

Environmental, social and governance (ESG) data is of increasing importance to our investors. We continue to evaluate and enhance our reporting in response to investor feedback. Additional quantitative and qualitative information is available in our reports, including the EEI ESG/Sustainability Reporting Template, CDP Climate Disclosure, and other publications that are posted on our website.

## Environment

Metric	2021	2020	2019	2018	2017
<b>Energy use and emissions</b>					
<b>Enterprise-wide</b>					
Reduction in greenhouse gas emissions since 2007 (percent) <sup>[1]</sup>	47	52	44	34	35
Scope 1 greenhouse gas emissions (million metric tons CO <sub>2</sub> e) <sup>[2]</sup>	82.5	75.1	88.2	102.6	101.2
Alabama Power Company	34.1	28.0	32.0	36.0	37.3
Georgia Power Company	22.5	20.9	27.5	30.4	29.6
Mississippi Power Company	8.3	8.4	8.6	7.8	8.1
Southern Power Company	11.5	12.1	13.4	13.5	13.2
Southern Company Gas	1.5	1.4	1.3	1.4	1.4
SEGCO	0.6	0.8	1.6	2.0	0.9
Other	3.9	3.4	3.8	11.5	10.8
Scope 2 greenhouse gas emissions (million metric tons CO <sub>2</sub> e) <sup>[3]</sup>	0.2	0.2	0.2	N/A	N/A
Scope 3 greenhouse gas emissions (million metric tons CO <sub>2</sub> e) <sup>[4]</sup>	34.8	36.6	38.8	39.4	37.0
<b>Electric</b>					
Generation greenhouse gas emissions (million metric tons CO <sub>2</sub> e) <sup>[5]</sup>	80.8	73.6	86.7	101.2	99.9
Generation greenhouse gas emissions intensity (lb. CO <sub>2</sub> e/net MWh) <sup>[6]</sup>	932	886	983	1,080	1,124
Generation NO <sub>x</sub> emissions intensity (lb./net MWh) <sup>[6]</sup>	0.32	0.30	0.37	0.46	0.45
Generation SO <sub>2</sub> emissions intensity (lb./net MWh) <sup>[6]</sup>	0.15	0.11	0.18	0.25	0.23
Generation lead emissions (lbs.) <sup>[7]</sup>	667	581	792	887	1,079

Metric	2021	2020	2019	2018	2017
<b>Electric</b>					
GHG emissions associated with power deliveries by business division (million metric tons CO <sub>2</sub> e):					
Alabama Power Company <sup>[8]</sup>	30.3	28.2	33.4	36.5	36.7
Georgia Power Company <sup>[9]</sup>	32.0	30.0	37.4	39.9	38.9
Mississippi Power Company <sup>[10]</sup>	5.9	5.8*	6.1	6.5	6.5
<b>Gas</b>					
Emissions from fugitive methane (million metric tons CO <sub>2</sub> e) <sup>[11]</sup>	0.96	0.91	0.79	0.78	N/A
Distribution methane intensity (MtCH <sub>4</sub> emitted ÷ MtCH <sub>4</sub> delivered) <sup>[12]</sup>	0.195	0.181	0.135	0.134	0.134
<b>Water management</b>					
Withdrawn (million gallons/day)	1,828	1,863	2,385	3,282	2,962
Consumed (million gallons/day)	200	196	208	260	226
Percentage of facilities in "High" or "Extremely High" baseline water stress <sup>[13]</sup>	0	0	0	0	0
<b>Waste management</b>					
Hazardous waste disposal (thousand lb.) <sup>[14]</sup>	299	432	570	502	793
Coal combustion residual products generated (thousand tons)	2,605	2,160	3,113**	4,251	4,203
Percentage of coal combustion residual products sold for beneficial use	90	93	81**	62	63**
Percentage of ash sold for beneficial use	87	89	71**	58	62
Percentage of gypsum sold for beneficial use	94	100	94**	68	64**

## Social

Metric	2021	2020	2019	2018	2017
<b>Workforce</b>					
Total Employees <sup>[15]</sup>	27,300	27,700	27,739	28,670	28,606
Full-time employees (percent)	99.8	99.8	99.8	99.8	99.8
Part-time employees (percent)	0.2	0.2	0.2	0.2	0.2
Women as a percent of workforce	25	25	26	25	26

<b>Metric</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>
Women as a percent of management	25	24	24	23	23
Minorities as a percent of workforce	29	28	28	27	27
Minorities as a percent of management	23	22	21	20	19
Veterans as a percent of workforce	8	8	8	8	N/A
Women as a percent of new hires	29	24	30	24	29
Minorities as a percent of new hires	47	38	39	39	37
Veterans as a percent of new hires	9	N/A	N/A	N/A	N/A
Employees covered by agreements with unions as a percent of workforce	32	N/A	N/A	N/A	N/A
<b>Employee turnover:</b>					
Total turnover as a percent of workforce	7.7	5.7	6.7	7.3	8.0
Voluntary turnover as a percent of workforce	3.1	1.6	2.2	2.2	2.0
Retirement as a percent of workforce	3.4	2.7	3.3	3.6	4.0
Involuntary turnover as a percent of workforce	1.2	1.5	1.2	1.5	2.0
Average employee tenure (years)	15	15	15	15	16
<b>Safety</b>					
Work-related fatalities	0	0	0	0	1
Serious injury incident rate	0.05	0.10	0.08	0.13	N/A
Recordable incident rate	1.27	1.11	1.37	1.37	1.08
Days away, restricted, and transfer (DART) rate	0.93	0.81	0.78	0.84	0.67
Lost-time case rate	0.46	0.39	0.26	0.39	0.26
Percentage of employees that worked without an injury that met OSHA recordable requirements	98.7	98.9	98.6	98.5	99.0
<b>Supply chain</b>					
<b>Gas</b>					
Total supplier spend (millions) <sup>16j</sup>	1,695	1,799	1,701	1,572	1,632
Small business supplier spend (millions) <sup>16j</sup>	52	126	52	98	121
Diverse business supplier spend (millions) <sup>16j</sup>	700	714	691	557	474

Metric	2021	2020	2019	2018	2017
<b>Electric</b>					
Total supplier spend (millions) <sup>16]</sup>	5,368	4,744	4,630	4,355	4,022
Small business supplier spend (millions) <sup>16]</sup>	561	534	535	474	429
Diverse business supplier spend (millions) <sup>16]</sup>	1,171	881	894	777	680
<b>Community impact</b>					
Total charitable giving (millions) <sup>17]</sup>	108.5	N/A	N/A	N/A	N/A
<b>Customers</b>					
Number of customers (thousands, year end):					
Electric operations <sup>18]</sup>	4,385	4,322	4,270	4,685	4,640
Gas distribution operations	4,337	4,308	4,277	4,248	4,623

## Governance

Metric	2021	2020	2019	2018	2017
<b>Southern Company Board of Directors<sup>19]</sup></b>					
Total number of directors	13	14	15	15	15
Number of independent directors	12	13	14	14	14
Number of female directors	3	2	2	3	3
Percent of female directors	23	14	13	20	20
Number of minority directors	3	3	4	3	3
Percent of minority directors	23	21	27	20	20
Number of diverse directors	4	4	3	4	5
Percent of diverse directors	31	29	20	27	33
Board meetings held	7	9	8	14	11
<b>Operations</b>					
Electricity generation:					
Coal (percent) <sup>20]</sup>	21	17	22	27	28
Natural gas (percent) <sup>20]</sup>	48	51	50	47	47
Nuclear (percent) <sup>20]</sup>	16	17	16	15	15

Metric	2021	2020	2019	2018	2017
Renewables/other (percent) <sup>[20]</sup>	15	15	12	11	10
Total (owned nameplate MW, year end)	43,202	42,548	45,560	45,824	46,937
Percent revenue from coal-fired generation <sup>[21]</sup>	13.4	14	14	N/A	N/A
Percent revenue from carbon-free generation <sup>[22]</sup>	11	N/A	N/A	N/A	N/A
Southern Company System Transmission system average interruption duration index (SAIDI) <sup>[23]</sup>	6.8	8.0	5.0	6.7	6.9
Southern Company System Distribution system average interruption duration index (SAIDI) <sup>[23]</sup>	120.7	131.8	128.1	115.4	112.0
Southern Company System Transmission system average interruption frequency index (SAIFI) <sup>[23]</sup>	0.095	0.112	0.079	0.102	0.106
Southern Company System Distribution system average interruption frequency index (SAIFI) <sup>[23]</sup>	1.084	1.219	1.168	1.116	1.060
Southern Company System Transmission customer average interruption duration index (CAIDI) <sup>[23]</sup>	71.6	71.4	63.3	65.7	65.1
Southern Company System Distribution customer average interruption duration index (CAIDI) <sup>[23]</sup>	111.3	108.1	109.7	103.4	105.7
Percentage of electric load served by smart grid technology	100	100	100	100	100
Total wholesale electricity purchased (MWh)	13,714,832	13,346,736	11,862,093	13,613,088	13,649,411

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 provided for the current reporting period. For broken out data, totals may not sum due to rounding.

[1] In 2021, the Southern Company system's GHG emissions were 47% below its 2007 benchmark level (156.5 million metric tons CO<sub>2</sub>e). In 2021, increased customer demand combined with increased utilization of the coal generating fleet due to higher natural gas prices resulted in an increase in GHG emissions from 2020 levels. In 2020, mild weather and the COVID pandemic resulted in reduced electricity usage by customers which resulted in an even greater decline in GHG emissions than would have been the case based on the Company's continued fleet transition. While GHG emissions reductions may fluctuate around 50 percent over the next few years depending on demand, weather and other factors, the system expects to sustainably achieve a 50% reduction or greater by 2025, if not sooner.

[2] Southern Company system's greenhouse gas emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol for all of its wholly owned and its ownership percentage of co-owned facilities. The greenhouse gas 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, coal pile fugitive methane emissions, and fuel cell emissions are also included in Scope 1. "Other" includes Transmission & Distribution (T&D), PowerSecure, Southern Nuclear, and Gulf Power, as well as Southern Company's leveraged leases, company-owned mobile fleet and coal pile fugitive methane. Gulf Power is included in 2018 and 2017 data.

[3] Southern Company system's Scope 2 greenhouse gas emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol Scope 2 Guidance for its wholly owned and its ownership percentage of co-owned facilities. The data provided here represents market-based calculations. The greenhouse gas 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 3 greenhouse gas emissions for 2017 and 2018 include fuel-and energy-related activities and use of sold products not included in Scope 1 or 2 greenhouse gas emissions. Southern Company system's Scope 3 greenhouse gas emissions for 2019 include fuel-and energy-related activities, upstream leased assets and use of sold products not included in Scope 1 or 2 greenhouse gas emissions. Southern Company system's Scope 3 greenhouse gas emissions for 2020 include fuel-and energy-related activities, waste generated in operations, business travel, employee commuting, upstream leased assets and use of sold products not included in Scope 1 or 2 greenhouse gas emissions. Southern Company system's Scope 3 greenhouse gas emissions

for 2021 include purchased goods and services, capital goods, fuel-and energy-related activities, upstream transmission and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, use of sold products and investments not included in Scope 1 or 2 greenhouse gas emissions.

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

[6] 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.

[7] Emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities. Southern Company reports releases of Toxic Release Inventory (TRI) compounds, including lead, as required by the EPA.

[8] Alabama Power retired 239,006 MWh of renewable energy credits (RECs) on behalf of all retail customers in 2021. These retired RECs 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.

[9] Georgia Power retired 3,955,538 MWh of RECs on behalf of all retail customers in 2021. These retired RECs 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.

[10] Mississippi Power retired 5,841 MWh of RECs on behalf of all retail customers in 2021. These retired RECs 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.

[11] 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.

[12] Distribution methane intensity (MtCH<sub>4</sub> emitted ÷ MtCH<sub>4</sub> 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%.

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

[14] Excludes 2018-2020 decommissioning activities surrounding Mississippi Power's integrated coal gasification combined cycle project in Kemper County, Mississippi.

[15] Decline from 2018 to 2019 related primarily to the sale of Gulf Power Company (exclusion of divested employees)

[16] To be comparable to 2020 and 2019, detail for Gulf Power Company and other Florida assets sold in 2019 was excluded in 2017 and 2018.

[17] Total charitable giving includes \$11.5 million of mission-related investing and program-related investing

[18] Customer decline from 2018 to 2019 related primarily to the sale of Gulf Power Company.

[19] Reflects data as of date of annual meeting of stockholders, as disclosed in the applicable proxy statement.

[20] 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.

[21] 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.

[22] Percentage shown is of total company revenue and is based on allowed return on equity (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 renewable energy credits (RECs), which is specified in each respective PPA. The party that owns the RECs retains the right to use them.

[23] SAIDI, SAIFI, CAIDI results based on internal Southern Company reporting methodology.

\* Revised due to immaterial error in retail emission factor calculation for reporting year 2020.

\*\*2017 revisions due to immaterial adjustments; 2019 data refined to consistently reflect coal combustion residual production.