



*2021 Transformation Report*

**Moving to**  
***Equity***



## Across Southern Company, we are moving boldly forward in our commitment to equity.

This collective commitment among our 28,000 employees seeks to prevent disparities where they exist and ensure equitable access, opportunities and outcomes for all. Our goal of diversity, equity and inclusion aims to ensure all groups, and especially historically underrepresented and marginalized ones, are well represented, included and fairly treated within all levels of our organization and in the communities we serve.

When we began this journey, the Southern Company Management Council decided to focus our efforts in five key areas: talent, work environment, community, political engagement and supplier diversity. I am pleased to report that over the past 18 months, we have made meaningful progress across all five of these pillars.

In holding ourselves accountable, the following Transformation Report chronicles the actions we have taken to further equity and inclusion.

This report reiterates our commitments to these pillars and shares our progress toward our long-term goals. It highlights key results and outlines how we have and will continue to hold ourselves accountable in Moving to Equity. We have established formal metrics and will track our progress throughout 2022 and beyond.

### **Our work is only beginning, and there are no quick fixes.**

As I have said in the past, our work must not be considered episodic. I want these commitments to be an enduring reflection of Our Values and for Southern Company to serve as a guiding light seeking change in our communities, our industry, our nation and around the world.

*Tom Fanning*

Chairman, President and CEO  
Southern Company





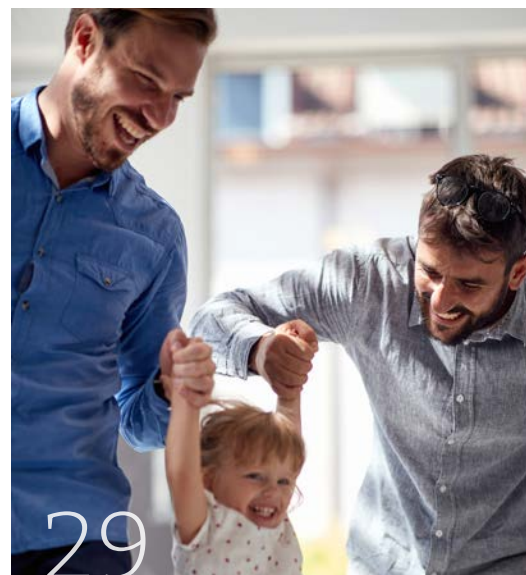
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# Where We Started

## An Overview on Moving to Equity

In 2020, building on our years-long efforts to impact diversity and inclusion, Southern Company began a journey we call Moving to Equity. We have strived for sustained racial equality and inclusivity for all within our companies and the communities we serve.



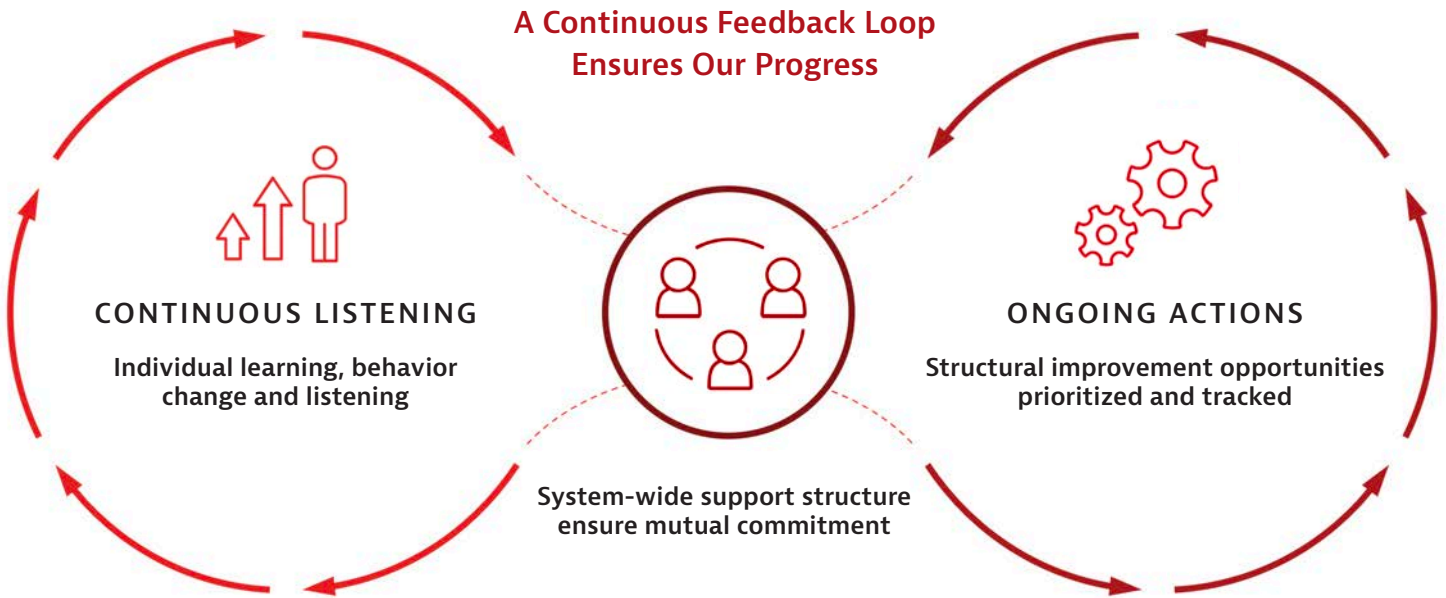
We are deploying resources both internally and externally to advance inclusivity, equity and social justice, while working toward a workplace where all feel welcomed, valued, respected and engaged.

We have formalized our commitments and actions toward preventing racism and discrimination. Moreover, we have created a structure that formalizes our work and promises it will not be episodic but rather will continue and become reflected in the values we live each and every day.

**Listening, learning and understanding**  
Employees engaged in candid conversations that awakened a growing recognition of the cumulative and compounded effects of systemic barriers and bias across institutions and society. We seized upon the opportunity to drive the conversation, raise awareness and create opportunities for improvement. Focus was placed on listening, learning and understanding the reality of systemic racism and implicit bias.

After a period of self-reflection, and in assessing what we heard and learned, ultimately, we knew we must do more than talk. It was imperative we begin to act.

**Our framework**  
As such, the company set about defining our course of action toward a better future. To make our vision of equity a reality, a working team of employees from across the Southern Company system created, and company leadership



ratified and enacted, an equity framework to guide our businesses as we engaged in this process.

The framework confirms our collective commitment to racial equity and ensures a continued and coordinated focus. It makes clear our racial equity beliefs and institutionalizes our commitment to ending racism and racial injustice. The framework also spells out commitments across talent, work environment, community, political engagement and supplier diversity.

The team of employees continues oversight of our ongoing efforts. This system support team of senior leaders, business unit champions and subject

matter experts collaborates with company leadership, our company Diversity, Equity and Inclusion (DE&I) councils and employee resource groups (ERGs) and networks to drive organic and sustainable change.

All employees are expected to embrace these overarching racial equity ideals and commit to continuous personal education on the topic, engage in open dialogue with teammates and hold each other accountable for our success.

**Holding ourselves accountable**  
As part of that accountability pledge, the following Transformation Report seeks to represent our actions in pursuit of our equity goals. It establishes goals and

metrics that allow us to celebrate progress while also highlighting improvement opportunities.

Additionally, we have engaged an accounting firm to conduct an external audit of this initiative to strengthen Southern Company's implementation plans, bolster our capabilities and sustain the desired behaviors and practices consistent with an inclusive company culture.

These ongoing actions represent our commitment to put in the hard work necessary to sustain the kind of equality that we desire and all deserve.

# Our Five Pillars

The Southern Company system is committed to an equitable and inclusive workplace. The following outlines our commitments in our five focus pillars.



## TALENT

Our commitment is to **increase and improve outreach, recruitment, hiring and retention of diverse groups** at all levels of the workforce; ensure equity in leadership development programs; and seek diverse candidate slates for management roles. Across our company, each subsidiary and function has established measurable goals in these areas to achieve by 2025.



## WORK ENVIRONMENT

The Southern Company system is committed to promoting an actively anti-racist culture and to ensure that all groups are well-represented, included and fairly treated within all levels of the organization, and that **everyone feels welcomed, valued, respected and heard.**

We will continue to organize active listening sessions to better understand the experience of our Black and underrepresented employees. We will work to prevent barriers that may undermine a sense of empowerment for our underrepresented employees. We also will review and evolve our internal business practices and policies to ensure advancement of our social justice goals.

We are committed to forging change within our company and communities. Watch CEO Tom Fanning talk about the importance of leadership in creating equity and hear from other leaders across the system on our equity framework and actions we are taking. Scan the QR code to watch.



## COMMUNITY & SOCIAL JUSTICE

The Southern Company system and its charitable foundations are **committing \$225 million through 2025 to advance racial equity and social justice** in our communities. We will be vocal and clear, internally and externally, about our racial equity beliefs and will align our volunteer, giving and community investment strategies to four key pillars: education equity, criminal justice equity, economic empowerment and energy justice.

In all, \$100 million will go to promote educational equality through direct community investments, scholarships for underrepresented groups and investment in Historically Black Colleges and Universities. \$50 million will be dedicated to criminal justice equity organizations working to reform the criminal justice system and reduce racial profiling. An additional \$50 million will support economic empowerment through grants and impact investments. Another \$25 million will go to support customers and communities related to energy equity, a Just Transition and environmental justice.



## POLITICAL ENGAGEMENT

Southern Company is committed to **leveraging our political influence to advocate for policies that address systemic racism**, education equity, criminal justice equity, economic empowerment and energy justice. We will make political and policy decisions using a consistent process that incorporate Our Values.



## SUPPLIER DIVERSITY

Southern Company subsidiaries have a goal to increase **total diverse spend to 30%** by 2025 and develop and do business with more Black-owned businesses in our industry and communities.

To reinforce this work, we will track progress toward our ambitions with a clear set of metrics and benchmarks.

# 2021 Key Takeaways

We are committed to equity and taking actions to advance it within our company and communities.

Our work is only beginning. Follow our Moving to Equity Journey at [southerncompany.com/bethechange](https://southerncompany.com/bethechange).



**No. 20** on *DiversityInc's* 2021 Top 50 Companies for Diversity

**100%** of operating companies have comprehensive DE&I learning programs

**\$40M** pledged to HBCUs for Propel Center, funding, scholarships and more

**58%** of hires made up of underrepresented groups

Supported bipartisan policies like the COVID-19 Hate Crimes Act

In 2021, our system and their foundations donated **\$66M** to advance social justice

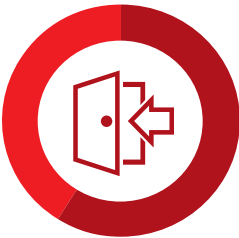
Total Diverse Spend Goal 30% **26%** of goal reached



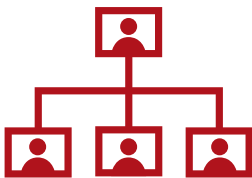
# Talent

We increased our efforts to recruit and develop diverse talent, with the goal of having our workforce mirror the diverse communities we serve.

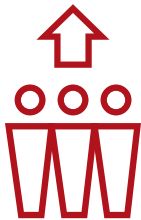
## 2021 Results



Underrepresented groups made up  
**58%**  
of hires



**54%**  
of all promotions went to employees of color and women



Workforce representation increased to  
**43%**  
with progress across levels



**Southern Company is committed to an equitable and inclusive workplace. We are committed to increasing and improving the outreach, recruitment, hiring and retention of diverse groups at all levels of our workforce; ensuring equity in leadership development programs; and seeking diverse candidates for management roles. Across our company, each subsidiary and function have established measurable goals in these areas to achieve by 2025.**

**We will be deliberate in employee development.**  
We will be deliberate about the development of underrepresented employees, ensuring we provide them equitable opportunities to thrive and gain necessary experience to advance. We will review current programs and pilot new approaches to mentorship and development that support this commitment and ensure equitable inclusion in ongoing opportunities.

**We will have inclusive recruiting strategies.**  
We will use strategies to prevent bias in the candidate resume review process and ensure diverse slates prior to selection. In 2021, Southern Company adopted an anti-bias resume screening process that redacted any information irrelevant to qualifications for the role (name, age, geographic location) so that recruitment decisions are objective and based on merit.

We will take measures to build a more diverse and inclusive industry and qualified talent pool through partnerships with HBCUs, training programs and more targeted scholarships for underrepresented groups in our needed areas of expertise.

**We will examine where we need to improve.**  
We will proactively track, analyze and benchmark key metrics (representation, promotion opportunities, pay equity, turnover, net opportunities, satisfaction, etc.) to understand our opportunities for improvement for each underrepresented group of employees. We commit to act on what we learn and communicate findings with transparency.

## Systemwide changes made to enhance fairness in recruiting and hiring practices

**In April 2021, Southern Company instituted new systemwide measures designed to prevent bias and enhance fairness in recruiting and hiring practices. Those changes include:**

**Intake meetings**  
Beginning with the initial decision to post a position, the recruiter schedules a meeting with the hiring manager to ensure both are aligned on recruiting and

hiring strategies. The knowledge, skills and abilities required for the position and diversity considerations are discussed.

**Recruiting partnerships**  
When considering external talent, Southern Company subsidiaries reaches applicants through partnerships with technical schools, the military and our communities, with focused effort on underrepresented talent. In addition, the company is expanding campus recruiting efforts with HBCUs for internships, co-op engagements and full-time opportunities.

**The screening process**  
Once recruiters have screened the candidates, hiring managers are provided redacted resumes to review. Once candidates have been selected for interviews, the hiring manager has access to the full and unredacted resumes.

**New training for managers**  
New inclusivity training is now required of all managers and other individuals participating in the interview process.

Looking Ahead ➡

We will continue to integrate Diversity, Equity and Inclusion competencies into talent development offerings and advance our expanded HBCU engagement and strategic diversity recruiting initiatives.

Southern Company is committed to transparency. As part of that commitment, we annually disclose a summary of workforce data each Southern Company subsidiary submits to the Equal Employment Opportunity Commission through Form EEO-1. **To view 2020 workforce demographics and more, visit [investor.southerncompany.com/esg/key-data-and-reports/](https://investor.southerncompany.com/esg/key-data-and-reports/).**



# Progress Update

## Alabama Power prepares next generation to enter workforce

Developing a well-trained workforce prepared with job-ready skills is a challenge. Alabama Power and local community colleges are answering the need for a well-trained workforce by providing technical training programs that prepare Alabamians to be skilled in the trades. These nine-week programs prepare students across Alabama communities for rewarding careers as lineworkers. Students learn the fundamentals of electricity as well as the math and science knowledge needed to work on power lines and gain the necessary hands-on training to be job-ready upon graduation.

In 2021, lineworker training programs continued at Bishop State, Jefferson State and Lawson State, graduating 84 students, with 54% minority representation. In July, Alabama Power and local utility partners signed a memorandum of understanding launching a program at Trenholm State, expanding lineworker training to the Montgomery area, with the first-class beginning January 2022.

"We are excited to partner with these outstanding colleges and provide opportunities for Alabamians to train for great, safe careers as lineworkers," said Jeff Peoples, Alabama Power executive vice president of Customer and Employee Services.

## Atlanta Gas Light invests in workforce training

The Atlanta Gas Light Foundation is partnering with the Technical College System of Georgia (TCSG) to help students throughout Georgia develop the technical skills they need to succeed in the workforce. The Atlanta Gas Light Foundation presented a \$150,000 gift to TCSG in October. The funding will provide equipment and facility upgrades for TCSG's HVAC and pipefitting programs, as well as address the need for gap-funding for students.

In Fall of 2018, approximately 5,700 students were released from their TCSG program due to an inability to pay tuition or fees. Of those 5,700 students, nearly 1,200 of them were released owing less than \$500. This harsh reality leaves more Georgians without higher education and potential gainful employment opportunities.

"We are proud to support and inspire young men and women seeking to develop new skills and begin their careers by partnering with the Technical College Systems of Georgia," said Pedro Cherry, president and CEO of Atlanta Gas Light. "Ensuring everyone has the financial aid they need to complete their education is an important part of the foundation of a fair and equitable society, which is why we are making this donation – to help give our youth a fair shot at success."

## Mississippi Power changes drug-screening process to remove disparities

TrueScreen, which provides employee applicant screening services, has updated the Mississippi Power drug-screen panels to remove the hair follicle test from initial pre-employment testing. Hair follicle tests have been shown to have racial disparities in results as people with dark hair are more likely to have false positives.



## Southern Nuclear starts diversity, equity and inclusion training program

Southern Nuclear understands the importance of education in developing a diverse, equitable and inclusive workplace. To this end, the company recently launched a DE&I Knowledge and Skill Building Training Certificate designed to support an inclusive work environment.

"The DE&I Knowledge and Skill Building Training Certificate launched in November, and we are thrilled with the feedback we've received from employees who have completed the program," said Kaitlin Giles, Southern Nuclear DE&I Business Partner. "This educational opportunity – and its support from SNC's leadership – is further proof that our company is committed to being better together and understands the role that DE&I plays in achieving this goal."

**54%**  
minority  
representation  
in technical lineworker  
training programs  
provided by Alabama  
Power at local  
community colleges





# Community Investment & Social Justice

In 2021, we provided \$66 million to advance racial equity and social justice in our communities as part of a \$225 million commitment through 2025.

## 2021 Results

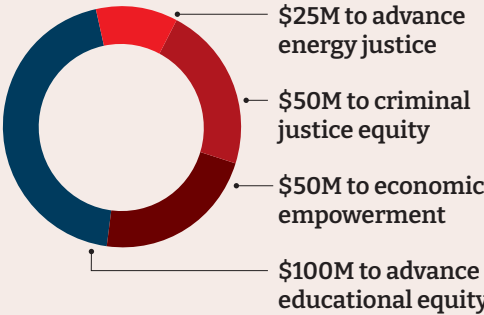
>**\$66M** in 2021  
toward our \$225M by 2025 goal

Each operating community and affiliate **met or exceeded 2021 annual giving targets** toward our initial three social justice pillars



Added energy justice as our fourth pillar with a **\$25M additional commitment**

**\$225M committed through 2025** to advance racial equity and social justice in our communities



## Looking Ahead ➡

Further educate our employees on the importance of our four social justice pillars and align our employee engagement initiatives with our goal of providing 5,000 mentors within the communities we serve.

Southern Company and our charitable foundations are committing \$225 million over five years to advance racial equity and social justice in our communities. We will be vocal and clear about our racial equity beliefs and align our volunteering, giving and community investment strategies to four key pillars we have prioritized for impact: education equity, criminal justice equity, economic empowerment and energy justice.

**We will support organizations that move the needle.**

To maximize our impact and influence, we will look for opportunities across our companies and foundations for collective giving while becoming actively involved in non-profit organizations through increased volunteering and board leadership. We will allocate our commitments as follows:

- » **\$100 million will promote education equity** through direct community investments, scholarships for underrepresented groups and investment in HBCUs.
- » **\$50 million will go to organizations that address criminal justice inequities**, such as those working to lower criminalization rates, support transition and re-entry into society, create prearrest diversion programs and reduce racial profiling.
- » **\$50 million will support economic empowerment** through grants and investments. We will invest in communities to build social and economic opportunities for Black-owned businesses and individuals.
- » **\$25 million to energy justice to invest in supporting customers and communities related to energy equity**, a Just Transition and environmental justice. We will invest in a Just Transition to our Net Zero future, including job training and economic support toward communities impacted by transition. Through these efforts, we will strive to ensure the benefits and impact of our business flow equitably to all our customers.
- » **Mentor program with a commitment to provide 5,000 employee mentors** within the communities we serve.

**We will be more intentional in measuring the impact of our giving.**

We will be more intentional in tracking the impacts of the organizations to which we give, so that we are supporting groups getting results. Across all giving, to drive philanthropic equality, we will require all nonprofits to provide demographics data on who is served by their efforts.

## Purpose Built Schools Atlanta transforms futures and communities

**How do you know when you've changed a life?** Walk into one of Atlanta's Purpose Built Schools, and it's palpable — there is a sense of possibility and hope and promise. However, this success wasn't always so easy to see.

In four formerly low-performing schools in historically disadvantaged communities, the story is changing. Purpose Built Schools Atlanta has been working with Atlanta Public Schools in south Atlanta to make these schools the heart of their communities.

Teachers, administrators and leadership come together to offer comprehensive support to students and families

struggling with socioeconomic hardships. They address obstacles to academic success, whether that be food insecurity, family instability, quality of housing or health care.

"If we really want to be serious about positive change, we have to think differently about how we support students," said Slater Elementary Principal Donya Kemp. "We support them as people, not just as test scores."

Southern Company is a key partner in changing lives and building brighter futures for communities across our service territory footprint. Since 1998, Southern Company has donated \$38 million through its PGA TOUR Championship partnership to support groups like Purpose Built Schools Atlanta, East Lake Foundation, Grove Park Foundation and First Tee Metro Atlanta.

Bentina Terry, Georgia Power senior vice president of Region External Affairs and Community Engagement, describes the organization's impact: "Your ZIP code is not your destiny. What Purpose Built Schools Atlanta really ensures is that children have the resources they need to be anything they aspire to be."







# Progress Update

## Alabama NAACP names Alabama Power Corporate Partner of the Year

Alabama Power was named the 2021 Corporate Partner of the Year by the NAACP Alabama State Conference at its 69th annual convention in October. The virtual event highlighted community work from companies to individuals making an impact on Alabama, according to officials of the 108-year-old organization.

“Alabama Power has been a steadfast and dedicated partner to the NAACP for many years, and we value the work the company does in the community,” said Benard Simelton, president of the NAACP Alabama State Conference.

## Southern Power, PowerSecure help students build reading, math skills

Southern Power and PowerSecure employees recognize the need to help students build reading and math skills. To help meet that need, employees donated more than 1,500 learning aids to elementary, middle and high school students in the Atlanta, Birmingham and Raleigh metropolitan areas.

“We have Southern Power employees who attended a few of these schools – including me – so there is a true connection to this work. We sincerely believe the opportunities for these students are limitless. We are excited about this strategic partnership and look forward to making a positive, measurable impact in these communities in the years to come,” said Southern Power’s Compliance Director Circe Starks.



Chaplain Gwen Boyd-Willis spent 15 years unable to find employment because of her past criminal record. Georgia Justice Project makes it possible for people like her to move on with their lives.

## Georgia Power Foundation, Atlanta Gas Foundation support work to help rehabilitated Georgians find work and housing

Georgia Power Foundation and Atlanta Gas Foundation are supporting the Georgia Justice Project (GJP) and its work to help advance economic, education and housing opportunities for rehabilitated Georgians.

The Georgia Power Foundation provided \$500,000 to the GJP to support implementation of the state’s new “expungement law,” which helps remove barriers to employment, housing and more. The Atlanta Gas Light Foundation also donated to advance GJP’s work, which could affect an estimated 1.5 million people in Georgia who are eligible to have their criminal records expunged.

“Many rehabilitated Georgians are now eligible to seal a conviction history to remove barriers to employment, housing and other opportunities, but a new law is only effective if the people who need it most can access it. This grant will allow us to host expungement desks and events around the state. Our sincere gratitude to Georgia Power Foundation and Atlanta Gas Light Foundation for supporting this effort,” said Brenda Smeeton, GJP legal director.



Our Commitment to

# HBCUs

Two years ago, Southern Company and its subsidiaries announced a \$50 million multi-year initiative to provide students attending HBCUs with scholarships, internships, leadership development and access to technology and innovation to support career readiness.

Of that original commitment, \$40 million has been pledged to date. Since the announcement, we have partnered on various initiatives with several HBCUs, including Clark Atlanta, Spelman College, Jackson State, Alabama A&M and Hampton University among others across Alabama, Mississippi, Georgia, North Carolina, Tennessee and Virginia.

HBCUs have been educating students since the 1800s. There are 106 HBCUs in the United States, including public and private institutions, community and four-year institutions, medical and law schools. They are responsible for approximately 25% of Black STEM graduates.

Famous graduates of HBCUs include Dr. Martin Luther King Jr., Rep. John Lewis, Marian Wright Edelman, Langston Hughes, Toni Morrison, Oprah Winfrey, Chadwick Boseman and Vice President of United States Kamala Harris.

“I chose to attend Howard University – 736 miles away from home – because it is known as the Black Mecca and capstone of Black education. I was impressed by the school’s rich history, strong academic programs, track record as a prolific producer of Black professionals and its diverse population of students and faculty from literally every corner of the world,” said Georgia Power Area Manager Odessa Archibald.

*“Advancing education equity is one of the pillars of our social justice strategy, with a specific focus on building on the already strong relationships we have established across the Southern Company system businesses with HBCUs.”*

- Chris Womack, Georgia Power president and CEO







## Propel Center will help HBCU students of today become entrepreneurs of tomorrow

Southern Company and Apple joined educators and community stakeholders in January 2021 in announcing the Propel Center, a digital learning hub, business incubator and global innovation headquarters in Atlanta for students of Historically Black Colleges and Universities.

Both Apple and Southern Company are founding partners, with the Southern Company Foundation and Apple each contributing \$25 million to this effort.

The \$25 million investment from the Southern Company Foundation will help grow Black entrepreneurship and provide much-needed technology resources to the workforce of the future.

Propel is both a physical and virtual campus that is designed to provide HBCUs with shared resources to support their work of preparing leaders to improve our world. Via a physical campus and digital learning tools, students from more than 100 HBCUs will be able to connect with the brightest minds in the world, through one-of-a-kind global opportunities. Students will also be able to connect with each other — a key component as they become more civic-minded leaders and entrepreneurs of tomorrow.

“Tech jobs offer lucrative salaries and among the best opportunities for growth, yet the workforce in the nation’s top firms

still does not reflect the country’s diverse population,” said Dr. David A. Thomas, president of Morehouse College. “Black and Hispanic professionals continue to be underrepresented in STEM careers. What students need are more opportunities at the college level to show and grow their skills in coding, programming and data analysis in partnership with industry leaders. Apple and Southern Company are committed to developing the talent found at HBCUs and are committing resources to help improve diversity in STEM.”

The physical campus will be located in Atlanta at the Atlanta University Center, a consortium made up of Clark Atlanta University, Morehouse College, Morehouse School of Medicine, Morris Brown and Spelman College.

## Southern Company provides \$10 million in grants to foster HBCU talent

In December 2021, Southern Company announced \$10 million in grants via the Southern Company Foundation to fund a new and innovative collaboration between INROADS, Inc., one of the nation’s largest nonprofit developers of underrepresented talent; United Negro College Fund (UNCF); and the Thurgood Marshall College Fund, global leaders in providing students at HBCUs with financial support for academic opportunities.

“Advancing education equity is one of the pillars of our social justice strategy, with a specific focus on building on the already strong relationships we have established across the Southern Company system businesses with HBCUs,” said Chris Womack, Georgia Power president and CEO.

The collaboration is focused on job training for the next generation of business and community leaders. Together, INROADS, UNCF and Thurgood Marshall College Fund will provide students and HBCU campuses with scholarships, endowments and paid internships.

The scholarships and endowments will be essential to helping HBCUs establish or grow programs in STEM, urban planning, architecture and other programs related to the sustainability industry, while also solving an opportunity gap that plagues talent of color.

“Degrees matter. Careers matter. Impact also matters. Imagine the impact of this initiative as graduates pursue careers focused on developing and ensuring the viability of our communities! Thanks to the Southern Company Foundation for this important investment and innovative collaboration with UNCF and Thurgood Marshall College Fund. This investment will go a long way to provide sustainable impact for HBCUs, their students and our communities,” said Forest T. Harper Jr., president and CEO, INROADS, Inc.





# Southern Company sponsors the Celebrating HBCUs exhibit at College Football Hall of Fame

A Southern Company-sponsored HBCU exhibit debuted at the College Football Hall of Fame in June 2021.

As the new presenting sponsor of the HBCU exhibit, Southern Company will use our voice and support to amplify

and honor the history, diversity and accomplishments of HBCU football. At its core, our sponsorship champions three main tenets that sync with HBCUs and what Southern Company represents: opportunity, community and leadership.

The first HBCU, The Institute for Colored Youth, better known as Cheyney University of Pennsylvania, was founded in 1837. Since then, HBCUs have provided students with opportunities to achieve and excel in all aspects of their lives.

Our support of HBCUs is just one of the ways we can provide opportunity and promote community.

“Recognizing the contribution HBCUs make to our communities on and off the field by becoming the presenting sponsor of this special exhibit at the College Football Hall of Fame is a natural extension of the purpose Southern Company shares with these great institutions to be intentional in our efforts to create a more equitable future,” said Tom Fanning, chairman, president and CEO of Southern Company. “The programs, players and coaches throughout the history of HBCU football have forged some of this country’s great traditions while providing opportunity, community and education for generations of leaders.”

## Southern Company launches HBCU alumni network

Southern Company announced last spring the launch of a new alumni network for employees who attended HBCUs.

This new group assists the company in furthering its DE&I efforts, provides HBCU graduates with alumni support and creates engagement opportunities for current HBCU students.

“As we continue to invest and foster the next generation of HBCU graduates in our communities, it’s imperative that we also create an environment for our employees who know first-hand the pride and joy of attending an HBCU, along with the variety of experiences and disparities some students face,” said executive sponsor and Senior Vice President of Supply Chain Management Johnny Howze. “I’m excited for the opportunity to work with this group, promote increased awareness of the diverse makeup of our incredible employee population and enhance the company’s existing connection with HBCU programs within its business footprint.”

## Meet three HBCU grads at Southern Company



### Mark Berry

Vice president of environmental and natural resources, Georgia Power, and vice president of research and development, Southern Company Services

#### HOW MANY YEARS HAVE YOU WORKED FOR SOUTHERN COMPANY?

20 years

#### WHAT HBCU DID YOU ATTEND?

Alabama A&M University

#### HOW HAS ATTENDING AN HBCU HELPED YOU AS A PERSON AND IN YOUR CAREER?

The academic program at Alabama A&M University was challenging and prepared me for my career. I accumulated tons of memories and made lifelong friendships that I will always cherish. Additionally, attending and graduating from an HBCU is a strong part of my family’s culture. Over the last four generations of my family, 21 individuals graduated from Alabama A&M University and a total of 32 people have received at least one degree from an HBCU. The first college graduate in my family was Juanita Berry Stewart who graduated from Alabama A&M University in 1959.



### Marsha Morgan

Project manager, Alabama Power

#### HOW MANY YEARS HAVE YOU WORKED FOR SOUTHERN COMPANY?

20 years

#### WHAT HBCU DID YOU ATTEND?

Tennessee State University

#### HOW HAS ATTENDING AN HBCU HELPED YOU AS A PERSON AND IN YOUR CAREER?

The value I place on relationship building is rooted in my college experience. While a student at Tennessee State University, I developed a network of friends and peers that I remain in touch with today. This network has offered me support, camaraderie and connections beyond graduation. Consequently, as a professional, I intentionally try to develop relationships with my work peers. This philosophy allows me to remain connected to colleagues beyond multiple career transitions and to have a network across our entire system.



### Jesse Owens

Human resources manager, Southern Company Gas

#### HOW MANY YEARS HAVE YOU WORKED FOR SOUTHERN COMPANY?

22 years

#### WHAT HBCU DID YOU ATTEND?

Morehouse College

#### HOW HAS ATTENDING AN HBCU HELPED YOU AS A PERSON AND IN YOUR CAREER?

As a person, attending Morehouse fortified my courage to relentlessly pursue any endeavor in which I had interest. In my career, it has led me to a community of individuals who support one another and those who will be entering the workforce.



# Energy Justice

## Energy Justice added as fourth social justice focus area

Our work will include providing energy assistance, job training and economic support for communities, particularly disadvantaged ones.

Energy Justice has been added as a fourth focus area for Southern Company’s work to advance racial equity and social justice in the communities we are privileged to serve.

Southern Company, its subsidiaries and their charitable foundations are now committing a combined \$225 million through 2025, of which \$25 million will be dedicated to energy justice initiatives. The other three focus areas are education equity, criminal justice equity and economic empowerment.

By definition, energy justice refers to the goal of achieving equity in both the social and economic participation in the energy system, while also remediating any adverse impacts.

Starting in 2022, our committed funding dedicated to energy justice will be used for energy assistance as well job training and economic support for communities, particularly as we seek to decarbonize and ultimately reach a net zero greenhouse gas emissions future.

Over the past 15 years, as we have made decisions to retire and/or repower large portions of our coal generating fleet, we have prioritized education and training opportunities for impacted employees and worked closely with affected communities. We remain committed to helping ensure a Just Transition for these populations in the years ahead.

In addition to placing emphasis on a Just Transition, special focus will also be given to environmental justice issues, particularly in disadvantaged communities and in support of policies that advance energy justice, renewables and sustainable transportation.

“We are committed to providing clean, safe, reliable and affordable energy. Through our energy justice work, we will strive to ensure the benefits and impacts of our business is equitable to all our customers. The fair treatment and involvement of our neighbors and customers is essential to building and sustaining communities,” said Southern Company CEO Tom Fanning. “We believe the communities we serve should be better off because we are there – a goal that’s bigger than the bottom line.”

One example of this kind of work includes Nicor Gas announcing a partnership with The Salvation Army to provide emergency assistance and homelessness prevention through a new program called Shield of Caring, which will help customers pay their natural gas utility bills and meet other basic needs.

Nicor Gas contributed \$5 million to The Salvation Army, which will distribute the assistance through its corps community centers and service extension units in 37 Illinois counties. The funding will assist residential customers who are past due on their natural gas utility bill and report a financial hardship, such as a job loss, illness, military deployment or disability. The multiyear partnership is estimated to help more than 25,000 families.

*“We believe the communities we serve should be better off because we are there – a goal that’s bigger than the bottom line.”*

- Tom Fanning, Southern Company Chairman, president and CEO



## We support organizations that move the needle

Here is a list of some organizations Southern Company, our operating companies or associated foundations support that fight injustice and inequality every day:



### EQUAL JUSTICE INITIATIVE

The Equal Justice Initiative is committed to ending mass incarceration and excessive punishment in the United States, to challenging racial and economic injustice and to protecting basic human rights for the most vulnerable people in American society.

### CONGRESSIONAL BLACK CAUCUS FOUNDATION

The mission of the Congressional Black Caucus Foundation, Inc. is to advance the global Black community by developing leaders, informing policy and educating the public.

### NATIONAL CENTER FOR CIVIL AND HUMAN RIGHTS

Reflect. Inspire. Transform. The National Center for Civil and Human Rights harnesses Atlanta’s legacy of civil rights to strengthen the worldwide movement for human rights. Atlanta played a unique leadership role in the American civil rights movement. By harnessing Atlanta’s legacy and galvanizing the corporate, faith-based, public-sector and university communities, the center serves as the ideal place to reflect on the past, transform the present and inspire the future.

### AAPI CRIME VICTIMS AND EDUCATION FUND

Following violence against members of the Asian American and Pacific Islander community, the Southern Company Gas Charitable Foundation donated \$10,000 to the AAPI Crime Victims and Education Fund. The fund was founded by AAPI community leaders and organizations in Georgia to help victims of racially motivated crime.

### LATIN AMERICAN ASSOCIATION

Georgia Power presented the Latin American Association (LAA) with a \$100,000 donation. The donation will help support a Latina entrepreneurship program and help Latina entrepreneurs upscale their businesses and stimulate job growth.



# Work Environment

We are promoting an actively inclusive culture and striving to create a workplace where everyone is welcomed, valued and respected, and all groups are well-represented, included and fairly treated within all levels of the organization.

## 2021 Results

Increased engagement and expansion of employee-led groups and networks across the system



**No. 20**  
on DiversityInc's  
2021 Top 50  
Companies  
for Diversity



Implemented inclusive leadership development for all new leaders



**100%**  
of operating  
companies  
have comprehensive  
DE&I learning  
programs



**Southern Company commits to promoting an actively inclusive culture and to ensure that all groups are well-represented, included and fairly treated within all levels of the organization.**

### We are continuously listening and learning.

We will continue to organize active listening sessions to better understand the experience of our Black and underrepresented employees. We will proactively seek feedback through our traditional surveys and focus groups, one-on-one conversations, town halls and online listening. We will capture this feedback and openly share how we have leveraged it to refine our commitments and actions.

### We will build our racial equity and inclusion muscles.

Inclusion must start in each employee's individual work environment and is the responsibility of all employees. Therefore, we will engage all employees in our journey to racial equity through open dialogues, training and education. We expect all our employees to commit to continued personal education on equity and inclusion. We will create annual DE&I training options for leaders and employees. Inclusive leader training, including unconscious bias training, is required of all new supervisors.

### We will identify barriers to equity.

An equitable culture is one where all employees feel empowered to be themselves, raise concerns and innovate without fear of failure. We will work to prevent barriers that may undermine a sense of empowerment for our underrepresented employees. We also will review and evolve our internal business practices and policies to ensure advancement of our social justice goals.

### We will increase support of employee resources and network.

Formal networks of colleagues with shared experiences and challenges can promote belonging, improve retention and support development. We will increase our support of employee-led groups for underrepresented talent and work to make the resources afforded by them available to all employees. We also will actively lift the voices of these networks and create platforms for allyship within and across groups.



## Southern Company Gas takes stand against racism amid pandemic

Americans of Asian and Pacific Islander descent have faced a surge in violence, including the Atlanta spa murders last spring, amid false accusations related to COVID-19. Hate crimes against this group in major U.S. cities skyrocketed nearly 150 percent in 2020 — even as the number of overall hate crimes fell, according to the Stop AAPI Hate website.

Stop AAPI Hate, a coalition that tracks incidents of violence and harassment against Asian Americans and Pacific Islanders in the U.S., reported nearly 3,800 instances of discrimination against AAPI individuals in 2020. The actual number of incidents could be much higher.

The Southern Company Gas Charitable Foundation has committed \$100,000 to charities who help raise awareness of and strive to end bias against the AAPI community.

"Together as individuals and as an organization, the Southern Company Gas family of companies is committed to speaking out against anti-Asian hate and discrimination, ensuring that all people feel welcomed, valued and respected," said Bryan Batson, executive vice president, chief external and public affairs officer for Southern Company Gas and president of the Southern Company Gas Charitable Foundation.

## Looking Ahead ➡

**Focus on education, listening and responding to employees to ensure we provide a diverse, equitable and inclusive workplace,** while considering the unique impacts of COVID-19 remote work/re-entry, work-life balance expectations and workforce of the future.



# Progress Update

## Southern Company jumps six spots in diversity index rankings

DiversityInc announced in May that Southern Company moved up six spots in its latest rankings, landing at No. 20 on the 2021 Top 50 Companies for Diversity list, up from No. 26 in 2020.

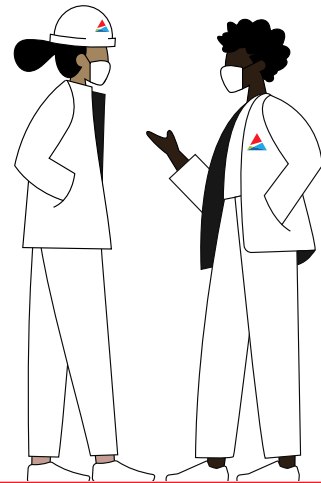
These rankings are based on 2021 company-submitted data in six key areas: leadership accountability, human capital diversity metrics, talent programs, workforce practices, supplier diversity and philanthropy.

This is the sixth consecutive year Southern Company has been recognized as a Top 50 Company for Diversity and for its efforts to hire, retain and promote women, people of color, people with disabilities, LGBTQ+ people and veterans.

"Southern Company is a leader in the energy industry because of its people," said Sloane Drake, Southern Company senior vice president of Human Resources. "We strive to enhance our



company's culture by acknowledging and embracing the various backgrounds, perspectives and experiences our employees bring to the workplace."



## Southern Nuclear takes time to listen and learn

Southern Nuclear began quarterly fleet DE&I council meetings enabling each site to showcase their DE&I efforts, review commitments and align on expectations, while fostering collaboration across the fleet.

This employee-led approach has produced sustainable engagement through council meetings, a DE&I open discussion forum and programs, like a recent month-long food fair at Plant Hatch featuring foods from cultures represented by the plant's 800 employees.

"At SNC, we believe we are better together – meaning that, no matter the challenge, we're most effective when all perspectives have a seat at the table," said Tiffany Carlin, DE&I chair at Plant Hatch. "This is especially true of our DE&I work, as we continue to create opportunities where our employees have the crucial, honest and natural conversations necessary to build a diverse, equitable and inclusive work environment."

## Birmingham-based ERGs expand to serve diverse communities

Over the last two years, Operations has partnered with Southern Power, Southern Nuclear and Research and Development to support and launch seven ERGs for Birmingham-based employees. These ERGs help ensure all groups are well-represented, included and fairly treated throughout the organization.

The inaugural Birmingham ERGs: ACTION – African Americans Advancing the Commitment to Inclusion, Opportunity and Networking, POW – Power of Women and VetNet launched support networks in early 2020. These groups persevered through the challenges of a global pandemic, building strong programs that led the way for ABLE – Abilities Beyond Limited Expectations, Prism, Unidos and AIM – Asians in Motion to succeed.

"The leaders within these organizations are receiving job promotions, gaining new skillsets, building relationships that will last their careers and are helping identify barriers to success in our culture that we are working to find solutions to overcome," said Meghan Lewis, DE&I Manager.

# Political Engagement

We are advocating for policies that address systemic racism, proactively engaging with policymakers and making political and policy decisions using a consistent process that incorporates Our Values.



## 2021 Results

- Supported bipartisan policies like the COVID-19 Hate Crimes Act to address anti-Asian American Pacific Islander violence and efforts to develop bipartisan police reform legislation through the Business Roundtable's Special Committee for Racial Equity and Justice.
- Advocated for the Next Generation Entrepreneur Corps Act to empower entrepreneurs in distressed communities, as well as two pieces of state legislation signed into law in Alabama to drive inclusive innovation and entrepreneurship.
- Co-founded the Bipartisan Policy Center's Business Alliance for Effective Democracy to advance bipartisan solutions to voting access and election integrity.
- Strengthened values-based criteria in political contribution guidelines and partnered with Quorum to incorporate data and analytics into engagement decisions.

## Looking Ahead ➡

Identify additional opportunities to leverage our brand, influence and partnerships to impact positive change and advance policies such as the Next Generation Entrepreneur Corps Act to empower entrepreneurs in distressed communities.





## Southern Company will advocate for racial equity through our political engagement, policy positions and ongoing public dialogues.

### Political engagement will be informed by Our Values.

Our Values of Unquestionable Trust and Total Commitment ensure that honesty, respect, fairness and integrity drive our behavior and that we fully embrace, respect and value diversity – both internally and externally. These principles will inform our political engagement.

### We will advocate for racial equity policies.

We will leverage our political influence to advocate for policies that address systemic racism across our four social justice pillars: education, criminal justice equity, economic empowerment and energy justice.

### We will be consistent in our processes and drive values-informed results.

We will make political and policy decisions using a consistent process that incorporates Our Values.

### We will proactively engage with policymakers and influencers.

We will advocate for racial equity with policymakers and influencers, using our brand and platforms to lead to positive change.

## Georgia companies ask state legislature to pass hate crimes bill, reform parole

Georgia Gov. Brian Kemp signed into law a hate crimes bill passed by the state legislature in 2020.

Atlanta Gas Light, Georgia Power, Southern Company and Southern Company Gas signed a letter along with other Georgia-based companies asking the legislature to pass a comprehensive hate crimes bill to help ensure the safety of all Georgians. Georgia was one of four states not to have a similar law on the books.

Under the new law, judges can impose harsher sentences against those who target victims based on perceived race, color, religion, national origin, sex, sexual orientation, gender, mental disability or physical disability.

The bill was spurred, in part, by the murder of Ahmaud Arbery, a Black man, who was killed by three white men while jogging near Brunswick, Georgia.

“We saw injustice with our own eyes. Georgians protested to demand action and state lawmakers rose to the occasion,” said Kemp of the bill’s signing.

Georgia Power also advocated in support of parole reform legislation, which was signed into law by Kemp in May 2021. SB 105 gives people serving long probation sentences a pathway to early termination if they meet certain eligibility requirements, including no new arrests and repayment of restitution.

## Mississippi Power advocated for changes to state flag

Mississippi Power President and CEO Anthony Wilson joined more than 100 state business and industry leaders in 2020 in lending their support to legislators to change the state flag.

Mississippi was the only state that still contained the imagery of the racially divisive Confederate battle flag in its design. The Mississippi Economic Council, with Wilson as chair, led this historic initiative to change the flag and move Mississippi forward.

“Our state flag should bring us together and not divide us,” Wilson said. “The current state flag, in addition to being divisive, remains an impediment to our pursuit of economic development and job creation. It also perpetuates perceptions of our state we continually seek to overcome. We need to move forward with a new flag that unites us and welcomes everyone.”

Following the campaign, Mississippi lawmakers voted to remove the controversial flag, which was adopted in 1894. A state commission selected final decisions for a new flag from more than 3,000 submissions to the Mississippi Department of Archives and History for consideration. The final design, called the Magnolia Flag, was approved by the public in the general election.

*New partnership with Faith & Politics Institute honors the late Rep. John Lewis.*

## Progress Update

### Nicor Gas’ critical role in bringing energy choice to Hopkins Park in Pembroke Township

Nicor Gas collaborated with state, local and civil rights leaders to bring equity and energy choice to Hopkins Park and Pembroke Township, a predominantly Black community in Illinois.

The Pembroke Township Natural Gas Investment Pilot Program Act, signed into Illinois law in 2021, changed the funding requirement for large community projects and will allow for Nicor Gas to extend its natural gas infrastructure to the community allowing for energy choice for those who want it.

The introduction of natural gas as an energy choice is a milestone for the rural community that is approximately 70 miles south of Chicago. Not only is it a low-cost, reliable energy source that eight out of 10 Illinois homes use for cooking and to stay warm but having access to natural gas can bolster economic and infrastructure investments and lead to job creation. Without this energy choice, residents are forced to use propane, wood burning and other potentially dangerous heating methods that pose health risks and fire hazards.

Bringing natural gas to the village of Hopkins Park is a longtime, organic initiative driven by the residents of the community and supported by

numerous advocates, including state and local leaders and elected officials, national organizations like Rainbow PUSH and businesses like Nicor Gas.

### Southern Company expands partnership with Faith & Politics Institute

Southern Company is expanding its longstanding partnership with the Faith & Politics Institute (FPI) by supporting its Congressman John Lewis Scholars, Fellows and Rising Corporate Leaders Program, which will build a nationwide network of emerging leaders driving positive social change.

The program enables students to learn from changemakers of history, contemporary nonviolence practitioners and civil rights leaders. During two trips to Washington, D.C., participants will connect with representatives from national, state and local government, businesses and nonprofits engaged in social impact work. They will also join members of Congress on FPI’s annual Civil Rights Pilgrimage and complete an oral history project through a range of applications.

“After the passing of Rep. Lewis in 2020, it became clear FPI must prioritize building a network of young leaders inspired by him and empowered by Dr. King’s principles of nonviolence to become changemakers in their local communities,” said Kristen Farrington, FPI director of educational programs.





# Supplier Diversity

We launched new programs to mentor, develop and sustain diverse suppliers and increased collaboration with internal business units to identify opportunities for diverse businesses to work with us.



**Southern Company has a goal of increasing our total diverse spending to 30% by 2025.**

**We will increase business with diverse and Black-owned businesses.**

We are working to increase our spending with diverse suppliers and place greater focus on conducting business with Black-owned businesses, both as prime suppliers and sub-contractors. This includes increasing the inclusion rate in our bid processes, working with prime suppliers to identify opportunities for sub-contracting and developing sub-contractors into prime suppliers.

**We will mentor and develop diverse and Black-owned businesses.**

From support in developing business plans, investments through our Energy Impact Partners diversity fund or

building partnerships through networking and mentoring, we can play a greater role in increasing the number of diverse and Black-owned businesses with whom we do business.

The Supplier Diversity Business Development Program was launched in the summer of 2021, matching a Southern Company system mentor with a diverse business owner.

The 18-month program aims to enrich 33 companies and equip them with tools and networks to support their prospects of doing business with our system.

**We will drive racial equality in our majority-owned supplier base.**

Our majority-owned suppliers will be held to the same racial equity standards we are actively promoting within our

## 2021 Results



Nearing completion of **detailed spend analysis conducted for each business unit** to identify opportunities and gaps through 2025

Initiated 18-month **Supplier Diversity Business Development Program**



Georgia Power partnered with diverse supplier **Milhouse Forestry** to create **>100 new local jobs**

## Looking Ahead ➡

**Continue program engaging our suppliers to build the capacity of local, small and diverse businesses through mentorship and project opportunities.**

own company. We expect them to serve us with diverse teams, we will ask about their own commitments to racial equity and help them advance their own equity goals.

**We will ensure our processes enable diverse and Black-owned businesses to work with us.**

We will continue to ensure our policies and requirements for suppliers and vendors (for example, payment terms or insurance and financial requirements) do not contribute to systemic racism or cause obstacles for Black-owned or diverse businesses.

“Moving toward racial equity isn’t just about increasing the business we do with Black- and minority-owned businesses, although that’s part of it. It also involves working with business leaders and organizations across our service territory to create jobs and the type of economic opportunity that helps lift up our communities so that they thrive – particularly those that historically have been underrepresented,” said Stan Connally, executive vice president, Operations, and president and CEO of Southern Company Services.

That’s why we have pledged to increase the business we do with Black- and minority-owned suppliers. It’s the reason we are committed to developing programs coordinated with advocacy and community groups that support jobs and bolster economic development.



## Progress Update

**Georgia companies tap Black-owned business in industry where there are few**

One of the many businesses participating in our Supplier Diversity Business Development Program, Milhouse, has seen much growth since it first started as a Nicor Gas supplier. Since completing Southern Company Gas’ supplier diversity program in 2012, the business has expanded to provide services across Southern Company Gas’ service territory and most recently to Georgia Power. Milhouse Forestry, began a new vegetation-management partnership with Georgia Power in 2021 that is expected to create more than 100 local jobs.

Milhouse Forestry is a diverse, innovative vegetation management company that provides line-clearance services to utilities. Managing vegetation near powerlines is important to ensuring reliability and allows for easier line maintenance.

Tapping a Black-owned business in an industry where few minority-owned companies operate furthers the system’s commitment to increasing the business we do with diverse companies.

“This relationship is a great example of where hard work and teamwork can unite to make the dream work for diverse companies and diverse communities for years to come,” said Frank D. Martin, president of Milhouse Forestry.

**Supply Chain Management improves cybersecurity of small and diverse suppliers**

In 2021, Supply Chain Management devised a program to help strengthen the system’s supply chain by improving the cybersecurity of small and diverse suppliers. In collaboration with a small, minority, veteran-owned cybersecurity services company – Innovative Systems Group (ISG) – the team has developed an approach to help small businesses better protect their information and digital assets.

Cyberattacks are becoming more frequent, targeted and complex – and small businesses worldwide are struggling to defend themselves. Southern Company and ISG will pilot a training course with five small businesses to ready them to seek a nationally and internationally recognized certification of their expertise in lifecycle cybersecurity risk management.

Each small business will receive a pre- and post-assessment of key components of their cybersecurity readiness. Participating companies will be well-prepared to secure their internal system, regardless of whether they seek official certification.

— *Milhouse Forestry ribbon cutting*



# How We Hold Ourselves Accountable

For each of the commitment areas highlighted in this report, we have developed Moving to Equity metrics and key performance indicators (KPIs) to track our progress, highlight key results and ultimately hold ourselves accountable. We are also implementing internal controls and governance processes to ensure the data we report as part of these metrics and KPIs is complete and accurate.

We will work to make sure our Moving to Equity work is not a one-off event but ingrained across our enterprise and an enduring reflection of Our Values. To do this, we must have accurate data to objectively measure our progress in the five pillars we prioritized for our racial equity work.

Some of the key accomplishments in how we hold ourselves accountable include:

- 1 Established formal metrics/key performance indicators in each commitment area to formally track and measure progress. Some of the metrics are included in this report.
- 2 Collected and analyzed industry benchmarking information to identify additional metrics/ KPIs to consider now or in the future as well as assist us in establishing metric benchmarks to measure against as applicable. We will continue to do this in this process.

- 3 Implementing data process enhancements for select metrics to ensure the best data possible is collected.

- 4 Establishing other mechanisms to monitor our progress like the annual review of pay equity.

- 5 Created a road map to provide data across additional metrics and KPIs in 2022.

While progress has been made, we still have work to be done in 2022.

» While we have established formal metrics/key performance indicators in

each commitment area, we will continue to analyze them to ensure they are the right metrics/key performance indicators to measure ourselves and track our progress.

» Continue to establish thoughtful benchmarks to our key identified metrics and key performance indicators so we can accurately report how we are progressing against the benchmark. These benchmarks are based on external industry analysis as well as internal objectives.

» For each key metrics and key performance indicator, we are documenting the data collection process and establishing internal controls to ensure these metrics and key performance indicators are complete and accurate.

» Establish Moving to Equity goals into employee performance plans utilizing some of the benchmarks from the key metrics and key performance indicators.

Moving forward, we will share more information as we implement additional data process enhancements.

## What's Next?

### Moving to Equity Future Metrics and Reporting

Our Moving to Equity work is only beginning, and we plan to be transparent along each step in our journey. We will continue to report our progress as we embed DE&I initiatives across the system to drive sustainable change. Developing our organizational culture and engagement the right way is a business imperative that facilitates our long-term success. Some examples of future reporting include:

#### TALENT

For 2021, the Southern Company system completed an annual pay equity analysis and increased representation, hiring, promotions and net opportunities for new hires and employees of color and women. However, one area of improvement is non-retirement turnover for both groups. Forthcoming metrics will continue to include representation of under-represented talent as well as the percent of total workforce, supervisors, managers and senior leaders who have DE&I connected to employee performance plans.

#### COMMUNITY INVESTMENT & SOCIAL JUSTICE

Southern Company, its subsidiaries and foundations have donated \$66 million through 2021 to advance racial equity in our communities, exceeding our original annual target. Forthcoming metrics will include continued giving totals as well as the number of employees registered as mentors and the number of mentorship hours completed.

#### WORK ENVIRONMENT

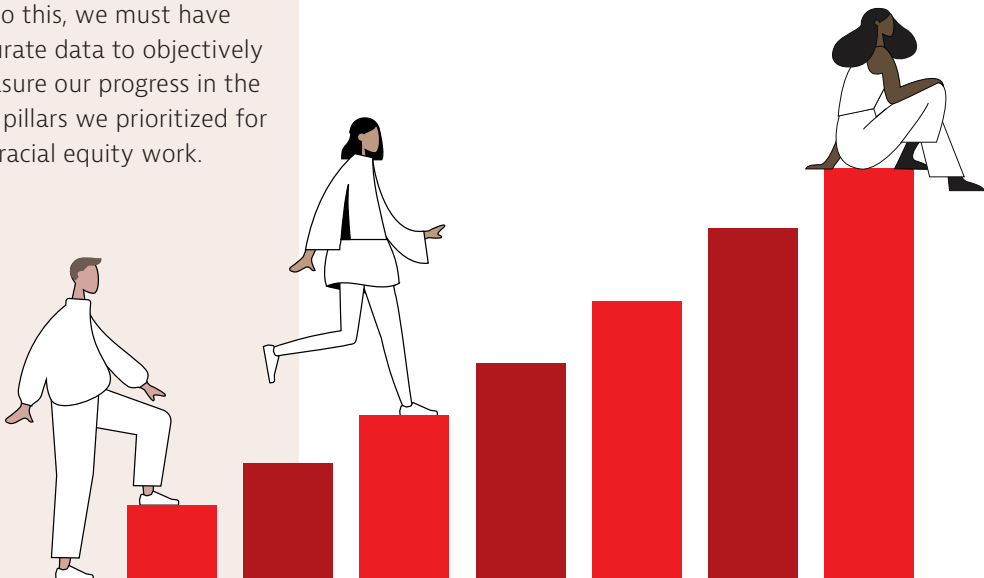
The Southern Company system has fostered an inclusive work environment. This has been through employee-led small groups, inclusive leadership development for new leaders, comprehensive DE&I programs across the system and more. Forthcoming metrics will include scores from Voice of the Employee surveys; total number and percentage of employees participating in Employee Resource and DE&I groups and events; and the percentage of diversity in leadership development programs and participants.

#### POLITICAL ENGAGEMENT

Southern Company will actively support the intentional, continual practice of evaluating and instituting policies, practices, systems and structures— across industry and government—that prioritize measurable change in the lives of people of color, and as a result, benefit all Americans. Our continued success requires the support of, and advocacy for, policies that fully embrace, respect and value our differences.

#### SUPPLIER DIVERSITY

Electric and gas total supplier diversity spending was 26% in 2021. We also launched our Supplier Diversity Business Development Program that mentors small, diverse business owners in our communities. Forthcoming metrics will continue to report supplier diversity spending as the system works toward a goal of 30% by 2025.





# Our Values

For more than a century, Southern Company has been building the future of energy. We deliver the energy resources and solutions our customers and communities need to drive growth and prosperity. How we do our work is just as important as what we do. Our uncompromising values are key to our sustained success. They guide our behavior and ensure we put the needs of those we serve at the center of all we do. At Southern Company, Our Values will guide us to make every decision, every day, in the right way.

## Safety First

We believe the safety of our employees and customers is paramount. We will perform and maintain every job, every day, safely.

## Unquestionable Trust

Honesty, respect, fairness and integrity drive our behavior. We keep our promises, and ethical behavior is our standard.

## Superior Performance

We are dedicated to superior performance throughout our business. We will continue our strong focus on innovative solutions, improving how we run our business and our commitment to environmental stewardship.

## Total Commitment

We are committed to the success of our employees, our customers, our shareholders and our communities. We fully embrace, respect and value our differences and diversity.

*“We will continue to report our progress as we embed DE&I initiatives across the system to drive sustainable change. Diversity and inclusion are strengths that unlock our full potential. Developing our organizational culture and engagement the right way is a business imperative that facilitates our long-term success.”*

**- Tom Fanning, Southern Company, chairman, president and CEO**





