

Information submitted via Top Hat Plan Statement Online Filing System to U. S.
Department of Labor under 29 CFR 2520.104-23

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Confirmation Number: 16666

Amended Confirmation Number:

Employer Information

Name: Pinnacle Bank
Address: 3400 Overton Park Drive
City: Atlanta
State: GA
Zip Code: 30339

Plan Administrator Information

Name: Compensation and Human Capital Committee
Address: 3400 Overton Park Drive
City: Atlanta
State: GA
Zip Code: 30339
Phone: 7066442748
Email: marymauriceyoung@synovus.com

Plan Information

Employer maintains the plan or plans below primarily for the purpose of providing deferred compensation for a select group of management or highly compensated employees.

ID:1	Plan Name:	Pinnacle Bank Change of Control Severance Plan	Number of Employees: 14
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Additional Information:

Pinnacle Bank maintains the Pinnacle Bank Change of Control Severance Plan (as approved on April 29, 2026 and effective May 1, 2026) as an unfunded plan for a select group of management or highly compensated employees within the meaning of ERISA Sections 201, 301, and 401. The Plan provides severance benefits, including cash payments and limited continuation of health benefits, to designated Tier 1, Tier 2, and Tier 3 participants upon qualifying terminations of employment occurring in connection with a change of control. Participation is determined by the Compensation and Human Capital Committee and is limited to a select group of management or highly compensated employees. The Plan currently covers approximately 14 participants. Additional participants are expected to become covered under the Plan as existing individual change of control agreements expire on or about January 2028, at which time such individuals are anticipated to transition into participation in this Plan.



U. S. Department of Labor
Employee Benefits Security Administration
Washington, DC 20210

This message confirms that the Department of Labor's (DOL's) Employee Benefits Security Administration (EBSA) has received the filing of your Top Hat Plan Statement. The confirmation code for your filing is 16666. When correcting errors to your filing, please use this code in your amended statement. This communication does not mean that DOL has made a determination that you are eligible to file under DOL regulation 29 CFR 2520.104-23.