

Workforce Representation Disclosure

**Equal Employment Opportunity Employer Information Report
(EEO-1)**



Diversity, Equity and Inclusion

Southern Company¹ is committed to the success of its customers, employees, communities, stockholders and other stakeholders. Core to this commitment is building and maintaining a representative workplace that provides outstanding service to our customers and reflects the diverse communities we serve. We promote an inclusive and actively anti-racist culture as we strive to create a workplace where everyone is welcomed, valued and respected, and all groups are well-represented, included and treated fairly within all levels of the organization.

You can learn more about our commitment to diversity, equity and inclusion on our [sustainability website](#).

Southern Company also is committed to transparency. As part of that commitment, we will disclose annually an aggregate summary of workforce data each Southern Company subsidiary submits to the Equal Employment Opportunity Commission (EEOC) through Form EEO-1.

The EEO-1 is a compliance survey mandated by federal statute and regulations that requires company employment data to be categorized by race/ethnicity, gender and job category. The EEO-1 data reflects a single fixed point in time and is organized according to EEOC mandated job categories that do not fully reflect how the workforce at Southern Company subsidiaries are organized.

The following pages contain aggregated summaries of the EEO-1 workforce data for all Southern Company subsidiaries for the identified years.

¹ Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, references to Southern Company's operations, such as employment practices refer to those operations conducted through its subsidiaries. Workforce Representation Disclosure ~ Southern Company Equal Employment Opportunity Employer Information Report (EEO-1)

2022 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	6	24	4	0	82	1	442
Male	1	5	43	3	0	271	1	
First/Mid Officials & Mgrs								
Female	8	43	329	54	0	734	7	4697
Male	12	62	488	100	1	2850	9	
Professionals								
Female	11	137	923	136	8	1771	31	9449
Male	31	257	1003	230	7	4839	65	
Technicians								
Female	1	2	32	17	0	107	1	1703
Male	11	20	194	75	2	1230	11	
Sales Workers								
Female	0	0	14	1	0	34	0	147
Male	0	0	14	3	0	81	0	
Administrative Support								
Female	4	12	1106	143	0	957	25	2630
Male	1	5	176	32	0	164	5	
Craft Workers								
Female	3	1	56	17	0	125	4	6280
Male	44	19	1115	252	11	4589	44	
Operatives								
Female	2	2	33	23	1	80	0	1742
Male	8	12	368	127	2	1058	26	
Laborers & Helpers								
Female	0	0	5	0	0	10	0	164
Male	4	0	38	4	0	98	5	
Service Workers								
Female	0	0	72	1	0	33	2	581
Male	2	3	164	15	2	284	3	
Total	144	586	6197	1237	34	19397	240	27835

2021 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	3	24	3	0	83	1	429
Male	0	6	40	4	0	263	1	
First/Mid Officials & Mgrs								
Female	8	40	299	46	0	712	6	4573
Male	15	54	473	81	2	2826	11	
Professionals								
Female	10	124	800	99	5	1699	28	8926
Male	26	239	905	201	5	4730	55	
Technicians								
Female	1	3	30	17	0	117	3	1681
Male	10	20	208	63	1	1199	9	
Sales Workers								
Female	0	0	19	1	0	44	0	164
Male	0	0	11	2	0	87	0	
Administrative Support								
Female	3	16	1085	166	2	1025	24	2776
Male	1	6	188	42	0	212	6	
Craft Workers								
Female	3	1	54	9	0	125	4	6264
Male	44	19	1103	211	10	4645	36	
Operatives								
Female	3	2	27	26	1	88	0	1833
Male	13	14	370	132	2	1131	24	
Laborers & Helpers								
Female	0	0	2	0	0	9	0	145
Male	1	1	41	3	0	84	4	
Service Workers								
Female	0	0	57	1	0	36	2	589
Male	2	3	169	11	2	300	6	
Total	141	551	5905	1118	30	19415	220	27380

2020 Workforce Demographics

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	11	37	8	0	118	2	632
Male	1	7	43	11	0	392	1	
First/Mid Officials & Mgrs								
Female	5	34	277	44	1	652	7	4460
Male	16	49	448	81	2	2828	16	
Professionals								
Female	11	127	756	104	4	1729	21	9003
Male	27	226	846	205	2	4894	51	
Technicians								
Female	1	4	34	15	1	119	3	1749
Male	8	18	213	56	2	1267	8	
Sales Workers								
Female	0	0	21	1	0	52	0	190
Male	1	1	17	1	0	96	0	
Administrative Support								
Female	3	16	1160	173	1	1124	28	3030
Male	1	10	228	44	0	234	8	
Craft Workers								
Female	2	1	48	8	0	121	4	6108
Male	39	19	1056	188	8	4579	35	
Operatives								
Female	3	0	21	16	1	93	0	2029
Male	15	15	394	127	4	1322	18	
Laborers & Helpers								
Female	0	0	2	1	0	8	0	189
Male	2	0	42	7	1	121	5	
Service Workers								
Female	0	0	48	1	0	35	2	606
Male	3	1	165	14	2	331	4	
Total	139	539	5856	1105	29	20115	213	27996