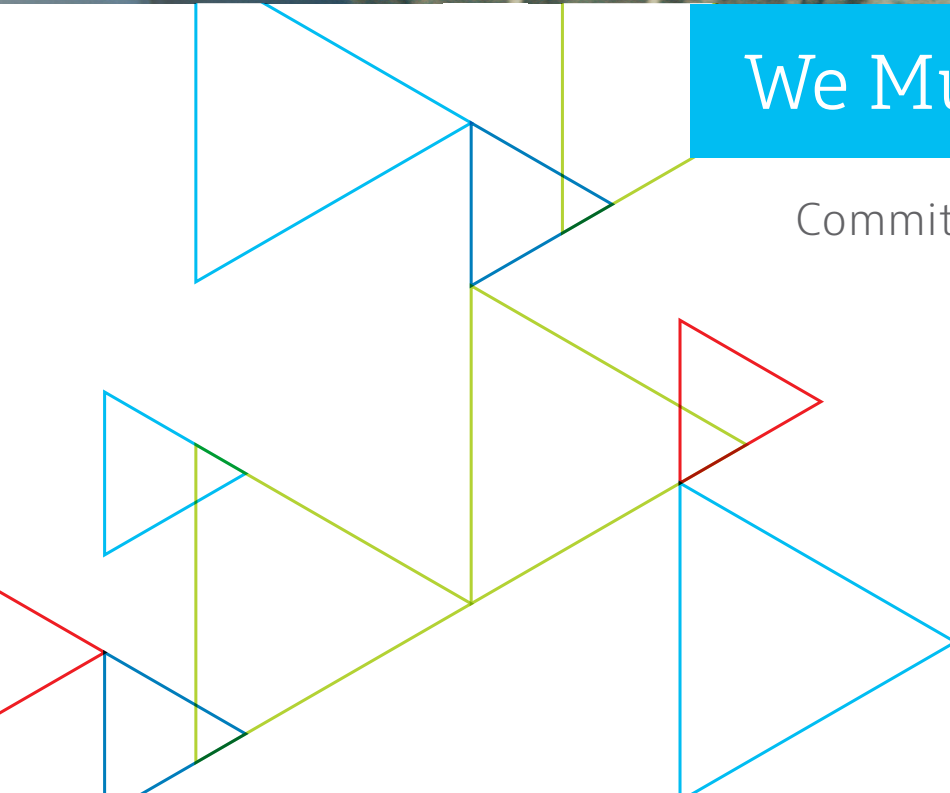




We Must Be The Change

Commitment | Action | Resources





A message from Tom

At Southern Company, we fully recognize the leadership opportunity presented to us to drive the conversation, create awareness and generate opportunities for improvement on issues regarding racial equity and racial justice.

Candid conversations across the Southern Company system awakened a growing recognition of the cumulative and compounding effects of systemic racial barriers and bias across institutions and society.

This publication, *We Must Be The Change*, catalogues those discussions and some of the actions the Southern Company system has enacted along our racial equity journey over the second half of 2020.

This includes joining forces with Apple to unveil the Propel Center, a new digital learning hub, business incubator and global innovation headquarters in Atlanta for students of historically black colleges and universities (HBCUs). The center is part of our \$50 million, multi-year investment in HBCUs throughout our system's footprint.

This publication also examines ways we are working to foster community, internally through organizations like VOICE, our African-American employee resource group, and externally by elevating partnerships with those that work for racial and social justice like the National Urban League.

Last summer, we used our sponsorship with the PGA Tour and the TOUR Championship to shine a national spotlight on the racial equity issues in which we are engaged. Locally, some of our work included advocating for hate crime legislation in Georgia and removing Confederate imagery from the Mississippi state flag.

To further define our actions and commitments, Southern Company created a framework that will guide our businesses in their continuing work on racial equity and racial justice. The framework confirms our collective commitment and ensures a continued and coordinated focus on this work. It also makes clear our beliefs, institutionalizes our commitment to ending racism and racial injustice and works to align our volunteer, giving and community investment strategies to three key pillars we have prioritized for impact: education, criminal justice reform and economic empowerment.

I am very proud of the work so many people from across the system have done to this point, and even more encouraged by our future possibilities.

Our work will continue into 2021 and beyond.

Tom

Tom Fanning
Chairman, President & CEO



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Southern Company, Apple joins forces on incubator for HBCU students

Propel Center will serve as digital learning hub and global innovations headquarters in Atlanta

Southern Company and Apple announced a partnership in January to launch the Propel Center, a new digital learning hub, business incubator and global innovation headquarters in Atlanta for students of historically black colleges and universities (HBCUs).

Both Apple and Southern Company are founding partners of the Propel Center, with Southern Company Foundation and Apple each contributing \$25 million.

"We know inequities exist in our society, and it's up to each of us to be more intentional in our efforts to make a difference and bridge the gap," said Tom Fanning, chairman, president and CEO of Southern Company. "We know more must be done, and the establishment of the Propel Center is another important demonstration of Southern Company fulfilling our commitment to move our communities to a more equitable future. Partnering with Apple in this initiative is an exciting way to connect future leaders with these critical resources."

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.

"We're proud to partner with Southern Company on this groundbreaking new project to build a global hub for

innovation and learning for the entire HBCU community," said Lisa Jackson, Apple vice president of environment, policy and social initiatives. "This important effort builds on our long-standing collaboration to advance educational equity, and we are thrilled to be working together to help HBCU faculty create a best-in-class curriculum and ensure their students have access to cutting-edge skills and opportunities."

This commitment is part of the \$50 million multi-year initiative Southern Company and its subsidiaries announced in 2020 to provide scholarships, internships, leadership development, access to technology and innovation to support career readiness for students attending select HBCUs within the Southern Company system's service footprint.

"We are incredibly encouraged by the future possibilities presented through our support of HBCUs," said Chris Womack, president of Georgia Power. "By investing in better outcomes, we create new opportunities for the students of today to become the leaders of a more prosperous tomorrow."

Propel is both a physical and virtual campus 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 100-plus HBCUs will be able to connect with the brightest minds

in the world, through one-of-a-kind global opportunities. The 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 (science, technology, engineering, and math) 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.

For updates, and to register your interest in participating, visit www.PropelCenter.org.





***“We are so excited about the partnership ... you all continue to see the importance of investing in the community.”
- Morehouse School of Medicine President and Dean Dr. Montgomery Rice.***

ACTION: Education and workforce

Southern Company awards millions in grants to HBCUs for technology

Grants are part of overall \$50 million, multi-year investment in historically black colleges and universities

Southern Company announced in November we are awarding grants to support technology for 21 historically black colleges and universities (HBCUs) across several states, through the Southern Company Foundation.

This commitment is part of the Southern Company system’s overall \$50 million HBCU initiative, announced in January 2020, to provide students attending these institutions with scholarships, internships, leadership development and access to technology and innovation to support career readiness. This round of grants will help address challenges created by the pandemic by funding technology tools, infrastructure support, professional development and IT services to select undergraduate HBCUs within the Southern Company system’s service footprint in Alabama, Georgia, Mississippi, Tennessee and Virginia.

“We are thrilled to partner with some of the country’s leading institutions of higher learning as we invest in the next generation of technology leaders,” said Tom Fanning, chairman, president and CEO of Southern Company. “After speaking with many institutions across our footprint, we heard the call loud and clear: new and better technology is needed to deliver quality education to students, now and in years to come. The goal is to provide resources that will stimulate the kind of critical thinking that will allow students to embrace ideas that will drive the change required for success today

and into the future. We look forward to seeing what students from these universities will achieve through the grants we are providing.”

Southern Company and its subsidiaries are committed to the success of HBCUs and honored to be part of a growing group of corporate and philanthropic partners who have increased support for HBCUs in the wake of the pandemic and mounting calls for racial justice. Southern Company is looking to increase the spotlight on these institutions beyond the current moment, underscoring the importance of HBCUs in higher education and in American life.

Morehouse School of Medicine President and Dean Valerie Montgomery Rice, M.D., is looking forward to what the future holds. “We are so excited about the partnership ... you all continue to see the importance of investing in the community,” said Montgomery Rice.

As part of the \$50 million initiative, this round of allocations will be awarded by the Southern Company Foundation to qualifying institutions in grants up to \$500,000. Southern Company intends to open additional grant applications in support of other needs at qualifying HBCUs soon. The energy company will collaborate with academic leaders from across its footprint to identify areas of need and channel resources into programs that will create the most impact.

\$1 million
donated
to Morehouse School
of Medicine

Southern Company
Gas and the Southern
Company Gas Charitable
Foundation donated
\$1 million toward
academics and efforts
to provide greater
equity in healthcare
led by Morehouse
School of Medicine.

The donation, part of MSM’s “Expansion into the Future Initiative,” enables the medical school to strengthen its academic offerings and research enterprise, including its budding Natural Products Research Center and the development of an Emerging Pathogens Research Team focusing on topics like coronaviruses.

“As our communities continue to be impacted by the coronavirus and work to recover from what became a global health crisis, Southern Company Gas recognizes the immediate need to support institutions seeking solutions while addressing critical health equity issues,” said Kim Greene, chairman, president and CEO of Southern Company Gas. “We support MSM’s cutting-edge research and education model, which fosters greater inclusion in not only healthcare but ultimately our entire society.”

ACTION: Education and workforce

Work still to do for retired VP

Bobbie Knight takes helm at HBCU Miles College after 37 years with Alabama Power

Becoming president of Miles College – the first female chief executive in the school’s 122-year history – wasn’t part of Bobbie Knight’s retirement plan.

After 37 years with Alabama Power, where she held several leadership positions, including vice president of Public Relations and vice president of the company’s Birmingham Division, Knight wasn’t in the market for a new, full-time job.

Indeed, Knight had plenty going on even after her 2016 retirement from the power company.

In 2017, she was elected to Miles’ board of trustees and co-chaired newly elected Birmingham Mayor Randall Woodfin’s transition team. Then, in 2018, she was appointed to the Birmingham Airport Authority, where her colleagues immediately elected her chair. She also had her own consulting company, not to mention other, ongoing volunteer civic obligations.

But when longtime Miles President George French announced last year that he was leaving to become president of Clark Atlanta University, the Miles board of trustees quickly turned to Knight to serve as interim president of the 1,700-student college in Fairfield near Birmingham.

“I was absolutely floored,” Knight said. “I deliberated long and hard after I got over the initial shock of being asked to consider this opportunity, and I have continuously prayed for the wisdom, strength and courage it will take to

lead this institution with integrity, compassion and a servant’s heart,” Knight said at the time.

“During this transition, the job before me is clear; first, to serve the students of Miles College by ensuring they receive a quality education, that they are equipped with the tools they need to be successful here and in the future and that they enjoy a safe and fulfilling campus life. Second, my job is to maintain a fiscally sound institution. I have a business background and my plan is to use business principles and practices to keep this institution financially strong.”

It didn’t take long for Knight to make a mark. In January 2020, Miles announced it had received its single largest contribution from an individual donor in school history – \$1 million.

The donation came from a celebrity more often associated with another Alabama institute of higher learning: Charles Barkley, the former Auburn University and NBA basketball great and television commentator.

Barkley singled out Knight in his comments about the donation. “I’ve gotten to know Bobbie Knight over the last year, and it was really something I wanted to do,” Barkley said in a statement. “To have a female president is a big deal, and I want to help Bobbie be as successful as she can be.”

Knight said that even though Barkley didn’t attend Miles or any other historically black college or university, “he understands how vitally important HBCUs have been in this country.”



Bobbie Knight
President of Miles College

In March, interim was removed from Knight’s title and the school’s board of trustees named her the college’s 15th president.

“When Bobbie gets engaged in projects, she gets engaged,” said Norm Davis, a retired financial services executive who has known Knight for 25 years.

“She’s just done everything right,” he said about Knight’s new role as college president. “She’s one of those people that, when she sees something where she can make a difference, she

is always willing to roll up her sleeves and go to work.”

He recalls observing Knight on a scalding summer afternoon, watching practice for the Miles marching band. “She is all over the campus, engaging the kids. She is working on strengthening the graduation rate, recruiting students, building relationships.”

Knight is a graduate of the University of Alabama and the Birmingham School of Law.

***"The job before me is clear ... to serve the students of Miles College by ensuring they receive a quality education, that they are equipped with the tools they need to be successful here and in the future."
- Bobbie Knight***



ACTION: Employee engagement

Lift every VOICE and sing

Employee resource group works to recruit, develop and retain African American employees

Across the country, the movement for racial equality is prompting many to look for a platform to come together and keep conversations going. For Southern Company system employees, there are resource groups available to facilitate that support.

One of those groups, VOICE (Valuing Openness, Inclusion, Community and Education) is an African American employee resource group formerly known as the African American Women’s Networking Group that started in 2003. It re-launched in 2014 with a broader mission to create and sustain an inclusive work environment that supports the recruitment, development and retention of African American employees.

In 2020, VOICE was led by President Robin Pierce. VOICE’s vision is to leverage every African American perspective.

“(We want to) give a platform and an outlet for our African American

employees to come together and talk about retention, growth and development. We want to be vital in the community and give back and be relatable,” Pierce said.

Unprecedented circumstances like the coronavirus have presented new challenges to VOICE on how they engage with their members and the community.

“Once COVID struck purposes shifted,” Pierce said. “(We had) the thought that we needed to be more proactive in terms of putting information out there to help our members with COVID and how they need to navigate.”

VOICE looked for new creative ways to hold membership events virtually due to the coronavirus. Pierce and the leadership team launched an online “Lunch and Learn” series that focuses on health and wellness management. A financial advisor was also brought in to inform members of changes to the CARES Act, talk about estate planning and planning for the future.

As Pierce and the leadership team focused on COVID efforts, the deaths of Ahmaud Arbery, Breonna Taylor, George Floyd and others and subsequent protests for racial justice across the country added a new focus for VOICE last year.

“We are in a unique position,” Pierce said, VOICE is working on a “Learning in Color” series that will highlight topics such as racism, injustice and discrimination. “We have a responsibility to make sure that when we deliver these messages, when we deliver these conversations that they don’t come across as if we’re pushing an African American point of view, but that we make sure we’re inclusive and that we’re inviting and that we are open to not only deliver a message but to hear a message.”

Pierce says communication will continue to be a priority going forward. “Make sure we incorporate and keep this conversation going with Management Council, our managers and our peers on the social injustices we’re seeing.”



Meet three HBCU grads across system

John Hudson

Hometown: Birmingham, Alabama
College: Political science at Alabama A&M University and Miles College School of Law
Current position: President and CEO, Nicor Gas; EVP, Southern Company Gas
Years with the company: 20



Marasia Tickle

Hometown: Huntsville, Alabama
College: B.S. in electric engineering at Tuskegee University
Current position: Engineer I – Transmission Planning East, Southern Company Services
Years with the company: 6



Kimberly Washington

Hometown: Pensacola, Florida
College: B.S. in mechanical engineering at Florida A&M University
Current position: Inclusion & Diversity Manager, Mississippi Power
Years with the company: 18





ACTION: Community partnerships

Working for change

National Urban League dedicated to equality and social justice

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Last year, Southern Company announced plans to increase support of the National Urban League. The historic civil rights organization was founded in 1910 and is dedicated to equality and social justice for marginalized people.

The National Urban League has 90 affiliate offices serving 300 communities

in 36 states and the District of Columbia that collaborate with community leaders, policymakers and corporate partners to elevate standards of living for millions of people.

“The Urban League is at the forefront of advocating for social justice and equality across the country,” said Charmaine Ward-Millner, corporate relations director at Georgia Power. “This partnership provides opportunities for the company to support economic growth, development and equality in the under-served communities that we serve.”

Alabama Power and Georgia Power have donated to the National Urban League over the years.

Programs, like the National Urban League’s Opportunity Centers, provide workforce/secondary education preparedness, academic enrichment and tutoring for middle and high school students, mentorship, financial stability classes, GED prep and help for those in jeopardy of losing their home.

Southern Company supports the National Urban League’s fight against racism and injustice and its mission to advance economic empowerment through education, workforce, housing and community development.

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

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.

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. Through 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.

National Museum of African American History and Culture

The only national museum devoted exclusively to the documentation of African American life, history and culture. It was established by Act of Congress in 2003, following decades of efforts to promote and highlight the contributions of African Americans. The museum opened to the public on Sept. 24, 2016, as the 19th and newest museum of the Smithsonian Institution.

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.

Birmingham Civil Rights Institute

Alabama Power Foundation has provided more than \$1.4 million in funding to the Birmingham Civil Rights Institute. In 2019, the foundation gave a \$50,000 grant to support the Birmingham Civil Rights Institute’s educational, community engagement and public programs. Funding supported engaging and informative interactions in schools, neighborhoods and parks, as well as within the institute itself, including its digital space online and in archival resources.

Southern Christian Leadership Conference

The Alabama Power Foundation has invested more than \$400,000 in the Southern Christian Leadership Conference to support programming for the Alabama Poor People’s Campaign’s efforts to educate and engage communities across Alabama in civic engagement and civil rights history.

Reach out to your company’s charitable foundation for more information and opportunities to support these and other organizations.

As a company, we are pledging to act. We will redouble our ongoing efforts to improve relations between all members of the communities where we live and work. As leaders, we must continue to demonstrate this commitment through not only our words but also our actions.
- Southern Company Management Council



ACTION: Building stronger communities

TOUR Championship puts spotlight on racial injustice and equality

Company implores others to join us in taking a stand and being the change

Southern Company has been a Proud Partner of the TOUR Championship since 2015, which celebrated its 20th year at East Lake Golf Club in Atlanta in 2020. The TOUR Championship has become the “Super Bowl” of golf, where the top 30 players in the world compete for the ultimate prize.

Through our PGA Tour partnership, more than \$32 million has been donated in our communities to fund education, health and wellness programs and neighborhood revitalization. However, the company used this year’s spotlight to also focus on racial justice and equality.

Those efforts included:

- The “Be the Change” ad calling for the end of racism and imploring others to join us in taking a stand against racial injustice. The national spot was created specifically for the TOUR Championship and aired during and immediately after the tournament.
- CEO Tom Fanning’s welcome video spoke of the importance of diversity, inclusion and acceptance and was delivered from Atlanta’s National Center for Civil and Human Rights.
- Then Executive Vice President and President, External Affairs, Chris Womack, who is now Georgia Power’s president, highlighted Southern Company’s efforts in fighting racism and helping the communities it serves in an interview with NBC Sports’ Mike Tirico.
- The Golf with a Purpose Charity Match raised \$1 million for the East Lake Foundation and other charities.
- The PGA Tour also made a commitment to raising more than \$100 million toward racial and social injustice causes over the next 10 years, recognizing the significance of Atlanta in the civil rights movement and the impact of the TOUR Championship in the East Lake Community.

“Southern Company’s focus on racial equality is long-term, and our efforts during the TOUR Championship aimed at advancing the conversation and inspiring other companies and partners to join us in our endeavor to be the change.”
- Chris Womack

Charities the TOUR Championship supports

The TOUR Championship is proud to play a role in helping positively impact lives throughout Atlanta. Since it was first staged at East Lake Golf Club in 1998, the tournament has generated more than \$32 million for community charities.

East Lake Foundation

Established in 1995, the East Lake Foundation has led the revitalization of the East Lake neighborhood in Atlanta. The Foundation and its partners sponsor many programs designed to create and nurture a healthy, sustainable community where every family can excel.

Purpose Built Schools Atlanta

Serving as the blueprint for Purpose Built Communities, the redevelopment of the East Lake community is a landmark achievement in urban renewal. The Foundation worked with neighborhood residents and expert public and private partners to develop a new community on the site of former public housing projects. Since that time, violent crime has dropped in the neighborhood by 97%, and residents are engaged in health and wellness programs, with many becoming homeowners.

Grove Park Foundation

The Grove Park Foundation is dedicated to revitalizing the Grove Park neighborhood and improving the quality of life by working with local partners, leaders and residents to create a healthy, equitable and vibrant community.

The First Tee of Metro Atlanta

The mission of The First Tee® of Metro Atlanta is to positively impact the lives of Metro Atlanta’s young people by providing educational programs that build character, instill life-enhancing values and promote healthy choices through the game of golf. Over the last six years, Southern Company has supported The First Tee® National School Program, impacting more than 600,000 students and 150 communities.



Hate crime bill passes
Georgia Legislature

Senate
127-38

House
47-6



ACTION: Civic engagement

Comprehensive hate crimes legislation passed into law in Georgia

Georgia Power joined other Georgia-based companies asking state legislature to pass bill

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

Georgia Power signed a letter along with many 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.

"Racism, intolerance or discrimination of any kind have no place in our communities or our company," said Paul Bowers, chairman and CEO of Georgia Power. "We stand united with these companies as we commit to finding solutions to help make our communities better for every citizen and create an inclusive environment for everyone."

Other companies to sign the letter included UPS, Coca-Cola, Delta, AT&T, Truist, WestRock, Genuine Parts, PulteGroup, Home Depot, Cox Enterprises, BlackRock, Salesforce, United Distributors, Invesco, Microsoft and the Metro Atlanta Chamber. The bill was spurred, in part, by the shooting death of Ahmaud Arbery who was killed 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.

The hate crimes law passed the Georgia House 127-38 and Georgia Senate 47-6. The law went into effect July 1.



Mississippi Power advocates for change to state flag

Mississippi voters select new flag after campaign to remove Confederate imagery

Mississippi Power President and CEO Anthony Wilson joined more than 100 state business and industry leaders in putting their signatures on a full-page ad published last year in newspapers across Mississippi, 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 historical initiative to move Mississippi forward and change the flag. Economic developers from around the state recognized a new state flag would inspire growth and economic prosperity and more jobs for Mississippi.

The campaign, titled "It's Time," also included social media presence supported by economic development organizations and chambers of commerce.

"Our state flag should bring us together and not divide us," Wilson said at the time. "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 November's general election. The flag features the state's official flower, the magnolia blossom, as well as 20 stars representing Mississippi's status at the 20th state in the union and a gold five-point star to reflect Mississippi's five indigenous nations.

Mississippi Gov. Tate Reeves thanked the commission for its work and said, "I think they did a good job. A well-done flag."

ACTION: Advancing the conversation

Southern Company debuts national commercial on racism

TV spot titled "Enough" aimed to meet the moment facing our country, community and company

Southern Company launched a, 30-second TV spot titled "Enough" in September. The commercial aimed to meet the moment facing our country, community and company by communicating our unequivocal support for racial equality.

The commercial begins with moving testimonies by Black people of all ages and from all walks of life and captures the emotion resulting from decades of their efforts to combat racism. The invitation in the ad to "stand with us," creates a sense of community and purpose among our employees, customers, shareholders and partners we serve. The end of the spot evokes optimism and inspiration as it calls for all of us to "be the change."

Every day, employees around the system take pride in the role we play in building better communities. We

must accept the same leadership role in ensuring our communities are equitable for all.

"Southern Company's focus on racial equality is long-term, and this commercial is aimed at advancing the conversation and inspiring other companies and partners to join us in our endeavor to 'be the change,'" said Chris Womack, Georgia Power president and former Southern Company executive vice president and president, External Affairs.

The commercial aired nationally on Golf Channel and NBC during TOUR Championship coverage. In addition to TV, social and digital ads ran through the end of November. The ads drove viewers to Southern Company's website, where they learned more about what the system is doing to ensure racial equity and equality. To view the spot, visit southerncompany.com/bethechange.



ACTION: Honoring a civil rights icon

Company salutes John Lewis through ad campaign

Our business was better off due to late Congressman's counsel and engagement

Southern Company published multiple advertisements in national publications and websites honoring the late Congressman and civil rights leader John Lewis last summer.

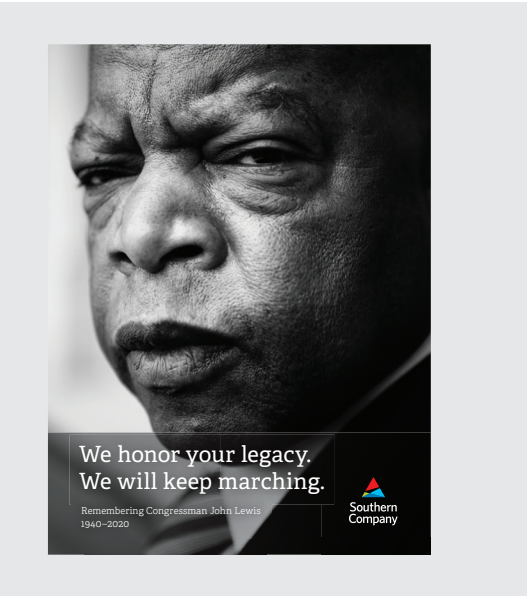
It featured a photo of Lewis along with the headline, "We honor your legacy. We will keep marching." Ad shown on right.

The ads were published in political newspapers, *The Hill*, *Politico* and in *The Washington Times* as well as *The Hill*, *The Washington Post* and *Axios* websites. Ads also published in local media in Georgia and Alabama.

Lewis, 80, died in July after a battle with pancreatic cancer. He started

working for civil rights at a young age, speaking at the March on Washington in 1963 and leading the Bloody Sunday march in Selma in 1965. He would go on to serve in President Jimmy Carter's administration, on the Atlanta City Council and represent Georgia's 5th Congressional District, which includes most of Atlanta, for more than 30 years.

During his time in Washington, he often was called "the conscience of Congress" due to his sense of justice. At Southern Company, our business is better off because of John Lewis. On numerous occasions, his counsel and engagement amplified our business and community efforts to the benefit of all customers.



"We are saddened by the passing of a national treasure, patriot and friend. We will remember what Rep. John Lewis taught us during his lifelong fight for racial equality, human rights and social justice using non-violent, peaceful means," said Southern Company chairman, president and CEO Tom Fanning after learning of Lewis' death. "We must apply these lessons, take action and keep marching in support of equality and fairness for all."

The road ahead

Company establishes framework confirming commitment to racial equity and promotes continued and coordinated focus

For Southern Company, diversity, inclusion and acceptance of our differences are more than words. They are central to Our Values and vital to our long-standing commitment to our communities.

In 2020, CEO Tom Fanning assigned a group of employees from across the Southern Company system to collaborate on establishing a framework that confirms our collective commitment to racial equity. Unveiled in December, the framework guides all our businesses as we engage in this process and ensures a continued and coordinated focus on this work.

The framework spells out commitments across the disciplines of talent, culture, community, political engagement and supplier diversity. Additionally, it identifies how we will hold each other accountable that our work continues and is effective.

The Southern Company system is committed to an equitable and inclusive workplace that mirrors the diverse communities we serve. →



TALENT

Our commitment over the next five years 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 will establish lawful and measurable goals in these areas to achieve by 2025.



CULTURE

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.



COMMUNITY

The Southern Company system and its charitable foundations are **committing \$200 million over five years 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 we will align our volunteer, giving and community investment strategies to three key pillars we have prioritized for impact: education, criminal justice reform and economic empowerment.

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. At least \$50 million will be dedicated to criminal justice reform 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.



POLITICAL ENGAGEMENT

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



SUPPLIER DIVERSITY

The Southern Company system is committed to a goal of increasing our Minority Business Enterprise spend to **20% and total diverse spend to 30% by 2025** and is committed to developing and doing business with more Black-owned businesses in our industry and communities. We will increase business with diverse and Black-owned businesses and increase our total spend with MBE and diverse suppliers.

To reinforce this work, we will track progress towards our ambitions with a clear set of metrics and benchmarks. Each member of the Southern Company Management Council will regularly report on these metrics to the CEO.



COMMITMENT: Open dialogue

Meetings held across system to discuss race

Candid talks help identify challenges Black employees face at work and beyond

The Southern Company Management Council convened a special meeting with Black leaders across the system in June to discuss race within our system and the demands for justice across the country following the killings of Ahmaud Arbery, Rayshard Brooks, George Floyd and Breonna Taylor.

After that meeting, CEO Tom Fanning in a memo to all employees encouraged everyone to continue these talks. Fanning wrote, “We must continue to listen, learn and understand.”

“I want these sessions to continue and for each of our Black employees to have the chance to be heard on this topic should they want to. We want our Black employees to know that we stand with them and that Black lives matter,” Fanning added.

Across the Southern Company system, discussions have continued over the last six months in various ways: small groups discussions, forums, training opportunities, video series, podcasts and more.

“In the beginning, I was skeptical about discussing these issues in a workplace setting,” said Pierre Canidate, client services

lead at Southern Company Corporate Communication. “But after meeting weekly, I began to feel more comfortable about being honest with my colleagues who were always open to listening and understanding things from my point of view.”

Canidate participates in a small group that meets to discuss race, other relevant subjects and current events. Chris Womack, now president of Georgia Power, encouraged the groups within SCS External Affairs.

“I am grateful to be a part of a group of people who are committed to learning about race and ways to be better advocates for themselves, their communities and families,” added Kendra Marshall, communications specialist at Southern Company Corporate Communication.

The small groups create safe spaces for team members to discuss difficult and emotional topics. Group members spend time listening to each other and candidly sharing their experiences.

“Talking about race is not easy. However, it is important that we create an environment where it is okay for employees to be uncomfortable and vulnerable,” Womack said. “Through talking, learning and understanding is how we will make meaningful personal and systemic changes to improve racial justice in our society.”

On the opposite page are additional examples of ways employees touching every area of the business are advancing the conversation. →

Alabama Power

Beginning in June, teams across Alabama Power began focused listening sessions to discuss racism and inequality and how team members can positively impact communities. More than 560 employees participated, and their input was used to help develop a more inclusive culture. Listening sessions are ongoing and DE&I Moments are being used to integrate conversations into everyday work.

Management Council members continued the conversation with a virtual town hall sharing personal stories and work toward racial equity, and the “Our Shared Responsibility” video series was created to share messages from company leaders and employees.

Georgia Power

Georgia Power’s Management Council delivered a video message to employees regarding social unrest in the state and country. Additionally, the company’s Diversity, Equity and Inclusion team developed “Breaking the Silence: An Anti-Racism Webinar Series” to help answer frequently asked questions about race and racism and define concepts and terms to help all employees educate themselves.

A group of Power Delivery leaders met for the Moving to Equity summit. Six teams were formed to keep the dialogue open and ensure inclusion and equal representation throughout Power Delivery. Each team was tasked with reviewing their areas to identify and eliminate bias, ensure processes are more inclusive and underrepresented employees have equal access to development opportunities.

“Our commitment to equity within our organization and across the company is vital to sustaining our success and enabling our continuous

improvement,” said Glen Grizzle, senior vice president of Power Delivery. “We are enacting ways to keep the conversation open, creating equal opportunities for our employees to advance and develop while ensuring that each team member in Power Delivery is valued and treated fairly.”

Mississippi Power

At Mississippi Power, Management Council members conducted 14 Circle of Influence small-group meetings with managers and supervisors. Leaders across the company gathered in small groups to have conversations around racism, respect and responsibility.

Five follow-up Circle of Influence brainstorming sessions were held with targeted leaders to develop next steps. Members of Management Council also connected with employees from all levels within their organizations to further these conversations. The objective was to obtain a greater understanding on how employees feel about listening efforts and how to improve culture.

“I think the resources provided by the company have been extremely helpful. It’s up to us to educate ourselves and learn from each other. Being a Black man doesn’t mean I know everything about being a Black man and everything that other Black men have experienced,” said Randell Moore, operations team leader at Mississippi Power.

Southern Company Gas

Southern Company Gas President and CEO Kim Greene launched a panel series, “A Conversation on Race,” in June. In one webcast, leaders from across the system joined Kim to discuss everyday racism in the workplace.

“Everyday racism might occur in ways that we are unaware of, and it’s important for us to make sure once we know it’s occurring that we say something and call it out,” Greene said. The series is scheduled to run through at least April.

The company’s Office of Diversity and Inclusion has produced multiple training opportunities, highlighted by its 21-day racial equity challenge for work groups to engage in learning and growth. The Conversation on Race FUEL Channel was also created for employees to share video messages, experiences and understanding of racial equity.

Also, Nicor Gas hosted a virtual community forum with members of the law enforcement community to discuss communication, police practices and working safely.

Southern Power

As part of the 2020 People Plan, unconscious bias awareness training is assigned to all Southern Power individual contributors. The training fosters meaningful exploration of our diverse identities and life experiences and is the direct result of feedback from Southern Power’s Inclusion Action Team.

Southern Power also launched a DE&I website with tools and resources for employees and leaders. The website includes resources to enhance our understanding of diversity and inclusion and help foster productive conversations around race and other social issues.

Southern Power’s Management Council has hosted multiple, small group listening sessions with their teams to talk about race and equity.



COMMITMENT: Our culture

Diversity, Equity and Inclusion
rooted in Our Values

All employees have a role to play in advancing inclusion

Throughout the Southern Company system, diversity, equity and inclusion (DE&I) is rooted in Our Values. We are committed to creating an inclusive workplace where all our people are welcomed, valued, respected and heard. This allows us to anticipate change, see around corners and achieve success in an ever-evolving energy landscape.

Building a Diverse Workforce

We believe having a workforce representative of our communities helps us to better serve our customers. We have embedded DE&I in our operational goals, which drives attention and encourages progress in achieving a more diverse workforce. This includes metrics for culture, representation, work environment, supplier diversity and other workplace elements. These measurements are regularly reviewed by senior management and serve as a basis for conversations about how we can improve.

Our campus recruiting program is one of the most diverse in our industry with respect to where and how we recruit and overall results.

“The more we diversify our pipeline and hire people who can grow and develop into senior leaders who will make hiring and workplace decisions, the better we are at creating and maintaining diversity and inclusion,” says Sloane Drake, senior vice president of Human Resources.

We partner with organizations such as the National Society of Black Engineers and Society of Women Engineers at the national, regional, local and campus levels. Direct recruitment from conferences that are diversity-focused have produced strong results in engineering hires. In 2019, our student hires into co-op and intern positions were 45% people of color and 44% women. With each of our recruiting strategies there is an emphasis on diversity outreach.

Fostering an Inclusive Environment

It’s paramount that our leaders are equipped to foster inclusion and a sense of belonging on their teams – it’s important for engagement, employee retention and productivity. In order to build an inclusive culture, DE&I must be at the center of everything we do.

“We need everyone to be familiar with our vision for DE&I and for everyone from the Management Council on down to be consistently sharing that message and vision,” said Drake. “All of our employees have a role to play in advancing inclusion.”

2020 Year-End
Hiring Results

1,297
new hires

24%
women

38%
people of color

34 yrs.
average age



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.

Company launches site offering resources discussing racism

Employees have opportunity to offer feedback too

In response to the events that have put a spotlight on our country's struggle for racial equality, the Southern Company system continues to look for ways to foster an inclusive environment where open dialogue is encouraged. As we work to understand the best way forward, we will continue bold and honest discussions within our company about all aspects of diversity, inclusion and acceptance.

To help engage employees on issues surrounding racism – overt and systemic – Southern Company has launched a website as a hub to

provide information and resources for employees interested in learning more about identifying racism and advancing racial and social justice.

By using these tools to continue the conversation about race, we can work together to dismantle systems of oppression wherever they exist.

Visit southerncompany.com/bethechange and discover recommended videos, books, podcasts, articles, programs and more that discuss racism in its various forms and what can and must be done to eradicate it.

Additionally, there are links to internal resources available to every employee and opportunities to offer feedback.

In the coming weeks and months, the website will continue to add resources as part of Southern Company's commitment to a stronger culture grounded in racial equality and inclusive for all.

For Southern Company, diversity, equity, inclusion and acceptance of our differences are more than words. They are central to Our Values and vital to our long-standing commitment of being a citizen wherever we serve. We must live these values each day.

Select recommended reading list

So You Want to Talk About Race by Ijeoma Oluo

An easy-to-read primer written in Q&A format answers questions such as "What if I talk about race wrong?" and "Talking is great, but what else can I do?"

White Fragility: Why It's So Hard for White People to Talk About Racism by Robin DiAngelo

An accessible read aimed at white readers explains how and why white people avoid talking about race or racism – and how to do better.

Why Are All the Black Kids Sitting Together in the Cafeteria And Other Conversations About Race by Beverly Daniel Tatum, Ph.D.

This landmark text explains the psychology of racial dynamics and racism, including how we develop our racial identities.

How to be an Antiracist by Ibram X. Kendi

The autobiographical book discusses concepts of racism and Kendi's proposals for anti-racist individual actions and systemic changes.



Visit our site for more resources
southerncompany.com/bethechange

