



## Human Rights Statement

### INTRODUCTION

Synovus is committed to environmentally responsible, socially focused, strong, and transparent governance practices. This commitment includes the highest standards of ethical business operations and interactions with team members, partners, clients, and vendors — especially the protection of human rights for those employed by or served by our Company and those with whom we contract for services.

Synovus' utmost regard for human rights is rooted in the foundation of the Company's launch in 1888 and remains integrated into how we do business today. We recognize that human rights encompass basic rights, freedoms, and standards of treatment and are demonstrated through fair, equitable, and respectful treatment of, and meeting legal obligations to, team members, clients, investors, and other stakeholders. The protection of human rights is fundamentally the right thing to do and is beneficial for business growth.

The Company is an Equal Opportunity Employer and does not discriminate on the basis of age, race, creed, color, national origin, sex, gender, pregnancy, sexual orientation, marital status, religion, veteran status, gender identity, disability, citizenship, military service or obligation, genetic information, or any other characteristic prohibited by law. Leadership is dedicated to ensuring the fulfillment of this policy with respect to hiring, staffing, selection for training, promotions, transfers, leaves, rates of pay or other forms of compensation, and general treatment during employment. To further the principle of Equal Employment Opportunity for all, the Company has developed affirmative action plans for minorities, women, the disabled, and Vietnam Era and special disabled veterans.

The Company's HR policies and practices are designed to ensure fair and equitable promotions, compensation, and development opportunities. We also have in place a Business Code of Conduct and Ethics and a third-party managed whistleblower hotline.

Synovus has published a Purpose Statement, which outlines our commitment to lead and strengthen the communities we serve through real, personal relationships.

The Company has adopted an internal set of standards for exceptional treatment of clients and team members called "Our Customer Covenant."

The Company is committed to complying with all regulations and laws protecting the rights of consumers related to transparency in disclosures and fair lending practices and is committed to providing affordable and accessible banking products and services.

The Company has stringent information security policies and practices that mitigate risk of data security breaches.

The Company has in place strict policies and procedures that protect the health and safety of team members, clients, and others who work in or visit its physical locations.

Synovus' human rights-centered policies, practices, and actions are aligned with other relevant

and globally recognized standards such as the [United Nations \(UN\) Universal Declaration of Human Rights \(UDHR\)](#), the [UN Guiding Principles on Business and Human Rights](#), and the [OECD Due Diligence Guidance for Responsible Business Conduct](#).

## SCOPE

This statement applies to Synovus Financial Corp., Synovus Bank, and any subsidiaries, herein referred to as “Synovus” unless otherwise specified.

## RESPECTING PEOPLE

The Company’s long-time values and business practices are centered around people:

- The Company observes the fundamental tenets of human rights, safety, and non-discrimination in the workplace.
- The Company actively recruits individuals from diverse cultures and backgrounds with wide-ranging experience and academic achievement.
- The Company strives to maintain a safe working environment and respects the richly individual characteristics of team members while encouraging autonomy, creativity, and diversity.
- The Company observes applicable safety and occupational health management policies.

The Company provides and requires for leadership the completion of unconscious bias training and training on a variety of human rights related issues, including but not limited to equal employment, harassment, anti-discrimination, and anti-money laundering. The Company also provides civil treatment training for managers and supervisors.

## INTEGRITY WITH CLIENTS AND VENDORS

We consider human rights risk when performing due diligence prior to business transactions. At a minimum [and as set forth in our Code of Business Conduct and Ethics for Suppliers], Synovus expects suppliers and partners to comply fully with all applicable laws and regulations in the conduct of their business.

## REPORTING A CONCERN

The Company’s Business [Code of Business Conduct and Ethics](#) outlines procedures for reporting violations or concerns on any ethics matters. Also included in the Code of Conduct is a toll-free, independent, third-party Helpline for team members, stakeholders, or investors to report any violations or concerns. Team members are encouraged to raise concerns, to be alert to possible violations, and to report them without fear of retaliation.

## OUR CONTINUING COMMITMENT

The Company’s goal is to continue to enhance its standing as a trusted partner to its clients, a

safe and fair workplace for its team members, a dependable resource that consistently and generously invests in strengthening the communities it serves, and a reputable overall organization with ethical leadership and business practices.