

Data relating to environment, human capital, and operations is of increasing importance to our stakeholders. We continue to evaluate and enhance our reporting in response to investor feedback. The Sustainability Data Table to follow provides data for key areas of sustainability for the last three fiscal reporting years. All 2023 environmental data are preliminary and will be finalized in a midyear publication. For additional information regarding sustainability for the Southern Company system, please visit <https://www.southerncompany.com/sustainability.html>.

Environment

Metric	2023	2022	2021
Energy Use and Emissions			
Enterprise-Wide			
Reduction in greenhouse gas emissions since 2007 (percent) ^[1]	49	46	47
Scope 1 greenhouse gas emissions (million metric tons CO ₂ e) ^[2]	79.3	84.9	82.5
Alabama Power Company	27.2	34.2	34.1
Georgia Power Company	23.2	22.6	22.5
Mississippi Power Company	9.3	8.6	8.3
Southern Power Company	13.3	13.4	11.5
Southern Company Gas	1.6	1.5	1.5
SEGCO	0.9	0.8	0.6
Other	3.8	3.9	3.9
Scope 2 market-based greenhouse gas emissions (million metric tons CO ₂ e) ^[3]	0.2	0.2	0.2
Scope 2 location-based greenhouse gas emissions (million metric tons CO ₂ e) ^[4]	0.2	0.2	0.2
Scope 3 greenhouse gas emissions (million metric tons CO ₂ e)*		38.5	34.8
Purchased goods and services ^[5]		1.3	1.1
Capital goods ^[5]		1.0	1.2
Fuel-and-energy-related activities (not included in Scope 1 or 2) ^[6]		15.9	14.0
Upstream transportation and distribution ^[5]		0.03	0.03
Waste generated in operations ^[7]		0.02	0.03

Metric	2023	2022	2021
Business travel ^[8]		0.020	0.013
Employee commuting ^[9]		0.03	0.03
Upstream leased assets ^[10]		0.02	0.02
Downstream transportation and distribution ^[11]		—	—
Processing of sold products ^[11]		—	—
Use of sold products ^[12]		20.2	18.4
End of life treatment for sold products ^[11]		—	—
Downstream leased assets ^[11]		—	—
Franchises ^[11]		—	—
Investments ^[13]		0.0001	0.0001

Electric

Generation greenhouse gas emissions (million metric tons CO ₂ e) ^[14]	77.3	83.0	80.8
Generation greenhouse gas emissions intensity (metric tons CO ₂ e/net MWh) ^[15]	0.399	0.425	0.423
Non-greenhouse gas emissions and intensities:			
Generation NO _x emissions (metric tons)	26,241	28,339	26,859
Generation NO _x emissions intensity (metric tons/net MWh) ^[15]	0.00014	0.00015	0.00015
Generation SO ₂ emissions (metric tons)	8,664	9,295	12,318
Generation SO ₂ emissions intensity (metric tons/net MWh) ^[15]	0.00005	0.00005	0.00007
Generation lead emissions (kg) ^{[16]*}		281	303
Generation lead emissions intensity (kg/net MWh) ^{[17]*}		0.000002	0.000002
Generation mercury emissions (kg) ^{[16]*}		134	128
Generation mercury emissions intensity (kg/net MWh) ^{[17]*}		0.0000007	0.0000007

Metric	2023	2022	2021
Greenhouse gas emission rates associated with power delivery by business division ^[18] :			
Alabama Power Company (metric tons CO ₂ e/MWh)	0.486	0.555	0.526
Alabama Power Company (lbs. CO ₂ e/MWh)	1,071	1,224	1,160
Georgia Power Company (metric tons CO ₂ e/MWh)	0.370	0.366	0.373
Georgia Power Company (lbs. CO ₂ e/MWh)	815	807	822
Mississippi Power Company (metric tons CO ₂ e/MWh)	0.474	0.458	0.458
Mississippi Power Company (lbs. CO ₂ e/MWh)	1,046	1,010	1,009

Gas

Emissions from fugitive methane (million metric tons CO ₂ e) ^{[19]*}		0.94	0.96
Distribution methane intensity (MtCH ₄ emitted ÷ MtCH ₄ delivered) ^{[20]*}		0.193	0.195

Electric Operations

Electricity generation (owned and purchased power) (percent) ^[21] :			
Coal	17	20	21
Natural gas	52	50	48
Nuclear	17	15	16
Renewables/other	14	15	15

Metric	2023	2022	2021
Total owned nameplate capacity (MW) ^[22]	45,629	45,667	43,720
Coal	8,523	9,306	9,754
Gas	22,590	22,048	19,991
Nuclear	4,233	3,680	3,680
Oil	1,685	1,869	1,813
Total renewable energy resources	7,764	7,926	7,700
Biomass/biogas	0	0	10
Geothermal	0	0	0
Hydropower ^[23]	2,230	2,215	2,207
Solar	3,000	3,183	2,955
Wind	2,535	2,528	2,528
Storage ^[24]	711	714	659
Other ^[25]	124	124	123
Total owned gross electricity generation (MWh) ^[26]	191,558,989	193,664,816	189,286,241
Coal	34,696,017	42,546,931	43,131,536
Gas	101,723,753	98,679,080	92,376,078
Nuclear	34,234,989	30,556,801	31,835,585
Oil	59,182	133,270	86,826
Total renewable energy resources	19,963,513	21,621,398	21,715,957
Biomass/biogas	0	0	40,261
Geothermal	0	0	0
Hydropower	4,949,939	6,061,124	7,251,444
Solar	6,210,025	6,467,933	6,040,589
Wind	8,803,549	9,092,341	8,383,664
Other ^[27]	881,535	127,337	140,260

Metric	2023	2022	2021
Total owned net electricity generation (MWh) ^[26]	185,735,113	187,098,505	182,410,716
Coal	32,115,140	39,284,144	39,646,454
Gas	99,977,411	96,762,000	90,115,481
Nuclear	32,753,406	29,200,395	31,123,940
Oil	59,166	128,528	82,001
Total renewable energy resources	19,948,455	21,596,101	21,302,582
Biomass/biogas	0	0	40,261
Geothermal	0	0	0
Hydropower	4,934,881	6,035,827	6,838,068
Solar	6,210,025	6,467,933	6,040,589
Wind	8,803,549	9,092,341	8,383,664
Other ^[27]	881,535	127,337	140,260
Total wholesale electricity purchased (MWh)	14,600,432	17,386,146	13,714,832
Percent revenue:*			
Coal-fired generation (percent) ^[28]		11.4	13.4
Carbon-free generation (percent) ^[29]		8.8	11.0
Customers			
Number of customers (thousands) ^[30]	8,861	8,795	8,722
Electric operations	4,487	4,437	4,385
Residential	3,890	3,844	3,795
Commercial	570	566	562
Industrial	17	17	17
Other	10	10	10
Gas distribution operations ^[31]	4,374	4,358	4,337

Metric	2023	2022	2021
Water Management			
Total water withdrawal (million gallons/day) ^[32]	2,025	2,029	1,828
Total water withdrawal (megaliters) ^[33]	2,797,759	2,802,924	2,526,093
Surface water withdrawal (megaliters)	2,788,322	2,794,555	2,517,756
Groundwater withdrawal (megaliters)	5,785	4,942	4,630
Third-party water withdrawal (megaliters) ^[34]	3,334	3,137	3,361
Other water withdrawal (megaliters) ^[35]	318	290	345
Total water withdrawal from facilities in "High" or "Extremely High" baseline water stress (megaliters) ^[36]	0	0	0
Total water consumption (million gallons/day) ^[37]	212	202	206
Total water consumption (megaliters) ^[38]	293,447	279,413	284,256
Surface water consumption (megaliters)	284,011	271,044	275,919
Groundwater consumption (megaliters)	5,785	4,942	4,630
Third-party water consumption (megaliters) ^[39]	3,334	3,137	3,361
Other water consumption (megaliters) ^[40]	318	290	345
Total water consumption from facilities in "High" or "Extremely High" baseline water stress (megaliters) ^[36]	0	0	0
Waste Management			
Hazardous waste disposal (metric tons) ^{[41]*}		140	136
Avoided hazardous waste generation (metric tons) ^{[42]*}		—	—
Non-hazardous solid waste generated and disposed (metric tons) ^{[43]*}		—	—
Non-hazardous solid waste diverted from disposal (metric tons) ^{[44]*}		—	—
Coal combustion residual products generated (metric tons)	2,034,704	2,245,792	2,363,163
Percentage of generated coal combustion residual products sold for beneficial use	92	93	90
Percentage of ash sold for beneficial use	87	88	87
Percentage of gypsum sold for beneficial use	100	100	94
Percentage of generated plus stored coal combustion residual products sold for beneficial use ^[45]	137	121	122

Human Capital

Metric	2023	2022	2021
Workforce			
Total employees	28,100	27,700	27,300
Full-time employees (percent)	99.8	99.8	99.8
Part-time employees (percent)	0.2	0.2	0.2
Women as a percent of workforce	25	26	25
Women as a percent of management	25	25	25
Minorities as a percent of workforce	30	30	29
Minorities as a percent of management	24	23	23
Veterans as a percent of workforce	8	8	8
Women as a percent of new hires	27	31	29
Minorities as a percent of new hires	42	45	47
Veterans as a percent of new hires	13	11	9
Employees covered by agreements with unions as a percent of workforce	32	31	32
Employee turnover:			
Total turnover as a percent of workforce	8.3	8.9	7.7
Voluntary turnover as a percent of workforce	3.3	3.9	3.1
Retirement as a percent of workforce	3.2	3.5	3.4
Involuntary turnover as a percent of workforce	1.7	1.5	1.2
Average employee tenure (years)	14	15	15
Total training hours ^[46]	1,052,191	1,016,068	814,752
Employees earning well-being benefit as a percent of workforce ^[47]	75	75	81
<i>Voice of the Employee</i> survey participation as a percent of workforce ^[48]	76	—	83
Average tuition reimbursement benefit per participant (dollars)	2,762	3,279	3,595

Metric	2023	2022	2021
Safety & Health			
Direct employees ^[49] :			
Work-related fatalities	0	0	0
Recordable incident rate	1.40	1.35	1.29
Serious injury incident rate	0.06	0.05	0.05
Days away, restricted, and transfer (DART) rate	1.01	0.99	0.93
Lost-time case rate	0.46	0.53	0.49
Percentage of employees that worked without an injury that met OSHA recordable requirements	98.6	98.6	98.7
Near miss frequency rate (NMFR) ^[50]	—	—	—
Contract employees ^[51] :			
Work-related fatalities	1	0	2
Recordable incident rate	0.57	0.40	0.97
Supply Chain			
Diverse business supplier spend (million dollars) ^[52]	2,521	2,067	1,871
Total supplier spend (million dollars) ^[52]	8,666	7,418	7,255
Diverse business supplier spend (percent) ^[52]	29.1	27.9	25.8
Community Impact			
Total charitable giving (million dollars) ^[53]	92.1	118.2	108.5

Operations

Metric	2023	2022	2021
Reliability			
Transmission ^[54]			
System average interruption duration index (SAIDI)	4.8	5.5	6.8
System average interruption frequency index (SAIFI)	0.090	0.085	0.095
Customer average interruption duration index (CAIDI)	53	65	72
Distribution ^[54]			
System average interruption duration index (SAIDI)	109.6	136.1	120.7
System average interruption frequency index (SAIFI)	0.993	1.155	1.084
Customer average interruption duration index (CAIDI)	110	118	111
Percentage of electric load served by smart grid technology	100	100	100

Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, unless the context otherwise requires, references in this document to Southern Company's operations, such as generating activities, greenhouse gas emissions and employment practices, refer to those operations conducted through its subsidiaries.

Occasionally, due to timing of data reports, additional information becomes available after report issuance. In these cases, we strive to update both current and prior data points when appropriate. Southern Company seeks to provide the most recent and accurate data in each of its voluntary sustainability reports. To this end, any new metrics included will be provide for the current reporting period. For broken out data, totals may not sum due to rounding.

* Certain 2023 metrics will not be available until later in the year. The Sustainability Data Table will be updated as this information becomes available.

[1] In 2023, the Southern Company system reduced greenhouse gas (GHG) emissions by 49% from 2007 levels. The system expects to achieve GHG reductions of greater than 50% as early as 2025, a full five years earlier than our interim goal, and remain close to 50% through the late 2020s followed thereafter by continued reductions. Southern's 2023 GHG emissions decreased when compared to 2022 as coal generation was displaced by lower carbon generation including from Plant Vogtle Unit 3.

[2] 2023 Scope 1 Emissions are PRELIMINARY. Southern Company system's GHG emissions are calculated using the equity share approach presented in the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol for all of its owned assets. The GHG emissions included are Scope 1 direct facility emissions that are required to be tracked by U.S. Environmental Protection Agency's (EPA) Greenhouse Gas Reporting Program (GHGRP) and calculated using methods required by the GHGRP. Additional emissions sources for the gas distribution sector are also included consistent with EPA's Greenhouse Gas Inventory and ONE Future. Company owned mobile vehicle emissions, fuel cell emissions, and de minimis emissions (emergency generators, natural gas purchases for comfort heating, landscape equipment, refrigerants, fire suppression equipment, and fugitive methane from hydro reservoirs, coal piles and natural gas transmission pipelines not required to be tracked under GHGRP) are also included in Scope 1. "Other" includes Transmission & Distribution, PowerSecure, and Southern Nuclear, as well as the Southern Company system's leveraged leases, company-owned mobile fleet and de minimis emission sources.

[3] Southern Company system's Scope 2 GHG emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol Scope 2 Guidance for its owned assets. The data provided here represents market-based Scope 2 emissions. The GHG emissions included in Scope 2 are emissions from electricity purchases for company use at company-owned locations that are located outside of the Southern Company system's retail electric service territory, and emissions from line losses on Southern Company system's T&D system from power purchased for resale to Southern Company system's customers. The market-based calculations use a combination of supplier-provided emissions factors, where available, Green-e residual mix emission factors, and regional EPA eGRID emission factors.

[4] Southern Company system's Scope 2 GHG emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol Scope 2 Guidance for its owned facilities. The data provided here represents location-based Scope 2 emissions. The GHG emissions included in Scope 2 are emissions from electricity purchases for company use at company-owned locations that are located outside of the Southern Company system's retail electric service territory, and emissions from line losses on the Southern Company system's T&D system from power purchased for resale to Southern Company system's customers. The location-based calculations use regional EPA eGRID emission factors.

[5] Calculated beginning in 2021 (not relevant). Emissions from Purchased Goods and Services, Capital Goods, and Upstream Transportation and Distribution are calculated using the spend-based method, using total dollars spent in each purchase category and EPA's Supply Chain Commodity emission factors. In general, data are available in the summer following the reporting year.

[6] Relevant, calculated beginning in 2017 using a combination of supplier-specific method, average data method, and spend-based method. 2019 includes emissions from power purchased for resale to customers. 2020 includes emissions from power purchased for resale to customers, as well as upstream emissions from coal purchases. 2021-2023 includes emissions from power purchased for resale to customers, as well as upstream emissions from fuel purchases (coal, natural gas, oil and nuclear fuel). Emissions calculated from the generation of purchased electricity that is sold to end users includes spot and market purchases, power purchase agreements and interchange purchases. Market-based emission factors are applied where available; EPA eGRID emission factors are applied for spot and market purchases when the generating source is unknown or where market-based emission factors are not available. Upstream emissions associated with coal purchases are calculated using supplier data where available. EPA or WRI emission factors for coal mining and transportation are applied where supplier data are not available. Upstream emissions from natural gas purchases are calculated using emission factors from a NETL paper on natural gas supply chain emissions. Upstream emissions from fuel oil purchases are calculated using dollars spent and EPA supply chain emission factors. Upstream emissions from nuclear fuel are calculated using information from the UN Lifecycle Assessment of Electricity Technologies paper. In general, data are available in the summer following the reporting year.

[7] Calculated beginning in 2021 (not relevant). The average-data method outlined in the WRI/WBCSD GHG Protocol Technical Guidance for Calculating Scope 3 Emissions is used to calculate emissions for the following waste categories: mixed MSW, mixed paper, mixed metals, mixed recyclables. Emissions factors are sourced from EPA's Emission Factor Hub. Emissions associated with nuclear spent fuel management are calculated using information provided the UN Lifecycle Assessment of Electricity Technologies paper. In general, data are available in the summer following the reporting year.

[8] Calculated beginning in 2021 (not relevant). Includes air travel, car travel, and lodging associated with the Southern Company system's business travel. Emissions are calculated using the spend-based method in which EPA's supply chain emission factors for travel activities were applied to the dollars spent in each travel category. In general, data are available in the summer following the reporting year.

[9] Calculated beginning in 2021 (not relevant). Calculated using the average data method. Emissions from employee commuting are calculated using average employee commuting mileage and average passenger vehicle fuel economy, with EPA emission factors applied. Employee commuting data is collected based on the number of individuals badging into company locations each day of the reporting year. In general, data are available in the summer following the reporting year.

[10] Calculated beginning in 2021 (not relevant). Calculated using the asset-specific method. Includes emissions from leased mobile vehicles and aircraft calculated using EPA emission factors and electricity purchases for leased assets outside of the Southern Company system's retail electric service territory calculated using the WRI/WBCSD Scope 2 Protocol. In general, data are available in the summer following the reporting year.

[11] Not calculated because this category is not relevant to the Southern Company system's operations.

[12] Relevant, calculated beginning in 2017 using the direct use phase emissions from fuels and feedstocks method. Includes emissions from the combustion of natural gas sold to customers, calculated using the volume of sold gas delivered to customers and combustion emission factors from EPA's Greenhouse Gas Reporting Program. The Southern Company system updated its calculation methodology beginning in 2021 to account for all Company-owned gas volumes delivered to customers (as reported through Form EIA-176), which aligns with WRI's equity share approach. Prior to 2021, the Southern Company system reported its emissions from Subpart NN of EPA's Greenhouse Gas Reporting Program; however, Subpart NN emissions do not account for natural gas sold to high volume customers nor do they account for gas sold through non-owned distribution systems. Additionally, Subpart NN includes emissions from third-party deliveries. In general, data are available in the summer following the reporting year.

[13] Calculated beginning in 2021 (not relevant). Includes emissions from the Southern Company system's investments using the investment-specific method. In general, data are available in the summer following the reporting year.

[14] Emissions from equity-owned electricity generated (includes Sulfur Hexafluoride (SF₆)). Does not include gas sector or purchased power.

[15] Intensities are calculated with emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities.

[16] Emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities. The Southern Company system reports releases of Toxics Release Inventory (TRI) compounds, including lead and mercury, as required by the EPA. In general, data are available in the summer following the reporting year.

[17] Based on reporting in the TRI. In general, data are available in the summer following the reporting year.

[18] Renewable energy credits (RECs) retired on behalf of all customers were included in the calculation as zero emissions for associated loads. Generation associated with unretired RECs or RECs that were kept by or sold to third parties were considered "null" energy in the calculation, and an EPA eGRID emission factor was applied to this generation. RECs retired on behalf of specific customers, such as for purposes of a green energy program, and associated loads were excluded from this calculation.

[19] Emissions from gas sector for equity-owned assets, as tracked under the EPA's Greenhouse Gas Reporting Program (40 CFR 98). Additional emissions sources for the gas distribution sector are also included consistent with the EPA's Greenhouse Gas Inventory and ONE Future methodologies. In general, data are available in the summer following the reporting year.

[20] Distribution methane intensity (MtCH₄ emitted ÷ MtCH₄ delivered) is based on ONE Future methodology for the Distribution sector. Methane Intensity varies year to year based on factors including system and customer growth, variations in throughput due to weather and changes in EPA reporting methodologies. For 2020, EPA adopted a new methodology for calculating methane emissions for certain source categories that is the primary driver of the intensity increase reported for 2020-2021. For all reported years, methane intensity is well below the ONE Future 2025 Distribution sector goal of 0.44%. In general, data are available in the summer following the reporting year.

[21] Annual energy mix represents all of the energy the Southern Company system uses to serve its retail and wholesale customers during the year. It is not meant to represent delivered energy mix to any particular retail customer or class of customers. Annual energy mix percentages include non-affiliate power purchase agreements. Renewables/other category includes wind, solar, hydro, biomass and landfill gas. With respect to certain renewable generation and associated RECs, to the extent an affiliate of Southern Company has the right to the RECs associated with renewable energy it generates or purchases, it retains the right to sell the energy and RECs, either bundled or separately, to retail customers and third parties.

[22] Nameplate capacities disclosed in the Sustainability Data Table may differ from capacities reported in the Southern Company Form 10-K. The nameplate capacities in the Sustainability Data Table may be classified differently or include additional generating sources in order to align with the equity share approach outlined in the WRI/WBCSD GHG Protocol. Capacity of units is included based on their primary fuel type. Some units may have dual fuel capability. Total owned nameplate capacity includes storage.

[23] Total owned nameplate capacity for Hydropower excludes pump storage, which is instead included in the Storage category.

[24] Total owned nameplate capacity for Storage includes battery storage and pump storage hydropower.

[25] Total owned nameplate capacity for Other category includes fuel cells.

[26] This information represents generation owned by a subsidiary of Southern Company and not generation to serve any particular retail loads. For generation from a renewable source, to the extent Southern Company subsidiaries receive the RECs from those sources, they retain the right to use such energy and RECs to serve their customers with renewable energy or to sell the energy and RECs, bundled or separately, to third parties. The ultimate purchaser or users of the RECs have the exclusive right to claim that the renewable energy associated with the RECs was used to serve their load.

[27] Total owned gross and net electricity generation for Other category includes fuel cells.

[28] Percentage shown is of total company revenue and is based on allowed return on equity (ROE) for currently operating coal units in retail rate base (including associated environmental controls), coal-related wholesale revenues and coal-related expenses. Data for the reporting year are expected midyear of the following year. Data are unavailable prior to 2021.

[29] Percentage shown is of total company revenue and is based on allowed ROE for currently operating company-owned units in retail rate base, wholesale revenues, and related expenses. This percentage also includes revenues collected from power purchase agreements (PPAs). Carbon-free resources include both company owned and contracted generating resources including nuclear, hydropower, wind, solar, and battery storage. A portion of the revenues from carbon-free resources includes capacity where the renewable generator or subscribing customers retains ownership of the associated RECs, which is specified in each respective PPA. The party that owns the RECs retains the right to use them. Data for the reporting year are expected midyear of the following year. Data are unavailable prior to 2021.

[30] As reported in the Southern Company Form 10-K, Territory Served by the Southern Company System: Traditional Electric Operating Companies and Southern Power. The number of customers by category for electric operations was first reported in the 10-K beginning in 2020. 2023 10-K (Page I-6) (<https://d18rn0p25nwr6d.cloudfront.net/CIK-0000092122/9619ee32-4e60-409f-8df9-407b49aa0ef1.pdf#page=16>).

[31] As reported in the Southern Company Form 10-K, Territory Served by the Southern Company System: Southern Company Gas. 2023 10-K (Page I-8) (<https://d18rn0p25nwr6d.cloudfront.net/CIK-0000092122/9619ee32-4e60-409f-8df9-407b49aa0ef1.pdf#page=18>).

[32] Total water withdrawal for thermal generation, in million gallons per day.

[33] Total water withdrawal for thermal generation, in megaliters.

[34] Water withdrawal from municipal water sources used for thermal generation, in megaliters.

[35] Grey water withdrawal used for thermal generation, in megaliters.

[36] Baseline water stress as classified by the World Resources Institute Water Risk Atlas Tool, Aqueduct.

[37] Total water consumption from thermal generation, in million gallons per day.

[38] Total water consumption from thermal generation, in megaliters.

[39] Water consumption from municipal water sources used for thermal generation, in megaliters.

[40] Grey water consumption for thermal generation, in megaliters.

[41] Hazardous waste disposed. Excludes 2018-2021 decommissioning activities of Mississippi Power's integrated coal gasification combined cycle project in Kemper County, Mississippi. In general, data are available in the summer following the reporting year.

[42] Metric encompasses materials that were recycled or repurposed. Had disposal been necessary, materials could have required management as a hazardous waste. In general, data are available in the summer following the reporting year.

[43] Total non-hazardous solid waste, including municipal solid waste and industrial solid waste, generated and disposed. In general, data are available in the summer following the reporting year.

[44] Total non-hazardous solid waste, including municipal solid waste and industrial solid waste, diverted from disposal (recycled, reused, repurposed). In general, data are available in the summer following the reporting year.

[45] Percentage of coal combustion residual (CCR) products sold for beneficial use, including CCR products generated in the data year plus stored from a previous year.

[46] Excludes Southern Nuclear and Contractor employees training hours, as trainings are conducted in a separate system. Training is defined as Technical, Safety and Health, Professional Employee Development, Compliance, Business Tools, and DEI.

[47] Percentage based on number of eligible employees in a calendar year that earned greater than \$1 through the well-being platform.

[48] *Voice of the Employee* survey assesses employee engagement across the Southern Company system and is conducted every 2 years.

[49] Direct employees are those the Southern Company system manages daily and includes in OSHA reporting, such as full-time employees, cooperative students, interns and leased employees.

[50] The Southern Company system does not track or calculate a near miss frequency rate.

[51] Contract employees are those whose daily work is managed by, and who are included in the OSHA reporting for, another company. Safety data for contract employees are available for limited business units, and therefore are not representative of all contract employees in the Southern Company system.

[52] Supplier spend data for 2019-2021 have been updated to include electric and gas operations.

[53] The data for Total charitable giving (million dollars) are not available for 2019 and 2020.

[54] SAIDI, SAIFI and CAIDI results based on internal Southern Company system reporting methodology.