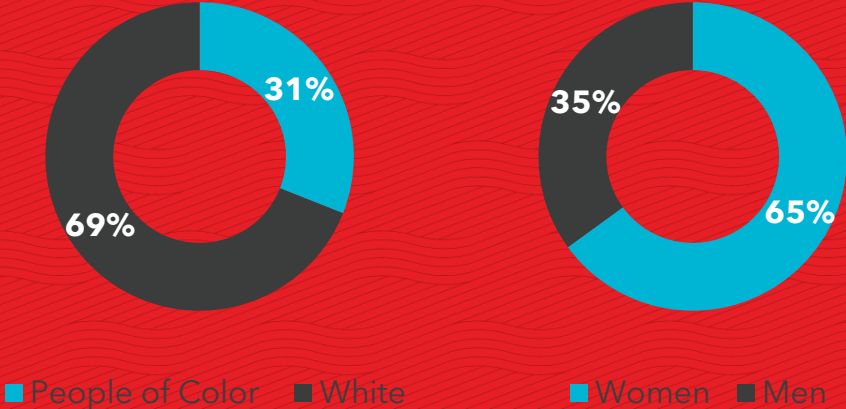
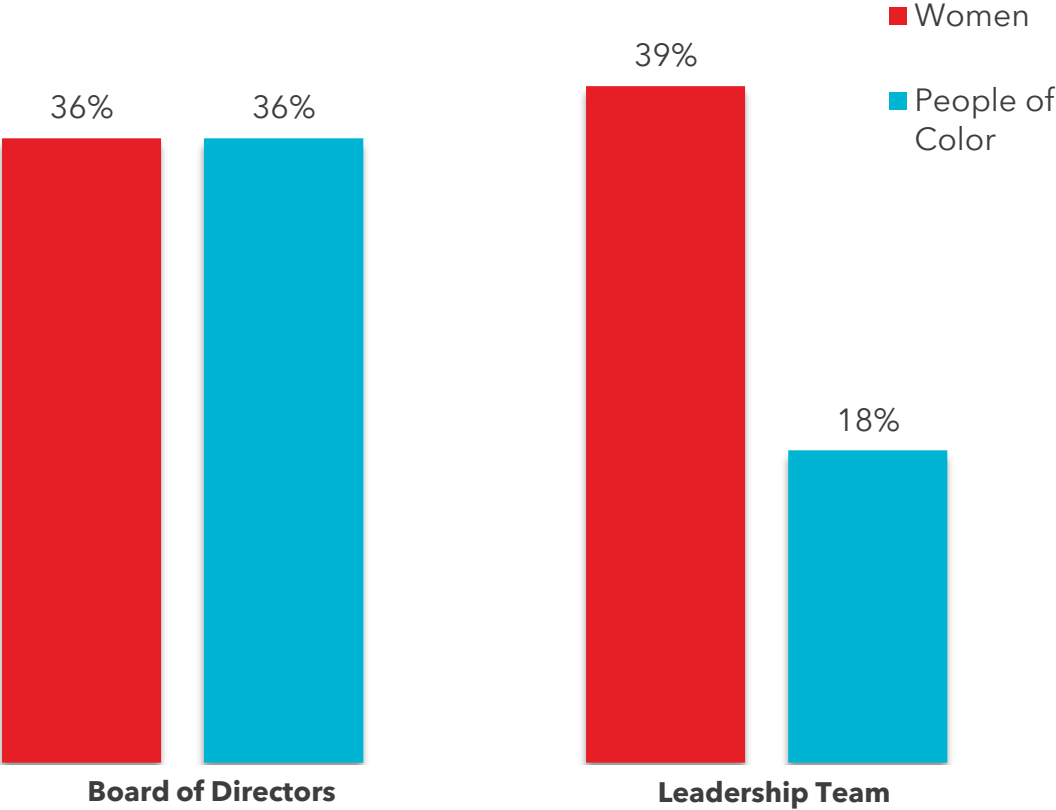
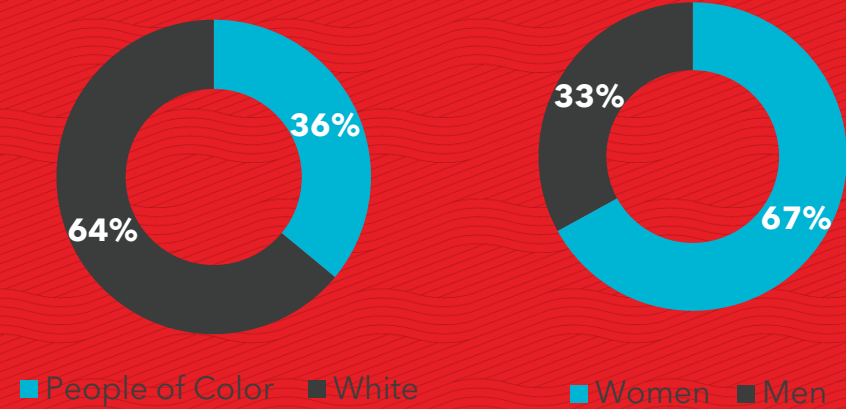


2023 Workforce Disclosure

All Team Members



Total Company Promotions



Data as of 12/31/2023

EEO Comprehensive Analysis*

	Total Workforce			Total Exec./Sr Lvl			Mid-Lvl Managers			Professionals			All Others ⁽¹⁾		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
EEO1 Certified Data	5,114	4,987	5,247	124	101	92	1265	1155	1189	1413	1363	1364	2312	2368	2602
White	70 %	71 %	71 %	94 %	96 %	97 %	77 %	77 %	78 %	74 %	75 %	75 %	63 %	64 %	64 %
Ethnic	29 %	29 %	29 %	7 %	4 %	3 %	23 %	23 %	22 %	27 %	25 %	25 %	37 %	36 %	36 %
Asian	2 %	2 %	2 %	- %	- %	- %	2 %	2 %	1 %	4 %	4 %	3 %	2 %	2 %	2 %
Black/African American	18 %	18 %	18 %	4 %	3 %	2 %	13 %	12 %	14 %	15 %	13 %	12 %	25 %	24 %	23 %
Hispanic	7 %	7 %	7 %	2 %	- %	- %	7 %	7 %	6 %	6 %	6 %	7 %	8 %	8 %	8 %
Other	2 %	2 %	2 %	1 %	1 %	1 %	1 %	2 %	1 %	2 %	2 %	3 %	2 %	2 %	3 %
Women	66 %	67 %	67 %	27 %	25 %	22 %	62 %	63 %	63 %	51 %	52 %	52 %	79 %	78 %	79 %
Men	34 %	33 %	33 %	73 %	75 %	78 %	38 %	37 %	37 %	48 %	48 %	48 %	21 %	22 %	21 %
People with disabilities (AAP Data)	2 %	2 %	2 %	- %	0.02%	0.02%	2 %	0.45%	0.31%	2 %	0.48%	0.28%	2 %	1 %	1 %
Military (VETS-4212 & AAP Data)	2 %	1 %	1 %	1 %	0.02%	0.02%	2 %	0.21%	0.26%	2 %	0.29%	0.26%	2 %	0.35%	0.42%

Notes:

- Data reflects employees in Synovus jobs aligned to job categories as defined by government job category definitions and descriptions as outlined by the U.S. Equal Employment Opportunity Commission (EEOC)
- Changes in job category totals may be attributed to adjustments aligning job activities and role responsibilities within Synovus
- Numbers may differ from other company reports that count employees based on full-time equivalent methodology. The EEO workforce data is compiled using data from our corporate human resources database where employees are listed in an active status
- Source: EEO-1 data as reported to the Equal Employment Opportunity Commission. Affirmative Action Plan covers July - June reporting period
- Analysis for period ended December 31, 2022, as filed with the EEOC

(1) "All Others" is a combination of the following EEO-1 job categories: technicians, sales workers, administrative support, craft workers, operatives, laborers and helpers, and service workers