

STOCK OWNERSHIP GUIDELINES AND RETENTION REQUIREMENTS

Synovus has adopted a common stock ownership policy for members of the board and our executive officers. This policy requires our executive officers to own shares of common stock having a value equal to five times base salary in the case of our CEO, four times base salary in the case of our President and three times base salary for all other executive officers.

In addition, executive officers are required to retain ownership of at least 50% of any stock acquired by them through our stock compensation plans, after taxes and transaction costs, until retirement or other termination of employment.

Each of our directors must own common stock having a value equal to at least five times their annual cash retainer, which is currently \$50,000.

These ownership levels will be calculated annually. Executive officers and directors have five years to meet the minimum level with certain ownership thresholds that must be met in the interim period. Our board believes this stock ownership policy substantially enhances shareholder value by materially aligning management's interest with those of shareholders.