



## Diversity, Equity and Inclusion

Southern Company<sup>1</sup> is committed to the success of its customers, employees, communities, stockholders and other stakeholders. Core to this commitment is building and maintaining a representative workplace that provides outstanding service to our customers and reflects the diverse communities we serve. We promote an actively anti-racist culture and strive to create a workplace where everyone is welcomed, valued and respected, and all groups are well-represented, included and treated fairly within all levels of the organization.

To learn more about our commitment to Diversity, Equity and Inclusion, see [Be the Change](#).

Southern Company also is committed to transparency. As part of that commitment, we will disclose annually an aggregate summary of workforce data each Southern Company subsidiary submits to the Equal Employment Opportunity Commission (EEOC) through Form EEO-1.

The EEO-1 is a compliance survey mandated by federal statute and regulations that requires company employment data to be categorized by race/ethnicity, gender and job category. The EEO-1 data reflects a single fixed point in time and is organized according to EEOC mandated job categories that do not fully reflect how the workforce at Southern Company subsidiaries are organized.

<sup>1</sup>Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, references to Southern Company's operations, such as employment practices, refer to those operations conducted through its subsidiaries.

## 2020 Workforce Demographics

Below is an aggregate summary of the EEO-1 workforce data for all Southern Company subsidiaries for 2020.

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
<b>Exec/Sr. Officials &amp; Mgrs</b>								
Female	1	11	37	8	0	118	2	632
Male	1	7	43	11	0	392	1	
<b>First/Mid Officials &amp; Mgrs</b>								
Female	5	34	277	44	1	652	7	4460
Male	16	49	448	81	2	2828	16	
<b>Professionals</b>								
Female	11	127	756	104	4	1729	21	9003
Male	27	226	846	205	2	4894	51	
<b>Technicians</b>								
Female	1	4	34	15	1	119	3	1749
Male	8	18	213	56	2	1267	8	
<b>Sales Workers</b>								
Female	0	0	21	1	0	52	0	190
Male	1	1	17	1	0	96	0	
<b>Administrative Support</b>								
Female	3	16	1160	173	1	1124	28	3030
Male	1	10	228	44	0	234	8	
<b>Craft Workers</b>								
Female	2	1	48	8	0	121	4	6108
Male	39	19	1056	188	8	4579	35	
<b>Operatives</b>								
Female	3	0	21	16	1	93	0	2029
Male	15	15	394	127	4	1322	18	
<b>Laborers &amp; Helpers</b>								
Female	0	0	2	1	0	8	0	189
Male	2	0	42	7	1	121	5	
<b>Service Workers</b>								
Female	0	0	48	1	0	35	2	606
Male	3	1	165	14	2	331	4	
<b>Total</b>	<b>139</b>	<b>539</b>	<b>5856</b>	<b>1105</b>	<b>29</b>	<b>20115</b>	<b>213</b>	<b>27996</b>