

ESG Data Table

Environmental, social and governance (ESG) data is of increasing importance to our investors. We continue to evaluate and enhance our reporting in response to investor feedback. Additional quantitative and qualitative information is available in our reports, including the EEI ESG/Sustainability Reporting Template, CDP Climate Disclosure, and other publications that are posted on our website.

Environment

| Metric | 2017 | 2018 | 2019 |
|--|-------|-------|-------|
| Energy Use and Emissions | | | |
| ENTERPRISE-WIDE | | | |
| Reduction in greenhouse gas emissions since 2007 (percent) | 36 | 35 | 44 |
| Scope 1 greenhouse gas emissions (million metric tons CO ₂ e) ^[1] | 97.5 | 102.2 | 88.2 |
| Scope 2 greenhouse gas emissions (million metric tons CO ₂ e) ^[2] | N/A | N/A | 0.036 |
| Scope 3 greenhouse gas emissions (million metric tons CO ₂ e) ^[3] | 34.6 | 37.3 | 38.8 |
| ELECTRIC | | | |
| Generation CO ₂ e emissions (million metric tons) ^[4] | 96.6 | 97.2 | 83.1 |
| Generation CO ₂ e emissions intensity (lb./net MWh) ^[5] | 1,124 | 1,080 | 983 |
| Generation NOx emissions intensity (lb./net MWh) ^[5] | 0.45 | 0.46 | 0.37 |
| Generation SO ₂ emissions intensity (lb./net MWh) ^[5] | 0.23 | 0.25 | 0.18 |
| Generation lead emissions (lbs.) ^[6] | 1,034 | 842 | 763 |
| GHG emissions associated with power deliveries by business division (million metric tons CO ₂ e): | | | |
| Alabama Power Company ^[7] | N/A | N/A | 33.4 |
| Georgia Power Company ^[8] | N/A | N/A | 37.4 |
| Mississippi Power Company ^[9] | N/A | N/A | 6.1 |

| Metric | 2017 | 2018 | 2019 |
|--|--------|---------|---------|
| GAS | | | |
| CO ₂ e emissions from fugitive methane (million metric tons) ^[10] | N/A | 0.78 | 0.79 |
| Methane emissions intensity (lb./net MWh) ^[11] | 0.0025 | 0.00135 | 0.00135 |
| Water Management | | | |
| Withdrawn (million gallons/day) | 2,962 | 3,282 | 2,385 |
| Consumed (million gallons/day) | 226 | 260 | 208 |
| Percentage of facilities in "High" or "Extremely High" baseline water stress ^[12] | 0 | 0 | 0 |
| Waste Management | | | |
| Hazardous waste disposal (thousand lb.) ^[13] | 793 | 502 | 570 |
| Percentage of ash sold for beneficial use | 62 | 58 | 87 |
| Percentage of gypsum sold for beneficial use ^[14] | 62 | 68 | 110 |
| Percentage of coal combustion residual products sold for beneficial use ^[15] | 62 | 62 | 97 |
| Coal combustion residual products (thousand tons) | 4,203 | 4,251 | 3,126 |

Social

| Metric | 2017 | 2018 | 2019 |
|---|--------|--------|--------|
| Workforce | | | |
| Total Employees ^[16] | 29,700 | 28,383 | 27,015 |
| Full-time employees | 29,629 | 28,317 | 26,951 |
| Part-time employees | 71 | 66 | 64 |
| Women as a percent of workforce | 26 | 25 | 26 |
| Women as a percent of management | 23 | 23 | 24 |
| Minorities as a percent of workforce | 27 | 27 | 28 |
| Minorities as a percent of management | 19 | 20 | 21 |
| Veterans as a percent of workforce | N/A | 8 | 8 |
| Minorities as a percent of new external hires | 37 | 39 | 39 |
| Women as a percent of new external hires | 29 | 24 | 30 |

| Metric | 2017 | 2018 | 2019 |
|--|-------|-------|-------|
| Percentage of employees by business: | | | |
| State regulated electric companies (percent) | 54 | 55 | 53 |
| Southern Company Gas (percent) | 16 | 16 | 16 |
| Southern Nuclear Operating Company (percent) | 14 | 14 | 15 |
| Southern Company Services (percent) | 13 | 14 | 14 |
| Southern Power Company (percent) | 2 | 2 | 2 |
| Other (percent) | 1 | 1 | 1 |
| Employee turnover: | | | |
| Voluntary turnover as a percent of workforce | 2 | 2 | 3 |
| Involuntary turnover as a percent of workforce | 2 | 2 | 2 |
| Retirement as a percent of workforce | 4 | 4 | 4 |
| Average employee tenure (years) | 16 | 15 | 15 |
| Employees expected to retire in next 5 years | 3,394 | 3,934 | 2,975 |
| Employees expected to retire in next 10 years | 7,899 | 8,260 | 6,247 |
| Safety | | | |
| Percentage of employees that worked injury free | 99.0 | 98.5 | 98.6 |
| Serious Injury Incident Rate | N/A | 0.13 | 0.08 |
| Supply Chain | | | |
| GAS | | | |
| Total supplier spend (millions) ^[17] | 1,632 | 1,572 | 1,701 |
| Small business supplier spend (millions) ^[17] | 121 | 98 | 52 |
| Diverse business supplier spend (millions) ^[17] | 474 | 557 | 691 |
| ELECTRIC | | | |
| Total supplier spend (millions) ^[17] | 4,022 | 4,355 | 4,630 |
| Small business supplier spend (millions) ^[17] | 858 | 962 | 1,052 |
| Diverse business supplier spend (millions) ^[17] | 680 | 777 | 894 |

| Metric | 2017 | 2018 | 2019 |
|--|-------|-------|-------|
| Customers | | | |
| Number of customers (thousands, year end): | | | |
| Electric operations ^[18] | 4,640 | 4,685 | 4,270 |
| Gas distribution operations | 4,623 | 4,248 | 4,277 |

Governance

| Metric | 2017 | 2018 | 2019 |
|---|------|------|------|
| Board of Directors | | | |
| Total number of directors ^[19] | 15 | 15 | 15 |
| Number of independent directors ^[19] | 14 | 14 | 14 |
| Number of female directors ^[19] | 3 | 3 | 2 |
| Number of minority directors ^[19] | 3 | 3 | 4 |

| | | | |
|---|--------|--------|--------|
| Operations | | | |
| Electricity generation: | | | |
| Coal (percent) ^[20] | 28 | 27 | 22 |
| Natural gas (percent) ^[20] | 47 | 47 | 50 |
| Nuclear (percent) ^[20] | 15 | 15 | 16 |
| Renewables/other (percent) ^[20] | 10 | 11 | 12 |
| Total (owned nameplate MW, year end) | 46,937 | 45,824 | 45,560 |
| Transmission system average interruption duration index | | | |
| Alabama Power Company | 5.0 | 8.6 | 5.1 |
| Georgia Power Company | 8.2 | 6.5 | 5.4 |
| Mississippi Power Company | 3.2 | 4.7 | 1.5 |
| Southern Power Company | 6.9 | 6.7 | 5.0 |
| Distribution system average interruption duration index | | | |
| Alabama Power Company | 112.6 | 113.2 | 127.1 |
| Georgia Power Company | 117.4 | 124.3 | 133.7 |

| Metric | 2017 | 2018 | 2019 |
|---|-------------|-------------|-------------|
| Mississippi Power Company | 64.2 | 95.3 | 60.5 |
| Southern Power Company | 112.0 | 115.4 | 128.1 |
| Transmission system average interruption frequency index | | | |
| Alabama Power Company | 0.101 | 0.109 | 0.100 |
| Georgia Power Company | 0.116 | 0.106 | 0.078 |
| Mississippi Power Company | 0.053 | 0.085 | 0.010 |
| Southern Power Company | 0.106 | 0.102 | 0.079 |
| Distribution system average interruption frequency index | | | |
| Alabama Power Company | 0.993 | 1.045 | 1.088 |
| Georgia Power Company | 1.141 | 1.206 | 1.239 |
| Mississippi Power Company | 0.790 | 0.971 | 0.821 |
| Southern Power Company | 1.060 | 1.116 | 1.168 |
| Transmission customer average interruption duration index | | | |
| Alabama Power Company | 49.5 | 78.9 | 51.0 |
| Georgia Power Company | 70.7 | 61.3 | 69.2 |
| Mississippi Power Company | 60.4 | 55.3 | 150.0 |
| Southern Power Company | 65.1 | 65.7 | 63.3 |
| Distribution customer average interruption duration index | | | |
| Alabama Power Company | 113.4 | 108.3 | 116.8 |
| Georgia Power Company | 102.9 | 103.1 | 107.9 |
| Mississippi Power Company | 81.3 | 98.1 | 73.7 |
| Southern Power Company | 105.7 | 103.4 | 109.7 |
| Total wholesale electricity purchased (MWh) | N/A | N/A | 11,862,093 |

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.

- ^[1] Southern Company system's greenhouse gas emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol for all of its owned facilities. The greenhouse gas emissions included are Scope 1 direct facility emissions that are required to be reported by the U.S. Environmental Protection Agency's (EPA) Greenhouse Gas Reporting Program and calculated using methods required by the Greenhouse Gas Reporting Program. Additional emissions sources for the gas distribution sector are also included consistent with EPA's Greenhouse Gas Inventory and ONE Future. Southern Company subsidiaries are not covered under emissions-limiting regulations or programs. Southern Company system owned mobile vehicle emissions are also included in Scope 1.
- ^[2] Southern Company system's Scope 2 greenhouse gas emissions are calculated using the equity share approach presented in the WRI/WBCSD GHG Protocol Scope 2 Guidance for its owned facilities. The greenhouse gas emissions included in Scope 2 are emissions from electricity purchases for company use at company-owned locations that are located outside of Southern Company's retail electric service territory. The location-based calculations use regional 2018 U.S. Environmental Protection Agency eGRID emission factors. The market-based calculations use a combination of supplier provided emissions factors, where available, and regional 2018 U.S. Environmental Protection Agency eGRID emission factors.
- ^[3] Southern Company system's Scope 3 greenhouse gas emissions include fuel-and energy-related activities, upstream leased assets and use of sold products not included in Scope 1 or 2 greenhouse gas emissions.
- ^[4] Emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities.
- ^[5] Intensities are calculated with emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities.
- ^[6] Emissions from equity-owned electricity generated for sale to retail and wholesale customers. Does not include gas sector, purchased power or leveraged lease facilities. Southern Company reports releases of TRI compounds, including lead, as required by the U.S. Environmental Protection Agency.
- ^[7] Alabama Power Company retired 235,942 MWh of renewable energy credits (RECs) on behalf of all retail customers in 2019. These retired RECs were included in the calculation as zero emissions for associated loads. Generation associated with unretired RECs or RECs that were kept by or sold to third parties were considered "null" energy in the calculation, and a U.S. Environmental Protection Agency eGRID emission factor was applied to this generation. RECs retired on behalf of specific customers, such as for purposes of a green energy program, and associated loads were excluded from this calculation.
- ^[8] Georgia Power Company retired 2,289,371 MWh of RECs on behalf of all retail customers in 2019. These retired RECs were included in the calculation as zero emissions for associated loads. Generation associated with unretired RECs or RECs that were kept by or sold to third parties were considered "null" energy in the calculation, and a U.S. Environmental Protection Agency eGRID emission factor was applied to this generation. RECs retired on behalf of specific customers, such as for purposes of a green energy program, and associated loads were excluded from this calculation.
- ^[9] Mississippi Power Company retired 2,969 MWh of RECs on behalf of all retail customers in 2019. These retired RECs were included in the calculation as zero emissions for associated loads. Generation associated with unretired RECs or RECs that were kept by or sold to third parties were considered "null" energy in the calculation, and a U.S. Environmental Protection Agency eGRID emission factor was applied to this generation. RECs retired on behalf of specific customers, such as for purposes of a green energy program, and associated loads were excluded from this calculation.
- ^[10] Emissions from gas sector for equity-owned assets, as tracked under the U.S. Environmental Protection Agency's Greenhouse Gas Reporting Program (40 CFR 98). Additional emissions sources for the gas distribution sector are also included consistent with the U.S. Environmental Protection Agency's Greenhouse Gas Inventory and ONE Future methodologies.
- ^[11] Methane emissions intensity is based on ONE Future methodology.
- ^[12] Baseline water stress as classified by the World Resources Institute Water Risk Atlas Tool, Aqueduct.
- ^[13] Excludes 2018–2019 decommissioning activities surrounding Mississippi Power's integrated coal gasification combined cycle project in Kemper County, Mississippi.
- ^[14] When gypsum demand exceeds generation, needed gypsum is excavated from prior years' surplus generation.
- ^[15] 2019 increases in coal combustion residual diversion attributed to increased coal combustion residual from ash pond closure projects.
- ^[16] 2019 calculations exclude divested employees.
- ^[17] To be comparable to 2019, data for Florida assets sold in 2019 was excluded in 2017 and 2018.
- ^[18] Customer decline from 2018 to 2019 related primarily to the sale of Gulf Power Company.
- ^[19] Reflects data as of date of annual meeting of stockholders, as disclosed in the applicable proxy statement.
- ^[20] Includes non-affiliate power purchase agreements. Annual energy mix represents all of the energy the Southern Company system uses to serve its retail and wholesale customers during the year. It is not meant to represent delivered energy mix to any particular retail customer or class of customers. Annual energy mix percentages include non-affiliate power purchase agreements.