



Total Rewards Benefits Overview



At Southern Company¹, we care about and invest in our employees through a Total Rewards strategy that includes competitive compensation; comprehensive health, life, disability and wellness benefits; valuable retirement and financial support programs; and tools and resources that support the health, productivity and engagement of Southern Company's workforce and their dependents.

Compensation

Fixed and variable pay programs that reward employees for short-term and long-term performance.

Medical, Life, Disability and Wellness

Programs, tools and resources designed to promote physical, financial, social and emotional well-being of our employees.

Retirement

Pension and 401(k) plans to help our employees build financial security for retirement.

Paid Time Off

Paid time off for leisure and personal needs to encourage a healthy work-life balance.

Job and Career Assistance

Internal job opportunities, tuition reimbursement and relocation expenses to advance our employees on their career paths.

Additional Programs

Adoption assistance, credit union membership, service awards, matching gifts to educational institutions, and employee resource groups and councils.

¹Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, reference in this summary to Southern Company employment practices, policies, plans or programs refers to those conducted through, or sponsored by, its subsidiaries. This document is intended to serve as a high-level summary for stakeholders of Southern Company and its subsidiaries. Every effort has been made to ensure the accuracy of the information provided above. However, if there is a discrepancy between the information provided in this summary and the underlying plan, policy or program, then the applicable governing document of the plan, policy or program will control.



Total Rewards Benefits Overview

Compensation*

Program	Description
Base Salary	Base salary is the foundation of the company's compensation program and is dependent on the job classification, market pay levels and individual performance. Base salary may be adjusted over time based on individual performance through the annual merit program, promotions and other pay adjustments.
Performance Pay Program (PPP)	The Performance Pay Program (PPP) is an annual, cash incentive program for substantially all employees. Program payouts are completed in the first quarter of each year and are dependent on the achievement of financial and operational goals, and individual performance.
Long-Term Incentive Program (LTI)	The Long-Term Incentive (LTI) Program grants equity compensation awards, which are paid in shares of Southern Company common stock. The objective of the program is to promote strong long-term business results by rewarding continued employment and value drivers that distinguish Southern Company performance. <i>Eligibility is limited to certain management-level positions.</i>



*For those employees covered by a collective bargaining agreement, certain benefits may not apply or may differ in accordance with the applicable collective bargaining agreement.



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Medical, Life, Disability and Wellness*

Program	Description
Group Medical Plan, including Prescription Drug Benefits	Coverage available to the employee and eligible dependents, including a spouse/domestic partner; several options depending on the employee's company and work location. Two preferred provider organization (PPO) plans with high and low deductibles and a High-Deductible Health Plan are available to employees. Employees have access to a second medical opinion service, telemedicine and a health care price and quality transparency tool.
Dental Plans	Several options are available for employees and eligible dependents, including a spouse/domestic partner. Coverage allows members to select their own dentist.
Mental Health & Substance Use Support	Mental health and substance use support are available for employees and eligible dependents, including a spouse/domestic partner. Additional substance use management support is available regardless of medical plan enrollment.
Employee Assistance Program (EAP)	Employees and their household members can receive free and confidential help from professional counselors (up to six visits per year per life issue) in the areas of stress, grief and traumatic events, marital and family problems, alcohol and drug problems, emotional problems and much more.
Wellness	The company offers an enhanced health and wellness program for all benefit-eligible employees and their spouse/domestic partner, which includes benefits such as health education and customized wellness and health management programs. Additional programs include caregiving services, relationship wellness toolkit, early cancer detection test, digital physical therapy, fertility support, healthy sleep program, surgical procedure support, brain health and financial planning. <i>Eligibility varies for each tool/resource.</i>
Long-Term Disability Plan	Provides 50% of an employee's base monthly salary, subject to a maximum benefit and offsets as defined in the policy in case the employee becomes totally disabled. Additional 10% coverage can be purchased (for a total of 60%). Benefits begin 180 days after total disability.
Accidental Death and Dismemberment Insurance	Employees are eligible for insurance in amounts ranging from \$50,000 to \$500,000. Employees also may insure their spouse/domestic partner for up to 100% of their coverage and other eligible dependent(s) for up to 30% of their coverage.
Group Life Insurance	Company-paid life insurance for employees equal to their base salary (up to \$150,000). Employees can buy supplemental insurance for themselves, a spouse/domestic partner and other eligible dependents.
Spouse/Domestic Partner and Dependent Life Insurance	Employees are eligible to choose life insurance of up to \$100,000 for a spouse or domestic partner and up to \$15,000 for an eligible child.
Business Travel Accident Insurance	Benefits are payable for loss of life and certain injuries resulting from a covered accident while traveling on business.
Flexible Spending Accounts (FSA)	Employees may contribute pre-tax dollars to two spending accounts: the Health Care FSA for qualified medical, dental and vision expenses; and the Dependent Care FSA for qualified dependent care expenses.
Health Reimbursement Account (HRA)	The company will contribute dollars into a tax-free health reimbursement account for employees who enroll in the PPO Plans for completing certain wellness activities that can be used to pay for qualified health care expenses.
Health Savings Account (HSA)	The company will contribute dollars into a tax-free health savings account for employees who enroll in the High-Deductible Health Plan and when employees complete certain wellness activities that can be used to pay for qualified health care expenses. Employees also may contribute before-tax dollars into the health savings account to be used to pay qualified health care expenses.
Added Benefits	The company makes available competitive group rate benefits for employees and their family members: legal, vision, critical illness, AirMedCare Network, identity theft protection, auto and home insurance, long-term care, hearing discount program, pet insurance and dental discounts.

*Benefits available upon employment.



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Retirement

Program	Description
Pension Plan	Regular full-time and regular part-time employees are eligible to participate in the Southern Company Pension Plan. Employees must complete one year of eligible service to participate. Retirement between ages 50 and 65 requires at least 10 years of accredited service under the plan. Upon retirement, employees can select from several optional forms of payment.
Employee Savings Plan	401(k) retirement savings account to which employees and the company can both contribute. Employees can set aside up to 50% of their base pay on a pre-tax, Roth after-tax or traditional after-tax basis. The company will match a portion of the first 6% an employee contributes (maximum employer match is 5.1% of base pay). <i>Eligible upon employment.</i>



Paid Time Off*

Program	Description
Vacation	Earn between 80 and 200 hours of vacation each year, depending on years of service. <i>Available upon employment.</i>
Holidays	Up to 12 company-paid holidays per calendar year, including two floating holidays.
Sick/Personal	Up to 80 hours per calendar year to use per company policy. Sick time covers 100% of base pay while away from work due to illness or injury. After one year of employment, employees are eligible for additional extended sick time benefits covering 60% of base pay. Once eligible, the combined limit of sick time and extended sick time benefits is 1,040 hours.
Leaves of Absence	Under the federal Family and Medical Leave Act, employees may be able to take up to 12 work weeks of job-protected leave for certain family and medical situations.
Maternity Leave	Provides up to 12 weeks of continuous paid leave. <i>Available upon employment.</i>
Parental Leave	Provides up to 80 hours of paid leave for new parents to bond with and care for the child upon their birth or adoption. <i>Available upon employment.</i>
Adoption Leave	Provides up to 12 weeks of continuous paid leave for legal arrangements, travel, and to provide an acclimation period for the adopted child to the new family environment. <i>Available upon employment.</i>
Military Leaves (call to active duty)	Employees are eligible for differential pay while on military leave of absence. Seniority continues to accrue while an employee is on leave. <i>Available upon employment.</i>

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Job & Career Assistance

Program	Description
Internal Job Opportunities	A job posting system provides the opportunity to apply for other positions within the company.
Tuition Reimbursement	Financial assistance is available for college courses related to an employee's position or career path with the company. <i>Available upon employment.</i>
Relocation Expenses	Reimbursement for certain expenses when relocating at the company's request subject to certain conditions and based on eligibility after employment.

Additional Programs*

Program	Description
Adoption Assistance	Provides financial assistance up to \$5,000 per eligible child to those employees who incur expenses in the process of adopting a child. <i>Available upon employment. Varies by subsidiary.</i>
Credit Union Membership and Services	A member-owned financial institution provides savings, checking and lending services. <i>Available upon employment.</i>
Service Awards	Employees will receive a service award upon completion of each 10 years of service. <i>Varies by subsidiary.</i>
Matching Gifts to Educational Institutions	The company will match personal contributions to an accredited four-year college or university for educational purposes. <i>Available upon employment. Varies by subsidiary.</i>
Employee Resource Groups and Employee Councils	Formal network of colleagues to promote belonging, improve employee retention and support development. <i>Varies by subsidiary.</i>



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