.5 million last year to help more than 4,000 low-income families stay warm through the DollarHelp program.



Crews in eastern Missouri donated more than 1,000 backpacks filled with bottled water and school supplies to children.

Growing our economies

Creating jobs

In partnership with economic development organizations, we helped bring 64 new projects to the communities we serve, creating more than 11,000 jobs and \$2 billion in economic impact.

Developing our cities

To help drive economic development in the St. Louis region, we worked with many of the region's top corporate executives to create AllianceSTL.

Rejuvenating Montgomery

Spire is serving on the economic development team that's helping to bring a \$50 million white water rafting park to downtown Montgomery, Alabama. We are working to help make the park, which will house apartment buildings, restaurants and more, a reality by providing necessary energy.



Business development representative Dustin Borland (right) helped a chicken farmer in southwest Missouri re-envision how his farm is fueled using natural gas.

Growing rural communities

We've partnered with a dozen other leading economic development organizations and businesses throughout Alabama to develop a pilot program, designed to help rural counties become more effective in recruiting businesses to their area.

Building tomorrow's workforce

Partnering to make a difference

In a multi-year \$300,000 partnership with Concordance Academy in St. Louis, Missouri, we're helping rebuild families, transform communities and help those re-entering society after leaving the criminal justice system.

Developing the workforce

In an effort to address the shortage of skilled workers in our industry, we've partnered with technical schools, including developing a two-year associate degree program in heating, ventilation and air conditioning with Ranken Technical College. We also assist with developing curriculum, providing job-preparedness training and helping students gain exposure to the many jobs available in the natural gas industry through our partnerships with technical high schools.

Filling new positions

In 2019, we created 145 new positions, focusing largely on field workers who help bring safe, reliable energy to the people we serve every day.

Growing our internship program

Launched in 2017, our paid internship program gives students an opportunity to pursue their passions in a professional setting. In 2019, 24 interns participated in the program. In 2020, we paused the program due to the coronavirus pandemic, with plans to resume in 2021.



Spire hosted the inSpire Tech Challenge, a competition that helps local technical school students gain exposure to the many jobs available in the natural gas industry.

Our people



Brittney B.
Gas Man SIT Construction

The greatest energy in the world comes from people. So we strive to provide an environment where every employee feels safe, welcomed and valued.

That's why we believe:

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

And why we're committed to:

- Enhancing the health and well-being of our employees by continuing to provide comprehensive plans that focus on the physical, emotional and financial health of every employee
- Helping current and prospective employees grow by providing education and training resources that include easy-to-access learning systems, as well as internship and enhanced co-op opportunities
- Ensuring our workforce reflects the diversity of the communities we serve by regularly reviewing and adjusting our affirmative action plans based on placement and utilization rates
- Achieving high levels of employee engagement by establishing a performance objective for leadership accountability, encouraging our leaders to be the best they can be
- Creating an even more diverse and inclusive work environment by committing to and achieving the goals of the CEO Action for Diversity & Inclusion Pledge
- Providing employees with the resources they need to fully understand and respect human rights by expressing our compliance with and support of OSHA, EEOC and HIPAA standards, and making educational information and training available on these topics

Inspiring future leaders

Growing our leaders

Last summer, our president and chief executive officer traveled across our service territories to meet with 500 frontline managers to discuss leadership, the future of our industry and the importance of a healthy internal culture.

Leading Spire

Strong leaders build a strong culture, so in FY19, Spire supervisors continued to learn how to positively influence others in our award-winning Leading Spire Series, with 347 supervisors completing the course in the past three years. In addition, hundreds of employees learned critical leadership skills in our new Building Leaders Series.

Providing development opportunities

Our new associate's to bachelor's program gives employees the opportunity to grow and develop by earning a BA in Business Administration—free of charge. This is in addition to our existing tuition reimbursement program that offers up to \$6,000 per year for certificates, undergraduate programs and more.



Leading Spire Series Fall 2019 graduating class.

Ongoing development opportunities

We have internal teams within our Human Resources department who are certified in developing and facilitating workshops—such as Five Behaviors of a Cohesive Team. We also offer employees developmental assessments such as Myers-Briggs, DiSC, StrengthsFinder and emotional intelligence.

Partnering with universities

With special degree programs and discounted rates at institutions of higher learning, we offer employees resources to advance their education and careers. We've recently established a partnership with Webster University in St. Louis, Missouri and are actively working with other institutions of higher learning to offer similar programs throughout the regions we serve.

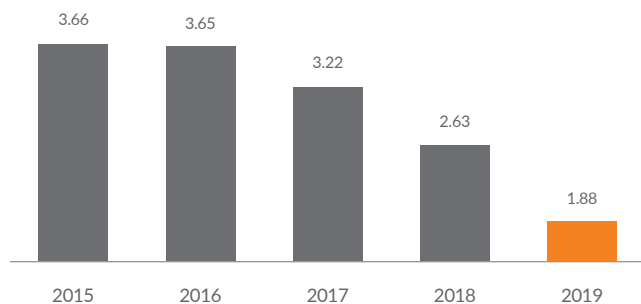
Keeping employees safe

Reducing employee injuries

With an unyielding focus on safety, we reduced our employee injury rate for the fifth fiscal year in a row. This marks a 29 percent year-over-year improvement and an overall improvement of 48 percent since FY15.

OSHA DART rate*

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



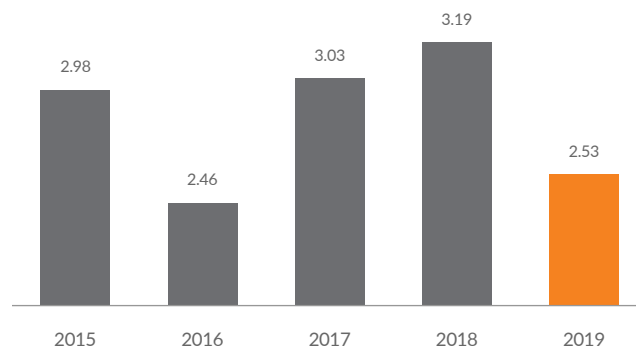
*Days away from work, restricted duty or transfer of duties

Driving safely

Our goal is for every employee to return home safely at the end of each day. This year, we reduced our at-fault motor vehicle accident rate by 21 percent from FY18.

At fault motor vehicle accident rate

Incidents per one million miles



Advancing safety protocol

In 2019, we moved our safety efforts forward with the release of a comprehensive crisis management application that sends targeted safety messaging to Spire employees, immediately alerting them to safety and security concerns.

Reporting in real time

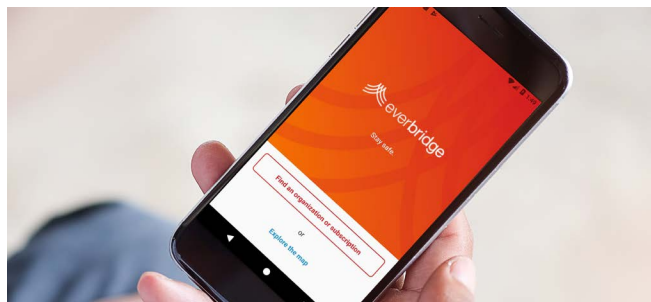
In FY19, we also launched an app that enables employees to promptly report injuries, vehicle accidents, claims and more, notifying the right supervisors and departments at the right time and providing easy progress tracking.

Localizing security operations

We decentralized our security operations in 2019, knowing that the best way to handle safety threats is right at the source.

Caring for every employee's well-being

To help employees feel their best at work and at home, we offer Weight Watchers discounts and up to \$200 a year in gym membership reimbursements. But we know wellness doesn't end there. So we also offer employee assistance programs to provide counseling services and emotional support when employees need it most. And in 2020, we're formalizing our approach, creating a comprehensive well-being program that focuses on the physical, emotional and financial health of every employee.



The new Everbridge mobile app is available on all company-issued mobile devices, sending notifications whenever there is an emergency or incident which may compromise employee safety or impact operations.

Increasing employee engagement

Sharing their voices

In our second annual culture study, 74 percent of employees shared their voices, a 5 percent increase from our first-ever culture study in 2018. In addition, we received twice as many employee comments, showing a meaningful improvement in overall employee engagement. And, action was taken, with leadership throughout the company working with their teams to create commitments for the year based on their team's results.

Working together

With nearly 60 percent of our workforce covered by a collective bargaining agreement, we highly value having a close partnership with our unions. We have several committees made up of union and non-union employees who work together for the benefit of the overall company.

Creating champions for natural gas

Natural gas has an important role in our country's future. It is reliable, safe and efficient. That's why, in FY19, we partnered with a marketing research firm to develop messaging. Backed by rich data, we're launching an internal engagement program that will empower every employee to have and lead conversations about natural gas.



Buck L.
Service Technician

Our leadership



Dave Y. (L)
Director, Gas Operations
and Control

Mike G. (R)
Chief Strategy and Corporate
Development Officer

As leaders, it's our privilege and responsibility to do all we can to ensure Spire's success today, tomorrow and for years to come.

That's why we believe:

- That proper corporate governance is the foundation for ensuring the company preserves long-term value and sustainability for our employees, customers, communities, shareholders, strategic partners and the environment
- That diversity across the company, from frontline employees to the board, adds value for all stakeholders

And why we're committed to:

- Annually delivering a report on our sustainability targets, strategy and progress to the board of directors
- Having the board's corporate governance committee engage in environmental, social and governance matters (ESG) during each regularly scheduled committee meeting and overseeing the development of our annual Corporate Social Responsibility Report
- Continuing to enhance our transparency and communications on environmental matters
- Maintaining a board that reflects diverse backgrounds, experiences, expertise, skill sets and viewpoints, as well as diversity of age, gender, nationality, race and ethnicity

Leading our company

Believing in our energy

In order to be an effective corporate citizen, it's essential to have a supportive board of directors and executive leadership team who shares in the belief that energy exists to help people. At Spire, we have both, and they oversee, support and guide our Corporate Social Responsibility (CSR) program.

Leading responsibly

Our CSR program is made possible by more than 3,500 employees who work at Spire, and by the leaders who support and govern the program. At every level of the company, we're dedicated to advancing the communities and enriching the lives of all the people we serve.

Overseeing CSR

Our board of directors, its committees and Spire's executive leadership team (known at Spire as the leadership council), led by our president and chief executive officer, work together to oversee, identify, monitor and manage environmental, social and governance risks. Leaders throughout the company elevate environmental, social and governance issues to the leadership council, which, in turn, elevates them to the board and its committees. Monthly, the board chair meets with members of the leadership council and others to receive updates on key issues.

Performing oversight responsibilities

The board performs some of its oversight responsibilities directly, while much of this work is performed through the board's standing committees—audit, compensation, corporate governance and strategy. Each committee is governed by a charter that describes its responsibilities. Annually, our board chair leads a process by which the performance of the board, each committee and each director is evaluated, and the board reviews the results and determines whether the board possesses the appropriate skills and experience.

Providing guidance

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



Steve M.
Vice President, Field Operations

Adhering to policies

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

Approving the CSR Report

This report was prepared by the CSR report steering committee and reviewed and approved by the CSR council. The CSR council establishes market budgets and key community partners. The CSR council meets quarterly to monitor the CSR strategy and its implementation. This report was also approved by the leadership council and the corporate governance committee of the board of directors, which oversees the production of the report on behalf of the board.

Please refer to Spire's 2019 Proxy Statement for additional information on our leadership and governance practices.

Creating meaningful engagement

As part of our CSR strategy, we seek meaningful leadership and community engagement roles in every community we serve. We also invest in key nonprofit partners through the placement of Spire leaders on local, regional and national boards. And, when strategically aligned with our CSR focus areas, we follow that investment of time with the investment of dollars. Currently, our top 100 leaders serve on more than 150 industry-related, non-profit business and community boards. A few examples of our leadership roles include:



AllianceSTL

AllianceSTL is an independent subsidiary of the St. Louis Regional Chamber that is directed by a board that includes many of the region’s top corporate executives focused on driving economic development in the region. Spire is one of the founding members of this group, and our president and CEO, Suzanne Sitherwood, serves as the board chair.



Birmingham Business Alliance

The Birmingham Business Alliance seeks to enhance the quality of life for citizens in the Birmingham region. As the lead economic development organization for the region, the alliance’s efforts in economic development, public policy, workforce development and image enhancement all work toward a better Birmingham. This group strives to create a unified forum for business and community leaders, cultivate a 21st century workforce and celebrate a thriving region where innovation, progress and growth are commonplace.



The Civic Council of Greater Kansas City

The Civic Council of Greater Kansas City envisions a regional community characterized by business and civic leadership that is undaunted by local and global challenges. This community proactively supports innovation and economic competitiveness, a well-educated citizenry, attractive and well-maintained public spaces, cultural and recreational amenities, a healthy environment, universal mobility and connectivity, and effective regional governance and decision making.



Civic Progress

Civic Progress is a group of CEOs from the largest companies in St. Louis that strategically focuses on public safety, education, economic empowerment, infrastructure, innovation, entrepreneurship and regional collaboration, among other initiatives. Civic Progress aims to make St. Louis a more vibrant community, one that is full of opportunity for everyone.



Economic Development Partnership of Alabama

The Economic Development Partnership of Alabama is a private, nonprofit organization funded by more than 60 Alabama companies that works to attract, retain and grow jobs in Alabama, while encouraging innovation through its Alabama Launchpad program, which helps early-stage companies start, stay and grow in the state. The partnership’s unique structure allows it to work closely with state, regional, corporate and local organizations to collaboratively contribute to Alabama’s economic development success.



Regional Business Council

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

Global Reporting Initiative (GRI) index

In preparing this report and the content of the index, we have referenced the following GRI disclosures for their applicability to Spire's business and community investment, as well as the availability of consistent data for reporting purposes.

General disclosures

GRI #	GRI standard title	Disclosure title	Response/location																																																															
102-1	General disclosures	Name of the organization	Spire Inc.																																																															
102-2	General disclosures	Activities, brands, products and services	Spire Corporate Social Responsibility Report: Our company Spire 2019 Form 10-K: PART I, Item 1 – Business Spire Inc. 2019 Proxy Statement Spire Governance Documents																																																															
102-3	General disclosures	Location of headquarters	Spire Inc. 700 Market Street St. Louis, Missouri 63101 United States																																																															
102-4	General disclosures	Location of operations	United States																																																															
102-5	General disclosures	Ownership and legal form	Spire 2019 Form 10-K: Item 1 – Business Spire Governance Documents																																																															
102-6	General disclosures	Markets served	Spire Corporate Social Responsibility Report: Our company Spire's Service Area Spire 2019 Form 10-K: Item 1 – Business																																																															
102-7	General disclosures	Scale of the organization	Spire Corporate Social Responsibility Report: Our company Spire 2019 Form 10-K: Item 1 – Business Spire's Investor Story																																																															
102-8	General disclosures	Information on employees and other workers	Spire Corporate Social Responsibility Report: Our people Spire Inc. 2019 Proxy Statement <table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO-E</th> <th>MO-W</th> <th>Marketing</th> <th>Storage</th> <th>Board</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>76.25%</td> <td>83.76%</td> <td>80%</td> <td>82.37%</td> <td>88.28%</td> <td>71.43%</td> <td>89.29%</td> <td>55.56%</td> </tr> <tr> <td>Female</td> <td>23.75%</td> <td>16.24%</td> <td>20%</td> <td>17.63%</td> <td>11.72%</td> <td>28.57%</td> <td>10.71%</td> <td>44.44%</td> </tr> <tr> <td>Black or African American</td> <td>35.90%</td> <td>28.21%</td> <td>25.71%</td> <td>16.71%</td> <td>13.24%</td> <td>0%</td> <td>0%</td> <td>11.11%</td> </tr> <tr> <td>White</td> <td>61.50%</td> <td>71.79%</td> <td>74.29%</td> <td>77.11%</td> <td>80.06%</td> <td>82.14%</td> <td>82.14%</td> <td>77.78%</td> </tr> <tr> <td>All other</td> <td>2.60%</td> <td>0%</td> <td>0%</td> <td>6.18%</td> <td>6.70%</td> <td>17.83%</td> <td>17.83%</td> <td>11.11%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	Marketing	Storage	Board	Male	76.25%	83.76%	80%	82.37%	88.28%	71.43%	89.29%	55.56%	Female	23.75%	16.24%	20%	17.63%	11.72%	28.57%	10.71%	44.44%	Black or African American	35.90%	28.21%	25.71%	16.71%	13.24%	0%	0%	11.11%	White	61.50%	71.79%	74.29%	77.11%	80.06%	82.14%	82.14%	77.78%	All other	2.60%	0%	0%	6.18%	6.70%	17.83%	17.83%	11.11%	Permanent	100%	100%	100%	100%	100%	100%	100%	100%
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Permanent	100%	100%	100%	100%	100%	100%	100%	100%																																																										
102-9	General disclosures	Supply Chain: a description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products and services	As a shared service, Spire's Supply Chain group enables Spire's mission by providing guidance, support, service, and execution in the areas of strategic sourcing, procurement, inventory management, and accounts payable as well as providing training and subject-matter expertise for requisitioning, and expense reporting tools and processes. Our core Supply Chain services include: Strategic Sourcing—supports the organization in the strategic sourcing of goods and services by providing the best overall value to the enterprise; Procurement—supports the enterprise in the sourcing and purchase of goods and services through standard platforms and processes; Accounts Payable (AP)—supports the overall organization, in collaboration with internal customers including operations, stakeholders, department heads and external customers including suppliers and service providers, by processing AP invoices and payments in a timely and efficient manner; and Inventory—maintains and efficiently manages optimal inventory levels across the enterprise of materials necessary to support each entity's operations.																																																															

GRI #	GRI standard title	Disclosure title	Response/location
102-10	General disclosures	Supply Chain: Significant changes to the organization and its supply chain: changes in the location of, or changes in, operations, including facility openings, closings, and expansions; changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination	There were no significant changes to Spire's Supply Chain in the past year
102-11	General disclosures	Precautionary principle or approach	Spire 2019 Form 10-K: Item 1A – Risk Factors Spire Corporate Social Responsibility Report: Our environment Spire Committee Charters (Audit and Governance)
102-12	General disclosures	External initiatives	Spire Corporate Social Responsibility Report: Our environment, Our leadership, Appendix – Membership and charters
102-13	General disclosures	Membership of associations	Spire Corporate Social Responsibility Report: Our leadership Spire Corporate Social Responsibility Report: Appendix
102-14	General disclosures	Statement from senior decision-maker	Spire Corporate Social Responsibility Report: Letter from the CEO
102-15	General disclosures	Key impacts, risks, and opportunities	Spire 2019 Form 10-K: PART I, Item 1A—Risk Factors Spire 2019 Form 10-K: PART II, Item 7—Management's Discussion and Analysis of Financial Condition and Results of Operations
102-16	General disclosures	Values, principles, standards, and norms of behavior	Spire Corporate Social Responsibility Report: Our people Spire Governance Documents Spire Careers
102-17	General disclosures	Mechanisms for advice and concerns about ethics	Spire Code of Conduct Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or SpireEnergy.ethicspoint.com Spire Inc. 2019 Proxy Statement: Correspondence with the Board
102-18	General disclosures	Governance structure	Spire 2019 Proxy Statement: Governance Spire 2019 Form 10-K: Part III, Item 10 – Directors, Executive Officers and Corporate Governance Spire Governance Documents
102-19	General disclosures	Delegating authority	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents
102-20	General disclosures	Executive-level responsibility for economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership
102-21	General disclosures	Consulting stakeholders on economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents

GRI #	GRI standard title	Disclosure title	Response/location
102-22	General disclosures	Composition of the highest governance body and its committees	Spire 2019 Proxy Statement
102-23	General disclosures	Chair of the highest governance body	Edward L. Glotzbach Spire 2019 Proxy Statement
102-24	General disclosures	Nominating and selecting the highest governance body	Spire 2019 Proxy Statement Spire Governance Documents
102-25	General disclosures	Conflicts of interest	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
102-26	General disclosures	Role of highest governance body in setting purpose, values and strategy	Spire Corporate Social Responsibility Report: Our leadership Spire Governance Documents
102-27	General disclosures	Collective knowledge of highest governance body	Periodically, senior management provide the Board of Directors with white papers and published articles on economic, environmental and social topics that impact the natural gas industry in general and the company's utility and gas-related businesses. In connection with the company's quarterly Board and committee meetings, management provides and discusses educational materials on these topics with various committees of the Board. The directors are encouraged to ask questions and discuss the topics. These materials are made available to all directors, not just committee members.
102-28	General disclosures	Evaluating the highest governance body's performance	Spire 2019 Proxy Statement
102-29	General disclosures	Identifying and managing economic, environmental and social impacts	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit) Spire 2019 Form 10-K: Item 1A – Risk Factors Spire 2019 Form 10-K: Item 7 – Management's Discussion and Analysis of Financial Condition and Results of Operations
102-30	General disclosures	Effectiveness of risk management processes	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit) Spire 2019 Form 10-K: Item 1A – Risk Factors
102-31	General disclosures	Review of economic, environmental and social topics	Spire Corporate Social Responsibility Report: Our leadership Spire Committee Charter (Audit)
102-32	General disclosures	Highest governance body's role in sustainability reporting	Spire's Corporate Social Responsibility Report is reviewed and approved by Spire's CSR Council, Leadership Council and by the Corporate Governance Committee of the board of directors.
102-33	General disclosures	Communicating critical concerns	Compliance@SpireEnergy.com Ethics Helpline at 800-886-2553 or SpireEnergy.Ethicspoint.com Spire 2019 Proxy Statement: Correspondence with the Board
102-34	General disclosures	Nature and total number of critical concerns	There were no critical concerns reported to the Board of Directors or Leadership Council
102-35	General disclosures	Remuneration policies	Spire 2019 Proxy Statement, Director's Compensation Executive Compensation

GRI #	GRI standard title	Disclosure title	Response/location
102-36	General disclosures	Process for determining remuneration	Spire 2019 Proxy Statement, Director's Compensation Executive Compensation
102-37	General disclosures	Stakeholders' involvement in remuneration	Annually, the company in its proxy statement requests shareholder to provide an advisory vote to approve the compensation of its named executive officers. The results of this advisory vote were reported through a Form 8-K Current Report filed with the SEC on January 31, 2020.
102-38	General disclosures	Annual total compensation ratio	Spire 2019 Proxy Statement
102-39	General disclosures	Percentage increase in annual total compensation ratio	The ratio of the total compensation of the CEO to the median annual total compensation of all other employees was estimated to be 44 to 1 for fiscal 2019, down from 45 to 1 in fiscal 2018, which is a decrease of 2.2%.
102-40	General disclosures	List of stakeholder groups	Spire Corporate Social Responsibility Report: Our communities, Our people, Our leadership, Appendix—Membership and charters
102-41	General disclosures	Collective bargaining agreements	Spire Corporate Social Responsibility Report: Our people Spire 2019 Form 10-K: Item 1 – Business
102-42	General disclosures	Identifying and selecting stakeholders	It is our practice to engage with a broad variety of our stakeholders, including customers through random surveys, our largest institutional shareholders through semi-annual emails, the investment community through quarterly earnings calls open to the public, and employees through an annual culture survey open to all employees. Spire also participates in social media platforms and encourages the public to follow the company and engage with us.
102-43	General disclosures	Approach to stakeholder engagement	It is our practice to engage with a broad variety of our stakeholders, including customers through random surveys, our largest institutional shareholders through semi-annual emails, the investment community through quarterly earnings calls open to the public, and employees through an annual culture survey open to all employees. The company engages in collective bargaining with organizations representing more than half of its employees. Spire also participates in social media platforms and encourages the public to follow the company and engage with us. None of this engagement was undertaken in connection with the preparation of this report.
102-44	General disclosures	Key topics and concerns raised (stakeholder engagement)	Our engagements with stakeholders have not resulted in the revelation of any topics or concerns that we consider “key.” We continually gather feedback from stakeholders and analyze it to determine whether changes need to be made in the company’s policies, procedures, processes or actions. No particular feedback stands out that has driven specific changes. We believe that our ongoing and regular efforts to obtain input from various stakeholders enables us to learn of potential issues and concerns before they rise to the level of “key” and requiring immediate action.
102-45	General disclosures	Entities included in the consolidated financial statements	Spire 2019 Form 10-K: Item 1 – Business

GRI #	GRI standard title	Disclosure title	Response/location
102-46	General disclosures	Defining report content and topic boundaries (materiality)	<p>Our first step when we decided to issue a CSR report was to create a cross-functional report content team that reviewed several reporting framework options and decided to use the GRI framework. The team then conducted an exhaustive review of each of the GRI Standards in order to determine which of them we could report on. We agreed to report on each of the Standards for which we had the data available to us. We then reviewed the Standards for which data was not readily available and prioritized them as to which ones we would gather data and information to report. Our analysis and prioritization effort considered which Standards would benefit the most stakeholders, which Standards most closely aligned with evidencing the company's long-term sustainability, how material the particular Standard was to exhibiting the economic, environmental and social sustainability of our business operations, and how completely we could report on the Standard based on the available data. At each step of the way, the content team robustly discussed whether we were spending our resources to gather and report on the most impactful data and information. As we entered our second year of issuing a CSR report, the content team undertook the same exercise to evaluate Standards that we had not reported on during our first report.</p> <p>Additionally, the content team has reviewed the narrative of our CSR report and attempted to ensure that the narrative combined with the GRI framework tells an accurate and complete (considering available resources) of Spire's sustainability. We focus on four key quadrants: Environment, Communities, People and Governance. In each quadrant, we are focused on providing additional and more complete disclosures with each year's report. We are also using the narrative to address the input from stakeholders who have requested particular information be disclosed that does not fit within the GRI framework.</p> <p>With regard to materiality, the content team asks itself whether the information in question would likely change a stakeholder's opinion of Spire's sustainability in any of the four quadrants. If we believe that reporting that certain information would do so, we prioritize the work necessary to gather the information necessary to make that disclosure. At the same time, we continue to attempt to make progress on gathering all information necessary to tell the complete story of Spire.</p>
102-48	General disclosures	Restatements of information	This is Spire's second CSR report
102-49	General disclosures	Changes in reporting	This is Spire's second CSR report
102-50	General disclosures	Reporting period	Fiscal Year 2019 (October 1, 2018-September 30, 2019)
102-51	General disclosures	Date of most recent report	This is Spire's second CSR report, published May 2020
102-52	General disclosures	Reporting cycle	Spire's intent is to publish a CSR report annually. The content of this report reflects FY19 activities and forward-looking statements.
102-53	General disclosures	Contact point for questions regarding the report	TeamSpire@SpireEnergy.com
102-54	General disclosures	Claims of reporting in accordance with the GRI Standards	This report references the GRI Reporting Standards 2016
102-55	General disclosures	GRI content index	This index

Economic indicators

GRI #	GRI standard title	Disclosure title	Response/location
201-1	Economic performance	Direct economic value generated and distributed	Spire Corporate Social Responsibility Report: Our company Spire 2019 Form 10-K: Part II
201-2	Economic performance	Financial implications and other risks and opportunities due to climate change	Spire 2019 Form 10-K: Item 1A – Risk Factors Spire 2019 Form 10-K: Item 7 – Management’s Discussion and Analysis of Financial Condition and Results of Operations
201-3	Economic performance	Defined benefit plan obligations and other retirement plans	Spire 2019 Form 10-K: PART II, Item 8—Financial Statements and Supplementary Data
201-4	Economic performance	Financial assistance received from government	During 2019, Spire received tax credits through its investments in community improvement partnerships. Spire has federal tax credits of \$690,182 and state tax credits of \$2,000,961 as of September 30, 2019, most of which have been carried forward from 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 and make well above minimum wage. Ratio of entry level wage by gender at significant locations of operation to the minimum wage: Alabama (Females – 2.40/Males – 2.59) Gulf (Females – 2.92/Males – 2.80) Mississippi (Female – 2.45/Males – 2.62) Missouri East (Females – 1.92/Males – 1.94) Missouri West (Females – 2.19/Males – 2.19)
202-2	Economic performance	Proportion of senior management hired from the local community	64 percent of Spire’s senior management has been hired from the local community
203-1	Economic performance	Infrastructure investments and services supported	A significant portion of Spire’s investment into nonprofit and civic organizations is available for general operating support. Spire Corporate Social Responsibility Report: Our environment, Our communities, Our leadership
203-2	Economic performance	Significant indirect economic impacts	Spire Corporate Social Responsibility Report: Our environment, Our communities, Our leadership
204-1	Economic performance	Proportion of spending on local suppliers	To best ensure we have the goods and services needed to serve our customers and support our business, we utilize a broad supply base of national, regional, and local suppliers. As such, we don’t have hard local spend targets or measurements, however many of our needs are fulfilled by local and regional suppliers. As our mission states, we are committed to advancing the communities that we serve. When evaluating suppliers in our RFP process, the location of a supplier in relation to where the work will be done, is considered, among other factors.
205-1	Economic performance	Operations assessed for risks related to corruption	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics

GRI #	GRI standard title	Disclosure title	Response/location
205-2	Economic performance	Communication and training about anti-corruption policies and procedures	Spire Governance Documents Spire Code of Business Conduct Director Independence Standards Related Party Transactions Financial Code of Ethics
205-3	Economic performance	Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption identified
206-1	Economic performance	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Spire 2019 Form 10-K: Part I, Item 3 – Legal Proceedings

Environmental indicators

GRI #	GRI standard title	Disclosure title	Response/location																																
302-1	Energy	Energy consumption within the organization	<p>Building Energy Usage (kBTU)</p> <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO</th> <th>Marketing*</th> <th>Storage**</th> <th>Combined</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>36,751,677</td> <td>21,818,301</td> <td>1,726,403</td> <td>46,112,297</td> <td>NA</td> <td>NA</td> <td>106,408,677</td> </tr> <tr> <td>2018</td> <td>33,432,313</td> <td>19,907,164</td> <td>1,620,539</td> <td>54,306,452</td> <td>NA</td> <td>NA</td> <td>109,266,468</td> </tr> <tr> <td>2019</td> <td>38,326,223</td> <td>21,658,614</td> <td>1,629,317</td> <td>60,285,005</td> <td>626,166</td> <td>NA</td> <td>122,525,324</td> </tr> </tbody> </table> <p>*There is no gas meter for the Spire Marketing office in Houston **Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming</p>	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	Combined	2017	36,751,677	21,818,301	1,726,403	46,112,297	NA	NA	106,408,677	2018	33,432,313	19,907,164	1,620,539	54,306,452	NA	NA	109,266,468	2019	38,326,223	21,658,614	1,629,317	60,285,005	626,166	NA	122,525,324
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302-3	Energy	Energy intensity	<p>Building Energy Intensity (kBTU/Ft2)</p> <table border="1"> <thead> <tr> <th>Fiscal Year</th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO</th> <th>Marketing*</th> <th>Storage**</th> <th>Combined</th> </tr> </thead> <tbody> <tr> <td>2017</td> <td>105.48</td> <td>606.06</td> <td>132.80</td> <td>71.67</td> <td>NA</td> <td>NA</td> <td>102.23</td> </tr> <tr> <td>2018</td> <td>95.96</td> <td>552.98</td> <td>124.66</td> <td>84.40</td> <td>NA</td> <td>NA</td> <td>104.98</td> </tr> <tr> <td>2019</td> <td>110</td> <td>601.63</td> <td>125.33</td> <td>93.25</td> <td>48.32</td> <td>NA</td> <td>115.93</td> </tr> </tbody> </table> <p>*There is no gas meter for the Spire Marketing office in Houston **Spire does not have gas or electricity usage data for the Spire Storage buildings in Wyoming</p>	Fiscal Year	AL	Gulf	MS	MO	Marketing*	Storage**	Combined	2017	105.48	606.06	132.80	71.67	NA	NA	102.23	2018	95.96	552.98	124.66	84.40	NA	NA	104.98	2019	110	601.63	125.33	93.25	48.32	NA	115.93
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302-4	Energy	Reduction of energy consumption	Energy usage at all Spire facilities increased from FY18 (focus of the company's first CSR Report) to FY19 (focus of this report). Although we believe the higher year-over-year usage was driven by weather conditions, we are currently investigating to verify drivers for the increased usage.																																

GRI #	GRI standard title	Disclosure title	Response/location
304-4	Environmental compliance	IUCN red List species and natural conservation list species with habitats in areas affected by operations	<p>The following endangered species have habitats in areas of Spire's operations:</p> <ul style="list-style-type: none"> • Alabama Cave Crayfish • Alabama Sturgeon • Benton County Cave Crayfish • Cahaba Shiner • Cobblestone Tiger Beetle • Georgia Pigtoe • Gray Bat • Heavy Pigtoe • Indiana Bat • Lacon Exit Cave Crayfish • Missouri Cavesnail • Northern Long-Eared Bat • Paddlefish • Painted Rocksnail • Pallid Sturgeon • Pink Mucket • Plicate Rocksnail • Princess Elimia • Puzzle Elimia • Rough Hornsnail • Round Hickorynut • Salamander Mussel • Sculpin Snail • Sheepnose • Shelta Cave Crayfish • Shovelnose Sturgeon • Slab-sided Pearly Mussel • Slackwater Darter • Snuffbox • Southern Hickorynut • Spectaclecase • Triangular Kidneyshell • Watercress Darter • White Spring Cave Crayfish
305-1	Emissions	Direct (Scope 1) GHG emissions	Spire Corporate Social Responsibility Report: Appendix – AGA voluntary reporting tool
305-2	Emissions	Energy indirect (Scope 2) GHG emissions	Spire Corporate Social Responsibility Report: Appendix – AGA voluntary reporting tool
305-4	Emissions	GHG emissions intensity	Spire Corporate Social Responsibility Report: Appendix – AGA voluntary reporting tool
305-5	Emissions	Reduction of GHG emissions	Spire Corporate Social Responsibility Report: Appendix – AGA voluntary reporting tool
305-6	Emissions	Emissions of ozone-depleting substances (ODS)	Spire does not release any ozone depleting substances
305-7	Emissions	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Spire Corporate Social Responsibility Report: Appendix – AGA voluntary reporting tool EPA filing subpart NN and W
306-3	Effluents and waste	Significant spills	No significant spills occurred in FY19
306-4	Effluents and waste	Transport of hazardous waste	Spire does not transport hazardous waste and will restage waste when necessary
307-1	Environmental compliance	Non-compliance with environmental laws and regulations	No violations in FY19

Social indicators

GRI #	GRI standard title	Disclosure title	Response/location							
			AL	Gulf	MS	MO-E	MO-W	Marketing	Storage	
401-1	Employment	New hires and employee turnover	New hires - male	69.10%	100%	100%	74.50%	90.90%	60%	87.50%
			New hires - female	30.90%	0%	0%	25.50%	9.10%	40%	12.50%
			Separations - male	59.20%	50%	72.40%	78.60%	75.80%	66.70%	0%
			Separations - female	40.80%	50%	27.60%	21.40%	24.20%	33.30%	0%
401-2	Employment	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Spire currently does not provide benefits to temporary or part-time employees. However, less than five employees (less than 0.2%) are part-time or temporary.							
402-1	Labor / management relations	Minimum notice periods regarding operational changes	Spire has the right to make operational changes in support of providing safe and efficient service to its customers without having to provide notice to unions. However, in the spirit of a collaborative work environment, we have open communication with our union leadership and meet regularly with them to discuss operational changes that impact the workforce.							
403-1	Occupational health and safety	Workers representation in formal joint management-worker health and safety committees	100% of Spire employees are represented in joint management-worker health and safety committees							
403-2	Occupational health and safety	Types of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities		AL	Gulf	MS	MO-E	MO-W		
			2014	3.14	N/A	N/A	5.12	4.00		
			2015	2.66	N/A	N/A	3.45	6.11		
			2016	3.80	0.95	4.55	3.37	4.21		
			2017	4.11	1.07	0	4.79	6.00		
			2018	5.56	3.96	0	3.04	3.88		
2019	2.26	1.42	0	2.32	4.52					
403-3	Occupational health and safety	Workers with high incidence or high risk of diseases related to their occupation	A high risk or high incidence of work-related disease has not been identified for any Spire work group							
403-4	Occupational health and safety	Health and safety topics covered in formal agreements with trade unions	All of Spire's collective bargaining agreements contain provisions related to employees' obligations to comply with safety procedures, the company's support of personal protection equipment (safety glasses and safety boots), and various wellness programs							
404-1	Training and education	Average hours of training per year per employee	In their first year, each construction and maintenance employee receives 80 hours safety training. Each service and installation employee receives 200 hours. Field operations employees average 24 hours of technical and procedural training annually. In addition to being thoroughly trained to perform tasks safely and responsibly, employees working on the gas distribution system receive further training to be qualified under Spire's state and federally approved safety training plan. This training occurs prior to any employee performing tasks on the pipeline system. Employees stay current on this training through periodic reviews and field assessments.							

GRI #	GRI standard title	Disclosure title	Response/location																																																															
404-2	Training and education	Programs for upgrading employee skills and transition assistance programs	Part of honoring our core value of integrity means doing what's right for every Spire employee and providing them with the developmental resources they need to learn and grow. All employees have access to developmental assessments, customized training, specialized degree programs, and partnerships with best-in-class organizations related to industry courses, leadership and managements workshops and computer application development seminars. In addition, all employees have up to \$6,000 per year in tuition assistance and access to the Spire Learning Center, our robust internal learning management system.																																																															
404-3	Training and education	Percentage of employees receiving regular performance and career development reviews	100% of Spire nonunion employees receive an annual performance review																																																															
405-1	Diversity and equal opportunity	Diversity of governance bodies and employees	<p>Spire Corporate Social Responsibility Report: Our people</p> <table border="1"> <thead> <tr> <th></th> <th>AL</th> <th>Gulf</th> <th>MS</th> <th>MO-E</th> <th>MO-W</th> <th>Marketing</th> <th>Storage</th> <th>Board</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>76.25%</td> <td>83.76%</td> <td>80%</td> <td>82.37%</td> <td>88.28%</td> <td>71.43%</td> <td>89.29%</td> <td>55.56%</td> </tr> <tr> <td>Female</td> <td>23.75%</td> <td>16.24%</td> <td>20%</td> <td>17.63%</td> <td>11.72%</td> <td>28.57%</td> <td>10.71%</td> <td>44.44%</td> </tr> <tr> <td>Black or African American</td> <td>35.90%</td> <td>28.21%</td> <td>25.71%</td> <td>16.71%</td> <td>13.24%</td> <td>0%</td> <td>0%</td> <td>11.11%</td> </tr> <tr> <td>White</td> <td>61.50%</td> <td>71.79%</td> <td>74.29%</td> <td>77.11%</td> <td>80.06%</td> <td>82.14%</td> <td>82.14%</td> <td>77.78%</td> </tr> <tr> <td>All other</td> <td>2.60%</td> <td>0%</td> <td>0%</td> <td>6.18%</td> <td>6.70%</td> <td>17.83%</td> <td>17.83%</td> <td>11.11%</td> </tr> <tr> <td>Permanent</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		AL	Gulf	MS	MO-E	MO-W	Marketing	Storage	Board	Male	76.25%	83.76%	80%	82.37%	88.28%	71.43%	89.29%	55.56%	Female	23.75%	16.24%	20%	17.63%	11.72%	28.57%	10.71%	44.44%	Black or African American	35.90%	28.21%	25.71%	16.71%	13.24%	0%	0%	11.11%	White	61.50%	71.79%	74.29%	77.11%	80.06%	82.14%	82.14%	77.78%	All other	2.60%	0%	0%	6.18%	6.70%	17.83%	17.83%	11.11%	Permanent	100%	100%	100%	100%	100%	100%	100%	100%
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406-1	Non-discrimination	Incidents of discrimination and corrective actions taken	<p>Spire values inclusion and has no tolerance for discrimination. We train employees on how to identify and address potential discrimination and encourage employees to say something to their supervisor or Human Resources if they feel that they or someone else is being subjected to discrimination. To further facilitate reporting, Spire maintains a hotline that employees may use to either anonymously or by using their name to report incidents of discrimination. The hotline is available via phone or online. When Spire receives a discrimination complaint through any format, Human Resources (with the assistance of Compliance and Legal) conducts an investigation into the report. Once the investigation is complete, the results are shared with the employee and appropriate actions are taken. In many cases, Human Resources will conduct discrimination-awareness and other training in an effort to reduce future issues. In all cases, a summary of the investigation and any follow-up actions are documented and kept on file to ensure that any patterns of behavior are quickly identified and addressed. In an effort to proactively prevent issues, Spire has implemented Spire Learning Management System modules, including "Unconscious Bias Training" and recurring compliance training.</p> <p>Spire had 15 charges of discrimination filed in FY19. A right to sue was issued for ten of these charges, and several are still pending. Out of the rights to sue issued, four have expired. Out of these charges, three were settled through mediation. There are two pending lawsuits related to charges filed in FY19. There were also six additional hotline complaints that were investigated and closed by the company.</p>																																																															

GRI #	GRI standard title	Disclosure title	Response/location
407-1	Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No violation or significant risk. Employees and suppliers have the right to freedom of association and collective bargaining Spire Code of Business Conduct
408-1	Child labor	Operations and suppliers at significant risk for incidents of child labor	No significant risk in operations for incidents of child labor Spire Code of Business Conduct
409-1	Forced or compulsory labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No significant risk in operations and/or our suppliers for incidents of forced or compulsory labor Spire Code of Business Conduct
411-1	Rights of indigenous peoples	Incidents of violations involving rights of indigenous peoples	There have been no incidents of violations involving the rights of indigenous people Spire Code of Business Conduct
412-2	Human rights assessment	Employee training on human rights policies or procedures	All employees are required to adhere to Spire's Code of Conduct Spire Code of Business Conduct
412-3	Human rights assessment	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Although Spire does not currently include human rights clauses in its contracts, we are drafting a policy, that once finalized, will be included in our contract language.
413-1	Local communities	Operations with local community engagement, impact assessments and development programs	Spire Corporate Social Responsibility Report: Our communities, Our leadership Serving our Communities
413-2	Local communities	Operations with significant actual and potential negative impacts on local communities	Spire Corporate Social Responsibility Report: Our communities, Our leadership Serving our Communities
415-1	Public policy	Political contributions	In its Missouri footprint, Spire sponsors a Political Action Committee (PAC). Spire's PAC contributions are filed quarterly with the Missouri Ethics Commission (Mec.mo.gov/)
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

GRI #	GRI standard title	Disclosure title	Response/location
418-1	Customer privacy	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Spire has not had any substantiated complaints received concerning breaches of customer privacy
419-1	Socioeconomic compliance	Non-compliance with laws and regulations in the social and economic area	Spire has had no significant fines and non-monetary sanctions for non-compliance with laws and/or regulations

Appendix

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Pipeline and Hazardous Materials Safety Administration (PHMSA) reporting	40
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Membership and charters

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

Alabama Natural Gas Association	Manufacture Alabama
Alabama One Call Study Commission	Mid-America Economic Development Council
AllianceSTL	Midwest Energy Efficiency Alliance (MEEA)
American Association of Blacks in Energy	Mississippi Economic Council
American Gas Association	Mississippi Natural Gas Association
American Public Gas Association	Missouri Association of Natural Gas Operators
Associated Industries of Missouri	Missouri Common Ground Alliance
Association for Corporate Growth	Missouri Economic Development Council
Birmingham Business Alliance	Missouri Energy Initiative
Business Council of Alabama	Missouri One Call Systems
The Civic Council of Greater Kansas City	NACE International
Civic Progress	Operations Technology Development
Common Ground Alliance	Regional Business Council
Downtown Mobile Alliance	Southern Economic Development Council
Economic Development & Community Institute	Southern Gas Association
Economic Development Association of Alabama	St. Louis Regional Clean Cities Program
Economic Development Partnership of Alabama	Utility Economic Development Association
Energy Solutions Center	U.S. Green Building Council Missouri Gateway Chapter
Gas Technology Institute	

American Gas Association (AGA) voluntary reporting tool

Parent company:

Spire Inc.

Operating company(s):

Spire Alabama Inc.

Spire Gulf Inc.

Spire Mississippi Inc.

Spire Missouri Inc.

Business type(s):

Natural gas distribution

State(s) of operation:

Alabama, Mississippi, Missouri

Regulatory environment:

Regulated

Note:

Data from Subpart W Submittals

Data from operating companies are rolled up to the corporate level

Report date:

March 2020

Natural gas distribution

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2017	2018	2019	2025	Definitions	Comments/ additional information
1	Methane emissions and mitigation from distribution mains All methane leak sources per 98.232 (i) (1-6) are included for Distribution. Combustion sources are excluded. CO2 is excluded.							
1.1	Number of gas distribution customers	1,712,000	1,691,135	1,696,916	1,701,000	1,730,000		
1.2	Distribution mains in service						These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	
1.2.1	Plastic (miles)	10,788	14,675	15,208	15,824	18,519		
1.2.2	Cathodically protected steel – bare & coated (miles)	15,162	14,658	14,515	14,398	13,567		
1.2.3	Unprotected steel – bare & coated (miles)	899	696	673	647	579		
1.2.4	Cast iron/wrought iron – without upgrades (miles)	2,671	1,454	0	1,112	459		

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2017	2018	2019	2025	Definitions	Comments/ additional information
1.3	Plan/commitment to replace / upgrade remaining miles of distribution mains (# years to complete)						These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.	Use this comment area to briefly note the amount of such pipe already taken out of service, replaced or upgraded previously, if available in publically reported sources. Space is provided in Section 3 of the Qualitative tab for longer explanations about answers to quantitative questions.
1.3.1	Unprotected steel (bare & coated) (# years to complete)	25	13	12	11	5	Optional: # yrs by pipe type.	
1.3.2	Cast iron / wrought iron (# years to complete)	25	13	12	11	5	Optional: # yrs by pipe type.	
2	Distribution CO2e fugitive emissions							
2.1	CO2e fugitive methane emissions from gas distribution operations (metric tons)	557,725	387,125	360,553	339,175	259,725	Fugitive methane emissions (not CO2 combustion emissions) stated as CO2e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(D), 98.236(r)(1)(v), and 98.236(r)(2)(v)(B) - i.e., this is Subpart W methane emissions as input in row 2.2 below and converted to CO2e here. This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule. Calculated value based on mt CH4 input in the 2.2 (below).	Use this space to provide brief explanations or additional information. Some companies with distribution operations in several states may wish to explain if some of their smaller or more rural LDCs are not included because their emissions fall below the Subpart W reporting threshold.

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2017	2018	2019	2025	Definitions	Comments/ additional information
2.2	CH4 fugitive methane emissions from gas distribution operations (metric tons)	22,309	15,485	14,422	13,567	10,389	Input value (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).	
2.2.1	CH4 fugitive methane emissions from gas distribution operations (MMSCF/year)	1,162	807	751	707	541		Calculated value – formula in cells F36 – R36 per density (kg/scf) in Subpart W
2.3	Annual natural gas throughput from gas distribution operations in thousands of standard cubic feet (Mscf/year)	288,212,530	279,032,431	332,299,785	327,875,653	330,000,000	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).	Some companies may wish to also provide their throughput emissions number as reported to EIA. They could do so in this comment space.
2.3.1	Annual methane gas throughput from gas distribution operations in millions of standard cubic feet (MMscf/year)	273,802	265,081	315,685	311,482	313,500		Calculated value – formula in cells F38 – R38 (assumes 95% methane content in natural gas for Distribution) per Subpart W)

Ref. #	Refer to the "Definitions" column for more information on each metric	2005	2017	2018	2019	2025	Definitions	Comments/ additional information
2.4	Fugitive methane emissions rate (percent MMscf of methane emissions per MMscf of methane throughput)	0.42%	0.30%	0.24%	0.23%	0.17%	Calculated annual metric: (MMSFC methane emissions/ MMSCF methane throughput)	

Pipeline and Hazardous Materials Safety Administration (PHMSA) reporting

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

2019 report

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Distribution						
Steel-coated (Un)	357.24	0	0	0	0	357.24
Steel-coated (Pr)	4,512.23	927.24	79.27	3,997.84	3,400.06	12,916.64
Steel-bare (Un)	289.54	0	0	0	0	289.54
Steel-bare (Pr)	228.59	0	441.90	25	785.92	1,481.41
Cast iron	443.60	38.47	0	421.61	208.26	1,111.94
Copper	0	0	0	.22	0	.22
Plastic PVC	0	0	0	0	0	0
Plastic PE	5,413.20	1,316.45	213.37	4,320.76	4,560.04	15,823.82
Plastic ABS	0	0	0	0	0	0
Plastic other	0	0	0	0	0	0
Other	48	0	0	0	0	48
Total	11,292.40	2,282.16	734.54	8,765.43	8,954.28	32,028.81

	Alabama	Gulf	Mississippi	MO-East	MO-West	Total
Historicals						
Pre-40s	173.20	21.93	0	477.25	799.87	1,472.25
40s	282.70	27.98	0	105.34	125.89	541.91
50s	1,665.10	218.82	0	1,061.58	754.24	3,699.74
60s	1,554.90	252.96	0	1,859.67	1,644.61	5,312.14
70s	1,257.90	193.31	0	1,219.49	1,034.36	3,705.06
80s	1,316.70	212.10	0	950.82	925.88	3,405.50
90s	1,846	674.44	0	1,371.30	1,310.85	5,202.59
00s	1,484.50	348.55	49.84	871.28	1,148.44	3,902.61
10s	1,240.30	332.07	37.57	818.04	1,210.62	3,638.60
Unknown	427.30	0	647.13	30.74	0	1,105.17
Total	11,248.60	2,282.16	734.54	8,765.51	8,954.76	31,985.57
Steel services	240,066	23,614	15,129	100,660	29,478	408,947
Copper services	0	0	0	52,920	0	52,920
Plastic services	305,218	83,575	7,245	464,923	482,718	1,343,679
Total services	545,284	107,189	22,374	618,503	512,196	1,805,546
EFVs installed (YR)	14,090	1,954	221	10,365	9,089	35,719
EFVs installed (Sys)	162,521	34,814	1,837	88,439	85,864	373,475
Mechanical fitting failures						
L&U	0	0	0	0	0	0

Miles of transmission pipeline

	Alabama	Gulf	MO-East	MO-West	Storage Belle Butte	Storage Clear Creek	STL Pipeline	Total
Historicals								
Pre-40s	0	0	1.78	0	0	0	0	1.78
40s	2.46	0	0.07	9.96	0	0	0	12.49
50s	10.42	0	65.33	11.92	0	0	0	87.67
60s	33.11	0	87.96	7.75	0	0	0	128.82
70s	29.60	13.72	10.91	1.03	0	18	0	73.26
80s	114.45	10.88	17.99	4.47	0	0	0	147.78
90s	8.20	15.01	35.35	3.96	0	0	0	62.53
00s	24.15	6.63	6.85	1.75	0	0	0	39.38
10s	1.59	2.82	2.06	4.11	18.07	18	65.44	94.08
Unknown	0	0	1.17	0	0	0	0	1.17
Total	223.97	49.06	229.47	44.95	18.07	18	65.44	648.96
Diameter								
< 6"	3.85	0.02	1.13	0	0	2.50	0	7.50
6" thru 10"	66.09	22.02	18.88	0.02	8.38	15.50	0	130.89
>10" thru 20"	153.93	27.02	167.34	38.01	9.59	0	0	395.88
>20" thru 28"	0.10	0	27.38	6.92	0.10	0.10	65.44	99.94
>28"	0	0	14.74	0	0	0	0	14.74
Total	223.97	49.06	229.47	44.95	18.07	18	65.44	648.95

	Alabama	Gulf	MO-East	MO-West	Storage Belle Butte	Storage Clear Creek	STL Pipeline	Total
Class location								
Class 1 HCA	0	0.16	0	0	0	0	0.84	1
Class 1 Non-HCA	57.93	23.48	0	21.69	18.07	18	58.35	197.52
Class 2 HCA	2.29	0.09	0.67	0	0	0	0.24	3.29
Class 2 Non-HCA	67.59	13.77	40.43	2.70	0	0	0.23	124.72
Class 3 HCA	22.51	5.76	132.57	5.68	0	0	3.42	169.94
Class 3 Non-HCA	71.51	5.80	55.80	14.87	0	0	2.36	150.35
Class 4 HCA	1.08	0	0	0	0	0	0	1.08
Class 4 Non-HCA	1.06	0	0	0	0	0	0	1.06
<i>Total HCA Miles</i>	25.88	6.01	133.24	5.68	0	0	4.50	175.31
Total	223.97	49.06	229.47	44.94	18.07	18	65.44	824.26
Pipe material								
Steel-coated (Un)	0	0	0	0	0	0	0	0
Steel-coated (Pr)	223.97	49.06	229.47	44.95	18.07	18	65.44	648.96
Steel-bare (Un)	0	0	0	0	0	0	0	0
Steel-bare (Pr)	0	0	0	0	0	0	0	0
Cast iron	0	0	0	0	0	0	0	0
Plastic	0	0	0	0	0	0	0	0
Composite	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Total	223.97	49.06	229.47	44.95	18.07	18	65.44	648.96

Additional Spire reporting

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

- Participate in and support state One Call centers, including board of directors representation
- Participate in educational workshops conducted by state One Call centers
- Participate in and support Damage Prevention Summits held by state One Call centers
- Participate in and support the National Common Ground Alliance (CGA)
- Routinely conduct educational meetings with excavators as well as internal crews to communicate One Call initiatives and expectations
- Routinely monitor excavation activities near Spire facilities
- Conduct damage investigations when a damage occurs to Spire facilities

We also track the percent of excavation damage to total leaks reported and for FY19, the focus of this CSR Report, the data is as follows:

Fiscal Year	Alabama	Gulf	Mississippi	Missouri	Combined
2019	34.04%	18.78%	38.07%	9.30%	15.05%

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

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

Alabama/Gulf/Mississippi

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

Program

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

Leak detection equipment

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

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

Missouri

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

Program

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

Leak detection equipment

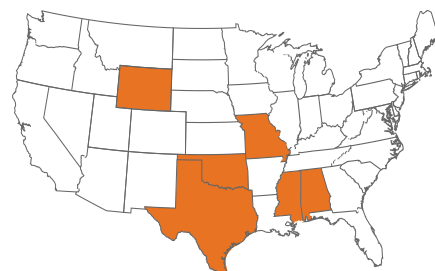
Flame Ionization (FI)	Gas Rover
Combustible Gas Indicator (CGI)	Remote Methane Leak Detector (RMLD)

Transmission line patrols

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

Our company

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



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

2019 highlights

Fiscal years ended September 30	2019	2018	2017
Earnings and dividends (millions, except per share amounts)			
Net income	\$ 184.6	\$ 214.2	\$ 161.6
Diluted earnings per share of common stock	\$ 3.52	\$ 4.33	\$ 3.43
Net economic earnings*	\$ 195.1	\$ 183.7	\$ 167.6
Net economic earnings per share of common stock*	\$ 3.73	\$ 3.72	\$ 3.56
Dividends declared per share of common stock	\$ 2.37	\$ 2.25	\$ 2.10
Operating revenues (millions)			
Gas Utility	\$ 1,859.2	\$ 1,888.0	\$ 1,660.0
Gas Marketing and other	93.2	77.0	80.7
Total operating revenues	\$ 1,952.4	\$ 1,965.0	\$ 1,740.7
Utility sales and customers			
Therms sold and transported (millions)	3,386.0	3,330.4	2,968.6
Customers (thousands)	1,698.0	1,692.8	1,685.5
Shareholders			
Common shareholders of record, end of period	2,965	3,096	3,240
Employees			
Total employees, end of period	3,536	3,366	3,279

*For further discussion of these non-GAAP financial measures, see pages 31-32 of our Form 10-K.