

FORMULA FOR DETERMINING 2024 TARGET PSU AND RSU AWARDS

FORMULA FOR DETERMINING 2024 TARGET PERFORMANCE SHARE UNIT ("PSU") AND RESTRICTED STOCK UNIT ("RSU") AWARDS TO BE ISSUED TO NAMED EXECUTIVE OFFICERS

The target number of PSUs and RSUs to be issued to each Named Executive Officer listed below for 2024 will be determined in accordance with the following formula:

2024 Target Number PSU Awards tied to Relative TSR	=	<table><tr><td>Base Salary as of 2/8/2024</td><td>X</td><td>Long-Term Incentive Target listed below</td><td>X</td><td>60%</td></tr></table>	Base Salary as of 2/8/2024	X	Long-Term Incentive Target listed below	X	60%	
Base Salary as of 2/8/2024	X	Long-Term Incentive Target listed below	X	60%				
		Thirty-trading-day average closing price of Ameren Corporation Common Stock on The New York Stock Exchange prior to 2/1/2024						

$$\begin{array}{lcl}
 \text{2024 Target Number PSU} & & \text{Base Salary as of} \\
 \text{Awards tied to Clean Energy} & & \text{2/8/2024} \\
 \text{Transition} & = & \text{Long-Term Incentive} \\
 & & \text{Target listed below} \quad \times 10\%
 \end{array}$$


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Thirty-trading-day average closing price of Ameren Corporation Common Stock on The New York Stock Exchange prior to 2/1/2024

$$\begin{array}{lcl}
 \text{2024 Target Number RSU} & & \text{Base Salary as of} \\
 \text{Awards} & = & \text{2/8/2024} \\
 & & \text{Long-Term Incentive} \\
 & & \text{Target listed below} \quad \times 30\%
 \end{array}$$


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Thirty-trading-day average closing price of Ameren Corporation Common Stock on The New York Stock Exchange prior to 2/1/2024

LONG-TERM INCENTIVE TARGET AS PERCENT OF	
NAMED EXECUTIVE OFFICER	BASE SALARY
Lyons	475%
Moehn	315%
Birk	210%
Singh	210%
Diya	195%
Nwamu	180%
Amirthalingam	180%