

## Global Reporting Initiative Sustainability Reporting Standards (GRI Standards)

The Global Reporting Initiative (GRI) Content Index below follows the GRI 102: General Disclosures 2016 of the Universal Standards. For the topics, the index follows the GRI 103: Management Approach 2016 of the Universal Standards (where appropriate) and Topic-Specific Standards 2016 (except where noted). The index primarily references data and information from 2021 disclosures. Southern Company strives to provide meaningful information to our stakeholders and will continue to refine our alignment with the GRI Sustainability Reporting Standards.

### GRI 102: General Disclosures 2016

#### Organizational Profile

Number	Title of Disclosure	Reference/Response
102-1	Name of the organization	<a href="#">2021 10-K (Page I-1)</a> <a href="#">2021 Annual Report (Page 2)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 7)</a>
102-2	Activities, brands, products, and services	<a href="#">2021 10-K (Page I-1 - I-2)</a> <a href="#">2021 Annual Report (Page 30)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 7)</a> <a href="#">Southern Company Website &gt; About &gt; Our Companies</a>
102-3	Location of headquarters	<a href="#">2021 10-K</a> <a href="#">Southern Company Website &gt; Contact Us</a>
102-4	Location of operations	<a href="#">2021 10-K (Page I-6 - I-8)</a>
102-5	Ownership and legal form	<a href="#">2021 10-K (Page I-1 - I-4)</a>
102-6	Markets served	<a href="#">2021 10-K (Page I-6 - I-8; I-27)</a> <a href="#">2021 Annual Report (Page 30)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 7)</a> <a href="#">Southern Company Website &gt; About &gt; Our Companies</a>
102-7	Scale of the organization	<a href="#">2021 10-K (Page I-13) - Employees, operations</a> <a href="#">2021 Annual Report (Page 5; 21; 30; 37-38)</a> <a href="#">ESG Data Table (Page 2)</a> <a href="#">Workforce Representation Disclosure: Equal Employment Opportunity Employer Information Report (EEO-1) (Page 2)</a>
102-8	Information on employees and other workers	<a href="#">2021 10-K (Page I-13 - I-14)</a> <a href="#">ESG Data Table (Page 2)</a> <a href="#">Workforce Representation Disclosure: Equal Employment Opportunity Employer Information Report (EEO-1) (Page 2)</a>

102-9	Supply chain	<a href="#">2021 10-K (Page I-1 - I-4)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain Management</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
102-10	Significant changes to the organization and its supply chain	<a href="#">No significant organizational changes occurred in 2021. 2021 Annual Report (Page II-53)</a>
102-11	Precautionary Principle or approach	<a href="#">Planning for a low-carbon future (Page 20)</a>
102-12	External initiatives	<a href="#">Southern Company Website &gt; Investors &gt; Sustainability/ESG &gt; Policy Engagement and Advocacy</a>
102-13	Membership of associations	<a href="#">2022 CDP Climate Change Disclosure (Page 162-213)</a> <a href="#">2021 Political Engagement Expenditure Disclosures</a> <a href="#">Trade Association and Climate Engagement Report</a>

## Strategy

Number	Title of Disclosure	Reference/Response
102-14	Statement from senior decision-maker	<a href="#">2021 Annual Report (Page 2)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 5-6)</a> <a href="#">Implementation and Action Toward Net Zero (Page 3-7)</a>
102-15	Key impacts, risks, and opportunities	<a href="#">2021 10-K</a> <a href="#">Planning for a Low Carbon Future (Page 13-16)</a>

## Ethics and Integrity

Number	Title of Disclosure	Reference/Response
102-16	Values, principles, standards, and norms of behavior	<a href="#">2021 10-K (Page I-13)</a> <a href="#">2021 Annual Report (Page 2)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 2; 16; 18)</a> <a href="#">Southern Company Website &gt; About &gt; Company Values</a> <a href="#">Southern Company Website &gt; About &gt; Governance &gt; Values and Ethics</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Southern Company Website &gt; About &gt; Governance &gt; Values and Ethics</a> <a href="#">Code of Ethics</a>

## Governance

Number	Title of Disclosure	Reference/Response
102-18	Governance structure	<a href="#">2021 10-K (Page I-35 - I-36)</a> <a href="#">2021 Annual Report (Page 14-15)</a> <a href="#">2022 Proxy Statement (Page 32-43)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 23)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance</a> <a href="#">2022 CDP Climate Change Disclosure (Page 4-20)</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a>
102-19	Delegating authority	<a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Charter</a> <a href="#">Corporate Governance Guidelines</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">2022 Proxy Statement (Page 31-34)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 4-5; 13-20)</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">2022 Proxy Statement (Page 30-31)</a> <a href="#">Implementation and Action Toward Net Zero (Page 32)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 2; 4-9; 14-15; 19; 26; 50-53)</a>
102-22	Composition of the highest governance body and its committees	<a href="#">2021 10-K (Page I-35 - I-36)</a> <a href="#">2021 Annual Report (Page 14-15)</a> <a href="#">2022 Proxy Statement (Page 18-43)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 23)</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance</a>
102-23	Chair of the highest governance body	<a href="#">2021 10-K (Page I-35)</a> <a href="#">2021 Annual Report (Page 14-15)</a> <a href="#">Corporate Governance Guidelines (Page 5-6)</a> <a href="#">2022 Proxy Statement (Page 39-40)</a> <a href="#">Amended and Restated By-Laws (Page 17)</a>
102-24	Nominating and selecting the highest governance body	<a href="#">2022 Proxy Statement (Page 36)</a> <a href="#">Corporate Governance Guidelines (Page 3-4)</a>
102-25	Conflicts of interest	<a href="#">2022 Proxy Statement (Page 37-39; 46; 78)</a> <a href="#">Corporate Governance Guidelines (Page 1-3)</a> <a href="#">Code of Ethics (Page 3)</a>

102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">2022 Proxy Statement (Page 32-34; 42-45)</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a>
102-27	Collective knowledge of highest governance body	<a href="#">2022 Proxy Statement (Page 41)</a> <a href="#">Corporate Governance Guidelines (Page 7)</a> <a href="#">Implementation and Action Toward Net Zero (Page 32)</a>
102-28	Evaluating the highest governance body's performance	<a href="#">2022 Proxy Statement (Page 45)</a> <a href="#">Corporate Governance Guidelines (Page 7, 9)</a>
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">2022 Proxy Statement (Page 30-34; 42-45)</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a>
102-30	Effectiveness of risk management processes	<a href="#">2022 Proxy Statement (Page 42-45)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance Risk Oversight</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Charter</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a>
102-31	Review of economic, environmental, and social topics	<a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Charter</a> <a href="#">2022 CDP Climate Change Disclosure (Page 8-14)</a>
102-32	Highest governance body's role in sustainability reporting	<a href="#">2021 Corporate Responsibility Executive Summary (Page 23)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 4-8; 223)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Southern Company Overview &gt; CEO Letter</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance and Risk Oversight</a>
102-33	Communicating critical concerns	<a href="#">Corporate Governance Guidelines (Page 7)</a>
102-34	Nature and total number of critical concerns	<a href="#">2021 10-K</a> <a href="#">2022 Proxy Statement</a>
102-35	Remuneration policies	<a href="#">2022 Proxy Statement (Page 47-48; 59-62)</a> <a href="#">Corporate Governance Guidelines (Page 7)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 16-20)</a>
102-36	Process for determining remuneration	<a href="#">2022 Proxy Statement (Page 57-64)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 16-20)</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">2022 Proxy Statement (Page 57-64)</a>

102-38	Annual total compensation ratio	<a href="#">2022 Proxy Statement (Page 96)</a>
102-39	Percentage increase in annual total compensation ratio	Information unavailable.

## Stakeholder Engagement

Number	Title of Disclosure	Reference/Response
102-40	List of stakeholder groups	<a href="#">2022 Proxy Statement (Page 30-31)</a> <a href="#">2021 Political Engagement Expenditure Disclosures Southern Company Website &gt; Investors &gt; Sustainability/ESG &gt; Policy Engagement and Advocacy</a> <a href="#">2022 CDP Climate Change Disclosure (Page 2; 14-15; 152-154)</a>
102-41	Collective bargaining agreements	<a href="#">2021 10-K (Page I-14)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Demographics and Data</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
102-42	Identifying and selecting stakeholders	<a href="#">2022 Proxy Statement (Page 30-31)</a> <a href="#">Overview of Southern Company Policies and Practices for Political Engagement Planning for a Low-Carbon Future (Page 25)</a>
102-43	Approach to stakeholder engagement	<a href="#">2022 Proxy Statement (Page 30-31)</a>
102-44	Key topics and concerns raised	<a href="#">2022 Proxy Statement (Page 30-31; 57-58)</a> <a href="#">Planning for a Low-Carbon Future (Page 25)</a>

## Reporting Practice

Number	Title of Disclosure	Reference/Response
102-45	Entities included in the consolidated financial statements	<a href="#">2021 10-K (Page I-1)</a>
102-46	Defining report content and topic Boundaries	<a href="#">2021 Corporate Responsibility Executive Summary (Page 24-25)</a>
102-47	List of material topics	<a href="#">2021 Corporate Responsibility Executive Summary (Page 24-25)</a>

102-48	Restatements of information	No restatements of information to disclose.
102-49	Changes in reporting	No significant changes in reporting.
102-50	Reporting period	<a href="#">2021 Corporate Responsibility Executive Summary (Page 2)</a>
102-51	Date of most recent report	<a href="#">2021 Corporate Responsibility Executive Summary (Page 2)</a>
102-52	Reporting cycle	<a href="#">2021 Corporate Responsibility Executive Summary (Page 2)</a>
102-53	Contact point for questions regarding the report	<a href="mailto:corpgov@southerncompany.com">corpgov@southerncompany.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	This GRI Content Index primarily references data and information from 2021 disclosures, which have been mapped to the GRI Standards (where information is available).
102-55	GRI content Index	<a href="#">2021 Corporate Responsibility Executive Summary (Page 27)</a>
102-56	External assurance	<a href="#">2022 CDP Climate Change Disclosure (Page 146-149)</a> <a href="#">Third-Party Verification/Assurance Report</a>

## GRI 200: Economic Disclosures (2016)\*

### Economic Performance

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 10-K (Page I-15 - I-26)</a> <a href="#">2021 Annual Report (Page 30-33)</a> <a href="#">2021 Transformation Report: Moving to Equity Implementation and Action Toward Net Zero (Page 31-32)</a>
103-2	The management approach and its components	<a href="#">2021 Annual Report (Page 30-33)</a>
103-3	Evaluation of the management approach	<a href="#">2021 Annual Report (Page 30-33)</a> <a href="#">Implementation and Action Toward Net Zero (Page 31-32)</a>
201-1	Direct economic value generated and distributed	<a href="#">2021 10-K (Page II-8 - II-18)</a> <a href="#">2021 Annual Report (Page 34-43)</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2021 10-K (Page I-15 - I-26)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 13; 22-23)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 29-50)</a> <a href="#">Planning for a low-carbon future (Page 13-17)</a>

201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2021 10-K (Page I-13 - I-14; I-25; II-51 - II-52; II-211 - II-225)</a> <a href="#">2021 Annual Report (Page 54-55; 154-157)</a> <a href="#">2022 Proxy Statement (Page 87-93)</a>
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201-4	Financial assistance received from government	<a href="#">2021 10-K (Page II-80; II-113; II-143; II-144; II-210)</a> <a href="#">2021 Annual Report Page 83; 148-154; 196-198)</a>
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## Market Presence

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	Information unavailable.
202-2	Proportion of senior management hired from the local community	Information unavailable.

## Indirect Economic Impacts

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Transformation Report: Moving to Equity</a> <a href="#">Southern Company Website &gt; Our Community &gt; Boldly Forward</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships &gt; Economic Development</a>
103-2	The management approach and its components	<a href="#">2021 Transformation Report: Moving to Equity</a>
103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity</a>

203-1	Infrastructure investments and services supported	<a href="#">2021 10-K (Page I-4; II-3 - II-7; II-42; II-56 -II-58; II-161 - II-162)</a> <a href="#">2021 Annual Report (Page 10, 15, 31)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 10; 13-15)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships &gt; Economic Development</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Reliability, Resilience &amp; Affordability &gt; System Reliability and Resilience</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Reliability, Resilience &amp; Affordability &gt; Affordability and Low-Income Assistance</a>
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203-2	Significant indirect economic impacts	<a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships &gt; Economic Development</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Diversity, Equity and Inclusion &gt; Supply Chain Diversity</a> <a href="#">2021 Transformation Report: Moving to Equity (Page 8-9; 14-15; 18-21; 24)</a>
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## Procurement Practices

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
204-1	Proportion of spending on local suppliers	Information unavailable.

## Anti-corruption

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Code of Ethics (Page 2-3)</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Audit Committee (Charter)</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Audit Committee (Charter)</a>



205-1	Operations assessed for risks related to corruption	<a href="#">Code of Ethics (Page 2-3)</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Audit Committee (Charter)</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Code of Ethics (Page 2-3)</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Audit Committee (Charter)</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Code of Ethics (Page 2-3)</a> <a href="#">Southern Company Website &gt; Investors &gt; Corporate Governance &gt; Board Committees &gt; Audit Committee (Charter)</a>

## Anti-competitive Behavior

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Code of Ethics (Page 3)</a> <a href="#">2021 10-K (Page I-8 – I-9; I-19 – I-20)</a>
103-2	The management approach and its components	<a href="#">Code of Ethics (Page 3)</a>
103-3	Evaluation of the management approach	<a href="#">Code of Ethics (Page 3)</a>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not disclosed

## Tax

Number	Title of Disclosure	Reference/Response
207-1	Approach to tax	<a href="#">2021 10-K (Page II-133 – II-134)</a>
207-2	Tax governance, control, and risk management	<a href="#">2021 10-K (Page II-133 – II-134)</a>
207-3	Stakeholder engagement and management of concerns related to tax	<a href="#">Southern Company Website &gt; Investors &gt; Sustainability/ESG &gt; Policy Engagement and Advocacy Public Policy Advocacy Positions</a>
207-4	Country-by-country reporting	<a href="#">2021 10-K (Page I-13; II-3; II-8 – II-39)</a>

\* 2016 for all topics except GRI 207: Tax 2019.

## GRI 300: Environmental Disclosures (2016)\*

Materials		
Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
301-1	Materials used by weight or volume	Information unavailable.
301-2	Recycled input materials used	Information unavailable.
301-3	Reclaimed products and their packaging materials	Information unavailable.
Energy		
Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 10-K (Page I-1 - I-4)</a> <a href="#">2021 Annual Report (Page 24)</a> <a href="#">2022 Proxy Statement (Page 7)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 5-10)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Southern Company Overview &gt; CEO Letter</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Southern Company Overview</a> <a href="#">Company Overview Fact Sheet</a>
103-2	The management approach and its components	<a href="#">2021 Corporate Responsibility Executive Summary (Page 7; 10; 13-15)</a> <a href="#">Implementation and action toward net zero Planning for a Low Carbon Future (Page 6-12)</a>
103-3	Evaluation of the management approach	<a href="#">2021 Corporate Responsibility Executive Summary (Page 6; 8; 10)</a> <a href="#">Implementation and action toward net zero EEI ESG/Sustainability Reporting Template (Page 1-4)</a> <a href="#">Planning for a Low Carbon Future (Page 6-12)</a>

302-1	Energy consumption within the organization	<a href="#">2021 10-K (Page II-9, II-11 - II-12)</a> <a href="#">2022 CDP Climate Change (Page 114-118)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 13)</a>
302-2	Energy consumption outside of the organization	<a href="#">2022 CDP Climate Change (Page 82-87; 93-103)</a>
302-3	Energy intensity	Information unavailable.
302-4	Reduction of energy consumption	<a href="#">2022 CDP Climate Change Page 114-118)</a>
302-5	Reductions in energy requirements of products and services	<a href="#">2022 CDP Climate Change (Page 75-76)</a>

## Water and Effluents

Number	Title of Disclosure	Reference/Response
303-1	Interactions with water as a shared resource	<a href="#">Implementation and Action Toward Net Zero (Page 24; 27)</a>
303-2	Management of water discharge-related impacts	Information unavailable.
303-3	Water withdrawal	<a href="#">ESG Data Table (Page 2)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 15)</a>
303-4	Water discharge	Information unavailable.
303-5	Water consumption	<a href="#">ESG Data Table (Page 2)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 15)</a>

## Biodiversity

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Corporate Responsibility Executive Summary (Page 9)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 217-222)</a> <a href="#">Implementation and Action Toward Net Zero (Page 24)</a>
103-2	The management approach and its components	<a href="#">2022 CDP Climate Change Disclosure (Page 217-222)</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Additional Environmental Priorities &gt; Stewardship</a>

103-3	Evaluation of the management approach	<a href="#">2022 CDP Climate Change Disclosure (Page 217-222)</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Additional Environmental Priorities &gt; Stewardship</a>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship</a>
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">2022 CDP Climate Change Disclosure (Page 217-222)</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Recovering Species at Risk</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Amplifying Program Investment</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Additional Environmental Priorities &gt; Stewardship</a>
304-3	Habitats protected or restored	<a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Restoring Natural Resources</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Amplifying Program Investment</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Amplifying Program Investment</a> <a href="#">Southern Company Website &gt; Our Community &gt; Environmental Stewardship &gt; Recovering Species at Risk</a>

## Emissions

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Corporate Responsibility Executive Summary (Page 8-10)</a> <a href="#">Implementation and Action Toward Net Zero (Page 2-4; 12-13)</a> <a href="#">Planning for a low-carbon future (Page 6-12)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 25-26; 33-36)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Net Zero Transition</a>

103-2	The management approach and its components	<a href="#">2021 Corporate Responsibility Executive Summary (Page 8-10)</a> <a href="#">Implementation and Action Toward Net Zero (Page 2-4; 12-13)</a> <a href="#">Planning for a low-carbon future (Page 6-12)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 25-26; 33-36)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Net Zero Transition</a>
103-3	Evaluation of the management approach	<a href="#">2021 Corporate Responsibility Executive Summary (Page 8)</a> <a href="#">Implementation and Action Toward Net Zero (Page 2-4; 12-13)</a> <a href="#">Planning for a low-carbon future (Page 6-12)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 25-26; 33-36)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Net Zero Transition</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 81; 88-90)</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 81-82; 90-92)</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 82-87; 93-103)</a>
305-4	GHG emissions intensity	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 2; 70; 78-80; 104-105; 118-124)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 14)</a>
305-5	Reduction of GHG emissions	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 8-10)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 1; 63; 65; 68)</a> <a href="#">Implementation and action toward net zero (Page 12)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Net Zero Transition</a>
305-6	Emissions of ozone-depleting substances (ODS)	Information unavailable.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">ESG Data Table (Page 1)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 14)</a>

## Waste

Number	Title of Disclosure	Reference/Response
306-1	Waste generation and significant waste related impacts	<a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero &amp; Environmental Priorities &gt; Additional Environmental Priorities &gt; Air, Waste and Water Management</a>
306-2	Management of significant waste-related impacts	<a href="#">2022 CDP Climate Change Disclosure (Page 139)</a>
306-3	Waste generated	<a href="#">ESG Data Table (Page 2)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 15)</a> <a href="#">2022 CDP Climate Change Disclosure (Page 83-84; 95; 99)</a>
306-4	Waste diverted to disposal	<a href="#">ESG Data Table (Page 2)</a>
306-5	Waste directed to disposal	<a href="#">ESG Data Table (Page 2)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 15)</a>

## Environmental Compliance

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 10-K (Page II-15 – II-16; Page II-41)</a>
103-2	The management approach and its components	<a href="#">2021 10-K (Page II-15 – II-16; Page II-41)</a> <a href="#">2022 Proxy Statement (Page 34; 42)</a> <a href="#">Operations, Environmental and Safety Committee Charter</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a>
103-3	Evaluation of the management approach	<a href="#">2021 10-K (Page I-15 – I-16; Page II-41)</a>
307-1	Non-compliance with environmental laws and regulations	<a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities &gt; Environmental Principles</a>

## Supplier Environmental Assessment

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>

103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain&gt; Supply Chain Management</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Compliance Principles</a> <a href="#">Southern Company Website&gt; Sustainability &gt; Diversity, Equity and Inclusion &gt; Supply Chain Diversity</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; About &gt; Suppliers</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">2022 CDP Climate Change (Page 56; 78-80; 152-154)</a>
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">2022 CDP Climate Change (Page 70-71; 78-80)</a>

\* 2016 for all topics except GRI 303: Water and Effluents 2018 and GRI 306: Waste 2020.

## GRI 400: Social Disclosures (2016)\*

Employment		
Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Transformation Report: Moving to Equity (Page 8; 10-12)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability</a> <a href="#">Southern Company Website &gt; Careers</a> <a href="#">Southern Company Website &gt; Careers &gt; Our Culture</a>
103-2	The management approach and its components	<a href="#">2021 Transformation Report: Moving to Equity (Page 8; 10-12)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability</a> <a href="#">Southern Company Website &gt; Careers</a> <a href="#">Southern Company Website &gt; Careers &gt; Our Culture</a>
103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity (Page 8; 10-12; 34)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability</a> <a href="#">Workforce Representation Disclosure: Equal Employment Opportunity Employer Information Report (EEO-1)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Demographics and Data</a>

401-1	New employee hires and employee turnover	<a href="#">2022 Proxy Statement (Page 96)</a> <a href="#">ESG Data Table (Page 3)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Demographics and Data</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Southern Company Website &gt; Careers</a> <a href="#">Southern Company Website &gt; Careers &gt; Our Culture</a>
401-3	Parental leave	<a href="#">Southern Company Website &gt; Careers</a>

## Labor/Management Relations

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Corporate Responsibility Executive Summary (Page 16-17)</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
402-1	Minimum notice periods regarding operational changes	Information unavailable.

## Occupational Health and Safety

Number	Title of Disclosure	Reference/Response
403-1	Occupational health and safety management system	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First &gt; Our Safety and Health Policy</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First &gt; Safety and Health Management System</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 6-7)</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First &gt; Safety and Health Management System</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Technical and Project Solutions &gt; T&amp;PS Construction Environmental, Health and Safety (EH&amp;S) Policy</a>



403-3	Occupational health services	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Technical and Project Solutions &gt; T&amp;PS Construction Environmental, Health and Safety (EH&amp;S) Policy</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
403-5	Worker training on occupational health and safety	<a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Technical and Project Solutions &gt; Environmental, Health, and Safety (EH&amp;S) and Quality Policies and Procedures</a>
403-6	Promotion of worker health	<a href="#">2022 Proxy Statement (Page 13)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Rewards and Well-Being</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Technical and Project Solutions &gt; T&amp;PS Construction Environmental, Health and Safety (EH&amp;S) Policy</a>
403-8	Workers covered by an occupational health and safety management system	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First &gt; Our Safety and Health Policy</a>
403-9	Work-related injuries	<a href="#">ESG Data Table (Page 3)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 15)</a>
403-10	Work-related ill health	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First &gt; Our Safety and Health Policy</a>

## Training and Education

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Talent Development</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 16; 18;</a>

		<a href="#">21)</a> <a href="#">Implementation and Action Toward Net Zero (Page 29-30)</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Talent Development</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Talent Development</a>
404-1	Average hours of training per year per employee	<a href="#">Implementation and Action Toward Net Zero (Page 29-30)</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Talent Development</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 18; 21)</a>
404-3	Percentage of new employees receiving regular performance and career development reviews	Information unavailable.

## Diversity and Equal Opportunity

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 13)</a> <a href="#">2021 Transformation Report: Moving to Equity Moving to Racial Equity</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 18-19)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Diversity, Equity and Inclusion</a> <a href="#">Southern Company Website &gt; Careers &gt; Our Culture</a>
103-2	The management approach and its components	<a href="#">2021 Transformation Report: Moving to Equity (Page 8-11; 14-15; 18-22; 24-27; 32-33)</a> <a href="#">Moving to Racial Equity</a>
103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity (Page 12; 17; 28; 33-35)</a> <a href="#">Moving to Racial Equity (Page 7)</a>
405-1	Diversity of governance bodies and employees	<a href="#">2022 Proxy Statement (Page 18-19; 35)</a> <a href="#">Workforce Representation Disclosure: Equal Employment Opportunity Employer Information Report (EEO-1) (Page 2)</a> <a href="#">ESG Data Table (Page 2-3)</a>

[2021 EEI ESG/Sustainability Reporting Template \(Page 15\)](#)  
[Southern Company Website > Investors > Corporate Governance](#)

405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2022 Proxy Statement (Page 75-76)</a>
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## Non-discrimination

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14; 76)</a> <a href="#">2021 Transformation Report: Moving to Equity (Page 6; 27)</a> <a href="#">Workforce Representation Disclosure: Equal Employment Opportunity Employer Information Report (EEO-1)</a> <a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Compliance Principles</a>
103-2	The management approach and its components	<a href="#">2021 Transformation Report: Moving to Equity (Page 26-28)</a> <a href="#">Moving to Racial Equity (Page 4)</a>
103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity (Page 34-35)</a> <a href="#">Moving to Racial Equity (Page 7)</a>
406-1	Incidents of discrimination and corrective actions taken	<a href="#">2022 Proxy Statement (Page 14; 76)</a> <a href="#">2021 Transformation Report: Moving to Equity (Page 6; 27)</a>

## Freedom of Association and Collective Bargaining

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Labor Relations</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>
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## Child Labor

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-3	Evaluation of the management approach	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>

## Forced or Compulsory Labor

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-3	Evaluation of the management approach	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Southern Company Website &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>

## Security Practices

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">Code of Ethics (Page 2)</a>
103-3	Evaluation of the management approach	<a href="#">Code of Ethics (Page 2)</a>
410-1	Security personnel trained in human rights policies or procedures	<a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>

## Rights of Indigenous Peoples

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-3	Evaluation of the management approach	<a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
411-1	Incidents of violations involving rights of indigenous peoples	Information unavailable.

## Human Rights Assessment

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Code of Ethics (Page 2)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Commitment to Human Capital</a>
103-2	The management approach and its components	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Code of Ethics (Page 2)</a>
103-3	Evaluation of the management approach	<a href="#">2022 Proxy Statement (Page 14)</a> <a href="#">Code of Ethics (Page 2)</a>
412-1	Operations that have been subject to human rights reviews or impact assessments	Information unavailable.
412-2	Employee training on human rights policies or procedures	Information unavailable.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Information unavailable.

## Local Communities

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Annual Report (Page 13)</a> <a href="#">2022 Proxy Statement (Page 11; 14-15)</a> <a href="#">2021 Transformation Report: Moving to Equity (Page 14-25)</a> <a href="#">Southern Company Website &gt; Our Community</a> <a href="#">Southern Company Website &gt; Our Community &gt; Boldly Forward</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships</a>
103-2	The management approach and its components	<a href="#">2021 Annual Report (Page 13)</a> <a href="#">2022 Proxy Statement (Page 11; 14-15)</a> <a href="#">2021 Transformation Report: Moving to Equity (Page 14-25)</a> <a href="#">Southern Company Website &gt; Our Community</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships</a>

103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity (Page 34-35)</a> <a href="#">2022 Proxy Statement (Page 15)</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2021 Transformation Report: Moving to Equity (Page 14-25)</a> <a href="#">Southern Company Website &gt; Our Community &gt; Boldly Forward</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Community Relationships &gt; Outreach Engagement</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">Southern Company Website &gt; Sustainability &gt; Net Zero and Environmental Priorities</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Workforce Sustainability &gt; Labor Relations</a>

## Supplier Social Assessment

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Transformation Report: Moving to Equity (Page 32-33)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain Management</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Diversity, Equity and Inclusion &gt; Supply Chain Diversity</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain Management</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Diversity, Equity and Inclusion &gt; Supply Chain Diversity</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Compliance Principles</a>
103-3	Evaluation of the management approach	<a href="#">2021 Transformation Report: Moving to Equity (Page 34-35)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain Management</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Southern Company Website &gt; Sustainability &gt; Diversity, Equity and Inclusion &gt; Supply Chain Diversity</a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Supply Chain Management</a>

## Public Policy

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 45)</a> <a href="#">2021 Corporate Responsibility Executive Summary (Page 22)</a> <a href="#">Trade Association and Climate Engagement Report</a>

		<a href="#">Code of Ethics (Page 3)</a> <a href="#">Overview of Southern Company Policies and Practices for Political Engagement</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Construction Regulation and Public Policy</a> <a href="#">Southern Company Website &gt; Sustainability/ESG &gt; Policy Engagement and Advocacy</a>
103-2	The management approach and its components	<a href="#">Overview of Southern Company Policies and Practices for Political Engagement</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Construction Regulation and Public Policy</a> <a href="#">Southern Company Website &gt; Sustainability/ESG &gt; Policy Engagement and Advocacy</a>
103-3	Evaluation of the management approach	<a href="#">Overview of Southern Company Policies and Practices for Political Engagement (Page 4)</a>
415-1	Political contributions	<a href="#">2021 Report on Political Engagement Expenditure Disclosures</a>

## Customer Health and Safety

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Southern Company Website &gt; Our Community &gt; Safety</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a>
103-2	The management approach and its components	<a href="#">Southern Company Website &gt; Our Community &gt; Safety</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a>
103-3	Evaluation of the management approach	<a href="#">Southern Company Website &gt; Our Community &gt; Safety</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Southern Company Website &gt; Our Community &gt; Safety</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Southern Company Website &gt; Our Community &gt; Safety</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Safety First</a>



## Marketing and Labeling

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">Code of Ethics (Page 3)</a>
103-2	The management approach and its components	<a href="#">Code of Ethics (Page 3)</a>
103-3	Evaluation of the management approach	<a href="#">Code of Ethics (Page 3)</a>
417-1	Requirements for product and service information and labeling	<a href="#">Code of Ethics (Page 3)</a>
417-2	Incidents of non-compliance concerning products and service information and labeling	<a href="#">Code of Ethics (Page 3)</a>
417-3	Incidents of non-compliance concerning marketing communications	<a href="#">Code of Ethics (Page 3)</a>

## Customer Privacy

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2021 Annual Report (Page 8)</a> <a href="#">2022 Proxy Statement (Page 43-44)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 10)</a> <a href="#">Southern Company Website &gt; Privacy Statement</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance and Risk Oversight &gt; Cybersecurity</a>
103-2	The management approach and its components	<a href="#">2021 Annual Report (Page 8)</a> <a href="#">2022 Proxy Statement (Page 43-44)</a> <a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 10)</a> <a href="#">Southern Company Website &gt; Privacy Statement</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance and Risk Oversight &gt; Cybersecurity</a>
103-3	Evaluation of the management approach	<a href="#">2021 EEI ESG/Sustainability Reporting Template (Page 10)</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance and Risk Oversight &gt; Cybersecurity</a>

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Southern Company Website &gt; Privacy Statement</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Governance &gt; Board Governance and Risk Oversight &gt; Cybersecurity</a>
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## Socioeconomic Compliance

Number	Title of Disclosure	Reference/Response
103-1	Explanation of the material topic and its Boundary	<a href="#">2022 Proxy Statement (Page 32)</a> <a href="#">Code of Ethics (Page 3)</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Compliance Principles</a> <a href="#">Southern Company Website &gt; Sustainability &gt; Workforce Sustainability &gt; Our Values &gt; Our Values and Code of Ethics</a>
103-2	The management approach and its components	<a href="#">2022 Proxy Statement (Page 32)</a> <a href="#">Code of Ethics (Page 3)</a> <a href="#">Southern Company Website &gt; About &gt; Suppliers &gt; Compliance Principles</a>
103-3	Evaluation of the management approach	<a href="#">2022 Proxy Statement (Page 32; 45)</a> <a href="#">Code of Ethics (Page 3)</a>
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">2022 Proxy Statement (Page 32)</a> <a href="#">Code of Ethics (Page 3)</a>

\* 2016 for all topics except GRI 403: Occupational Health and Safety 2018.

Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, unless the context otherwise requires, references in this document to Southern Company's operations, such as generating activities, greenhouse gas emissions and employment practices, refer to those operations conducted through its subsidiaries.