




Code of Ethics

The Way We Work

 Southern Company



Southern Company is a great company, and we continue to lead the industry in safety, innovation and community partnership. What sets us apart is our people, our culture and our focus on doing the right thing. Being the best at what we do cannot be enough — protecting our company and customers while exercising the care to act ethically and responsibly are how we truly set the standard. The principles outlined in Our Values serve as the foundation for how we do business, and our Code of Ethics serves as a framework for assuring that we conduct our business ethically and in compliance with all laws and regulations.

Our Values

At Southern Company, our values guide how we work. They outline how we make decisions, take action, and show up for each other, our customers and our communities. They are reflected in how we perform as One Team.



Safety First: We actively care about the safety and well-being of our employees, customers and communities. Safely approaching every job, every day, always comes first.



Intentional Inclusion: We are One Team, working to foster a culture of belonging and ensuring our diverse team feels valued. Investing in an equitable culture benefits employees, customers, communities and shareholders.



Act with Integrity: We act with honesty, respect and fairness, demonstrating trustworthiness in all we do. We are true to our word and follow through on our commitments.



Superior Performance: We keep customers at the center of everything we do, with a focus on continuous improvement. We provide exceptional service, delivering innovative solutions that benefit our customers, communities, investors and the environment.

Why Do We Have This Code?

Our Code of Ethics is more than a set of rules — it is a guide that helps us make decisions consistent with Our Values, strengthens our culture and ensures that Southern Company remains a trusted energy leader for generations to come.

Who Does the Code of Ethics Apply to?

The Code of Ethics applies to all employees, officers and board members of all Southern Company entities. Our Supplier Code of Conduct establishes ethical expectations for our contractors.

Doing Our Part

Together, we represent Southern Company and its subsidiaries, and our actions impact the trust that others place in us. The

Code of Ethics provides the framework, but it is our daily choices that matter.

It cannot cover every situation we face, but it gives us guidance for making good decisions, asking questions and speaking up when something doesn't feel right. Every choice we make shapes our culture and our reputation.






Annually, we are all required to certify we received, read and will abide by the Code of Ethics, including our Duty to Act. We carry out our Duty to Act by promptly reporting any suspected violation of this Code, company policies or any applicable laws or regulations to management, Human Resources, Compliance, or the Concerns Program.

Issues about questionable accounting practices, violations of internal accounting controls or auditing matters may be reported directly to the Southern Company Audit Committee.



Fulfilling Our Duty to Act: Speaking Up and Asking for Help

Our Values and Code of Ethics call on us to act with honesty, respect, fairness and integrity. When we see something that isn't consistent with our principles, the Concerns Program is a resource to report questionable behavior. Southern Company system employees and contractors can use the program. It's best to speak with your supervisor first, but if that's not possible you can contact the Concerns Program one of several ways — even anonymously.

-  Call the confidential hotline at 1-800-492-3902
-  File a concern online at www.YourConcernMatters.southerncompany.com
-  Visit your Concerns Manager directly
-  Mail: Southern Company Concerns Program
PO Box 54384, Atlanta, GA 30308-9998
-  Email Concerns at concerns@southernco.com

Your concern will be investigated promptly and objectively, and appropriate corrective action will be taken when necessary. All concerns are treated confidentially and will be shared only to the extent necessary to investigate or address any findings. All employees are expected to be truthful and cooperate in investigations. The company does not tolerate retaliation against anyone for filing a concern.

All Employees

We all have three fundamental responsibilities:

1. **Stay Informed:** Understand and follow this Code, company policies, procedures and the laws and regulations that apply to your work. If something seems questionable or you're unsure how the rules apply, ask questions.
2. **Respect Each Other:** We treat each other with fairness, respect and dignity. We are honest with one another. We do not tolerate inappropriate conduct, intimidation, harassment or discrimination on any basis.
3. **Speak Up:** If you see or suspect a problem, report it immediately and follow the appropriate channels to ensure it is resolved. We will not tolerate retaliation for raising issues in good faith.

Managers and Leaders

In addition to these three fundamental responsibilities, managers and leaders carry additional responsibilities:

4. **Lead by Example:** Your team looks to you for direction. Model ethical behavior in every decision and action.
5. **Create a Culture of Integrity and Respect:** Encourage open dialogue, make ethics a regular part of conversations and ensure employees feel safe coming forward with concerns.
6. **Hold Your Team Accountable:** Reinforce that no business goal or deadline is ever worth compromising Our Values. Support your team in doing what is right, even when it is difficult.



Safety First



Why It Matters

Safety First is a promise we make to each other every day. We do not compromise on safety. Wherever we are working, all of us are responsible for keeping ourselves, our teammates, our customers and our communities safe.

Intentional Inclusion



Why It Matters

We believe in **Intentional Inclusion**. That means treating every person with fairness, dignity and respect, no matter their background or role. When we feel respected, valued and heard, we are more likely to speak up, help solve problems, and support our team.

Putting Safety First, Every Day

We work safely and value the well-being of our team, our customers and the communities we serve.

How We Set the Standard

- We strive to follow all safety policies, procedures, and training every time, without shortcuts.
- We use the right tools and wear the right protective gear.
- We watch out for ourselves and our teammates, speak up if something seems wrong and stop work if something seems unsafe. No one gets in trouble for stopping work to prevent harm.
- We report injuries, hazards or near misses right away.
- We keep our workplace and work sites free from violence.
- We prohibit the inappropriate use of drugs and alcohol.

Maintaining a Workplace Where Everyone is Treated with Respect

We treat each other with fairness, dignity and respect.

How We Set the Standard

- We treat each other with courtesy and use professional and respectful language.
- We avoid inappropriate jokes, comments or behaviors to ensure everyone feels valued and respected in our workplace.
- We speak up if we see bullying, harassment or exclusion, even if the disrespectful behavior is not directed at us.
- We encourage transparent dialogue across all levels of the organization where every team member feels safe to express their thoughts and experiences.
- We recognize the value of different perspectives in decision-making.
- We are an equal opportunity employer.
- We do not discriminate against employees on the basis of any protected characteristic.

Respecting and Protecting Human Rights

We are committed to treating all people with dignity and respect and to promoting fair, safe and ethical practices in all our operations.

How We Set the Standard

- We treat all colleagues, customers and community members with respect, dignity and fairness.
- We choose suppliers and partners who uphold fair labor, health and safety standards.
- We speak up if we suspect or become witness to human rights issues in our operations or supply chain, such as human trafficking or forced labor.





Act With Integrity



Why It Matters

Our customers, contractors, communities, stockholders, and regulators trust us to operate transparently, follow the law and do our work the right way. **Acting with Integrity** means we are honest, respectful and demonstrate trustworthiness in all that we do. We seek to avoid conflicts of interest, use caution when exchanging business gifts or hospitality and prohibit corruption, including bribery, kickbacks and fraud. It also means participating in public and political life responsibly, with transparency and fairness.

Avoiding Conflicts of Interest

A conflict of interest can occur when our personal interests are placed above company interests or otherwise make it difficult to do what is right for Southern Company. We seek to avoid conflicts of interest and ask all employees to disclose any situation that could create even the appearance of a conflict.

How We Set the Standard

- We don't allow personal interests or relationships, including business activities or family connections, to put us in a position where our personal wants and needs might influence or appear to influence business decisions or actions.
- We do not directly or indirectly compete with Southern Company.
- We disclose any potential or actual conflicts of interest promptly to Management or Compliance.

Preventing Bribery, Corruption and Improper Gifts

We conduct our business with integrity. Bribery, kickbacks, extortion, fraud and other unlawful payments have no place at Southern Company. While providing or receiving gifts and entertainment can be part of common business courtesy, they must never create a conflict of interest, serve as a bribe or even appear to improperly influence a business decision.

How We Set the Standard

- We never offer or accept money, gifts or anything of value to get special treatment or influence a business, regulatory or political decision.
- We record all business transactions accurately and honestly and follow applicable policies on spending limits and disclosures.
- We never ask a third party to do anything questionable or that the company wouldn't ethically do.
- We follow all relevant laws when interacting with public officials.

Participating Responsibly in Public and Political Life

We encourage all employees to take part in civic life while keeping company resources and responsibilities separate from personal political activity.

How We Set the Standard

- We are always clear that views expressed outside of work are our own and do not represent Southern Company's views.
- We remain respectful in conversations, even when views differ.
- We never pressure coworkers to support or oppose a candidate, issue or political cause.





Superior Performance



Why It Matters

Superior Performance means we don't cut corners. We show up every day and diligently work to deliver exceptional and innovative service to our customers. We strive to operate in ways that strengthen our communities and protect the world around us. This includes protecting and using our assets responsibly. From information and systems to financial records and relationships, we safeguard what's entrusted to us and we communicate with accuracy and professionalism.

Smart Use of Technology

Southern Company's technology, devices and networks are essential tools for our work. We recognize the importance of using them for their intended business purposes and following all security and data protection protocols.

How We Set the Standard

- We use our devices and networks in accordance with all company policies.
- We store, transmit and dispose of information in accordance with company policies, retention schedules and data protection requirements.
- We take care to avoid clicking unknown links, downloading unapproved software or visiting unsafe websites.

Maintaining Accurate Records and Financial Integrity

Clear and honest records demonstrate transparency to our regulators, investors and the public. We are all responsible for making sure that records are complete, accurate and reliable. We are prudent with company funds and maintain appropriate internal controls to prevent and detect fraud.

How We Set the Standard

- We record financial transactions, operational data and compliance information truthfully and on time.
- We follow our policies and use the right forms, approvals and steps for recordkeeping and reporting.

- We speak up. If something feels off or a record doesn't look right, we alert management.

Safeguarding Information and Using Artificial Intelligence (AI) Responsibly

Protecting confidential and proprietary information is essential to our success and reputation. The same care applies when we use AI.

How We Set the Standard

- We understand what information is considered confidential and core to Southern Company's business and share it only on a need-to-know basis. If we're unsure, we contact Compliance.
- We understand what information is privileged and share it only as authorized. If we're unsure, we ask Legal for guidance.
- We use only company approved AI tools and never upload company internal, confidential, proprietary or personal information into public AI tools.
- We take care to review and validate any AI output for accuracy and appropriateness.

Caring for the Environment

We are committed to protecting the environment and supporting a more sustainable future.

How We Set the Standard

- We respect and comply with all laws and regulations.
- We look for opportunities to reduce waste, conserve energy and preserve natural resources.
- We support sustainability programs and share ideas for improving the environment and our communities.

Conclusion

More than just obeying laws and following policies, ethics at Southern Company means taking personal responsibility to speak up when we see a possible violation of our Code. It means making a commitment every day, both on the job and in our communities to model the values and behavior that makes this a great place to work. Our Values and Code of Ethics serve to remind us that every choice we make shapes our culture and reputation and helps us make sure that we do our part and continue to set the standard.