



## COMMUNITY

Southern Company and its Charitable Foundations are committing \$200 million over five years to advance racial equity and social justice in our communities.

### Racial equity and social justice beliefs

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.**

### Supporting organizations that move the needle

To maximize our impact and influence, we will look for opportunities across our companies and foundations to pool our collective giving and become more actively involved in non-profit organizations through increased volunteering and board leadership:

- \$100 million will go to promote educational equality through direct community investments, scholarships for underrepresented groups and investment in HBCUs. We also will commit to providing 5,000 employee mentors within the communities we serve.
- \$50 million will be dedicated to criminal justice reform organizations working to lower criminalization rates, support transition and re-entry into society, create prearrest diversion options and reduce racial profiling.

**\$50M**  
to criminal  
justice  
reform

**\$50M**  
to economic  
empowerment



**\$100M**  
to advance  
educational  
equality

- \$50 million will support economic empowerment through grants and impact investments. We will invest in communities to build social and economic opportunity for Black-owned businesses and individuals and to create a just transition as we seek a net-zero carbon future.

### More coordination and optimization for impact

We will be more intentional in tracking the impacts of the organizations to which we give, so that we are supporting groups doing the most, and actively reallocating funds to maximize impact.

Across all giving, to drive philanthropic equality, we will require all nonprofits to provide demographics data on who is served by their efforts.

To inform our community investment strategy we will conduct pipeline analysis and market research to identify Black-owned business needs, resources, partners, and sectors ripe for new business development.