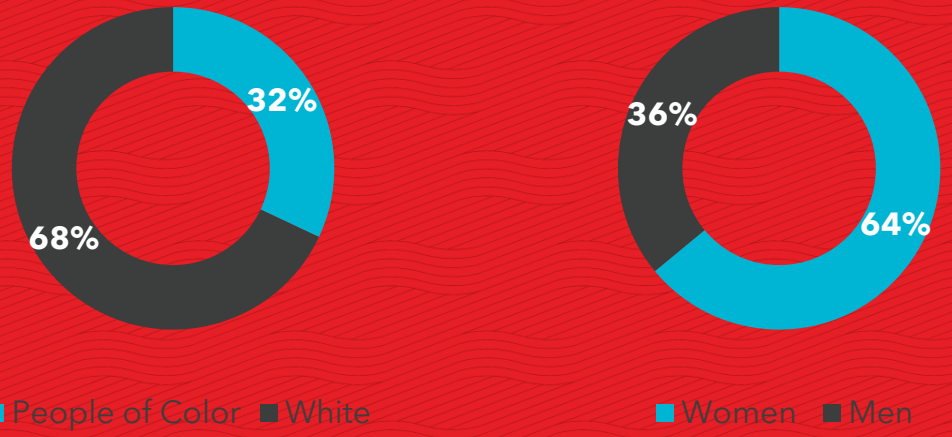
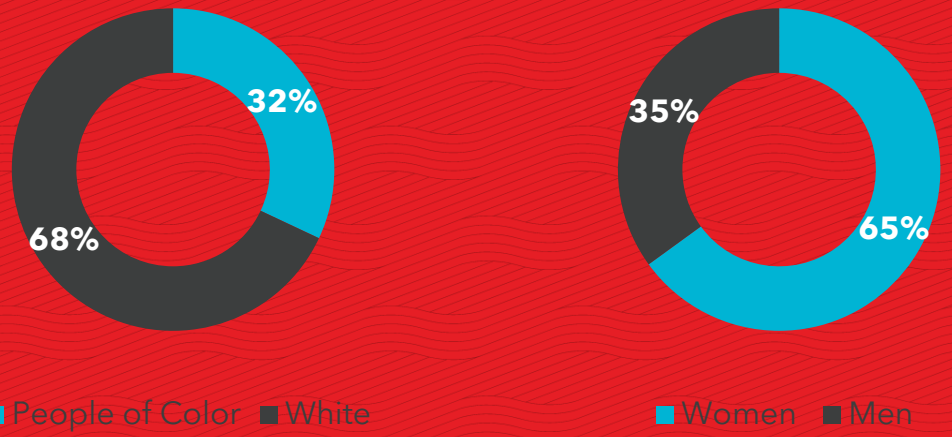
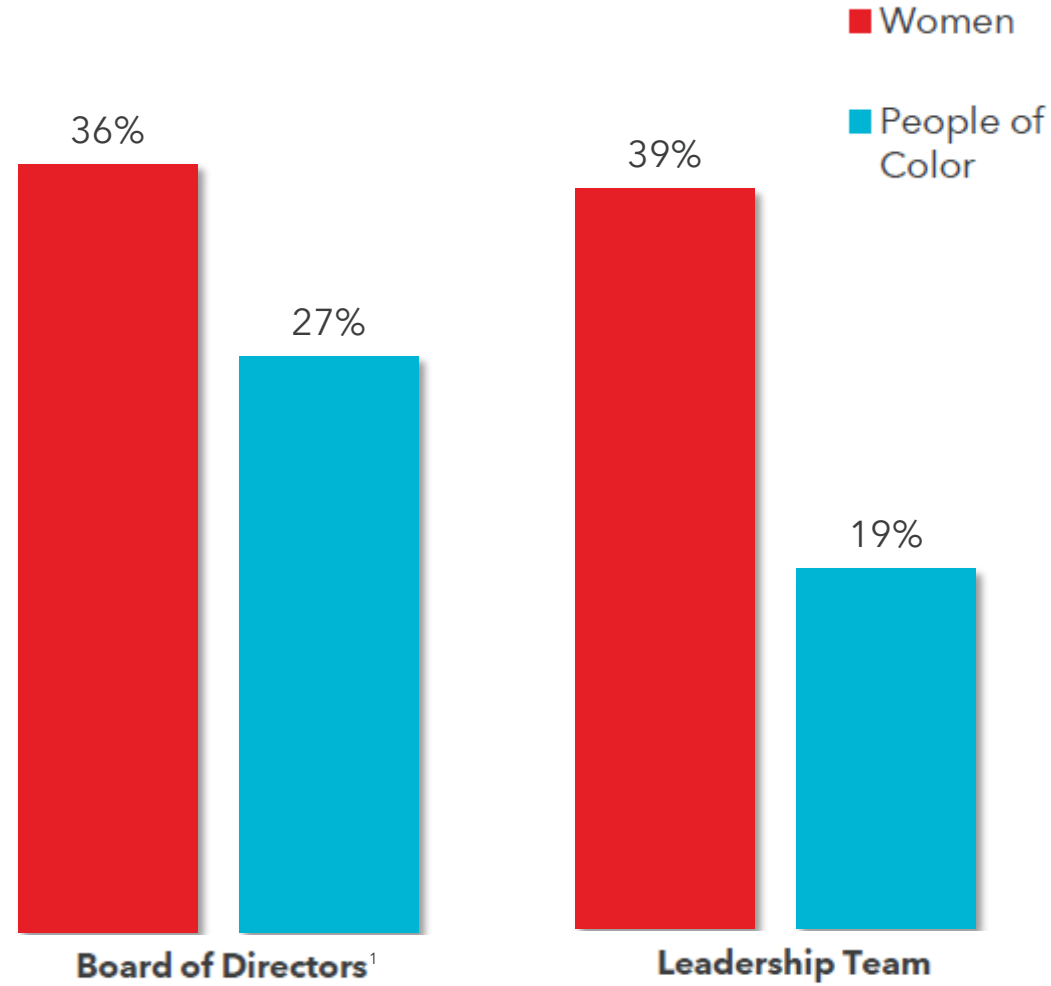
2025 Workforce Disclosure

All Team Members



Total Company Promotions





Data as of 12/31/2024
(1) Board of directors as of April 2025

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EEO Comprehensive Analysis*

	Total Workforce			Total Exec./Sr Lvl			Mid-Lvl Managers			Professionals			All Others[1]		
	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022	2024	2023	2022
EEO1 Certified Data	4,774	4,880	5,114	112	107	124	1,213	1,208	1,265	1,576	1,466	1,413	1,873	2,099	2,312
White	68 %	68 %	70 %	88 %	89 %	94 %	74 %	74 %	77 %	69 %	70 %	74 %	61 %	62 %	63 %
Ethnic	31 %	31 %	29 %	11 %	10 %	7 %	25 %	25 %	23 %	30 %	29 %	27 %	38 %	37 %	37 %
Asian	3 %	3 %	2 %	4 %	3 %	- %	2 %	2 %	2 %	5 %	5 %	4 %	2 %	2 %	2 %
Black/African American	18 %	18 %	18 %	4 %	4 %	4 %	13 %	13 %	13 %	15 %	15 %	15 %	25 %	24 %	25 %
Hispanic	8 %	8 %	7 %	3 %	3 %	2 %	8 %	8 %	7 %	8 %	7 %	6 %	9 %	8 %	8 %
Other	2 %	2 %	2 %	1 %	1 %	1 %	1 %	1 %	2 %	2 %	2 %	2 %	%	3 %	2 %
Women	64 %	65 %	66 %	26 %	26 %	27 %	61 %	63 %	62 %	54 %	51 %	51 %	77 %	78 %	79 %
Men	36 %	35 %	34 %	73 %	74 %	73 %	39 %	37 %	38 %	46 %	49 %	48 %	23 %	22 %	21 %
People with disabilities (AAP Data)	2 %	2 %	2 %	2 %	2 %	- %	2 %	2 %	2 %	1 %	1 %	2 %	2 %	2 %	2 %
Military (VETS-4212 & AAP Data)	2 %	1 %	2 %	1 %	1 %	1 %	2 %	1 %	2 %	3 %	2 %	2 %	2 %	1 %	2 %

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
- Amounts may not total due to rounding

(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

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