

2024

Sustainability
Summary



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About this Report



Serve Our Customers



Advance Clean Energy



Lead Through Innovation



Invest in Our People



Elevate Our Communities

At Southern Company,¹ we deliver energy solutions that connect our customers, businesses and future generations to opportunity. Across our family of companies, we have an industry-leading commitment to innovation, resilience and sustainability. We are taking action to meet the evolving needs of our communities.

For our company, sustainability means effectively engaging with a broad range of stakeholders to develop strategic solutions for our customers that will enable our transition to a new energy economy and create long-term value. Critical to our continued success is an unwavering commitment to delivering clean, safe, reliable and affordable energy while maintaining exceptional service. Our Values — Safety First, Intentional Inclusion, Act with Integrity and Superior Performance — guide us as we make decisions that impact our customers, communities, employees and the varied stakeholders who have an interest in Southern Company.

Our 2024 Sustainability Summary serves as a road map for stakeholders who want to learn more about our governance and strategies related to topics that shape **Our Sustainability Pillars** (left). In addition, this summary includes highlights from 2024 and the first half of 2025 demonstrating actions we are taking to support a sustainable future and provides access to Southern Company's sustainability data, metrics and sustainability reporting frameworks. In keeping with our goal to provide transparency, we aim to publish our sustainability summary on an annual basis. For the latest updates and more in-depth information on our initiatives, please visit the [sustainability section](#) on our company website.



Letter from our CEO

2024 was another outstanding year for Southern Company, and we have continued that momentum into 2025. Our teams continue to put our customers and communities first, delivering on our commitments and demonstrating superior performance across all parts of our business.

- Our regulated electric utilities invested nearly \$4 billion in transmission and distribution infrastructure across Alabama, Georgia and Mississippi in 2024.
- The successful completion of Georgia Power's Vogtle Unit 4 — making Plant Vogtle the largest generator of clean energy in the nation — was a particularly bright spot for 2024.
- Our natural gas businesses performed very well during 2024, continuing ongoing infrastructure investments to support the safety and reliability of our systems in Georgia, Illinois, Virginia and Tennessee.
- Southern Power expanded its operational footprint to 15 states when its 30th solar site went into commercial operation in Wyoming.
- We have continued to receive constructive rate case and integrated resource plan approvals from our state regulatory commissions, allowing us to affordably invest in infrastructure upgrades and additions to reliably and sustainably serve our customers.

In addition to these accomplishments, last year our team rose to meet one particularly immense challenge — responding to Hurricane Helene, the most destructive storm in Georgia Power's 140-year history, which left catastrophic damage in its wake. The team's response was nothing short of remarkable. More than 20,000 personnel including teammates from across our electric and gas operating companies as well as mutual assistance partners from as far away as the West Coast and Canada worked to restore service safely and as quickly as possible. It was truly an all-hands-on-deck response.

As we look ahead, energy needs in our electric service territories are projected to grow rapidly — putting our company on pace for one of the largest investment cycles in our history. We project average annual sales growth of approximately 8% from 2025 through 2029, a significant increase from our projections of approximately 1% just a few years ago. To meet the future needs of our customers, our teams are exploring the full spectrum of energy infrastructure solutions, such as upgrading and expanding our transmission and distribution systems, adding highly efficient natural gas generating units, uprating existing nuclear facilities and incorporating energy storage and renewable natural gas. In addition, we remain at the forefront of energy R&D — enhancing the technologies that exist today, deploying what is already on our radar and discovering tomorrow what we have yet to imagine today.

To reliably and affordably meet customer needs, it is important that we maintain trusted relationships and engage in regular dialogue with stakeholders, policymakers and communities.

Given the long-range, capital-intensive nature of our businesses — whether focused on demand growth, environmental initiatives, grid security, innovation, workforce matters or community initiatives — we will continue to promote durable policies at the local, state and federal levels. Affordability continues to be a key tenet of our customer-centric business model, and we work hard to help ensure customer benefits accrue to all customer classes as we grow our system.

We always welcome discussions with our stakeholders and hope you will connect with a member of the Southern Company team on items of interest as you review our Sustainability Summary and related web disclosures.

As always, stay safe, take care of yourself, and take care of each other.

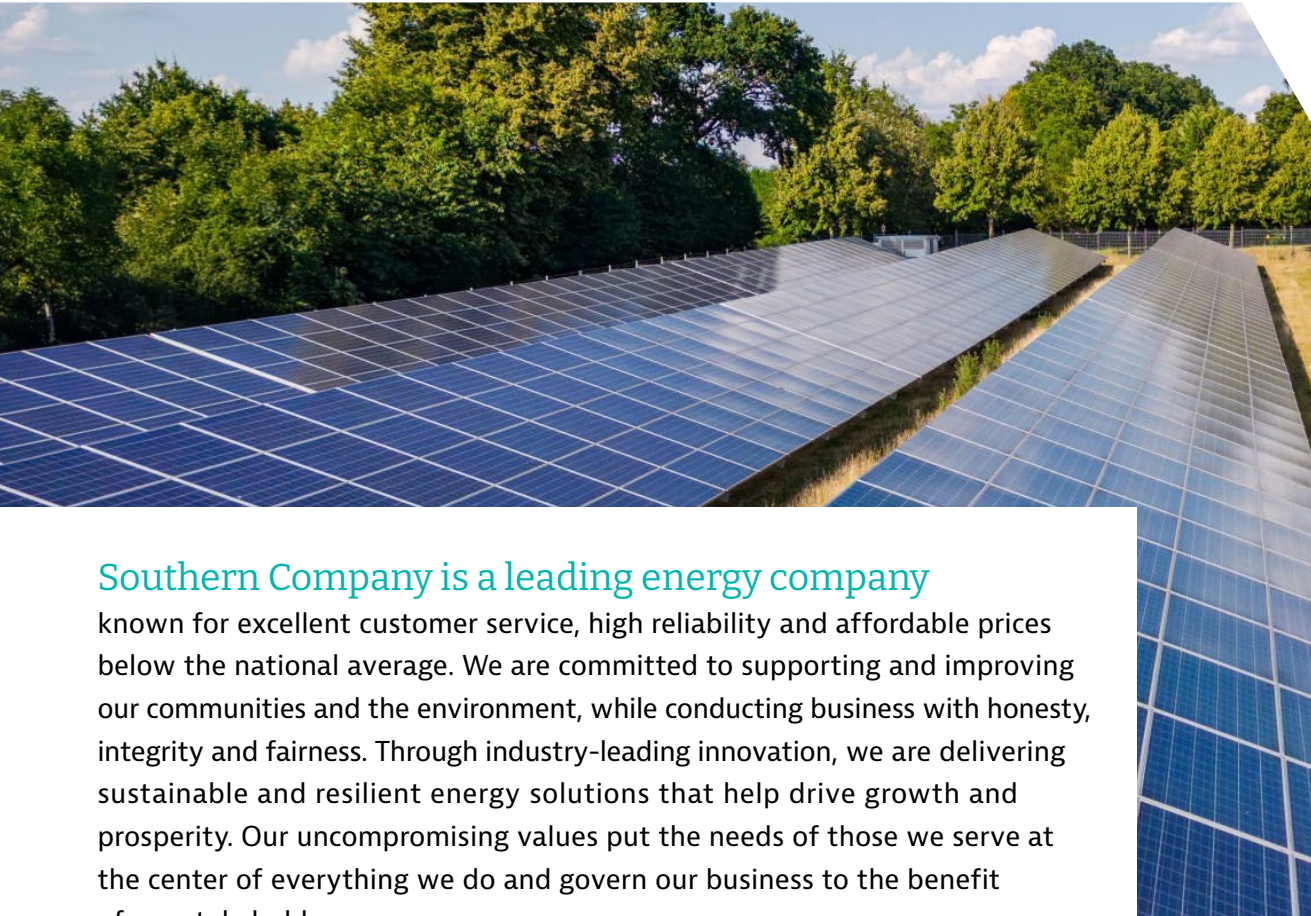


September 2025

Christopher C. Womack

Chairman, President and
Chief Executive Officer,
Southern Company

Southern Company Overview



Southern Company is a leading energy company

known for excellent customer service, high reliability and affordable prices below the national average. We are committed to supporting and improving our communities and the environment, while conducting business with honesty, integrity and fairness. Through industry-leading innovation, we are delivering sustainable and resilient energy solutions that help drive growth and prosperity. Our uncompromising values put the needs of those we serve at the center of everything we do and govern our business to the benefit of our stakeholders.

Southern Company is a holding company that conducts its business through subsidiaries who serve 9 million customers. In addition to our subsidiaries, for more than five decades we have operated a world-class research and development (R&D) organization with a research portfolio spanning technology development for energy production, delivery and use.

Above: Georgia Power has constructed and operates 17 solar sites across the state of Georgia

Southern Company subsidiaries include:

Alabama Power, Georgia Power and Mississippi Power:

Electric operating companies that provide service to both retail and wholesale customers in the Southeast.

Southern Company Gas: Provides natural gas through local distribution companies in four states, through Atlanta Gas Light (Ga.), Chattanooga Gas (Tenn.), Nicor Gas (Ill.) and Virginia Natural Gas (Va.), along with complementary natural gas businesses.

Southern Power: A leading wholesale energy provider that develops, constructs, acquires, owns, operates and manages power generation assets, including large renewable and energy storage portfolios, to provide wholesale energy in 15 states.

Southern Nuclear: An operator and service provider to the Southern Company system's nuclear power plants.

PowerSecure: The nation's leading distributed energy innovation company that installs, manages and services advanced microgrids and implements energy efficiency upgrades.

Southern Company Services (SCS): A provider of shared services and industry-leading expertise across the Southern Company system. SCS maximizes the value of the system's scale to be efficient, effective and standardized across a wide range of functions.

Southern Linc: Digital wireless communications provider to Southern Company and its affiliates that also markets these services to the public and provides fiber optics services through its subsidiary, Southern Telecom, Inc. Southern Linc's system covers approximately 122,000 square miles in the Southeast.

Retail Electric & Natural Gas utilities serving:

9M → **6**
Customers States



Offers nationwide:

- wholesale energy
- customized distributed energy solutions
- fiber optics & wireless communications

45,000 MW
Electric Generating Capacity

\$76B → Focused on:
5-year capital plan (2025-2029)
• customer growth
• reliability
• resilience



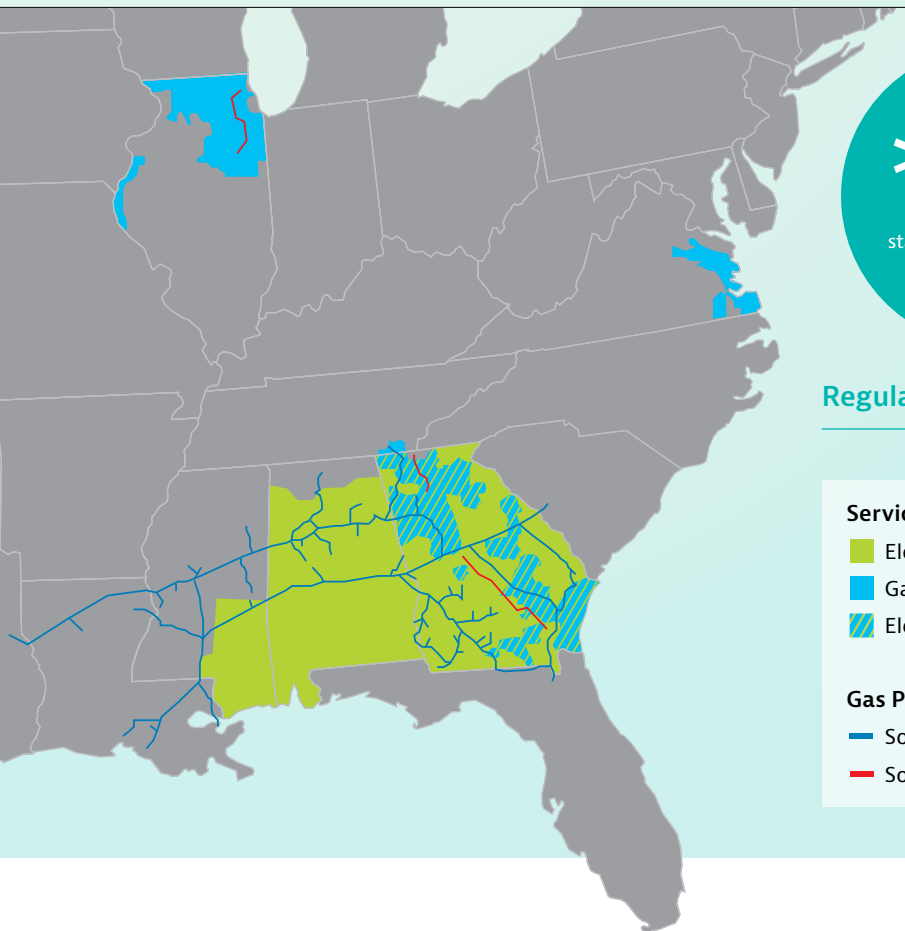
~1/3
of enterprise-wide electric generation mix from zero-carbon resources

Southern Company System Energy Footprint

We deliver the resilient energy solutions that connect communities, businesses and people to opportunity.

→ We own and operate electric generating assets in the United States including a **portfolio of natural gas, nuclear, coal, solar, wind, hydro, battery energy storage and distributed energy resources.**

→ We operate, construct and maintain **approximately 78,500 miles of natural gas distribution pipeline**, which is 100% free of known cast and wrought iron steel.



>90%

of earnings from state-regulated utilities and natural gas pipelines

Regulated Business

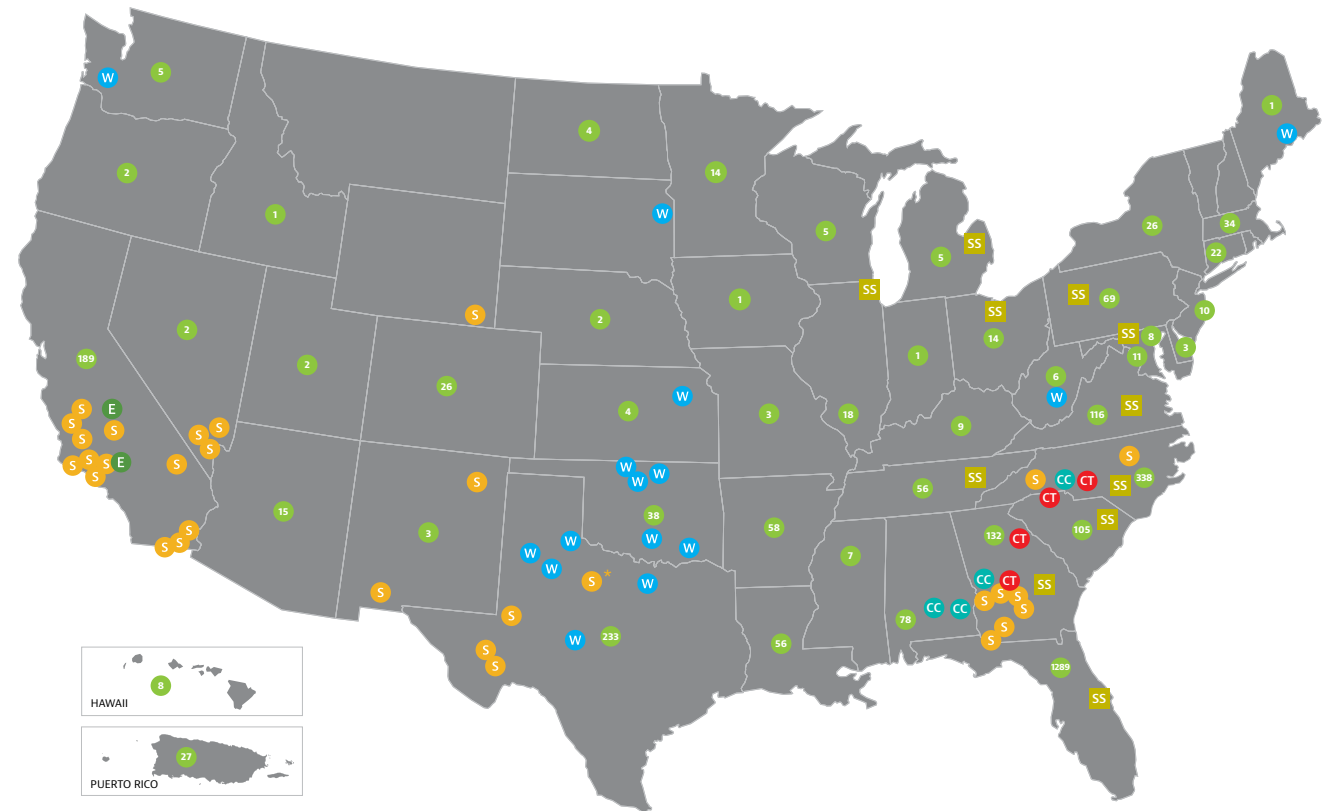
Service Territories

-  Electric
-  Gas
-  Electric and Gas

Gas Pipelines

-  Southern Natural Gas
-  Southern Company Gas

Other Businesses



Southern Power

-  Combined-cycle facility
-  Peaking facility
-  Solar facility
-  Wind facility
-  Energy storage

*Under development

Southern Company Gas

-  SouthStar
-  Renewable natural gas

PowerSecure

-  Owned and/or managed sites per state

Effective Governance and Policy Engagement

Sound corporate governance is of utmost importance, and Southern Company's Board of Directors sets high standards for employees, officers and directors. It is the duty of the Board to serve as a prudent fiduciary for stockholders and to oversee the management of our business strategies and related risks and opportunities, including sustainability topics.

At each Board meeting and during the Board's regular strategy sessions, Board members contribute to management's strategic plan by engaging senior leaders in robust discussions about strategy, business priorities, operations, innovation and long-term risks and opportunities. The Board works closely with management on infrastructure investment decisions, with focus given to capital allocation for replacement capacity and grid enhancements, community and employee impacts and advocacy for durable energy policies.

Board Refreshment and Composition

The Nominating, Governance and Corporate Responsibility Committee evaluates the evolving attributes, skills, experience, qualifications and expertise needed by the Board to determine the Board's membership and size. Over the last three years, the Board has added six new directors with a range of skills. Over the same period of time, five directors have stepped down from the Board.

Our commitment to Our Values, including Intentional Inclusion and Superior Performance, begins with the Board. The Board believes a broad range of experiences and expertise contributes to a more effective decision-making process and helps drive

long-term value. The Nominating, Governance and Corporate Responsibility Committee actively seeks out candidates with diverse backgrounds, skills and experience to include in the pool from which the Board nominees are chosen, with the ultimate decision on all Board nominations being based on contributions that the selected nominees will bring to the Board.

The Nominating, Governance and Corporate Responsibility Committee assesses the effectiveness of its refreshment efforts and the development of a constructive culture through its regular evaluations of the Board's composition.

[Learn More](#) 

Board Additions Over Last Three Years



Shantella E. Cooper

Founder and Chief Executive Officer, *Journey Forward Strategies, LLC*



James O. Etheredge

Managing Director, *Monarch Private Capital* and former CEO North America, *Accenture plc*



David E. Meador

Vice Chairman and Chief Administrative Officer, *DTE Energy (retired)*



Lizanne Thomas

Partner, *Jones Day (retired)*



John M. Turner, Jr.

Chairman, President and Chief Executive Officer, *Regions Financial Corporation*



Christopher C. Womack

Chairman, President and Chief Executive Officer, *Southern Company*

Skills Brought by New Directors



Accounting, Finance and Capital Markets



Government and Public Policy



CEO Experience



Industry Experience



Cybersecurity



Regional Knowledge



Environment and Clean Energy



Technology and Innovation

Sustainability Governance

Management of sustainability-related risks and opportunities is integrated into the governance structure for the Board, executive management and additional governing bodies. Southern Company has a robust enterprise risk management program that facilitates identification, communication and management of the most significant risks throughout the company, employing a formalized framework in which risk governance and oversight are largely embedded in existing organizational and control structures. We also performed a sustainability priorities assessment, through which we identified our top three sustainability priorities by interviewing and surveying internal and external stakeholders: Safety and Health, Energy Reliability and Resilience and Clean Energy.

Board of Directors Oversight

- The full Board regularly discusses key sustainability topics as part of its agenda, including decarbonization activities and human capital management.
- Each Board committee provides ongoing oversight for the most significant risks designated to it, reports to the Board on its oversight activities and elevates review of risk issues to the Board as appropriate.
- Each committee has a designated member of executive management serving as the primary responsible officer for providing information and updates related to the significant risks for that committee. These officers help ensure all significant risks identified as part of the annual risk profile are regularly reviewed with the Board and/or the appropriate committee(s).

There is regular, open communication between management and the Directors.

- Each committee is chaired by an independent Director, and the CEO does not serve on any committee.

Management Oversight

In addition to robust oversight at the Board level, Southern Company maintains several standing councils and coordination teams at the management level to facilitate system-wide evaluation of sustainability risks and opportunities and develop action plans as necessary.

A summary of Board and Management oversight of sustainability matters can be found on [page 25](#) of this report.

Political Engagement and Oversight

As a leading energy company that serves many communities through our subsidiaries, it is important to Southern Company's business success to participate in the political process. We make political contributions in compliance with the laws and regulations that govern such contributions and in alignment with our commitment to Act with Integrity. We also engage directly with lawmakers and regulators on issues of importance to the Company and its stakeholders. Constructive relationships with policymakers allow our subsidiaries to deliver clean, safe, reliable and affordable energy to customers.

We provide robust political engagement disclosures as evidence of our commitment to transparency, accountability and strong corporate governance. We have been recognized annually since 2022 as a "Trendsetter" by the CPA- Zicklin Index of Corporate Political Disclosure and Accountability.

Southern Company supports durable federal and state policies that enhance optionality across the entire energy value chain. When engaging with policy makers, we advocate for the development and deployment of economic and reliable energy resources, including lower-carbon and carbon-free generating sources.

- We support regulations that provide constructive solutions to problems affecting our customers and communities, the environment and the economy. Requirements should be supported by sound data and analysis and proven technologies, while considering other statutes and regulations at the federal, state and local level.
- We support establishing and expanding long-term stable funding in energy research, development, demonstration and deployment that enables breakthrough technologies and strategies that optimize economy-wide outcomes.
- We support maintaining tax policies, such as production tax credits and investment tax credits, that recognize the breadth of energy solutions needed to reliably and affordably meet customer needs.

Commitment to Transparency

We provide an overview of Southern Company policies and practices for political engagement.



Engagement with Policymakers

We published a **Trade Association and Climate Engagement Report** that provides analysis and insight into our own advocacy efforts and memberships in select trade associations.



Annual Political Engagement Expenditure Disclosure Report

Our Annual Political Engagement Expenditure Disclosure Report includes political contributions made by Southern Company and our subsidiaries, as well as the lobbying dollars spent by trade associations that lobby at the state and federal level and to which we pay annual dues of \$50,000 or more.

[Learn More](#) 

☆ Spotlight: Supply Chain Best Practices and Supplier Risk Assessment

Southern Company’s supply chain management team plays a leadership role in establishing best practices for the utility industry through participation in a wide range of both industry-specific and broad-based business organizations. Our team focuses on effective sourcing, negotiating contracts to help maximize affordability for customers, quality assurance, legal and compliance requirements and sustainability factors, including human rights. In 2023, we codified many of our practices through the publication of a [Supplier Code of Conduct](#), which is being actively implemented into new contracts and contract renewals.

As part of our commitment to continuous improvement, our supply chain team has implemented a programmatic Supplier Risk Assessment process that seeks to identify business-critical suppliers and assess potential areas of risk or vulnerability. Through our membership in the Sustainable Supply Chain Alliance (SSCA) and its module called The Sustainability Project (TSP), in 2024 we were able to assess the following variables for approximately 160 suppliers,

representing over 50% of our supply managed spend:

- Sustainability strategies, including GHG emissions reduction
- Key performance indicators
- Conflict mineral sourcing
- Codes of conduct
- Human rights policies

The results of our assessment allow us to understand areas where vulnerabilities may be present for core suppliers and work with the category managers to help identify risk mitigation strategies. We are systematically expanding our risk assessment process, including utilization of risk management software focused on cybersecurity and leveraging artificial intelligence (AI) to further monitor geopolitical and reputational risks of our suppliers.



SUSTAINABLE
SUPPLY CHAIN
ALLIANCE

How The Sustainability Project Data Can Be Utilized



Identify **risks in supply chain** — specifically in areas of **conflict minerals**, sourcing from **regions of concern** or that are at **risk for child labor**



Understand **baseline sustainability maturity** of strategic suppliers and bring data to business units for potential **engagement and improvement** ideas



Determine **areas for opportunity** and **develop training content** for suppliers, leveraging SSCA resources where possible



Identify **priority metrics** that Southern Company and/or business units would be interested in tracking and **pursuing progress over time**



Access availability of **primary GHG emissions data** from suppliers and begin gathering primary data for **Scope 3 GHG emissions reporting**, where possible



Serve Our Customers



Customer demand for energy is projected to grow rapidly across the U.S., including in Southern Company's service territories.

To meet this projected demand, our companies are hard at work expanding capacity and infrastructure to strengthen and secure the energy grid. Through our investments, we aim to enhance reliability and national security and build a more resilient, cleaner energy future — without compromising on affordability. Our vision extends far beyond today — we plan for tomorrow, the next ten years and decades to come. We are well-positioned for the future thanks to disciplined and proactive planning, policies and processes, as well as our constructive regulatory relationships.

Parameters we use to evaluate success for our electric operating companies include customer satisfaction scores, forced outage rates, transmission and distribution reliability, availability of zero-carbon and renewable resources and safety indicators. For our gas utilities, operational goals include customer satisfaction scores, leak response performance, system damage prevention and pipeline replacement projects, all of which promote safety and emissions reductions.

Reliability, Resilience and Affordability

We thoughtfully balance reliability and resilience with affordability, with a bias toward maintaining reliability of energy at a reasonable price to our customers.

- To meet customers' future energy needs, our electric utilities are constructing new transmission infrastructure, uprating existing generating facilities, constructing new generating facilities using a variety of fuel sources and adding complementary battery storage facilities. Additionally, they are procuring existing generating facilities and extending power purchase agreements with third parties. We also continue to invest in grid improvement projects that include capital maintenance and infrastructure replacement, storm hardening, cyber and physical security and undergrounding.
- Our natural gas utilities are also experiencing customer growth and plan to continue their investments to help ensure safety, security, reliability and resilience. Proactive infrastructure modernization, leak detection and repair efforts are critical actions that serve our customers and support a cleaner energy future.

[Learn More](#) 

Constructive Regulation and Infrastructure Investment

As Southern Company's businesses evolve, driven by changing economics, customer demand for clean energy resources and our net-zero goal, it is imperative that we understand the operating characteristics and complexity of a shifting energy mix. As we consider long-term infrastructure investments to help ensure continuous improvement in the provision of reliable and resilient service to customers, our electric operating companies make recommendations to their state Public Service Commissions (PSC) based on robust analysis embedded in our long-term, integrated resource planning process. Southern Company Gas utilities also engage in long-term planning processes in accordance with their state regulatory requirements. Our aim is to incorporate views from a wide range of stakeholders and ultimately obtain approval from state regulators for our capital investments.

Based on current regulatory approvals and structures, we project to invest approximately \$76 billion over our five-year planning horizon (2025-2029), of which 95% is related to our state-regulated utilities. For our electric utilities, our capital investment plans reflect projected demand growth in all customer classes (primarily driven by AI/data centers, advanced manufacturing and population growth), which we project will require new energy resources and transmission infrastructure. We also maintain a continued focus on grid resilience and maintenance of our existing facilities. For our natural gas utilities, capital investment is driven by infrastructure modernization for safety and customer growth.

Southern Company's response to Hurricane Helene

Hurricane Helene made landfall on the Florida Gulf Coast on September 26, 2024 as a Category 4 hurricane, bringing 140 mph winds and flooding rains as it moved north into Georgia. For Georgia Power, [Hurricane Helene was the most destructive storm in the company's 140-year history.](#)

The Southern Company system demonstrated an unparalleled commitment to restoring service and aiding affected communities. By October 7 — just 11 days after Helene struck the state — Georgia Power had restored service to 99% of the nearly 1.5 million customers impacted by the storm. This monumental effort involved more than 20,000 personnel, including teammates from Alabama Power, Mississippi Power and numerous other companies.

Atlanta Gas Light (AGL), with support from teammates from Virginia Natural Gas, safely

completed nearly 1,000 emergency leak calls across the final four days of September. That figure represents more calls than AGL received in the first four months of 2024 combined.

This historic storm required an unprecedented response and coordination from many teams across Georgia, including the Governor's Office, the Georgia Emergency Management Agency and other state agencies, members of the Georgia Public Service Commission, as well as members of the Georgia legislature and its leadership, alongside local county commissioners, mayors, first responders, law enforcement and countless other partners.

Georgia Power's advanced planning and strategy were crucial to restoration efforts. The company pre-positioned 10,000 restoration workers, equipment and supplies near areas of anticipated impact. We also coordinated efforts between other Southern Company subsidiaries, industry executives and government leaders to ensure an effective and efficient response.

The Southern Company, Georgia Power and Southern Company Gas charitable foundations collectively committed \$3 million to aid Hurricane Helene relief efforts. These funds were allocated to local charities, the American Red Cross and community recovery efforts. To further assist customers, Georgia Power suspended disconnections, waived eligible late fees and paused collection activities for all customers through mid-December 2024. AGL suspended shutoffs for customers in affected areas.

We also supported our employees who were directly impacted by the storm. Through our Employee Emergency Fund (EEF), Southern Company and affiliate-company employees in Georgia experiencing a financial hardship due to the storm were able to apply for direct financial assistance. We supported approximately 625 employees by providing financial assistance as well as food and other necessities.

Alabama Power Earns Emergency Response Award

Alabama Power was announced as a recipient of the Edison Electric Institute (EEI) Emergency Response Award for its mutual assistance efforts following Hurricane Helene — as well as Hurricane Beryl in Houston, TX — in 2024. "This award from EEI for our restoration efforts during Hurricanes Beryl and Helene is a testament to the dedication and hard work of our entire team, who worked tirelessly under extremely challenging conditions to restore power and support the affected communities in the aftermath of these devastating storms," said Scott Moore, Alabama Power's senior vice president of Power Delivery.



Above: Restoration efforts following Hurricane Helene

"Hurricane Helene brought unprecedented damage to Georgia Power's service areas, affecting countless communities, customers and our fellow teammates. The hard work of our employees and their unwavering commitment to our communities have been nothing short of inspiring."

— Kim Greene, Chairman, President and CEO of Georgia Power

Hurricane Helene by the Numbers


345
damaged
transmission structures


11,900
broken
power poles

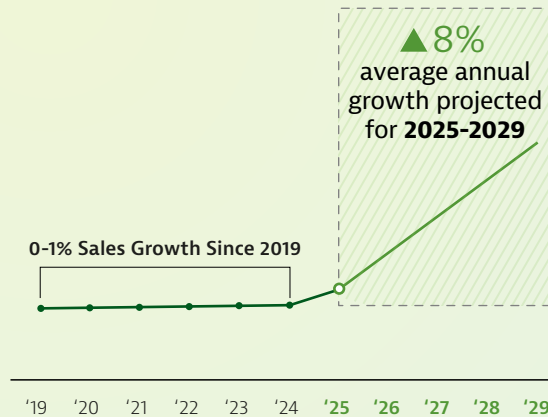

5,800
damaged
transformers


1,500
miles of
downed wire

Significant Demand Growth Projected for Southern Company's Electric Utilities

The Southeastern U.S. continues to attract new customers — large and small — due to a favorable business climate and strong availability of technical talent. We project average annual retail sales growth of 8% through 2029 across the Southern Company electric system, which is a significant change to our growth forecast of approximately 1% just a few years ago. We will be working with our state regulators and other stakeholders to develop a multi-faceted approach to serving this robust forecasted load growth reliably and affordably.

Total Southern Company System
Sales Growth (MWh)



Compound annual growth rates over the represented periods.

Southern Company and our affiliates support this favorable business climate by providing highly reliable power infrastructure and competitive electric rates. In addition to the diverse mix of generating resources and reliable, resilient grid infrastructure provided by our regulated electric utilities, we help meet customer needs related to fiber, backup power and energy optimization through affiliates such as PowerSecure, Southern Company Gas, Southern Power and Southern Telecom. These solutions help ensure customers, including data centers and high-tech manufacturers, receive a continuous and resilient energy supply, even during peak demand periods.

Retail electricity sales growth has been roughly flat in our electric service territories since 2019 due to economic conditions and energy efficiency. Beyond 2025, we project a material step change as large-load customers plan to locate in our service territory. We remain committed to our approach to serving this exciting growth opportunity, including pricing and contract terms designed to limit upward pressure on customer rates while protecting infrastructure investments.

Southern Company projects increased demand to come from a range of large load customers, including commercial and industrial customers, with the predominance from data centers. These large-scale buildings house and power numerous computer servers, which run online applications and services for business, artificial intelligence, online shopping, entertainment streaming, email, digital file storage and more.



Above: Rendering of the Meta data center in Montgomery, AL

☆ Spotlight: Strong Data Center Interest Across Georgia, Mississippi and Alabama



Georgia Power's Economic Development team has experienced some of the highest levels of data center activity and requests in the country. While new data center development is occurring nationwide, JLL ranked Atlanta first for data center construction. Georgia Power's Economic Development team is engaging with a number of the nation's largest data center providers and AI leaders. Construction and operation of these facilities are projected to represent tens of billions of dollars of investment in Georgia.



Mississippi Power signed a nearly 500-MW, long-term agreement with Compass Datacenters to locate its next hyperscale data center campus in Meridian, MS. Mississippi Power's economic development team led a group of state and local partners to recruit the industry to the site-ready area. The large-scale campuses built by Compass are designed to last for more than 100 years and create economies of scale to support local businesses and jobs.



Alabama Power plans to serve a 715,000-square-foot data center that is being built by Meta on an over 1,000-acre site near Montgomery, AL. Alabama Power has worked with state and local partners over a three-year period along with Meta to bring this project to fruition. Alabama Power is working to provide Meta with clean energy solutions, in alignment with Meta's goal to match its electricity usage with 100% clean and renewable energy.

Advance Clean Energy



Providing clean, safe, reliable and affordable energy

to customers is fundamental to Southern Company's mission. Our diverse portfolio of generating assets and natural gas infrastructure plays an integral role in helping us to achieve these objectives. We have a greenhouse gas (GHG) emission reduction goal of net zero by 2050. This goal is specific to Scope 1 emissions as they comprise approximately 70% of our GHG emissions profile, and we have the most direct ability to influence our emissions reduction trajectory through infrastructure transition.² Reducing Scope 3 emissions, which represent approximately 30% of our GHG profile, also is an area of focus across our electric and natural gas utilities.

Above: Plant Vogtle Units 3, 2, and 1 in Waynesboro Georgia. Plant Vogtle is the largest generator of clean energy in the U.S.

Cleaner Energy Infrastructure

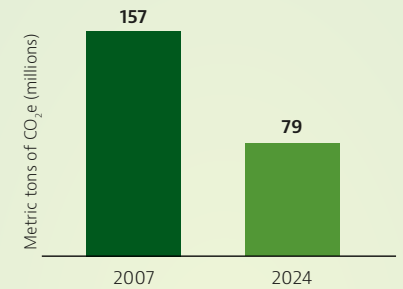
- Through 2024, Southern Company has reduced Scope 1 GHG emissions by 49% relative to our baseline year of 2007.
- Approximately 1/3 of the enterprise-wide electricity we generated in 2024 came from carbon-free sources.
- By the mid 2030s (estimated), we project we will have approximately 20,000 megawatts (MW) of renewable and energy storage capacity in our portfolio.³
- Since 2007, we have reduced the number of units in our coal generating fleet from 66 to 15 to more economically serve our customers. We expect to continue evaluating the cost-effectiveness of coal facilities through our established scenario planning and state regulatory processes.
- Southern Company Gas is working to deploy a wide range of solutions to reduce GHG emissions, including enhanced leak detection and repair technologies, renewable natural gas (RNG) programs and collaborative efforts to advance GHG reductions across the natural gas value chain.

[Learn More](#) 

Southern Company GHG Emissions

2024 Total Scope 1 GHG Emissions

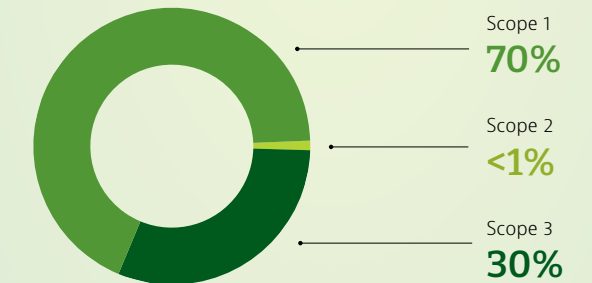
based on equity share



▼ 49% reduction since 2007

2024 GHG Emissions by Scope

% of total



Southern Company's GHG emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol for all its owned assets.

³ Includes both owned and contracted resources, with full (100%) MW capacity accounted for in jointly owned projects. 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.

Developing Durable Solutions for the Future: Electric Utilities

We continue to transform our business as we build a diverse energy portfolio, develop innovative programs and services for our customers and research new clean energy technologies.

Over the past five years, energy industry fundamentals have changed meaningfully, including fuel price volatility, rapid projected demand growth in our Southeastern service territories, supply chain dynamics and legislative incentives, among others. As we strive to effectively meet our customers' future needs, we continue to enhance our planning processes, which routinely consider a host of factors, including environmental impacts, safety, reliability, resilience and affordability. Infrastructure decisions made as part of our planning and regulatory processes impact our ongoing evaluation of our decarbonization journey.

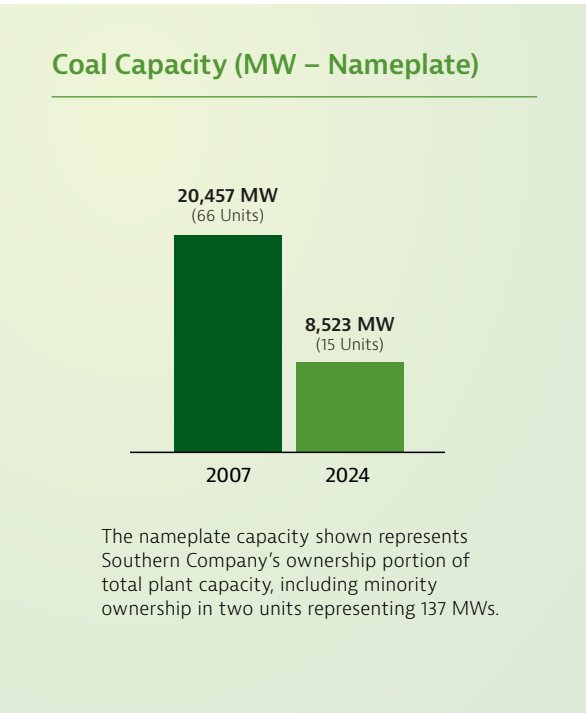
Many of the factors noted above will influence the energy resource mix necessary to serve customers. While the proportion of each resource may shift over time, the following key tenets remain consistent given our view of current and emerging technologies and economic attributes:

- Efficient use of natural gas
- Continued assessment of coal-fired generating assets, with the use of environmental control technologies
- Further growth in our portfolio of clean energy resources, including nuclear energy, renewables, hydroelectric power, renewable natural gas and energy storage

- Continued deployment of modern energy distribution systems that adapt to changing conditions to serve customer needs
- Enhanced demand response, energy efficiency initiatives and distributed energy resources
- Continued investment in research and development of emerging clean energy technologies, including carbon capture, storage and sequestration and advanced nuclear

In addition, durable energy policies will be necessary to effectuate a balanced energy transition.

As we propose and seek approval of new energy resources and energy-saving programs, our plans also include the related infrastructure necessary to deliver the continued growth in clean energy to customers.

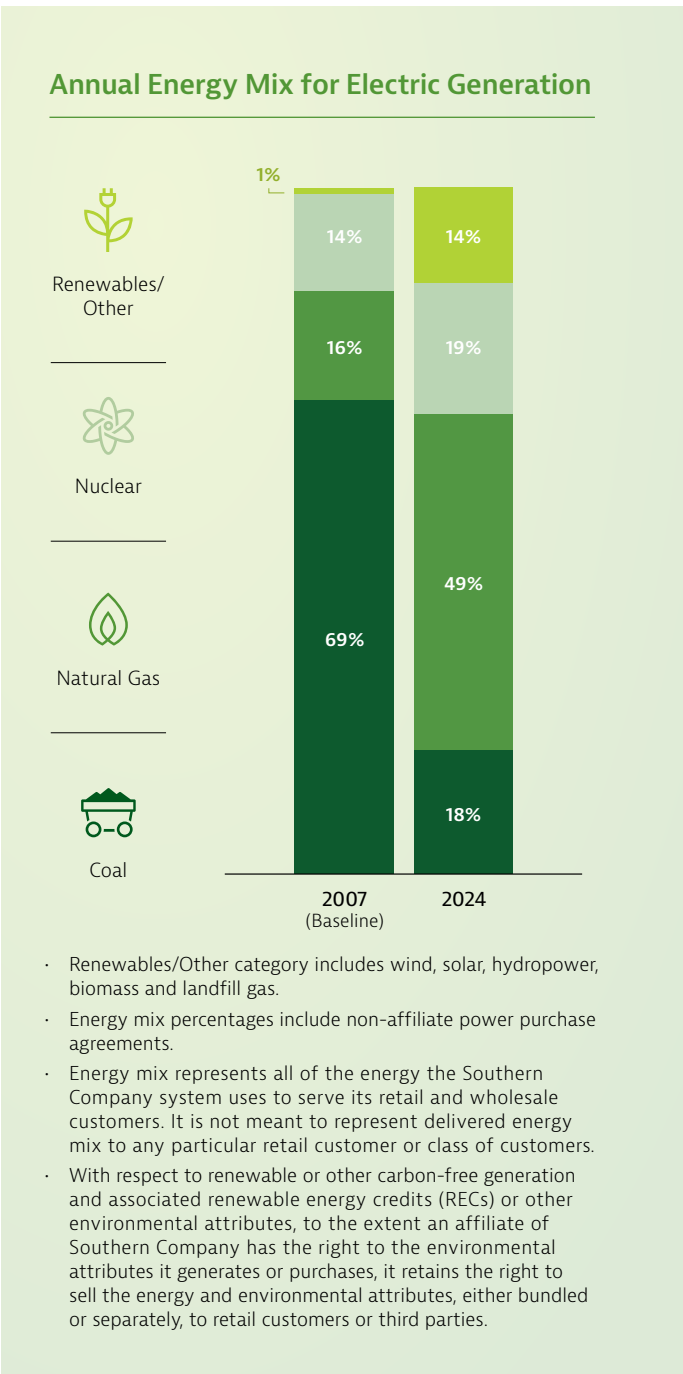


Integrated Resource Planning

Since 2008, Southern Company's electric utilities have utilized a robust scenario planning process to help ensure the right resources are deployed at the right time to maintain safety, reliability and affordability for customers.

The planning process allows for updates to a number of assumptions, inputs and alternatives, including load forecasts, GHG reduction pressure (e.g. carbon regulation), fuel and other commodity prices, as well as economics or other policy indicators. Assessing this wide range of factors helps to ensure that our continued fleet transition and infrastructure investments are in customers' best interests over time. Integrated resource planning at the Southern Company level informs our state-level integrated resource plans, new resource development and retirement analyses. Our retail electric operating companies are subject to the jurisdiction of their respective state PSCs and state environmental agencies, as well as federal oversight of certain activities. PSCs have broad regulatory authority over the companies, including approval of new supply-side and demand-side resources and related cost recovery rates, while environmental agencies are charged with the oversight of each state's environmental policies. Accordingly, the evolution of our electric generating infrastructure will be subject to regulatory oversight in the jurisdictions where we operate.

While the planning process looks 20+ years into the future, our operating companies engage with their regulators for resource determinations that must be made over a shorter-term horizon (roughly 3-5 years) to appropriately invest in and operate a reliable and economical electric system.



"We want to help build a sustainable future by contributing to the communities we serve and to the habitats we share with wildlife."

— Keith Harrison, GM of Environmental Affairs, Southern Power

Right: Swift Fox at the South Cheyenne Solar Facility in Wyoming

☆ Spotlight: Southern Power Recognized with Industry Wildlife Stewardship Award

From recent conservation and preservation efforts at Southern Power’s solar facility in Wyoming, the Wyoming Game and Fish Department chose Southern Power to co-receive the Industry Wildlife Stewardship Award.

Former Director of the Wyoming Game and Fish Department Brian Nesvik noted, “It is important to acknowledge industry partners who strive to be responsible stewards of our natural resources and Wyoming’s wildlife. Both of these companies have gone above and beyond to reduce environmental impacts and facilitate wildlife movement across the landscape in project areas.”

At South Cheyenne Solar Facility, wildlife including pronghorns, birds and swift foxes are common to the area. To minimize wildlife risks from the solar facility’s operation, the Southern Power Environmental Affairs team collaborated with the Wyoming Game and Fish Department, Argonne National Laboratory and Western EcoSystem Technology.

→ Southern Power and the Wyoming Game and Fish Department retrofitted the fence at the

facility to prevent pronghorns from becoming entangled in the fence. Additionally, the teams set up cameras along migration corridors to monitor the pronghorns’ movements in the facility’s surrounding area.

- To protect and cohabitate with swift foxes during operations of South Cheyenne Solar Facility, Southern Power has implemented buffers around their dens and installed cameras to monitor the foxes’ and their kits’ activity until the young venture out from the den.
- Southern Power also worked with partners to utilize scent dogs to help evaluate bird mortality risks at solar facilities.

"Our role in the communities we serve extends far beyond being a longstanding owner," said Keith Harrison, Southern Power’s General Manager of Environmental Affairs. "This award is a testament to the power of cooperation. In collaboration with our partners, we’ve demonstrated that when communities and companies come together, the impact can be profound and lasting."

Thoughtful Siting and Stewardship for Renewable Energy Projects

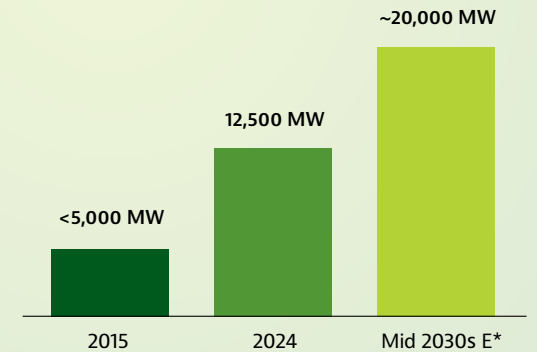
Southern Company projects to have approximately 20,000 MW of renewable and energy storage capacity by the mid 2030s (estimated). Some of this capacity we will own and operate, and some will be contracted through long-term power purchase agreements. As we make decisions about siting for our own facilities and as we work with third parties, siting and land management are important topics to consider.

Best practices for renewable energy development involve selecting locations that minimize environmental impact and disruption to local wildlife habitats. Additionally, considering factors like land use, accessibility and proximity to existing infrastructure can enhance the efficiency and long-term sustainability of renewable energy installations. Southern Company works closely with a range of stakeholders and policymakers in our siting, construction and land management processes.

As an example of our efforts, in June 2024, Southern Company hosted the Southeast Solar Power and Wildlife/Natural Resources Workshop, organized by the Renewable Energy Wildlife Institute, at Georgia Power’s headquarters in Atlanta. The two-day workshop brought together approximately 130 subject matter experts involved with solar development in the Southeast, including utility representatives, solar developers, natural resources agencies, environmental organizations, university researchers and consulting firms.

Discussions were led by a cross-section of the stakeholders present and focused on topics such as: the current state of solar development; growing energy demand from customers; federal, state and local laws and regulations; geographic importance; siting strategies; opportunities and risks; project economics; water management; and wildlife and natural resources factors.

Renewable and Energy Storage Resources for the Electric Operations (MW)



Renewable resources include hydropower, solar, wind, biomass and landfill gas. Energy storage includes battery storage and pumped-storage hydroelectricity.

Includes both owned and contracted resources, with full (100%) MW capacity accounted for in jointly owned projects. 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.

*Future estimates are based on prior regulatory approval and could change due to a range of factors including tax policy, supply chain variables and environmental policy or regulations.

The continued dialogue and shared learnings resulting from this forum will enable more thoughtful siting and development of renewable energy projects across the Southeast. Southern Company’s support of this and similar cross-industry collaborations is just one more example of our commitment to advancing clean energy.

Battery Energy Storage Supports Growth of Zero-Carbon and Lower-Carbon Energy Resources

As we continue to add renewable resources across the Southern Company system, battery energy storage systems (BESS) have become an increasingly important resource to support grid resiliency and reliability. BESS technologies can capture excess energy and release it when demand increases or when energy generation is low. BESS can help reduce costs by storing excess energy generated by renewable or other generation sources, improving power quality by smoothing out voltage fluctuations, lowering the strain on the grid during peak periods and providing backup power during outages or extreme weather events.

Southern Power has invested in more than 180 MW of alternative clean technology projects utilizing both energy storage and fuel cell technology.

- Georgia Power⁴ placed into operation its 65 MW Mossy Branch facility in November 2024. It also plans to build 765 MW of BESS at four locations, including two facilities co-located with existing solar facilities adjacent to Robins and Moody Air Force Bases, a third standalone facility located at the site of retired, coal-fired Plant Hammond and a fourth project in two phases at the McGraw Ford Battery Facility which is under construction.
- Alabama Power announced in early 2025 its intention to build a utility-scale battery storage system with 150 MW of capacity on the former Plant Gorgas site.

Right: Rendering of the planned battery storage system at the site of former Plant Gorgas in Walker County, AL

Below: Georgia Power leaders attend battery energy storage system groundbreaking at Plant Hammond in Floyd County, GA



☆ **Spotlight: Alabama Power to build the state's first utility-scale battery storage system on retired power plant site**

In March 2025, Alabama Power announced plans to develop the state's first utility-scale BESS on the site of a former coal plant — Plant Gorgas in Walker County. The new Gorgas Battery Facility will store up to 150 MW of electricity generated by other Alabama Power resources.

"This facility will help Alabama Power understand how we can best use battery systems on our electric grid so that customers have power when they need it," said Jeff Peoples, Alabama Power chairman, president and CEO. "The project honors Plant Gorgas' legacy, which has played a significant role in powering the state of Alabama since 1917."

The 7-acre facility will be designed as a standalone system that will connect to and charge directly from the electric grid. The decision to reuse the retired Plant Gorgas site illustrates Alabama Power's focus on sustainable solutions that reinforce its community commitment.

"Batteries can charge when energy costs are lower and discharge when energy costs are higher, helping keep costs down. They can also supply energy to our system quickly in response to changing conditions," said Brandon Dillard, senior vice president of resource strategy and stakeholder engagement. "We are excited to learn how battery storage technology best fits into our system to reliably serve our customers."



Developing Durable Solutions for the Future: Natural Gas Distribution

Southern Company Gas is committed to supporting the growing demand for energy in our communities while helping enable a clean energy future — without compromising reliability or affordability of energy. In close partnership with our customers, regulators and other stakeholders across the value chain, our sustainability strategy is focused on three key areas: cleaner molecules, superior operations and energy efficiency.



- Southern Company Gas has significantly increased leak repairs across its footprint and reduced active leaks by over 75% since 2018.
- Through involvement as a founding member of ONE Future, our company is helping to identify emissions reduction improvement opportunities to achieve a rate of methane emissions of less than 1% of total production across the industry. Southern Company Gas' methane intensity rate of 0.197% in 2024 is well below ONE Future's 2025 goal of 0.44% for natural gas utilities and also below the Distribution segment target of 0.225%.
- Southern Company Gas conducted a study with a third-party consultant, ICF, which provides illustrative examples or "pathways" for our natural gas distribution companies to reduce operational emissions as well as emissions associated with its customers' use of natural gas.
- In our effort to help establish a measurement-informed, refined baseline and to more effectively track our progress toward net-zero Scope 1 emissions related to operations of our natural gas business, Southern Company Gas has continued to serve as a foundational sponsor for GTI Energy's Veritas effort.
- In 2024, Nicor Gas launched its inaugural renewable natural gas (RNG) interconnection with Air Liquide's largest RNG facility in Rockford, Illinois. The facility converts biogas from the Winnebago Landfill into energy, producing an estimated 1.3 million Metric Million British thermal units (MMBtu) annually. The company will receive and retire 13,900 MMBtu annually of environmental attributes associated with this project, contributing directly to Nicor Gas' reduction in GHG emissions from its operations.

- In addition to Nicor Gas' RNG initiatives, Virginia Natural Gas and Chattanooga Gas Company also have RNG agreements in place. These transactions, which incorporate RNG into our fuel supply, are made possible by the passage of supportive policies in both Virginia and Tennessee. The companies will receive and retire the environmental attributes associated with these projects, reducing the greenhouse gas emissions from their operations.

For Scope 3 emissions, we are working to advance reductions across the value chain.

- Southern Company and Southern Company Gas continue employing a deliberate and disciplined approach to work toward reducing Scope 3 emissions by focusing on upstream and downstream solutions that yield value for customers and other stakeholders.
- Southern Company Gas is working with participants across that value chain to pursue continuous improvement in voluntary reporting standards, including the integration of MMRV — measurement, monitoring, reporting and verification.

Our natural gas utilities seek natural gas that has been certified to be produced with lower methane emissions. We have obtained legislative and regulatory support in several jurisdictions for Next Generation Natural Gas purchases from producers who certify their natural gas is produced with lower GHG emissions than the traditional natural gas supply.

We expanded our residential energy efficiency programs to include all our natural gas utilities. From 2022 through 2024, customers who participated in Southern Company GAS' energy efficiency programs have received nearly \$50,000,000 in rebate incentives and avoided more than 105,000 annual metric tons of CO₂e emissions.

[Learn More](#) 

Learning for a Cleaner Tomorrow



Southern Company Gas has launched an innovative initiative called Natural Gas University, designed

to equip employees with facts about the latest emissions-reductions technologies and sustainability solutions. This initiative aims to foster a culture of innovation, equipping team members with the tools and insights needed to drive meaningful environmental progress across the organization.

Southern Company Gas has a goal to achieve net-zero direct GHG emissions from its operations by 2050, and Natural Gas University explores the work supporting this goal. The program examines emissions reduction practices across both the company and the natural gas value chain, from production to transmission to end uses. Through a series of in-person and online courses that include interactive lectures, engaging games and dynamic role-playing exercises, Natural Gas University has so far equipped hundreds of graduates across four states with actionable knowledge, and participant numbers are growing annually.

This seemingly simple idea has sparked a ripple effect of success, with graduates actively collaborating to educate customers and community partners about natural gas' important role in the clean energy future and working together to advance sustainability initiatives.

Lead Through Innovation

For over 50 years, Southern Company has been a leader in energy R&D. Initially focused on environmental solutions for our generating plants, our research now also aims to diversify our energy mix and help ensure secure, resilient, reliable, abundant and affordable energy for our customers.



Collaboration is central to our efforts, working closely with the U.S. government, national laboratories, other utilities and industry. We conduct research, demonstration and deployment activities alongside our operating companies and customers to adapt to the evolving energy landscape. Rooted in a learn-by-doing mindset, our research is facilitating the transition to a clean energy future by exploring solutions such as:

- [Carbon capture](#), conversion, removal and storage
- High-potential [advanced nuclear](#) technologies
- [RNG projects and initiatives](#)
- Energy [storage](#)
- Enhanced natural gas and electric grid [resiliency, reliability and flexibility](#)
- Customer end-use innovations like [Smart Neighborhoods](#)[®]

Demonstrating our commitment to R&D, in 2024, 47 employees from across the Southern Company system were honored with [Technology Transfer Awards from the Electric Power Research Institute \(EPRI\)](#). This was the largest group of Southern Company honorees in the awards' 27-year history. These awards recognize the leaders and the innovators who have transferred research into applied results. The award winners have shown exceptional application of EPRI research and technology in solving a problem of size and significance, championing a technology both within their companies and across the industry, driving progress in the electricity sector, and providing meaningful benefits for their companies' stakeholders and for society.

Right: Southern Company and TerraPower completed installation of the Integrated Effects Test, technology to support future deployment of a salt test reactor

Supporting Our Customers' Decarbonization Efforts

In addition to pursuing R&D concepts that support our business, we offer a variety of products, programs and services to meet the needs of our customers. An important objective for many of our residential, commercial and industrial customers is reducing their carbon footprint. Through energy efficiency programs, energy audits, alternative fuel vehicle programs and innovative partnerships and investments, we support customers by providing a range of solutions.

[Learn More](#) 



☆ Spotlight: Energy Impact Partners

Southern Company is a founding partner of Energy Impact Partners (EIP), the largest utility-backed clean tech investor coalition in the world with over \$4.5 billion in assets under management. We collaborate with EIP to identify emerging trends and startups, and we work closely with peers and customers to advance solutions and business models in the energy sector.

Our investment fosters collaboration with industry peers to discover solutions that enhance our operations and meet our customers' evolving energy needs. Southern Company is recognized as the most engaged limited partner, based on the number of engagements and solutions deployed. Advancing new technologies allows us to validate and commercialize innovative solutions for a sustainable energy future.

In 2024, we had:

✓ **500+** employees engaged in EIP events and reviews, fostering innovation within our team.

✓ **50+** engagements with other limited partners, gaining valuable industry insights.

✓ **35** innovative solutions introduced or leveraged across the Southern Company system from EIP's portfolio companies.

Advancing Innovative Solutions

Southern Company is actively engaged in the exploration and implementation of compelling, first-of-a-kind technologies that advance the future of energy, and 2024 was a banner year for innovation in our business.

Our ongoing engagement with venture capital and other partnerships helps identify the emerging companies who are advancing these new technologies. Through 40 active or planned pilot programs and careful, data-based assessments of outcomes, we are able to identify the solutions that bring the most value to our business and customers as we make, move and serve energy.

In 2024, we piloted multiple innovative solutions across Southern Company to enhance customer value, modernize our business, and sustainably serve our growing communities. The following are just a few examples of how we are exploring and deploying next-generation solutions:

- Dynamic line rating solutions such as those provided by [Prisma Photonics](#) and [LineVision](#) are being deployed at Alabama Power and Georgia Power, respectively. These tools provide real-time insights that can increase transmission line capacity and defer the need for costly system upgrades.
- Blue Frontier has developed an innovative air conditioning technology (shown right) with the potential to make cooling more efficient and sustainable than traditional refrigerant systems. Georgia Power is [assisting Waffle House](#) in evaluating the energy savings outcomes associated with the implementation of Blue Frontier's solution.
- Southern Company has invested [in Johnson Energy Storage \(JES\)](#), a company developing solid-state battery technology. Solid-state battery innovators like JES are exploring new ways of assembling batteries, eliminating the need for liquid electrolytes with a view to enhancing the safety of traditional lithium-ion batteries. JES has developed a solid glass electrolyte and glass separator that may prove less expensive than other solid-state approaches.

[Learn More](#) 



Incubatenergy Labs

Southern Company is a member of [Incubatenergy Labs](#), a program of EPRI that connects start-up companies that are leading the advancement of electrification, decarbonization and grid modernization with energy providers who have the capacity to demonstrate and scale those innovations.

"At Southern Company, we like to say that innovation is in our DNA. Across the enterprise, we leverage various engagements to help ensure we deliver clean, safe, reliable and affordable energy. Our robust research and development efforts continue to serve as a benchmark for our industry, and through our participation in Energy Impact Partners and other venture capital opportunities, we put our resources to work to advance early-stage ideas and engage with emerging technologies."

— **Chris Cummiskey**, Executive Vice President, Chief Commercial Officer, *Southern Company*, and CEO, *Southern Company Services, Inc.*

Invest in Our People



Southern Company is focused on having the right people with the right skills who are trained to perform their jobs safely and ethically to meet current and future business requirements. As the energy industry continues to evolve, we are adopting new technologies, enhancing and diversifying our electric generating fleet and continuing to implement best practices. Developing a qualified and sustainable workforce remains paramount as we strive to meet customer needs, support community growth and foster economic development. We value productive coordination with labor unions, skills training for our employees and targeted community and education partnerships. These efforts benefit the communities we serve and help provide sustainable jobs.

[Learn More](#) 

Workforce Culture and Well-Being

Our [Human Capital Pillars](#) guide our commitment to being a leading employer.

- We believe in, and invest in, the well-being of our employees through a total rewards strategy that includes a competitive salary, annual incentive awards for eligible employees and comprehensive health, life, disability, and wellness benefits and valuable retirement programs designed to encourage physical, financial and emotional well-being.
- Development and retention of our talent is a priority. Our custom internal programs, external partnerships and online resources provide career and leadership development opportunities for employees at all levels, from individual contributors to senior leaders, supporting personal growth and career progression.
- We are proud of our positive relationships with labor unions and support the rights to collective bargaining and freedom of association.

We support [human rights](#) and are opposed to all forms of forced labor, child labor and other human rights abuses.

Our employees, suppliers and partners are expected to act in a manner consistent with [Our Values](#), including Safety First, [Our Code of Ethics](#) and applicable laws and regulations.

Our Workforce in 2024

In 2024, 28,600 employees worked at Southern Company. Of those employees in 2024, the following is representative:

 **28,600**
Total Headcount
(<1% part-time employees)

 **32%**
Employees Covered
by Union Agreements

 **14 yrs.**
Average Tenure

 **7.2%**
Low Turnover Rate
(majority retirements)

 **44 yrs.**
Average Age

 **45.9**
Average Training Hours
per Employee

Additional information about our workforce is available in the [Southern Company Data Table](#).

Workforce Training

We are committed to building a robust, skilled workforce across our footprint that not only meets our internal needs, but also those of our communities. We actively collaborate with educational institutions, labor partners and government, business and industry leaders to advocate for policies that remove barriers to employment, develop training programs that upskill our community members for in-demand careers and align workforce initiatives across our service territories. In doing so, we seek to uplift our communities and create pathways of socio-economic mobility for our residents.

To support our future workforce, we are active proponents for workforce development initiatives across all our service territories, in many cases serving as foundational funding sponsors of both classroom education and hands-on training programs.

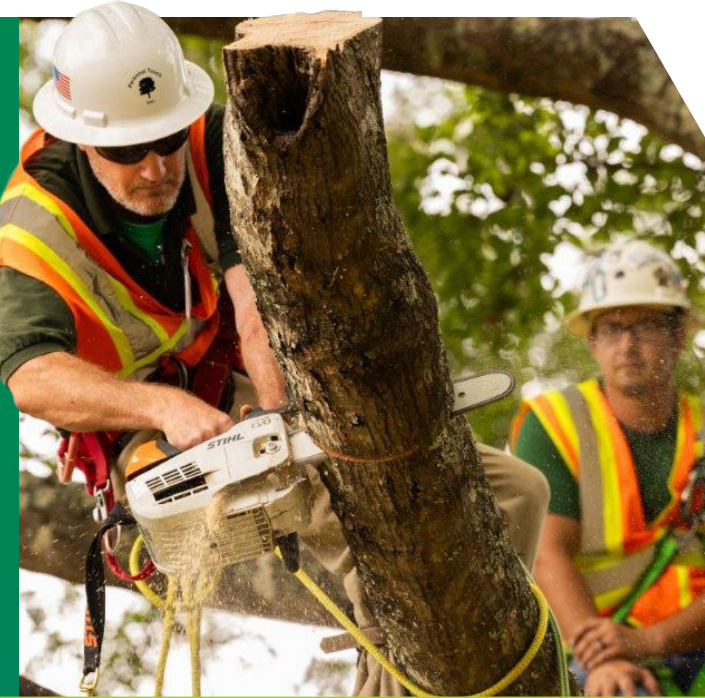
To support our existing workforce, in 2024 we expanded our reimagined, modern "corporate university" with the implementation of our Leadership Academy Impact Program. Designed for mid-level high potential leaders, the program is a testament to our commitment to foster the growth and development of our future executive leaders. The Impact Program focuses on comprehensive development opportunities such as translating business strategy into action, growing competence and character, holding others accountable and balancing the focus on self, team and company.

☆ Spotlight: Investing in Workforce Training

Since 2023, Alabama Power has partnered with the Alabama Bureau of Pardons & Paroles and Ingram State Technical College to provide training to individuals preparing for reentry into the workforce. The Program is primarily housed at the Perry County PREP Center, which provides reentry and rehabilitation services for probationers and parolees. Additional class time is spent at the Thomasville Day Reporting Center, where the class performs climbing, trimming, and rescue demonstrations. The program helps to combat the worker shortage in three of the state's largest industries — forestry, land

management and public utilities — using hands-on instruction to teach students how to use climbing equipment and protective gear, tree-trimming basics and more. Since our initial pilot in 2023, Ingram State Technical College's Utility Tree Trimming Program has hosted four training cohorts. Forty-two program graduates have secured full-time employment in fields such as tree trimming, plumbing, general craft labor, warehouse-logistics, landscaping, facilities maintenance and construction.

[Learn More](#) 



Above: 2024 VNG grant recipient, Neighborhood, received \$100k to provide technical training and employment connections in growing sectors.

"Virginia Natural Gas' contribution has a significant impact on our youth workforce programs, addressing our region's workforce needs."

— Shawn Avery, President and CEO of the *Hampton Roads Workforce Council*

In 2024, Virginia Natural Gas announced a \$620,000 investment in workforce development across southeastern Virginia, underscoring its commitment to community growth and the future of the local workforce. The investment supports organizations recognized for impactful programs and innovative approaches to workforce development.

The funding will allow seven specialized entities to enhance essential job readiness programs, including interview preparation, resume writing, networking and scholarships for technical training in high-demand industries, all critical for individual success in a rapidly evolving job market.

[Learn More](#) 



Employee-Led Groups

One of Southern Company’s core values is Intentional Inclusion. We are One Team, working to foster a culture of belonging and ensuring our diverse team feels valued. Investing in a fair and respectful culture benefits employees, customers, communities and shareholders.

One way we seek to foster intentional inclusion is through voluntary employee resource groups (ERGs) and councils. Across our family of companies, employees have established dozens of employee-led groups to further their interest in a specific area. We view these voluntary groups that are open to all employees as another avenue for our team members to collaborate, meet peers across different functions of the business, represent the organization at community events, and volunteer and give back to the community.



ADAPPT is dedicated to supporting those in the disability community.



Amplify’s mission is to increase job satisfaction, cultivate company pride, and create a welcoming environment for our newest employees.



EverGreen invests in the community through volunteer-based projects with a focus on conservation and sustainability.



Inspire offers employees a fresh and unique perspective on issues related to women’s personal lives and career development.



Military Veterans in Power (MVP) has a mission to help integrate employee veterans into the company in order to encourage job performance and career success.



PRIDE Power seeks to foster an inclusive environment where LGBTQ+ employees and their allies can be empowered.



Work and Family Life aims to support employees in focusing on their careers while maintaining a well-balanced family life.

☆ Spotlight: Building Employee Connections

ADAPPT

Vanessa Wagner is a member of Georgia Power’s Economic Development team and helps to lead the ADAPPT (Alliance of Disability Advocates Pursuing Progress Together) employee resource group. In 2017, Vanessa’s husband was in an accident that resulted in traumatic brain injury. Through ADAPPT, she became aware of programs and services that could further meet her family’s dynamic needs.

Disability awareness and education helps able-bodied people be aware of the challenges that people with disabilities face and partner with them to enact changes that allow people with a disability to be their authentic selves. Every year since 2015, The Disability Equality Index has rated Southern Company as one of the “Best Places to Work for Disability Inclusion.”



“As we learn to navigate life in new ways, the ADAPPT ERG has provided me with a support network within Georgia Power. The encouragement of fellow employees who may be in similar situations is reassuring. Participating in ADAPPT also gives me a platform to share information with and help others, both inside of the company and in the community.”

— **Vanessa Wagner**, Marketing Program Manager, Georgia Power

EverGreen

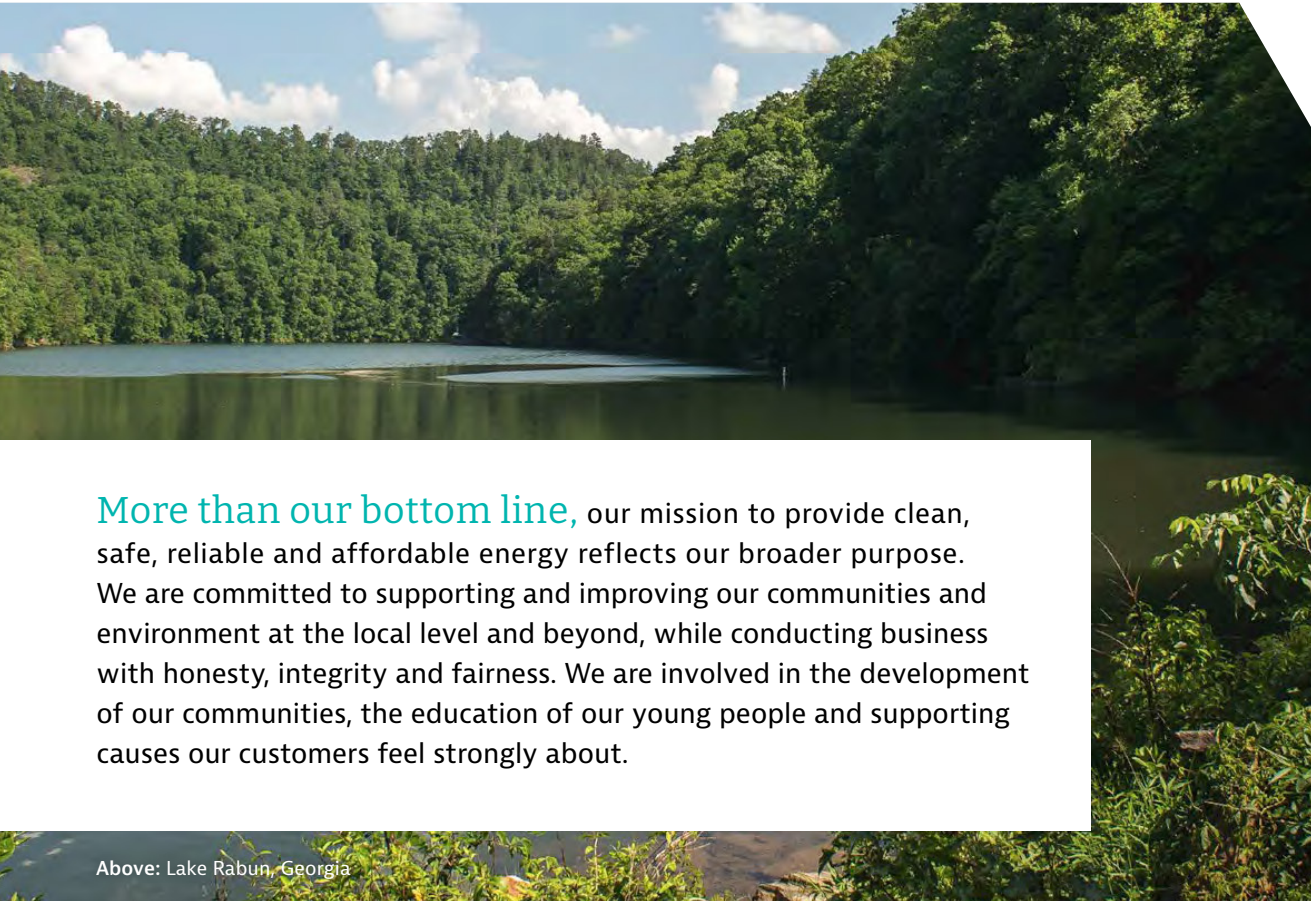
The EverGreen employee engagement group was organized by Southern Company Gas subsidiaries in Illinois, Georgia and Virginia. EverGreen members aim to invest in the community through volunteer-based projects with a conservation and sustainability focus, including habitat restoration, pollinator garden construction, endangered species education and bat house builds and installations. EverGreen also provides employees with learning opportunities through “lunch and learn” sessions centered on conservation.

EverGreen’s chair, Emily Furtsch, a program manager in Southern Company Gas’ operations organization, said, “I joined EverGreen to connect with my environment while also connecting with my community and colleagues through volunteer events promoting environmental conservation, preservation and stewardship — all principles prioritized at Southern Company.”

Above: EverGreen Employee Engagement Group



Elevate Our Communities



More than our bottom line, our mission to provide clean, safe, reliable and affordable energy reflects our broader purpose. We are committed to supporting and improving our communities and environment at the local level and beyond, while conducting business with honesty, integrity and fairness. We are involved in the development of our communities, the education of our young people and supporting causes our customers feel strongly about.

Above: Lake Rabun, Georgia

"Our business is different from nearly all other businesses that I know. When we go to a place, we go not as tourists, not as transients, not as promoters and not as tenants. When and where we go, we build and construct a permanent character that can never be moved away. Our first act upon arrival constitutes that we have selected that particular place in which to become a citizen. Not for just an hour, not for just a day, but for always."

— **Preston Arkwright**, first president of Georgia Power, 1902

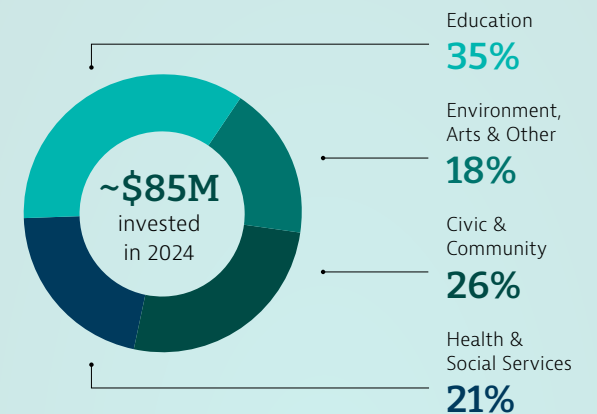
Charitable Giving and Volunteerism

Our philanthropic investments, employee volunteer efforts and economic development initiatives are focused on helping communities thrive for generations to come.

- Southern Company and our subsidiaries weave together financial grants, philanthropic programs, community convenings, non-profit board leadership and employee volunteerism to create positive momentum in communities where we serve, live and play.
- In 2024, through our foundations and corporate giving, we invested over \$85 million in grants, sponsorships and impact investments across our territories.
- Our operating companies play leadership roles in economic development efforts across the states and regions where we operate. In 2024, our electric operating companies helped to bring over \$14 billion in investment and over 20,000 jobs to our service territories.
- Employees and retirees play a critical role in our communities through their substantial volunteer efforts. In 2024, our employees and retirees volunteered over 165,000 hours of their time, the monetary equivalent of over \$5 million.

[Learn More](#) 

2024 System-Wide Giving



Georgia Power Foundation



Waters for Georgia

The Georgia Power Foundation's signature program, Waters for Georgia, is dedicated to investing in water resource-focused projects across the state. By investing in projects that address water quality impairments, benefit aquatic ecosystem, or support multiple benefits for community and water supply, this program recognizes the intrinsic value of clean water resources not only for domestic uses, agriculture, and recreation but also for its role in shaping communities and supporting the biodiversity of our ecosystems.

Biodiversity and Environmental Stewardship

Southern Company’s focus on biodiversity and environmental stewardship is integral to our identity and summarized in our [Biodiversity Principles](#). Southern Company and its subsidiaries are proud to support the communities we serve. We have a long history of stewarding our environment by protecting and conserving the land and reservoirs surrounding our facilities.

- Southern Company believes that a balanced and healthy environment is central to our commitment to provide clean, safe, reliable and affordable energy to our customers and the communities we serve.
- Given how biodiverse ecosystems underpin all life and human society, we practice conservation, enhance biodiversity and recognize our role in helping our neighbors and communities do the same.
- We understand that prudent use of natural resources is vital to meeting our customers’ needs, and we strive to protect those resources for future generations.



Above: Mississippi Power supports Save Our Shells



Right: Alabama Power Company supports the Alabama Artificial Reef Program

☆ Spotlight: Coastal Investments

Mississippi Power supports oyster restoration and launches stewardship strategy

Working with partners like Mississippi Power, The Nature Conservancy aims to turn the tide of overharvest, pollution, disease and catastrophic events that have decimated oyster populations over the last hundred years. Participating restaurants along the Mississippi Gulf Coast collect used oyster shells so that they can be processed, cured and integrated into restoration projects as a natural material known as “cultch.” The cultch attracts and supports oyster larvae that grow and produce new oysters. Mississippi Power’s role in this important project involves transporting collected material, providing land on which to cure the shells and redeploying them into approved restoration projects.

[Learn More](#) 



Led by its Environmental Stewardship Council, Mississippi Power also launched a new stewardship strategy in 2024 called Conserve. Conserve is focused on ecological restoration and conservation opportunities across Mississippi Power’s entire service territory. The Conserve plan focus areas include:

- Monitoring programs and partnerships to address biological, chemical, nutrient and other water quality impairments
- Supporting outdoor recreation and nature-based tourism
- Cultivating an increased appreciation for the natural and cultural resources in Southeast Mississippi
- Fostering science, technology, engineering, and math (STEM) programs emphasizing environmental education
- Participating in waste reduction and recycling initiatives

Alabama Power enhances Gulf marine habitat with donated reef materials

In 2024, Alabama Power contributed additional materials to the state’s renowned artificial reef system, further enhancing marine habitats and supporting the growth of fish populations in the Gulf. The newly added materials include large concrete structures and repurposed steel, which will provide essential habitats for various marine species.

The Alabama Artificial Reef Program, established in 1953, is one of the oldest and most successful initiatives of its kind in the U.S. The program has played a crucial role in promoting biodiversity and supporting both recreational and commercial fishing industries. By contributing to this program, Alabama Power not only aids in the conservation of marine life but also supports local economies that rely on fishing and tourism. The company’s recent contribution underscores the importance of corporate involvement in environmental conservation efforts.

The repurposed Alabama Power materials were strategically deployed in designated reef zones off the coast of Alabama, where they will quickly become home to a variety of marine species, including red snapper, grouper and amberjack. These structures mimic natural reef formations, providing shelter and breeding grounds that are vital for the survival and proliferation of marine life.

[Learn More](#) 

Data & Reports

We recognize the value our customers, investors and stakeholders place on transparency and are engaged in ongoing dialogue to help ensure we provide decision-useful information.

As part of our commitment to transparency, we compile a Southern Company Data Table with the metrics and data most applicable to our company and requested by our stakeholders. We also align our disclosures with the [standards and frameworks](#) commonly used by our industry and in our country of domicile.

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. In addition to reporting our GHG emissions, we provide stakeholders with a wide array of environmental data across air, water and waste categories.

We also provide topic-specific fact sheets and reports that include detailed information on Emissions Reduction and Reporting, Resource Planning for the Electric Operations, Natural Gas Sustainability, and Energy Efficiency for stakeholders who want to learn more about these important aspects of our business.

[Learn More](#) 



Sustainability Summary

→ [2024 Sustainability Summary](#)



Shareholder Engagement

→ [Shareholder Presentation](#)



Southern Company Data

→ [Key Non-Financial Metrics \(PDF\)](#)
→ [Southern Company Data Table \(Excel\)](#)



Decarbonization

→ [Implementation and Action Toward Net Zero](#)
→ [Net Zero Q&A Supplement](#)
→ [Planning for a Low-Carbon Future \(2018\)](#)



Trade Association Engagement

→ [Trade Association and Climate Engagement Report](#)



Just Transition

→ [Just Transition Principles](#)

Sustainability Governance Highlights

Board Committee	Sustainability Oversight - Charter Description	Primary Management Liaison
Audit Committee	Oversees the adequacy and effectiveness of internal controls, including the development of internal controls for non-financial sustainability-related data and disclosures.	EVP and Chief Financial Officer
Business Security and Resiliency Committee	Oversees cybersecurity, use of artificial intelligence, physical security and operational resiliency, including issues and policies relating to climate change and adaptation and its impact on business resiliency.	EVP and Chief Legal Officer and EVP and Chief Operating Officer
Compensation and Talent Development Committee	Oversees human capital management strategies, practices and programs, including talent management, development and retention; employee engagement and well-being; intentional inclusion initiatives; performance management; and annual pay reviews.	EVP and Chief Human Resources Officer
Finance Committee	Oversees capital deployment, including alignment of long-term capital allocation strategies with net-zero objectives.	EVP and Chief Financial Officer
Nominating, Governance and Corporate Responsibility Committee	Oversees significant strategies, programs and practices with respect to corporate responsibility matters, public policy advocacy, political contributions and lobbying and assesses feedback from stockholders and other stakeholders.	EVP and Chief Legal Officer and EVP and President of External Affairs
Operations, Environmental and Safety Committee	Oversees business strategies designed to address the long-term reduction of GHG emissions and fleet transition, including net zero carbon strategies, resource planning, emerging technologies and R&D.	EVP and Chief Operating Officer
Management Coordination	Sustainability Oversight - Description of Coordinating Bodies	Key Management Participants
Environmental Management Council (EMC)	Serves as the governing body for the company's environmental management system. EMC allows issue-specific governance teams to collaborate on environmental strategy and compliance. These teams include: Air and Climate, Water, Land, Natural Resources and Compliance.	SVP, Research, Environment and Sustainability; Director, Environment and Sustainability; Environmental Affairs VPs; Directors and senior managers of our subsidiaries; Senior Director of Government Affairs; Associate General Counsel of Environmental Policy and Litigation
Policy Coordination	Provides monthly opportunity for senior leaders to engage in dialogue with environmental, compliance, policy and other subject matter experts on strategic and emerging matters. Quarterly, the group also reviews our trade association activities and alignment with the company's strategy, including climate positions.	EVP and Chief Operating Officer; EVP and Chief Financial Officer; EVP and Chief Legal Officer; EVP and President of External Affairs
Executive Planning Coordination Team	Serves as a point of governance and communication for the company's long-term electricity supply and transmission planning.	VP of System Planning with participation from VPs and Directors for areas including System Planning, Commercial Operations, Research and Development, Environment and Sustainability, Financial Planning, Transmission Planning, Engineering, Load Forecasting and Fuel Planning
Inclusion Collaborative	This team of senior leaders, business unit representatives and subject matter experts collaborates with company leadership and our employee-led councils, groups and networks to drive organic and sustainable change to the benefit of our workforce and the communities we serve.	CEO; EVP and Chief Human Resources Officer
Sustainability Leadership Team	Monthly, sustainability leaders across the company engage in dialogue related to environmental, human capital and community engagement initiatives. These discussions are focused on message consistency and transparency, data integrity and stakeholder engagement.	VP of Corporate Governance; Sustainability leaders of our major subsidiaries; Director of Environmental Affairs and Sustainability; Senior Director of Government Affairs; Associate General Counsel of Environmental Policy and Litigation

Accolades & Recognition



Approximately 28,600 employees across the Southern Company system work hard every day to deliver on our mission of providing clean, safe, reliable and affordable energy to our customers and the communities we serve. The Superior Performance of these employees and our commitment to Intentional Inclusion have been recognized by a variety of organizations, earning the company awards and recognitions that reflect Our Values and dedication to service.

[Learn More](#) 



End Notes

¹In this document, the terms “we,” “us” and “our” all refer to Southern Company. 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, GHG emissions and employment practices, refer to those operations conducted through its subsidiaries.

²Our ability to achieve these goals is dependent on many factors, many of which are outside our control, including load growth, energy policy and regulations, natural gas prices, customer demand for carbon-free energy, and the pace and extent of development and deployment of low- to no-GHG energy technologies and negative carbon concepts.

³Includes both owned and contracted resources, with full (100%) MW capacity accounted for in jointly owned projects. 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.

⁴The Georgia PSC’s approval of renewable generation, BESS and natural gas includes a combination of Georgia Power-owned resources and resources procured through power purchase agreements with third parties. Some of the approved resources will be identified through ongoing and upcoming procurements by Georgia Power.

Cautionary Statement Regarding Forward-Looking Information

Certain information contained in this report is forward-looking information based on current expectations and plans that involve risks and uncertainties. Forward-looking information includes, among other things, statements concerning greenhouse gas emissions reductions goals, projected renewable generation growth, future unit retirements or repowerings, projected capital investments and projected economic and load growth. Southern Company cautions that there are certain factors that can cause actual results to differ materially from the forward-looking information that has been provided. The reader is cautioned not to put undue reliance on this forward-looking information, which is not a guarantee of future performance and is subject

to a number of uncertainties and other factors, many of which are outside the control of Southern Company; accordingly, there can be no assurance that such suggested results will be realized. The following factors, in addition to those discussed in Southern Company’s Annual Report on Form 10-K for the year ended December 31, 2024, Quarterly Reports on Form 10-Q for the quarters ended March 31, 2025 and June 30, 2025, and subsequent securities filings, could cause actual results to differ materially from management expectations as suggested by such forward-looking information: the impact of recent and future federal and state regulatory changes, including tax, environmental, and other laws and regulations to which Southern Company and its subsidiaries are subject, as well as changes in application of existing laws, regulations, and guidance; the extent and timing of costs and legal requirements related to coal combustion residuals; current and future litigation or regulatory investigations, proceedings, or inquiries, including litigation and other disputes related to the Kemper County energy facility and Plant Vogtle Units 3 and 4; the effects, extent, and timing of the entry of additional competition in the markets in which Southern Company’s subsidiaries operate, including from the development and deployment

of alternative energy sources; variations in demand for electricity and natural gas; available sources and costs of natural gas and other fuels and commodities; the ability to complete necessary or desirable pipeline expansion or infrastructure projects, limits on pipeline capacity, public and policymaker support for such projects, and operational interruptions to natural gas distribution and transmission activities; transmission constraints; the ability to control costs and avoid cost and schedule overruns during the development, construction, and operation of facilities or other projects due to challenges which include, but are not limited to, changes in labor costs, availability, and productivity, challenges with the management of contractors or vendors, subcontractor performance, adverse weather conditions, shortages, delays, increased costs, or inconsistent quality of equipment, materials, and labor, contractor or supplier delay, the impacts of inflation and tariffs, delays due to judicial or regulatory action, nonperformance under construction, operating, or other agreements, operational readiness, including specialized operator training and required site safety programs, engineering or design problems or any remediation related thereto, design and other licensing-based compliance matters, challenges with start-up activities, including major equipment failure, or

system integration, and/or operational performance, challenges related to future pandemic health events, continued public and policymaker support for projects, environmental and geological conditions, delays or increased costs to interconnect facilities to transmission grids, and increased financing costs as a result of changes in interest rates or as a result of project delays; legal proceedings and regulatory approvals and actions related to past, ongoing, and proposed construction projects, including state Public Service Commission or other applicable state regulatory agency approvals and Federal Energy Regulatory Commission and U.S. Nuclear Regulatory Commission actions; the ability to construct facilities in accordance with the requirements of permits and licenses, to satisfy any environmental performance standards and the requirements of tax credits and other incentives, and to integrate facilities into the Southern Company system upon completion of construction; investment performance of the employee and retiree benefit plans and nuclear decommissioning trust funds; advances in technology, including the pace and extent of development of low- to no-carbon energy and battery energy storage technologies and negative carbon concepts; performance of counterparties under ongoing renewable energy partnerships and development agreements; state

and federal rate regulations and the impact of pending and future rate cases and negotiations, including rate actions relating to return on equity, equity ratios, additional generating capacity and transmission facilities, extension of retirement dates for fossil fuel plants, and fuel and other cost recovery mechanisms; the ability to successfully operate the electric utilities' and Southern Power Company's generation, transmission, distribution, and battery energy storage facilities, as applicable, and Southern Company Gas' natural gas distribution and storage facilities and the successful performance of necessary corporate functions; the inherent risks involved in operating nuclear generating facilities; the inherent risks involved in generation, transmission, and distribution of electricity and transportation and storage of natural gas, including accidents, explosions, fires, mechanical problems, discharges or releases of toxic or hazardous substances or gases, and other environmental risks; the performance of projects undertaken by the non-utility businesses and the success of efforts to invest in and develop new opportunities; internal restructuring or other restructuring options that may be pursued; potential business strategies, including acquisitions or dispositions of assets or businesses, or interests therein, which cannot be assured to be completed or beneficial to Southern Company or its

subsidiaries; the ability of counterparties of Southern Company and its subsidiaries to make payments as and when due and to perform as required; the ability to obtain new short- and long-term contracts with wholesale customers; the direct or indirect effect on the Southern Company system's business resulting from cyber intrusion or physical attack and the threat of cyber and physical attacks; global and U.S. economic conditions, including impacts from geopolitical conflicts, recession, inflation, changes in trade policies (including tariffs and other trade measures) of the United States and other countries, interest rate fluctuations, and financial market conditions, and the results of financing efforts; access to capital markets and other financing sources; changes in Southern Company's and any of its subsidiaries' credit ratings; the ability of Southern Company's electric utilities to obtain additional generating capacity (or sell excess generating capacity) at competitive prices; catastrophic events such as fires, earthquakes, explosions, floods, tornadoes, hurricanes and other storms, droughts, pandemic health events, political unrest, wars, or other similar occurrences; the direct or indirect effects on the Southern Company system's business resulting from incidents affecting the U.S. electric grid, natural gas pipeline infrastructure, or operation of generating or storage resources; impairments

of goodwill or long-lived assets; and the effect of accounting pronouncements issued periodically by standard-setting bodies. Southern Company expressly disclaims any obligation to update any forward-looking information.



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