



Boldly Forward

2023 MOVING TO EQUITY REPORT





Table of Contents

- 4** Our Moving to Equity Journey
- 6** Our Values + Key Takeaways
- 8** Talent
- 10** Work Environment
- 12** Supplier Inclusion
- 14** Community Investment + Social Justice
- 18** Civic Engagement



Our Moving to Equity report is intended to keep our employees, customers, partners and stakeholders updated on our ongoing journey toward equity. This report is more than a tally of our metrics, it's about transparently sharing the steps we've taken, the obstacles we're navigating and the strategy we're implementing to foster a more inclusive and equitable culture.

Since developing our equity framework in 2020, we have been diligent in our efforts to reinforce our long-standing commitment to equity by ensuring our actions help lead to sustained change. It is through these carefully considered strategies that we are determined to create an environment where every person is not just welcomed, but valued, recognized, respected and inspired to participate wholeheartedly.

Our commitment is intentional and ongoing. As we move forward, our promise remains firm: to engage actively with our employees, customers, partners and the rest of our stakeholders, to foster growth through shared insights, to remain accountable for our actions and to maintain open communication about our journey and impact.



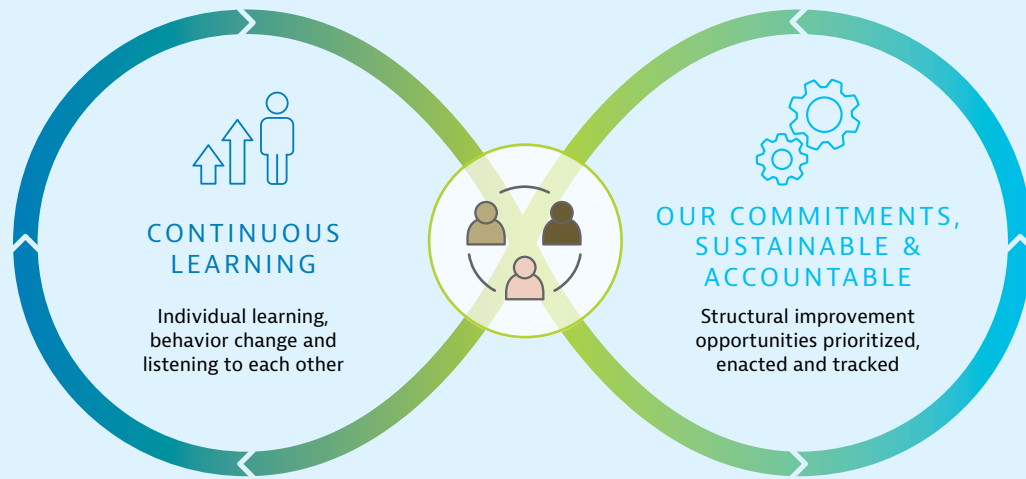
Chris Womack
Chairman, President and CEO
Southern Company

Note: Southern Company is a holding company that conducts its business through its subsidiaries. References in this report to Southern Company's operations, such as employment practices, refer to those operations conducted through its subsidiaries.



From 2020 to the Present

In 2020 building upon years of dedicated work in diversity and inclusion, Southern Company moved Boldly Forward on a transformative journey called Moving to Equity. With a focus on advancing equity and social justice, we committed ourselves to fostering a workplace and communities where everyone feels welcomed, valued, respected and engaged.



Listening, learning and understanding

We began by listening to our employees through candid conversations, in small and large groups, that acknowledged the cumulative effects of racism, discrimination, bias and barriers in society. This phase raised awareness, identified opportunities for improvement and fostered an environment of listening, learning and understanding.

Defining action

Following a period of self-reflection and learning, we translated our insights into concrete actions. To guide our work and impact, we created five commitment areas we call pillars: Talent; Work Environment; Supplier Inclusion; Civic Engagement; and Community Investment and Social Justice.

Holding ourselves accountable

Accountability starts from within which is why we assembled a team of dedicated senior leaders, subject matter experts and business unit champions who collaborate with our DE&I (diversity, equity and inclusion) councils and employee networks to drive organic and sustainable change. We intentionally formed this structure to help ensure we have

ongoing leadership and employee involvement and buy-in across the Southern Company system, emphasizing accountability and shared responsibility.

Measuring progress

To effectively track and monitor our progress, we established key metrics that quantify our impact and highlight areas for improvement. Robust controls and governance processes were implemented to help ensure accuracy and completeness of the data we report. We remain committed to reporting additional benchmarks as we continue learning and evolving.

Moving Boldly Forward

The essence of our Moving to Equity journey lies in enacting sustained change. We believe we reach our highest potential by cultivating an environment where everyone feels like they belong. That's why we build a foundation rooted in the transformative power of listening and learning – it continually molds our perspective, clarifies the obstacles we face and illuminates our path forward to a more equitable future. To follow our journey, visit southerncompany.com/boldlyforward.



Our Five Pillars

A FOUNDATION FOR EQUITY

Talent

We are **enhancing outreach, recruitment, hiring and retention of diverse talent**, helping ensure equity in leadership development and cultivating diverse leadership pipelines.

Work Environment

We are **fostering an actively inclusive culture**, helping ensure all groups are well-represented, included and fairly treated, creating an environment where everyone feels welcomed, valued, respected and heard.

Supplier Inclusion

We are **engaging with more diverse companies in our industry and communities** with a goal to increase diverse spending to 30% by 2025.

Civic Engagement

We are **leveraging our influence to address inequity**, making civic decisions with a consistent process that aligns with Our Values.

Community Investment and Social Justice

We are **making our communities better because we are there**. We have pledged \$225 million through 2025 to advance equity and social justice in our communities as well as aligning volunteer, giving and community investment strategies with key areas: education equity, criminal justice equity, economic empowerment and energy empowerment.

Our Values

At Southern Company, Our Values establish the foundational behaviors that guide how we work. They outline how we make decisions and act.

Our Values are reflected in how we lead, engage, collaborate and perform as One Team.

Living Our Values is how we make each other better and deliver clean, safe, reliable and affordable energy solutions for our customers and communities.

This is what we mean when we say we are bigger than our bottom line.



Safety First

We actively care about the safety and well-being of our employees, customers and communities. Safely approaching every job, every day, always comes first.



Act with Integrity

We act with honesty, respect and fairness, demonstrating trustworthiness in all we do. We are true to our word and follow through on our commitments.



Intentional Inclusion

We are One Team, working to foster a culture of belonging and ensuring our diverse team feels valued. Investing in an equitable culture benefits employees, customers, communities and shareholders.



Superior Performance

We keep customers at the center of everything we do, with a focus on continuous improvement. We provide exceptional service, delivering innovative solutions that benefit our customers, communities, investors and the environment.



2023 Moving to Equity Impact

At Southern Company, our unwavering commitment to equity was the driving force behind our impactful actions in 2023. Here is an overview of some of our accomplishments and the strides we took to support our employees, serve our customers, elevate our communities and advance equity.



Talent

- » Conducted **outreach to Historically Black Colleges and Universities (HBCUs) and Hispanic-serving associations** to broaden our talent pool.
- » Implemented innovative **technology to enhance inclusive hiring** practices.
- » Demonstrated representation increase in 2023 for people of color.

Work Environment

- » Initiated **a refresh of our core values in 2023**, placing a renewed emphasis on intentional inclusion and the importance of belonging.
- » Experienced a remarkable **45% increase in membership** in employee-led Diversity, Equity, and Inclusion (DE&I) groups since 2022.
- » Over 50% of participants in our leadership development programs are women and people of color.
- » Achieved an impressive **87% employee satisfaction rating**, as revealed by our biennial Voice of the Employee Survey.

Supplier Inclusion

- » **Diverse spend reached 29.1% in 2023**, up from 28.5% in 2022.
- » **\$2.5 billion** of contract expenditures went to diverse suppliers.
- » Onboarded **57 new diverse suppliers**, contributing to the expansion of our vendor network.

Community Investment and Social Justice

- » **Invested \$201 million in communities** since 2020, directing our focus on education, criminal justice, economic and energy empowerment.
- » Our dedicated employees generously **donated tens of thousands of hours** last year to causes they are passionate about.

Civic Engagement

- » Sought opportunities to utilize and deploy federal resources across Southern Company to **improve our service delivery and enrich our communities**.
- » Engaged in celebratory events and formed **partnerships that actively promote justice and positive change**.

We invite you to explore the full scope of our Moving to Equity journey and stay connected with our progress throughout the year at southerncompany.com/boldlyforward. Together, we continue to forge a path toward a brighter tomorrow.

Our Commitment

We foster a diverse workforce, champion equity in leadership development and build talent pipelines that authentically reflect the communities we serve.

Key Achievements

Outreach: Strengthening connections with Historically Black Colleges and Universities (HBCUs) and forming alliances with Hispanic-serving associations broadens our talent pool, aligning seamlessly with our mission to promote diversity.

Innovation: Elevating our recruitment by using technology to promote fairness and equity in building our workforce, including implementing a redacted resume process.

Representation: Representation for people of color increased in 2023.



Our Impact

Celebrating 20 Years: Southern Company's long commitment to recruiting in Puerto Rico

In 2023, we proudly marked two decades of recruiting partnerships in Puerto Rico, resulting in 250 students



securing opportunities either full-time or through our cooperative education program. We also recruited at the Society of Hispanic Professional Engineers National Convention for the first time in 2023, conducting 52 interviews and extending 12 offers. This exemplifies our dedication to Hispanic-serving associations.

Yamira Rentas-Vazquez, project coordinator at Georgia Power, shares, "By recruiting Latino talent, companies access a wider range of skills and experiences, leading to a more successful business and teams."



Explore Southern Company's recruitment endeavors in Puerto Rico.



Looking Ahead

Our commitment to talent excellence drives us forward. We will expand our efforts across various talent segments, including our work with HBCUs, people with disabilities, second-chance programs and other diverse demographics.

Innovative VR Training: Southern Company's Bold Approach to Inclusive Hiring

Southern Company distinguishes itself by embracing innovative learning initiatives, particularly in the realm of virtual reality (VR). Our collaboration with Moth+Flame, a leading VR company, gave birth to the Hiring Equity course. This dynamic experience transcends traditional training, allowing employees to immerse themselves as hiring managers in a virtual world, gaining profound insights into biases, fostering empathy and promoting an inclusive culture.

Saira Mazhar, Diversity, Equity and Inclusion manager at Southern Company, says, "Our department looks at new trends in DE&I, and when we came across this VR experience, we were excited about the potential for the technology."

By The Numbers

Talent Profile	2023	2022	2021	2020
Women as a percent of the workforce	26%	26%	26%	26%
Women as a percent of management ¹	25%	25%	24%	23%
Women as a percent of new hires	27%	32%	29%	24%
People of color as a percent of the workforce	31%	30%	29%	28%
People of color as a percent of management ¹	24%	23%	22%	21%
People of color as a percent of new hires	41%	46%	46%	39%



Discover insights gained by Southern Company employees through virtual reality job interview training.



¹ Management defined as any employee with direct reports

Our Commitment

We cultivate an actively inclusive workplace where everyone is embraced, valued and respected, fostering a sense of belonging for all.

Key Achievements

Cultivating Inclusion

In 2023, Southern Company refreshed its core values, placing a renewed emphasis on intentional inclusion. Now centered around Safety First, Intentional Inclusion, Act with Integrity and Superior Performance, Our Values underscore the belief that diversity strengthens our collective capabilities.

Empowering Employee Voices

Demonstrating a commitment to diversity, equity and inclusion, employee-led DE&I groups and networks experienced a 45% increase in membership since 2022.

Employee Endorsement

Our 2023 biennial Voice of the Employee Survey revealed that 87% of employees consider Southern Company an excellent place to work.

Inclusive Leadership Pipeline

Reflecting our dedication to fostering diverse leadership, over 50% of participants in our leadership development programs are women or people of color.

Looking Ahead

Our unwavering commitment to cultivating Southern Company's culture will persist through diverse training, programs and events, helping ensure that every employee feels not only heard but valued, and every voice contributes to our shared success.





Let's delve into why intentional inclusion matters to our employees.



“As a member and leader of Prism, an employee resource group for LGBTQ+ employees and their allies, modeling Intentional Inclusion is essential to fulfilling our purpose and our mission. Intentional Inclusion takes courage and vulnerability as we embrace the diversity within our own communities and openly welcome those who are learning and growing along with us.”

Keith Harrison, Southern Power



“Intentional Inclusion is deliberately including underrepresented groups and individuals into our company’s culture and ensuring that their values, input, roles and perspectives are heard, understood and appreciated. It’s making our environment a place where individuals can thrive and achieve success. That’s what the Asian Pacific American employee resource group (ERG) is all about.”

Andrea Sieber, Georgia Power



“Intentional Inclusion to me, as a leader of VetNet ERG, means actively creating an environment where the unique experiences and perspectives of veterans are not only recognized but are necessary to our decision-making process.”

Deshaun Gadson, Southern Company Gas



Our Impact

Southern Company’s Thriving Employee-Led Networks: Shaping a Diverse and Inclusive Culture

Our 30 employee-led groups, councils and networks continue to grow and enrich Southern Company’s culture by organizing events, promoting awareness during heritage months and providing valuable mentoring and networking opportunities for employees. They also actively engage in service and volunteering initiatives within our communities.

These employee-led groups exemplify Southern Company’s commitment to fostering diversity and inclusion by creating a vibrant tapestry of voices and perspectives within the organization.

Southern Company’s Workforce Thrives: 86% Report Feeling Respected

The 2023 biennial Voice of the Employee Survey reflected a highly engaged workforce, with 76% of employees participating. Results showed that 86% feel treated with respect and dignity at work, regardless of their beliefs or identity.



Our Commitment

We aim to boost our diverse spend to 30% by 2025 through mentorship, development and partnerships with diverse suppliers.

Key Achievements

- » Diverse spend reached **29.1% of overall spending in 2023**, up from 28.5% in 2022, moving steadily toward our **30% goal**.
- » In 2023, **\$2.5 billion of contract expenditures went to diverse suppliers**, thereby promoting economic inclusion.
- » We **onboarded 57 new diverse suppliers** in 2023, which expands our vendor collaborative network.

Our Impact

Discover the impactful stories of three companies, Diversified Energy Supply, RBG Electrical and PAXON, that have thrived through our commitment to an inclusive supply chain, mentorship and partnerships.

Diversified Energy Supply

Diversified Energy Supply (DES) is a leading minority-owned fuel supplier specializing in innovative strategies to address complex supply chain challenges. In 2021, Southern Company's Supply Chain Management (SCM) Category Management implemented a systemwide fuel service program, selecting DES through a rigorous request for proposal process. DES now manages Southern Company's on-site fuel for fleet vehicles; a fuel card program for off-site purchases; a centralized system for fuel inventory management, construction, repair and maintenance; and bulk fuel for power generation. Southern Company system's spend with DES has increased almost ninefold.

“**Diversified Energy Supply takes pride in fueling Southern Company's success. We constantly seek to learn more about and increase collaboration with each operating company to introduce solutions that minimize costs and exploit greater efficiency to fuel Southern Company's continued growth. We look forward to continuing this empowering partnership.**

*Allison de Agüero, President,
Diversified Energy Supply*





RBG Electrical

RBG Electrical started its journey in 2003 as a residential renovation construction management company. Over the years, it transitioned to commercial and industrial electrical contracting, becoming a key player in the industry. The minority-owned company secured its first Southern Company contract in 2019 at Georgia Power’s Plant Wansley, leading to subsequent projects at various Georgia Power plants.

“
Each of these opportunities allowed us to receive feedback and support from Southern Company at every step. We worked with mentors who guided us, and who continue to guide us along the way.
Derrick Mosley, President, RBG Electrical”

RBG Electrical
Powering The Future

Participating in Southern Company’s Supplier Diversity Business Development program in 2021, RBG Electrical expanded into RBG Professional and has completed 34 projects for the system. With significant growth, the company secured a 5-year contract with Southern Company’s Lighting Division, doubling its revenue since the inaugural contract. RBG Electrical aims to extend its services to transmission and distribution.

“
PAXON just turned 7 years old in August and we have successfully expanded operations to many states across the U.S. I am proud to say that Southern Company has been on this journey with PAXON as one of our very first clients.
Nooshin Behroyan, Founder, PAXON”



PAXON

PAXON Energy and Infrastructure Services, LLC, is an engineering infrastructure company that provides customized pipeline integrity services and more.

The company has been instrumental in working with Southern Company Gas to reduce methane emissions and increase pipeline safety, especially during maintenance projects. PAXON has become a key partner in helping deploy innovative sustainability solutions, like their cross compression process that recaptures the methane gas created during our operations activities. This process helped Southern Company Gas reduce its scope 1 greenhouse gas emissions by approximately 820,000 tons of CO2 since 2018.

PAXON was founded by Nooshin Behroyan, who immigrated to the U.S. from Iran, and she takes pride in mentoring other women in the industry and building a diverse workforce. Fifteen percent of PAXON’s field inspection staff are women and/or veterans.



Looking Ahead

We are focused on reaching our 30% goal by strengthening existing partnerships and expanding capabilities within our diverse supplier base, furthering economic inclusion in the communities we are privileged to serve.

Our Commitment

We amplify, invest in and support causes that advance equity and social justice in our communities. Southern Company and our charitable foundations have committed \$225 million to advancing equity and have aligned our giving and community investment into four key areas to maximize impact: education equity, criminal justice equity, economic empowerment and energy empowerment.



Key Achievements

- » **Investing in our communities:** Since 2020, we've **invested \$201 million**, making substantial progress toward our \$225 million goal.
- » **Going above and beyond:** Our employees have generously **donated tens of thousands of hours** in 2023, engaging in activities such as board service and mentoring, showcasing our commitment beyond financial contributions.

Our Impact

Education Equity: Atlanta Gas Foundation champions food access

Atlanta Gas Light Foundation partnered with Goodr to address food insecurity among school children in Metro Atlanta by opening a free grocery store at Jean Childs Young Middle school.



The Atlanta Gas Light Foundation Goodr Grocery Store is poised to provide over 32,000 meals this school year, offering a sustainable and easily accessible solution for high-quality, nutritious groceries.

Goodr and Atlanta Gas Light collaborated on a Pop-Up Grocery, providing 200 families with free groceries, including meat, fresh produce, shelf-stable items, eggs, bread and more for the holiday season.

Approximately 1.1 million Georgians, including 360,000 children (1 in 7 in the City of Atlanta), currently struggle with hunger. The grocery store at the middle school represents a significant step in our ongoing efforts to eliminate barriers, ensuring every child has access to fresh produce, pantry staples and essential items.

Pedro Cherry, president and CEO of Atlanta Gas Light, emphasized, "The health of our communities is only as strong as the well-being of its citizens, including its youngest."



Criminal Justice Equity: Café Momentum and Georgia Power Foundation unite to empower futures

Atlanta eagerly awaits the arrival of Café Momentum, a groundbreaking nonprofit restaurant. Set to open its doors in 2024, the restaurant will exclusively employ teenagers aged 15 to 19 who have encountered the juvenile justice system.

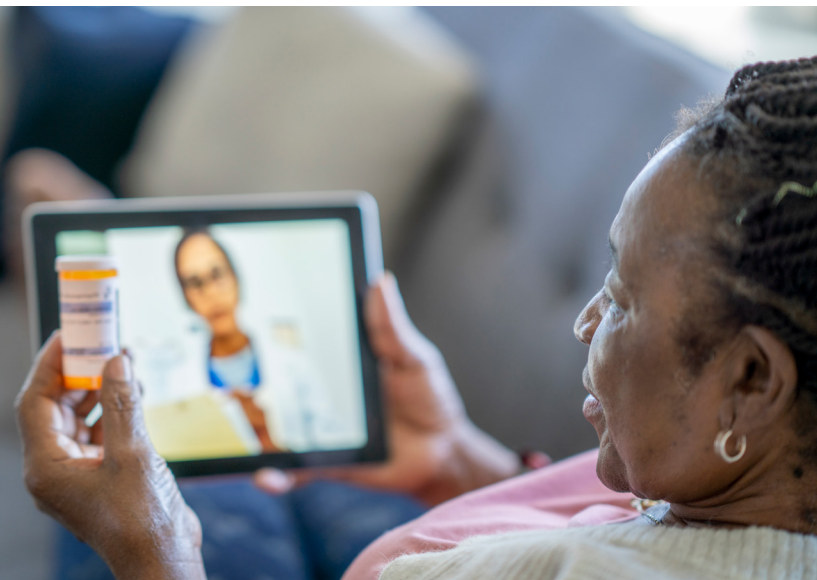
Supported by the Georgia Power Foundation, Café Momentum introduces a year-long internship program emphasizing hands-on learning, allowing interns to rotate through various roles while achieving personal milestones.

The program started in Dallas and was established to provide youth leaving the juvenile detention center with support and an opportunity to succeed while addressing barriers to success.

Since January 2015, Café Momentum has worked with more than 1,000 youth through its paid internship program and have witnessed firsthand that young people can achieve their full potential with the right support and care. The interns rotate through all aspects of the restaurant, focusing on life and social skills, coaching and development.

As one of the inaugural investors in Café Momentum's Atlanta venture, the Georgia Power Foundation supports the work of the Café Momentum.

Rita Breen, executive director of Georgia Power's Charitable Giving, expressed, "By investing in the futures of justice-involved youth, we believe in fostering opportunities that empower and transform lives, contributing to a more inclusive and just society."



Delve deeper into the partnership that's bringing vital healthcare to rural Alabama.

Economic Empowerment: Alabama Power fuels rural healthcare renaissance

In just one remarkable year, University Medical Center (UMC) Livingston, a collaborative effort between the University of Alabama, the University of West Alabama, the city of Livingston (Ala.), Sumter County (Ala.), Alabama Power and the Alabama Power Foundation, has significantly enhanced healthcare accessibility in West Alabama.

Providing crucial primary care services to an underserved rural community, UMC Livingston utilizes telemedicine and digital resources to connect residents with medical specialists beyond its immediate vicinity. In its first three months, the facility saw more than 800 patients.

This initiative not only improves the quality of life for residents but also enhances the region's appeal to businesses by expanding healthcare options.

What Energy Empowerment means to us

Energy Empowerment embodies a holistic and inclusive strategy that promotes equitable and sustainable energy practices. For Southern Company, it revolves around three core pillars:

- 1 **Energy Equity** focuses on advancing further energy access and affordability, providing energy assistance to customers in times of need, and enhancing resiliency, energy efficiency and weatherization efforts.
- 2 The **Just Transition** pillar focuses on the impact to our workforce, communities and customers as we transition to more clean energy sources, such as clean transportation and the adoption of renewable energy sources, including prioritizing job training and retraining opportunities for our workforce.
- 3 **Environmental Justice** considerations are part of our commitment to providing clean, safe, reliable and affordable energy. Transparency in decision-making, fostering community connections and raising awareness for responsible environmental stewardship are all important aspects of environmental justice.

Together, these pillars form a comprehensive framework that fosters partnerships and collaborations and creates a more accessible, resilient and socially just energy landscape.





"When you think about rural Black Belt areas of Alabama, we have an opportunity to bring about equity in these areas by having healthcare for all," said Joseph Brown, Alabama Power's Western Division Manager.



Looking Ahead

As we continue to invest in education for traditionally underserved populations, we are committed to partnering with civic and community leaders in creative solutions that impact energy empowerment and actively seeking opportunities for criminal justice equity engagement. Additionally, we remain dedicated to enhancing the metrics used to evaluate our employees' contributions to their communities and the causes that drive their passion.

UMC Livingston stands as a successful model, showcasing the potential for similar healthcare advancements in rural areas throughout Alabama and beyond.

Energy Empowerment: Nicor Gas promotes energy equity with Smart Neighborhood

Breaking ground on the first Smart Neighborhood™ in Illinois, Nicor Gas, in collaboration with a local Habitat for Humanity chapter, is transforming the landscape of affordable and sustainable living. The largest natural gas distributor in Illinois, Nicor Gas is partnering with the Fox Valley Habitat for Humanity affiliate to offer 17 technology-enhanced homes in Chicagoland.

Each home is designed to achieve net zero carbon dioxide emissions, with clean, safe, reliable and affordable natural gas supplemented by rooftop solar installations, high-efficiency building envelopes and in-home battery energy storage.

"Through this project, we not only demonstrate the important role that we play in advancing Illinois' clean energy goals but also put on display how dual energy solutions can create affordable, sustainable solutions for customers," said Meena Beyers, vice president of Community and Business Development at Nicor Gas.

The net zero affordable neighborhood demonstrates the importance of natural gas in a sustainable future and reinforces Nicor Gas' commitment to community, clean energy and innovative solutions.

Our Commitment

We champion justice and advocate for policies that dismantle inequities. Guided by our core values of Intentional Inclusion and Act with Integrity, we actively engage with policymakers and make decisions that foster positive change.

Key Achievements

Elevating our Communities:

Sought opportunities to utilize and deploy federal resources across Southern Company to improve our service delivery and enrich our communities and engaged in celebratory events and formed partnerships that actively promote justice and positive change.



Our Impact

Empowering rural Illinois with energy options

In the heart of Illinois, we're transforming lives by bringing sustainable, affordable and reliable energy options to Pembroke Township and Hopkins Park predominantly Black farming communities about 70 miles south of Chicago.

Collaborating closely with state and local leaders, Nicor Gas is extending natural gas pipelines to the communities that up until now, have relied on propane, wood burning and other potentially dangerous heating methods that pose health risks and fire hazards.

"Natural gas will not only bring an affordable energy choice for our residents, but help spur economic development in the community too," said Hopkins Park Mayor Mark Hodge.

Illuminating the civil rights legacy

Southern Company and Mississippi Power Foundations played a vital role in funding the creation of the Medgar and Myrlie Evers Home National Monument, now under the National Park Service.

The grand opening in June marked the 60th anniversary of Medgar Evers' tragic assassination in Jackson, Mississippi. Donations from both foundations facilitated the renovation of the Evers home and garden, ensuring public access for tours.

Billy Thornton, Mississippi Power vice president of External Affairs, reflected on the progress made in the fight against injustice and the symbolic change represented by the adoption of the new Mississippi state flag.

"Medgar and Myrlie Evers are icons of the civil rights movement. Growing up in Covich County, I sadly witnessed some of the injustices they sought to change. Reflecting on those times, I see how far we have come. There is still work to do, but there has been a lot of progress," Thornton said.

Celebrating Unity and Change

At the 52nd Annual Legislative Conference of the Congressional Black Caucus (CBC), Southern Company celebrated unity and change by honoring Atlanta's National Center for Civil and Human Rights.

During the "Evening of Excellence," Chris Womack, chairman, president and CEO of Southern Company, emphasized the significance of the partnership with the center.

"Our partnership exemplifies the commitment we make to our communities," stated Womack. "We recognize the importance of leveraging our collective influence, resources and knowledge to address social issues, promoting a future built on understanding, respect, unity and equity."

The "Evening of Excellence" is an annual celebration hosted by Southern Company in conjunction with CBC's Annual Legislative Conference in Washington, DC. It brings together thought leaders, influencers and change-makers to honor remarkable contributions to their communities. This year marked the 28th year of Southern Company's support for the CBC's conference.

Equity in Tech Roundtable

Curley Henry, vice president and deputy chief information security officer at Southern Company, actively contributed to a White House roundtable on cybersecurity in the Black community. As one of the distinguished Black cybersecurity leaders invited, Henry provided valuable insights on security, economic prosperity and expanding opportunities in the tech industry for underrepresented communities.

The event, commemorating Black History Month, focused on crucial aspects such as job access, economic security and fostering small-disadvantaged businesses in Black communities. Henry expressed his gratitude for the invitation, stating, "It aligns with the meaningful work Southern Company and the Technology Organization are doing every day to improve diversity, equity and inclusion outcomes across our footprint."

Furthermore, the event announced a significant investment of approximately \$90 million to support cybersecurity apprenticeships specifically designed for underrepresented groups, underlining the commitment to creating more inclusive opportunities in the cybersecurity sector.



Looking Ahead

We will persist in cultivating cross-party alliances, fostering a forum for bipartisan discussions on policy matters aligned with Our Values. We will continue to seek opportunities to utilize and deploy federal resources across Southern Company, including those available from the Inflation Reduction Act and the Infrastructure Investment and Jobs Act, to improve our service delivery and enrich our communities. The impact of our work extends far beyond achievements – it's about shaping a future that reflects justice, equity and dignity for all.

