

SOUTHERN COMPANY

Corporate Governance Guidelines

The Board of Directors (“Board”) of Southern Company (the “Company”) sets high standards for the Company’s employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board to serve as a prudent fiduciary for stockholders and to oversee the management of the Company’s business. Consistent with this fiduciary duty to stockholders, the Board will also responsibly consider the interests of other stakeholders, including employees, customers and the communities in which the Company’s subsidiaries operate. To fulfill its responsibilities and to discharge its duty, the Board follows the procedures and standards that are set forth in these guidelines. The Nominating, Governance and Corporate Responsibility Committee reviews these guidelines at least annually and recommends appropriate changes to the Board.

1. Size of the Board

The Board, with the assistance of the Nominating, Governance and Corporate Responsibility Committee, evaluates the composition and size of the Board at least annually to assess its membership and size, with a minimum of three directors as specified in the Company’s By-Laws. More details about this evaluation are set forth in Section 7 below.

2. Director Independence Requirements

It is the Company’s policy that there be a substantial majority of independent directors on the Board and that the Board’s Audit, Finance, Compensation and Management Succession, Nominating, Governance and Corporate Responsibility and Operations, Environmental and Safety Committees be comprised entirely of independent directors.

Board Independence

The Board, based on the recommendation of the Nominating, Governance and Corporate Responsibility Committee, annually determines whether any director has a material relationship with the Company (either directly or as a partner, stockholder or officer of an organization that has a relationship with the Company), consistent with the definition of an “independent” director under the listing standards of the New York Stock Exchange (the “NYSE”). The Board makes its affirmative determination on independence subject to the qualifications prescribed under the listing standards of the NYSE, the rules and regulations of the U.S. Securities and Exchange Commission (the “SEC Rules”), including, but not limited to, the Securities Exchange Act of 1934, as amended, and any other law, rule or regulation of any other regulatory body

applicable to the Company. In making these determinations, the Board considers all relevant facts and applies the following standards.

A director is not independent if:

- a. The director is, or has been within the last three years, an employee or an executive officer of the Company, or the director's immediate family member is, or has been within the last three years, an executive officer of the Company. Employment as an interim Chairman or Chief Executive Officer or other executive officer shall not disqualify a director from being considered independent following such employment.
- b. The director has received, or the director's immediate family member has received, during any twelve-month period within the last three years, more than \$120,000 in direct compensation from the Company, other than director and committee fees and pension or other forms of deferred compensation for prior service, provided such compensation is not contingent in any way on continued service. Compensation received by a director for former service as an interim Chairman or Chief Executive Officer or other executive officer is not considered. Compensation received by an immediate family member for service as an employee (other than an executive officer) of the Company is not considered.
- c. The director is a current partner or employee of a firm that is the Company's internal or external auditor. The director has an immediate family member who is a current partner of such a firm. The director has an immediate family member who is a current employee of such a firm and personally works on the Company's audit. The director or an immediate family member was (within the last three years) a partner or employee of such a firm and personally worked on the Company's audit within that time.
- d. The director or the director's immediate family member is, or has been within the last three years, employed as an executive officer of a company where any of the Company's present executive officers at the same time serves or served on that company's compensation committee.

- e. A company for which the director currently serves as an executive officer or an employee, or a company for which the director's immediate family member currently serves as an executive officer, has made payments to or has received payments from the Company for property or services in an amount which, in any of the last three fiscal years, exceeds the greater of \$1,000,000 or 2% of that company's consolidated gross revenues.
- f. The director or the director's spouse serves as an executive officer of a charitable organization to which the Company or any of the Company's foundations makes, or in the past three years has made, contributions that, in any single fiscal year, exceeded the greater of \$1,000,000 or 2% of the organization's consolidated gross revenues.

An "immediate family member" includes a director's spouse, parents, children, siblings, mother- and father-in-law, sons- and daughters-in-law, brothers- and sisters-in-law, and anyone (other than a domestic employee) who shares the director's home.

The Chief Executive Officer of the Company may not serve as a director of a public company that has an officer serving on the Board of the Company.

The independent directors, meeting the above criteria, determine whether a director, having a relationship with the Company that is not described in the above criteria, is independent.

Additional Independence Requirements for Membership on the Audit Committee and the Compensation and Management Succession Committee

In addition to meeting the general director independence requirements, each director who is a member of the Audit Committee or the Compensation and Management Succession Committee must satisfy additional independence standards set forth in the listing standards of the NYSE, the SEC Rules and the Internal Revenue Code of 1986, as amended, as applicable.

3. Term Limits and Tenure

The Board has not established term limits on Board membership. The Board values the participation of directors who have developed, over a period of time, an increased understanding of the governance of the Company and the issues confronting it. The Board recognizes the importance of regular Board refreshment. The Board aims to strike a balance between the knowledge that

comes from longer-term service on the Board and the new experience and ideas that can come from having newer directors on the Board.

4. Retirement and Resignation from Board

A non-management director must tender a resignation from the Board when a change occurs in the director's principal business association. In such case, the Board has the discretion of accepting the resignation or requesting that the director continue to serve on the Board.

5. Stock Ownership Requirements

Non-management directors are required to beneficially own, within five years of their initial election to the Board, Company common stock equal to at least five times the annual director retainer fee. A portion of the compensation for non-management directors is paid with shares of the Company's common stock. This annual equity grant received as a part of the annual compensation for non-management directors is required to be deferred in shares of the Company's common stock until Board membership ends. In addition, a director may elect to defer up to 100% of the director's remaining Board compensation in the form of common stock until Board membership ends.

6. Selection of Director Candidates

The Nominating, Governance and Corporate Responsibility Committee identifies, evaluates and recommends to the full Board director candidates. Stockholders may submit recommendations as set forth in the latest proxy statement. Any stockholder recommendation is reviewed in the same manner as candidates identified by the Nominating, Governance and Corporate Responsibility Committee. If additional information regarding a stockholder-recommended candidate is needed, the Company's Corporate Secretary will contact the stockholder at the direction of the Nominating, Governance and Corporate Responsibility Committee.

7. Board Succession Planning

The Nominating, Governance and Corporate Responsibility Committee evaluates the composition and size of the Board at least annually to assess the skills and expertise that are currently represented on the Board as a whole, and in individual directors, as well as the skills and experience that the Board may find valuable in the future. As part of its evaluation of Board composition, the Committee will consider aspects of diversity, such as diversity of race, gender and ethnicity. The Nominating, Governance and Corporate Responsibility Committee is committed to actively seeking out highly qualified women and minority candidates, as well as candidates with diverse

backgrounds, skills and experience, to include in the pool from which the Board nominees are chosen.

In considering director candidates, the Nominating, Governance and Corporate Responsibility Committee considers the following personal and skill qualifications:

Personal Qualifications

- Highest degree of integrity and ethical standards
- Independence from management
- Ability to provide sound and informed judgment
- History of achievement that reflects superior standards
- Willingness to commit sufficient time
- Financial literacy
- Number of other board memberships
- Genuine interest in the Company and a recognition that, as a member of the Board, one is accountable to the stockholders of the Company, not to any particular interest group.

Skill Qualifications

The Board as a whole should be diverse and have collective knowledge and experience in accounting, finance, leadership, business operations, risk management, technology, environmental matters, governmental affairs, corporate governance and the Company's industry. An individual director's background should be complementary to the Company's needs.

8. Service on Other Boards and Audit Committees

- No employed director may serve on more than two public company boards (not including the Company's Board or the director's employing company board), unless otherwise approved by the Nominating, Governance and Corporate Responsibility Committee.
- No director may serve on more than four public company boards (including the Company's Board), unless otherwise approved by the Nominating, Governance and Corporate Responsibility Committee.
- The President and Chief Executive Officer of the Company will not serve on other public company boards without consulting with the Board.
- Interlocking directorates are allowed only in conformance with applicable laws and regulations.
- No director who is a member of the Company's Audit Committee may serve on the audit committees of more than three public companies (including the Company's Audit Committee).

Current directors must notify the Chief Executive Officer and the Chair of the Nominating, Governance and Corporate Responsibility Committee when considering a request for service on another public company board.

9. Election of Directors – Majority Vote

As stated in the Company’s By-Laws, each director shall be elected by the vote of the majority of the votes cast with respect to the director at any meeting for the election of directors at which a quorum is present. However, if the number of nominees exceeds the number of directors to be elected, the directors shall be elected by a plurality vote.

As a condition to being named a nominee for election as a director, each nominee who fails to receive the affirmative vote of a majority of the votes cast in an uncontested election at a meeting of the stockholders shall promptly tender an irrevocable letter of resignation.

Such resignation will be considered by the Board. The Nominating, Governance and Corporate Responsibility Committee shall make a recommendation to the Board regarding whether to accept or reject the resignation. Following the Nominating, Governance and Corporate Responsibility Committee’s recommendation, the Board will either accept or reject such resignation within 90 days from the certification of the election results. The Company will promptly disclose in any required regulatory filings the decision of the Board to reject a director’s tendered resignation.

Any director tendering his or her resignation to the Board shall abstain from participating in deliberations or voting regarding such resignation.

10. Board and Director Responsibilities

The Board is the highest decision-making body for the Company. Its role is to maximize long-term stockholder value. It appoints the senior management team, which is charged with the conduct of the Company’s business. The Board acts as advisor and counselor to senior management and ultimately oversees and monitors its performance.

Directors of the Company are expected to exercise their business judgment to act in a legal and ethical manner which they reasonably believe to be in the best interest of the Company and its stockholders.

11. Strategic Planning

The Board reviews the Company’s strategic plan at least annually and monitors implementation of the strategic plan throughout the year.

12. Board Leadership

The Board is responsible for the election of a Chairman and Chief Executive Officer. The Board has no policy with respect to the separation of the roles of the Chairman and the Chief Executive Officer, but annually reviews its leadership structure. The Board believes that it is in the best interests of the Company for the Board to evaluate and make a determination regarding whether or not to separate the roles of the Chairman and the Chief Executive Officer based upon the circumstances. The Board believes that presently it is in the best interests of the Company for a single person to serve as both the Chairman and the Chief Executive Officer. In addition, the independent directors have appointed an independent director to serve as the lead independent director.

The lead independent director is selected by and from the independent directors. The name of the lead independent director, as well as the process by which the lead independent director is chosen, is set forth in the Company's proxy statement. The lead independent director chairs Board meetings in the absence of the Chairman of the Board, including executive sessions of non-management directors, has the authority to call executive sessions of the non-management directors, and acts as the principal liaison between the Chairman of the Board and the independent directors; provided, however, that each director will also be afforded direct and complete access to the Chairman of the Board at any time as such director deems necessary or appropriate. The lead independent director meets regularly with the Chairman of the Board and also serves as the primary contact director for stockholders and other interested parties. The lead independent director is also involved in communicating any sensitive issues to the directors. In addition, the lead independent director approves information sent to the Board, and approves the agenda and schedule for Board meetings to provide that there is sufficient time for discussion of all agenda items.

13. Board and Committee Attendance

Directors are expected to attend all meetings of the Board and the Committees on which they serve and the annual meeting of stockholders. If a director's absence is unavoidable, the director should communicate such absence to the Chairman of the Board or to the Corporate Secretary prior to the meeting.

14. Selection of Agenda Items for Board Meetings

The Chairman of the Board and the Corporate Secretary, with the approval of the lead independent director and input from other management members and solicitation of items from non-management directors, establishes the agenda for Board meetings. Directors are also free to raise subjects at a Board meeting that are not on the agenda for that meeting.

15. Advance Distribution and Review of Meeting Materials

Materials important in the understanding of the business to be conducted at Board and Committee meetings are distributed to directors in advance of the meetings. Directors are expected to review this material prior to the meetings. In some cases, due to timing or the sensitive nature of an issue, materials are presented only at a Board or Committee meeting.

16. Board Access to Management

Each director has complete access to management.

17. Board Access to Advisors

The Board may engage the services of advisors at any time as it deems appropriate. The Board has authority to approve the fees and expenses of such advisors for payment by the Company.

18. Executive Sessions of Independent Directors

Independent directors shall meet in executive session, without management, at least quarterly, and at other times as deemed appropriate by the lead independent director or two or more other independent directors. The lead independent director chairs these executive sessions.

19. Board Compensation

It is the policy of the Company to compensate fairly non-employee members of the Board. The Nominating, Governance and Corporate Responsibility Committee annually reviews the level and form of director compensation and recommends any changes to the Board for approval to see that the level of compensation is reasonable and competitive for an entity of the Company's size and scope. Management directors do not receive compensation for service on the Board.

20. Director Orientation and Education

The Nominating, Governance and Corporate Responsibility Committee oversees the development and delivery of a formal orientation program for new directors which includes sessions with key senior management. The Nominating, Governance and Corporate Responsibility Committee also sees that appropriate continuing education opportunities are identified and communicated. It is recommended that directors participate in these or other continuing education opportunities of their own choosing.

21. Assessing the Board's Performance

The Board conducts an annual self-evaluation to assess its performance. The Board may determine periodically to engage a third party to facilitate the Board's performance evaluation. The ability of individual directors to contribute to the Board is considered in connection with the annual re-nomination process.

The Nominating, Governance and Corporate Responsibility Committee is responsible for coordinating with the Board the annual self-evaluation of the Board's performance.

22. Code of Ethics

The policy of the Company is that there be adherence to the highest form of ethical business conduct. To this end, the Audit Committee is responsible for seeing that a code of business conduct and ethics (the "Code") is in place for directors, officers – including the Chief Executive Officer and the senior financial officers – and employees. The Audit Committee receives reports from the Company's Chief Compliance Officer pursuant to the monitoring of compliance with the provisions of the Code and reports to the full Board regarding compliance as necessary. The Audit Committee also receives reports on the Company's programs for the receipt, retention and response to complaints and concerns submitted by employees and others regarding compliance matters, including but not limited to accounting, internal accounting controls and auditing matters.

23. Confidential Information

"Confidential information" is all non-public information provided to or obtained by a director by reason of his or her position on the Board. It includes, but is not limited to, non-public information that might be of use to competitors or harmful to the Company, its affiliates or its affiliates' customers if disclosed. Some examples of confidential information are as follows:

- Non-public information about the Company's or its affiliates' financial condition, prospects or plans, strategy, marketing and sales programs, research and development, mergers and acquisitions and divestitures;
- Non-public information concerning possible transactions with other companies or information about the Company's or its affiliates' customers, suppliers, vendors or partners, which the Company is, or its affiliates are, obligated to maintain as confidential; and
- Non-public information about discussions and deliberations relating to business issues and decisions between employees, officers and directors.

Directors owe a duty of confidentiality as part of their duty of loyalty to the Company. Directors are required to protect and hold confidential all non-public information obtained due to their positions as directors on the Board. Unless expressly authorized by the Board or as otherwise required by law, directors shall not disclose confidential information to any other party (either during or after service as a director of the Company) or misuse confidential information in any other manner (including for the director's personal benefit or to benefit persons or entities outside the Company).

24. Board Committees

The Board establishes Committees as needed to facilitate and assist in the execution of its responsibilities. There are currently six standing Committees of the Board as follows:

- Audit Committee
- Business Security and Resiliency Committee
- Compensation and Management Succession Committee
- Finance Committee
- Nominating, Governance and Corporate Responsibility Committee
- Operations, Environmental and Safety Committee

Each Committee has a written charter that has been reviewed by the Nominating, Governance and Corporate Responsibility Committee, approved by the full Board and published on the Company's website. Each Committee has the authority to retain the services of advisors and experts as it deems necessary or appropriate with respect to matters within its purview. The expenses associated with such services are to be approved by the applicable Committee and paid by the Company. Each Committee reports its activities, findings and recommendations to the full Board.

25. Assignment and Rotation of Committee Members

The Nominating, Governance and Corporate Responsibility Committee is responsible for recommending to the full Board Committee membership and Committee Chair assignments. Assignments are based upon the needs of the Board and the skills and qualifications of the members. A fixed rotation policy for Committee membership and Chairs is not used.

26. Frequency and Length of Committee Meetings

Frequency of Committee meetings is determined by Committee Chairs upon consultation with management. The length of meetings is a function of the agenda and discussion requirements of Committee members.

27. Committee Agendas

The Chairman of the Board and the Corporate Secretary, with the approval of the respective Committee Chairs and input from other management members and solicitation of items from non-management Committee members, establishes the agenda for Committee meetings. Committee members are also free to raise subjects at a Committee meeting that are not on the agenda for that meeting.

28. Assessing Committee Performance

The charters of the standing Committees of the Board include a requirement that a self-evaluation of performance be done at least annually. The Nominating, Governance and Corporate Responsibility Committee coordinates these evaluations, and the results are reported to the full Board.

29. Chief Executive Officer Performance Review

The independent members of the Board evaluate the performance of the Chief Executive Officer at least annually. The Compensation and Management Succession Committee is responsible for overseeing the evaluation process.

The evaluation is based upon objective criteria, including the performance of the Company and the Chief Executive Officer's achievement of goals previously approved by the Compensation and Management Succession Committee. Input is sought from all of the independent members of the Board, and the evaluation is discussed with the independent members of the Board while meeting in executive session. The Chair of the Compensation and Management Succession Committee and the Chair of the Nominating, Governance and Corporate Responsibility Committee together discuss the evaluation with the Chief Executive Officer.

The evaluation is used by the Compensation and Management Succession Committee to determine the Chief Executive Officer's compensation to be recommended for ratification by the independent directors.

30. Succession Planning and Management Development

The Board plans for the succession to the position of the Chief Executive Officer. To assist the Board, the Chief Executive Officer reviews a succession plan for senior management (including the Chief Executive Officer) with the Compensation and Management Succession Committee and with the full Board at least annually. Included in the succession plan report is a review of management development.

The succession planning process includes consideration of both long-term succession plans for the CEO position and other senior management positions and an emergency succession plan for the Chief Executive Officer in the event that individual is unable or unavailable to perform the duties of the office.

31. Stockholder Engagement

To enable the Company to speak with a single voice, as a general matter, senior management serves as the primary spokesperson for the Company and is responsible for communicating with various constituencies, including stockholders, on behalf of the Company. Directors may participate in discussions, at management's request, with stockholders and other constituencies on issues where Board-level involvement is appropriate, but otherwise should not speak individually for the Company. In addition, the Board oversees the Company's stockholder engagement efforts, with assistance from the Nominating, Governance and Corporate Responsibility Committee.

The Company's stockholder engagement program, which is in addition to other communication channels available to stockholders and other interested parties to express their views to the non-management directors, reflects the Board's commitment that its corporate governance policies and practices continue to evolve and reflect the insights and perspectives of the Company's many stakeholders.

32. Stockholder Communications

Stockholders may direct communications to the Board or any individual director by contacting the Corporate Secretary of the Company, at 30 Ivan Allen Jr. Blvd., Atlanta, Georgia 30308. There is also an email contact link on the Company's Corporate Governance website for initiating communications with the Board or an individual director. Communications, except commercial solicitations, are forwarded to the Board or an individual director as directed by the stockholder.

33. Political Contributions

The Board reviews the Company's political contributions and its policies and procedures regarding political contributions. Any corporate political contributions or independent expenditures made by the Company in connection with elections for public office, as well as any payments made by the Company to other organizations that are designated for their use in making political contributions or independent expenditures, are reviewed at least annually with the Board. Any corporate contributions to ballot initiative campaign committees also are reviewed annually with the Board.

Last amended by The Southern Company Board of Directors on October 21, 2019.