



Our Human Capital Pillars



Diversity, equity & inclusion

We are committed to a diverse, equitable and inclusive workplace in order to best serve the diverse communities in our footprint. Our diversity, equity and inclusion (DE&I) efforts promote an inclusive and actively anti-racist culture as we strive to create a workplace where everyone feels welcomed, valued and respected, and all groups are wellrepresented, included and fairly treated. Our strategy for recruiting, hiring, retaining and developing employees includes a deliberate focus on DE&I. We integrate continuous feedback from employees to refine our commitments and actions. We have adopted new commitments to attract, engage, include and retain a diverse workforce.

Looking ahead, we will continue to integrate DE&I competencies into talent development offerings and advance our expanded HBCU engagement and strategic diversity recruiting initiatives.



Rewards & well-being

We invest in the well-being and engagement of our employees through a comprehensive total rewards strategy which includes compensation, benefits and employee well-being. Our well-being strategy focuses on:

- ▶ **Physical Well-Being:** Providing employees with access to preventive care, wellness programs and healthcare.
- ▶ **Financial Well-Being:** Helping employees with financial wellness across all stages of their career, as well as in retirement.
- ▶ **Emotional/Social Well-Being:** Supporting employees' emotional wellness and helping them to be fully engaged in life, family, their community and at work.

Our strategy helps to ensure all employees are paid market competitive salaries, are treated equitably (through regular pay equity, pay gap and glass ceiling studies), are eligible for annual incentive awards and have access to health and retirement benefits and best-in-class well-being programs. We continue to evaluate and modernize our programs so they attract, engage, include and retain the workforce necessary for both today and the future.



Talent development

The development of talent is a priority. We consider it critical to employee readiness, engagement and retention. Our talent processes include robust talent identification, specialized assessments and development and career and succession planning.

- ▶ We focus development on business imperatives: inclusivity, emotional intelligence, innovation and business execution.
- ▶ Through a robust succession planning process and strategic external hiring, we help to ensure a well-qualified and diverse pipeline of leaders.
- ▶ 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.
- ▶ Across Southern Company, our performance management process, Connected Conversations, provides a platform for frequent and meaningful performance and development conversations between managers and employees, driving individual performance and growth.
- ▶ Leadership roles are primarily filled from succession planning slates, often providing opportunity for intercompany transfers.
- ▶ Our workforce is considered highly engaged as measured by our Voice of the Employee Survey, and we boast low turnover rates and high promotion rates into first-time supervisor roles as compared to industry peers and companies of comparable size.



Workforce sustainability

We are meeting the evolving needs of the energy industry by developing a qualified, diverse and sustainable workforce to support community growth and inclusive economic development. We focus on having the right people with the right skills who perform their jobs safely to meet current and future business requirements. This focus is exemplified through Our Values, including Safety First, and our Code of Ethics. We strive to uphold our values, ethics and human capital beliefs in all we do and remain cognizant of what they mean to our workforce's culture and well-being. We continue to value productive collaboration 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.

- ▶ **Safety First:** Safety First is our No. 1 value, and our goal is to complete "every day, every job, safely". We demonstrate Safety First by focusing on safety risk mitigation, meeting and exceeding applicable laws and regulations, and investing in research and cutting-edge safety technologies and processes. We hone and build on our safety culture by engaging all employees in our solutions, continuing to share and build on learnings, and contributing to continuous process improvements to enhance safety.
- ▶ **Labor Relations:** Constructive coordination with union leaders is critical to our business. Approximately one-third of Southern Company employees are International Brotherhood of Electric Workers (IBEW) members, and many of our contractors employ labor union members from nearly every craft within the North Americas Building Trades Unions (NABTU). Our coordination with organized labor allows us to work toward common goals on topics such as employee and public safety, reliability of our electric and gas systems, training and development, recruitment efforts, Just Transition and best practice sharing.
- ▶ **Community Partnerships:** Southern Company's focus on education and workforce development spans from early childhood literacy initiatives to graduate degree programs. We believe that to develop the workforce's next generation, we must have a proactive and holistic approach with an emphasis on foundational education and experiential learning. Some of our partnerships include:
 - Educational partnerships, pre-K through High School, that focus on support of Science, Technology, Engineering and Math (STEM)
 - Partnerships with local technical and community colleges to establish programs and curriculum for career-ready certifications (such as Line Worker, Instrumentation and Control Technicians)
 - Hosting of summer camps and interactive programs where students interact with our employees and learn about the science of energy, engineering, and career opportunities
 - Teacher externships to support educators in understanding workforce skills and the operations of business and industry
 - Support of internship and work-based learning programs ensuring students receive hands-on education



Community

Our employees are inextricably woven into the communities we are privileged to serve. In 2022, retirees and employees across our subsidiaries dedicated approximately 120,000 hours of volunteer service to support and improve our communities. Our employees also make financial contributions to thousands of non-profits in our communities through company-led programs, such as the Club of Hearts with Georgia-based employees annually contributing around \$1 million. In 2022, our system's charitable giving totaled over \$118 million, including a \$76 million award to social justice-related initiatives. We also form partnerships with businesses, academic and other STEM institutions, charities and government bodies. The Southern Company system and its charitable foundations are committing \$225 million through 2025 to advance racial equity and social justice in our communities.

