

# Key Non-Financial Metrics



The Southern Company<sup>a</sup> Key Non-Financial Metrics provide data for key metrics of importance to the business and our stakeholders. For more information, visit the Southern Company Data Table at <https://www.southerncompany.com/content/dam/southerncompany/sustainability/pdfs/southern-company-data-table.xlsx>.

We obtained limited assurance from Deloitte & Touche LLP for 2024, 2023, 2022, 2021 and 2020 Scope 1 and 2 emissions, as well as for the 2007 Scope 1 baseline.

Except as otherwise noted, none of the data below correlates to any specific customer's retail energy mix or any emissions associated with any specific customer load.

Metric	2024	2023	2022
<b>Governance</b>			
Total number of board of directors <sup>[1]</sup>	13	16	13
Independent directors (percent)	92	88	92
Female (percent)	31	25	23
Male (percent)	69	75	77
Ethnic/Racial diversity (percent) <sup>[2]</sup>	38	31	23
Average director tenure (years) <sup>[1]</sup>	8.0	7.5	8.3
<b>Energy Use and Emissions</b>			
<b>Enterprise-Wide<sup>[3]</sup></b>			
Reduction in greenhouse gas emissions since 2007 (percent)	49	49	46
Scope 1 greenhouse gas emissions (metric tons CO <sub>2</sub> e) <sup>[4]</sup>	79,253,082	79,264,124	84,875,100
Biogenic CO <sub>2</sub> emissions (metric tons CO <sub>2</sub> e) <sup>[5]</sup>	4,705	4,732	4,621
Scope 2 market-based greenhouse gas emissions (metric tons CO <sub>2</sub> e) <sup>[6]</sup>	258,457	280,610	216,450
Scope 2 location-based greenhouse gas emissions (metric tons CO <sub>2</sub> e) <sup>[6]</sup>	265,063	306,474	236,359
Scope 3 greenhouse gas emissions (metric tons CO <sub>2</sub> e) <sup>[7]</sup>	34,242,865	35,818,986	38,517,801
<b>Electric<sup>[2]</sup></b>			
Greenhouse gas emission rates associated with power delivery by business division <sup>[8]</sup>			
Alabama Power Company (metric tons CO <sub>2</sub> e/MWh)	0.493	0.486	0.555
Alabama Power Company (lbs. CO <sub>2</sub> e/MWh)	1,086	1,071	1,224
Georgia Power Company (metric tons CO <sub>2</sub> e/MWh)	0.336	0.370	0.366
Georgia Power Company (lbs. CO <sub>2</sub> e/MWh)	742	815	807
Mississippi Power Company (metric tons CO <sub>2</sub> e/MWh)	0.482	0.474	0.458
Mississippi Power Company (lbs. CO <sub>2</sub> e/MWh)	1,063	1,046	1,010

Metric	2024	2023	2022
<b>Gas<sup>[2]</sup></b>			
Emissions from fugitive methane (million metric tons CO <sub>2</sub> e) <sup>[9]</sup>	1.01	0.93	0.94
Distribution methane intensity (MtCH <sub>4</sub> emitted ÷ MtCH <sub>4</sub> delivered) <sup>[10]</sup>	0.197	0.201	0.193
<b>Electric Operations</b>			
Electricity generation (owned and purchased power) (percent) <sup>[11]</sup>			
Coal	18	17	20
Natural gas	49	52	50
Nuclear	19	17	15
Renewables/Other	14	14	15
Total owned nameplate capacity (MW) <sup>[12]</sup>	46,434	45,629	45,667
Total owned gross electricity generation (MWh) <sup>[13]</sup>	197,208,517	191,558,989	193,664,816
Total owned net electricity generation (MWh) <sup>[13]</sup>	190,162,844	185,735,113	187,098,505
Purchased net electricity generation (MWh) <sup>[14]</sup>	16,274,540	14,600,432	17,386,146
<b>Customers</b>			
<b>Total customers</b>			
Total customers (thousands) <sup>[15]</sup>	8,936	8,861	8,795
Electric operations	4,549	4,487	4,437
Gas distribution operations <sup>[16]</sup>	4,387	4,374	4,358
<b>Water Management</b>			
<b>Withdrawal</b>			
Reduction in surface water withdrawal since 2007 (percent) <sup>[17]</sup>	73	71	71
Surface water withdrawn returned to source (percent) <sup>[18]</sup>	88	90	90
Total water withdrawal (million gallons/day) <sup>[19]</sup>	1,857	2,025	2,029
Total water withdrawal (megaliters, thousand cubic meters) <sup>[20]</sup>	2,565,607	2,797,759	2,802,924
<b>Consumption</b>			
Reduction in surface water consumption since 2007 (percent) <sup>[21]</sup>	31	38	41
Total water consumption (million gallons/day) <sup>[22]</sup>	237	212	202
Total water consumption (megaliters, thousand cubic meters) <sup>[23]</sup>	327,004	293,447	279,413
<b>Waste Management</b>			
<b>Hazardous Waste</b>			
Hazardous waste disposal (metric tons) <sup>[24]</sup>	110	195	140
Repurposed/reused hazardous materials (metric tons) <sup>[25]</sup>	24	5	f
<b>Non-Hazardous Waste</b>			

Metric	2024	2023	2022
Non-hazardous solid waste generated and disposed (metric tons) <sup>[26]</sup>	817,361	292,500	f
Non-hazardous solid waste diverted from disposal (metric tons) <sup>[27]</sup>	340,681	407,866	f
<b>Beneficial Use of Coal Combustion Residuals</b>			
Coal combustion residual products generated (metric tons) <sup>[28]</sup>	2,122,320	1,998,335	2,245,792
Coal combustion residual products sold for beneficial use (metric tons) <sup>[29]</sup>	1,981,546	1,877,059	2,080,696
Percentage of generated coal combustion residual products sold for beneficial use <sup>[30]</sup>	93	94	93
<b>Workforce</b>			
Total employees			
Total employees (count)	28,600	28,100	27,700
Full-time employees (percent)	99.8	99.8	99.8
Part-time employees (percent)	0.2	0.2	0.2
Covered by agreements with unions (percent)	32	32	31
Women (percent)	26	25	26
Minorities (percent) <sup>[31]</sup>	31	30	30
Veterans (percent)	8	8	8
<b>Management (percent)<sup>[32]</sup></b>			
Women	26	25	25
Minorities <sup>[31]</sup>	24	24	23
<b>Employee retention and turnover</b>			
Average employee tenure (years)	14	14	15
Employee retention (percent) <sup>[33]</sup>	92.8	91.7	91.1
Employee turnover (percent)	7.2	8.3	8.9
<b>Career development</b>			
Total training hours <sup>[34]</sup>	869,380	1,052,191	1,016,068
Average training hours per employee <sup>[34]</sup>	45.9	43.4	42.6
Average tuition reimbursement benefit per participant (dollars) <sup>[35]</sup>	3,518	2,762	3,279
<b>Health and safety</b>			
Direct employees <sup>[36]</sup>			
Work-related fatalities	2	0	0
Total recordable incident rate (TRIR) <sup>[37]</sup>	1.60	1.40	1.35
Contract employees <sup>[38]</sup>			
Work-related fatalities	1	1	0
Total recordable incident rate (TRIR) <sup>[37]</sup>	0.47	0.57	0.40

<sup>a</sup> 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 and other emissions, customers and employment practices, refer to those operations conducted through its subsidiaries.

<sup>b</sup> Southern Company does not track or calculate all metrics included in the SASB Electric Utilities & Power Generators Sustainability Accounting Standard. As a result, the following metrics have been excluded: IF-EU-110a.2 (Greenhouse gas emissions associated with power deliveries), IF-EU-140a.1.3 (Generation particulate matter (PM<sub>10</sub>)), IF-EU-120a.1.6 (Percentage of each [NO<sub>x</sub>, SO<sub>2</sub>, lead, mercury, PM<sub>10</sub>] in or near areas of dense population), IF-EU-000.D.2 (Percent of total net electricity generated), IF-EU-000.D.3 (Percentage of electricity generated in regulated markets), IF-EU-240a.3.1 (Number of residential customer electric disconnections for non-payment), IF-EU-240a.3.2 (Residential customer electric reconnections within 30 days), IF-EU-140a.1.1b (Total water withdrawal and consumption from facilities in "High" or "Extremely High" baseline water stress).

<sup>c</sup> Southern Company will include metrics from the SASB Gas Utilities & Distributors Sustainability Accounting Standard in a midyear publication.

<sup>d</sup> Southern Company does not track or calculate all metrics included in the EEI/AGA ESG-Sustainability Reporting Template. As a result, the following metrics have been excluded: 5.1.1.1 (Total Owned Generation CO<sub>2</sub> Emissions (MT)), 5.1.1.2 (Total Owned Generation CO<sub>2</sub> Emissions Intensity (MT/Net MWh)), 5.2.1.1 (Total Purchased Generation CO<sub>2</sub> Emissions (MT)), 5.2.1.2 (Total Purchased Generation CO<sub>2</sub> Emissions Intensity (MT/Net MWh)), 5.3.1.1 (Total Owned + Purchased Generation CO<sub>2</sub> Emissions (MT)), 5.3.1.2 (Total Owned + Purchased Generation CO<sub>2</sub> Emissions Intensity (MT/Net MWh)). Please refer to the Proxy Statement (<https://investor.southerncompany.com/financials-and-sec-filings/sec-filings/default.aspx>) for the following metrics: 7.4 (Total Number of Board of Directors/Trustees), 7.5 (Percentage of Women on Board of Directors/Trustees), 7.6 (Percentage of Minorities on Board of Directors/Trustees).

<sup>e</sup> Preliminary data are unavailable for this metric. Final data will be published when available midyear.

<sup>f</sup> Data are unavailable.

- [1] Notice of Annual Meeting of Stockholders and Proxy Statement; reporting year (e.g., 2024 Proxy Statement for the 2024 data). 2024 Proxy Statement (Page 16): <https://d18rn0p25nwr6d.cloudfront.net/CIK-0000092122/0c307389-d6ab-4129-9b6b-e068912e2b0a.pdf#page=18>
- [2] Includes EEO-1 demographic categories of American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Two or More Races.
- [3] Prior to 2024, CO<sub>2</sub>e emissions were calculated using AR4 global warming potentials. Beginning with 2024, CO<sub>2</sub>e emissions are calculated using AR5 global warming potentials.
- [4] 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 PowerSecure, Southern Nuclear, and the Southern Company system's leveraged leases. We obtained limited assurance from Deloitte & Touche LLP for 2024, 2023, 2022, 2021 and 2020 Scope 1 and 2 emissions, as well as for the 2007 Scope 1 baseline.
- [5] Biogenic carbon emissions associated with combustion of landfill gas and ethanol consumption in company-owned mobile vehicles. We obtained limited assurance from Deloitte & Touche LLP for 2024, 2023, 2022, 2021 and 2020 Scope 1 and 2 emissions, as well as for the 2007 Scope 1 baseline.
- [6] 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 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, emissions from line losses on Southern Company system's T&D system from power purchased for resale to Southern Company system's customers, and beginning with 2023 emissions from losses on Southern Company's T&D system from wheeled power. 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. The location-based calculations use regional EPA eGRID emission factors. We obtained limited assurance from Deloitte & Touche LLP for 2024, 2023, 2022, 2021 and 2020 Scope 1 and 2 emissions, as well as for the 2007 Scope 1 baseline.
- [7] Southern Company system's Scope 3 GHG emissions include the following emissions sources: Purchased goods and services; Capital goods; Fuel-and-energy-related activities (emissions from power purchased for resale to customers, as well as upstream emissions from purchased coal, natural gas, oil and nuclear fuel); Upstream transportation and distribution; Waste generated in operations; Business travel; Employee commuting; Upstream leased assets; Use of sold products (emissions from combustion of natural gas sold to customers); and Investments.
- [8] 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.
- [9] 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.
- [10] Distribution methane intensity (MtCH<sub>4</sub> emitted ÷ MtCH<sub>4</sub> delivered) is calculated based on the ONE Future methodology for the Distribution sector. Methane intensity varies year to year due to factors such as system and customer growth, variations in throughput due to weather, and changes in EPA reporting methodologies. In 2020, the EPA adopted a new methodology for calculating methane emissions for certain source categories, which is the primary driver of the reported intensity increase for 2020-2021. Our continuous efforts to increase transparency and improve methane accounting from our operations have led to an increase in methane intensity for 2023. This increase is due to the inclusion of additional emissions sources from storage peaking demand assets within our distribution systems. The inclusion of these assets is consistent with the ONE Future intensity protocol for the distribution segment. For all reported years, methane intensity remains below the ONE Future 2025 goal of 0.44% for natural gas utilities. Generally, data are available in the summer following the reporting year.
- [11] 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, hydropower, biomass, landfill gas, and fuel cells. With respect to renewable or other carbon-free generation and associated renewable energy credits (RECs) or other environmental attributes, to the extent an affiliate of Southern Company has the right to the environmental attributes it generates or purchases, it retains the right to sell the energy and environmental attributes, either bundled or separately, to retail customers or third parties.
- [12] 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.
- [13] This information represents generation owned by a subsidiary of Southern Company and not generation to serve any particular retail loads. With respect to renewable or other carbon-free generation and associated renewable energy credits (RECs) or other environmental attributes, to the extent an affiliate of Southern Company has the right to the environmental attributes it generates or purchases, it retains the right to sell the energy and environmental attributes, either bundled or separately, to retail customers or 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.

- [14] This information represents wholesale generation purchased by a subsidiary of Southern Company and not generation to serve any particular retail loads. With respect to renewable or other carbon-free generation and associated renewable energy credits (RECs) or other environmental attributes, to the extent an affiliate of Southern Company has the right to the environmental attributes it generates or purchases, it retains the right to sell the energy and environmental attributes, either bundled or separately, to retail customers or 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. The breakdown of 2007 purchased generation by resource type in 2.ii is not available.
- [15] 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. 2024 10-K (Page I-7) (<https://d18rn0p25nwr6d.cloudfront.net/CIK-0000092122/99ad0708-d703-4ff9-a53e-4b2436c6efc1.pdf#page=17>)
- [16] As reported in the Southern Company Form 10-K, Territory Served by the Southern Company System: Southern Company Gas. 2024 10-K (Page I-8) (<https://d18rn0p25nwr6d.cloudfront.net/CIK-0000092122/99ad0708-d703-4ff9-a53e-4b2436c6efc1.pdf#page=18>)
- [17] Percent reduction in surface water withdrawal since 2007. To learn more about water management, please visit: <https://www.southerncompany.com/sustainability/clean-energy/water-waste-management.html>.
- [18] Percent surface water withdrawn returned to source.
- [19] Total water withdrawal for thermal generation during the data year, in million gallons per day.
- [20] Total water withdrawal for thermal generation during the data year, in megaliters or thousand cubic meters.  
For SASB IF-EU-140a.1 Total Water Withdrawn, subtract Other water withdrawal from this total, as the SASB definition does not include grey water. Megaliters is thousand cubic meters.  
For EEI/AGA 8.2 Water Withdrawals - Non-Consumptive, subtract Other water withdrawal from this total, as the EEI definition does not include grey water. Convert to million gallons/year.
- [21] Percent reduction in surface water consumption since 2007. To learn more about water management, please visit: <https://www.southerncompany.com/sustainability/clean-energy/water-waste-management.html>.
- [22] Total water consumption for thermal generation during the data year, in million gallons per day.
- [23] Total water consumption for thermal generation during the data year, in megaliters or thousand cubic meters.  
For SASB IF-EU-140a.2 Total Water Consumed, subtract Other water consumption from this total, as the SASB definition does not include grey water. Megaliters is thousand cubic meters.  
For EEI/AGA 8.1 Water Withdrawals - Consumptive, subtract Other water consumption from this total, as the EEI definition does not include grey water. Convert to million gallons/year.
- [24] Hazardous waste disposed. Excludes 2018-2023 decommissioning activities of Mississippi Power's integrated coal gasification combined cycle project in Kemper County, Mississippi.
- [25] Metric encompasses hazardous materials that were recycled or repurposed. Had disposal been necessary, materials could have required management as a hazardous waste. Some examples include sulfuric acid provided for beneficial use in wastewater treatment; other chemicals provided for usage; and hazardous solar panels sent for evaluation, refurbishment, or resell/reuse. This is a new disclosure metric beginning in the 2023 reporting year.
- [26] Total non-hazardous solid waste, including municipal solid waste and industrial solid waste, generated and disposed. This metric excludes coal combustion residual (CCR) products, which are captured in the Coal combustion residual products generated (metric tons) metric. This is a new disclosure metric beginning in the 2023 reporting year.
- [27] Total non-hazardous solid waste, including municipal solid waste and industrial solid waste, diverted from disposal (recycled, reused, repurposed). Municipal solid waste diverted includes glass, plastic, paper, cardboard and untreated wood. Industrial solid waste diverted includes metal, concrete materials (such as brick, block, etc.), preserved wood (such as pallets, poles, reels), non-PCB distribution transformers, non-hazardous solar panels, wind turbine blades, tires, etc. This metric excludes coal combustion residual (CCR) products recycled or beneficially used, which are captured in the Coal combustion residual products sold for beneficial use metric. This is a new disclosure metric beginning in the 2023 reporting year.
- [28] Metric tons of coal combustion residual (CCR) products generated in the data year.
- [29] Total metric tons of combustion residual products, generated in the data year, sold for beneficial use. To learn more about waste management, please visit: <https://www.southerncompany.com/sustainability/clean-energy/water-waste-management.html>.
- [30] Percentage of coal combustion residual (CCR) products, generated in the data year, sold for beneficial use.
- [31] Includes EEO-1 demographic categories of American Indian or Alaska Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Islander, and Two or More Races.
- [32] Includes EEO-1 Job Categories of Exec/Sr. Officials & Mgrs and First/Mid Officials & Mgrs.
- [33] Employee retention is calculated as 100 - total employee turnover as a percent.
- [34] Excludes Southern Company Gas, Southern Nuclear and Supplemental/Contractor employee 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 Culture.
- [35] The average tuition reimbursement per participant was determined by dividing the total reimbursement amount by the combined number of interns, co-ops, and employees.
- [36] 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.
- [37] TRIR is calculated by dividing the number of recordable incidents by the total number of employee hours worked in a year, and then multiplying by 200,000. OSHA definition: [https://www.osha.gov/recordkeeping#recordable\\_definition](https://www.osha.gov/recordkeeping#recordable_definition). Also referred to as the Recordable incident rate and Total injury rate.
- [38] 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.