



On the following pages, you will see just some of the many actions we have taken over the past year as part of our commitment to corporate social responsibility (CSR). Our engagement in the community is critical and serves to benefit all our stakeholders through meaningful, tangible programs and activities that make a difference in the lives of our Teammates, customers and neighbors.

We are dedicated to the achievement of better – better banking, better communities, a better environment and better lives for everyone.

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WHO WE ARE

Atlantic Union Bankshares Corporation (NYSE: AUB) is the holding company for Atlantic Union Bank, the largest regional bank by deposits headquartered in Virginia. Atlantic Union Bank offers a wide range of financial services to commercial and retail customers through its branches and ATMs located throughout Virginia and portions of Maryland and North Carolina.

Atlantic Union Bankshares Corporation is a financial holding company and the bank holding company for Atlantic Union Bank. In this report, references to “AUB,” “we,” “us” and “our” refer to Atlantic Union Bankshares Corporation and its direct and indirect subsidiaries, including Atlantic Union Bank.

OUR CORE VALUES WILL BE OUR GUIDE



We are
CARING.
COURAGEOUS.
COMMITTED.



Caring

Working together toward common goals, acting with kindness, respect and a genuine concern for others.



Courageous

Speaking openly, honestly and accepting our challenges and mistakes as opportunities to learn and grow.



Committed

Helping our clients, Teammates and company succeed, doing what is right and being accountable for our actions.

Diversity, Equity, Inclusion & Belonging Statement

We embrace diversity of thought and identity to better serve our stakeholders and achieve our purpose. We commit to cultivating a welcoming workplace where Teammate and customer perspectives are valued and respected.



\$21.2

ASSETS

\$15.6

LOANS

\$16.8

DEPOSITS

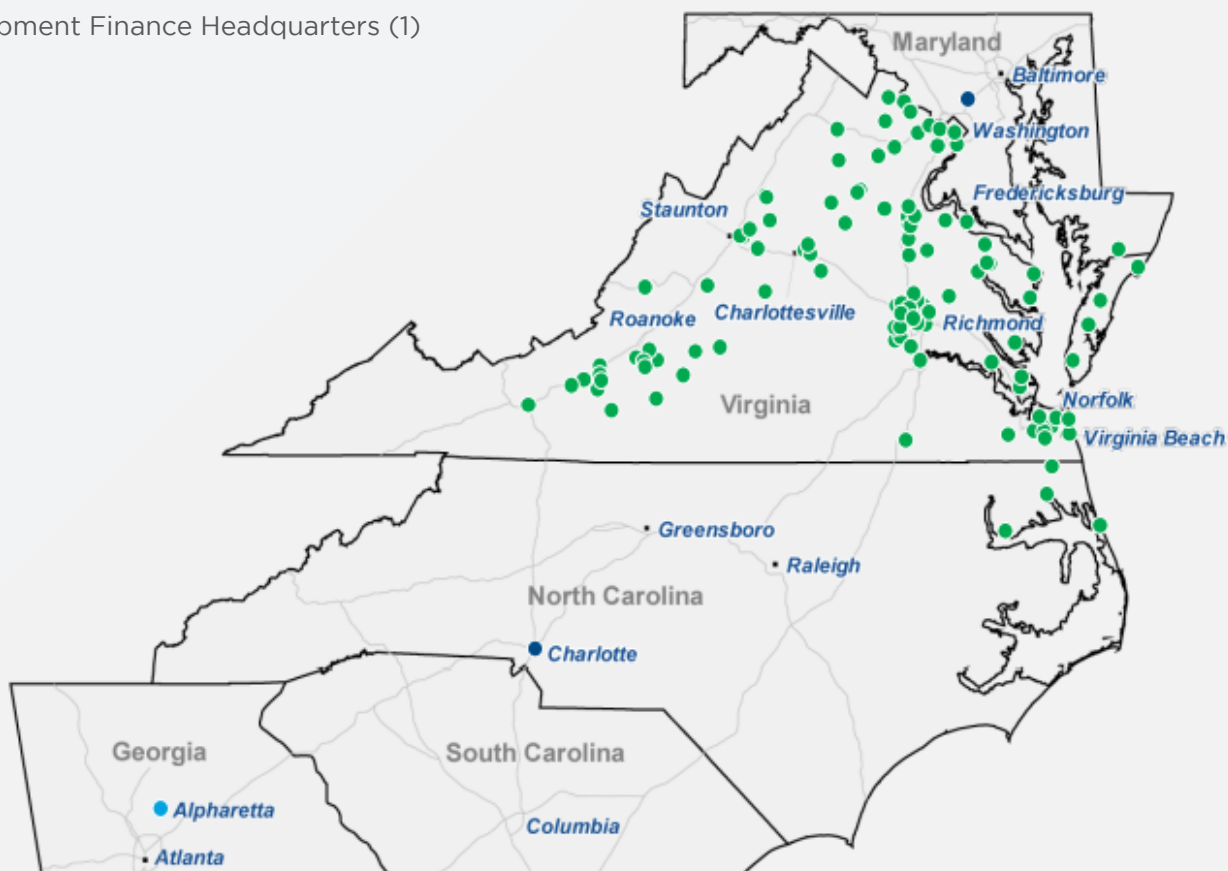
\$2.7

MARKET CAP

As of December 31, 2023, AUB operated 109 branches and 123 ATMs throughout Virginia, and portions of Maryland and North Carolina. Certain non-bank financial service affiliates include:

- Atlantic Union Equipment Finance Inc., which offers equipment financing
- Atlantic Union Financial Consultants LLC, which provides brokerage services

- AUB Branches (109)
- AUB Loan Production Offices (2)
- AUB Equipment Finance Headquarters (1)



LETTERS TO OUR STAKEHOLDERS

A Message from CEO John Asbury & President and COO Maria Tedesco

At Atlantic Union Bank, we believe that success is not solely measured by financial performance, but by the positive impact we make on our communities. And our Teammates – Community Impact Makers – are the heart of it all.

Each day, our Teammates live our core values of Caring, Courageous and Committed. Through active participation in community events, school initiatives, charitable walks and fundraising for important missions, our Teammates collectively dedicated over 8,800 hours in 2023 supporting 470 organizations in our neighborhoods and communities. Their dedication is the driving force behind achieving our goals.

Equally important is the internal environment we create for our Teammates, fostering authenticity and enabling meaningful contributions to our shared mission. We strive to be a bank that meets the diverse needs of everyone, extending not just to our customers but those who become an AUB Teammate.



We are proud to be a bank that truly cares, with our commitment focused on the stakeholders we serve each day. While this report showcases some of our accomplishments in 2023, what really matters to us is the difference we make in people's lives and the positive impact we have on our communities.



Maria Tedesco

A Message from Chair Ronald Tillett

For the past five years, it has been my honor and privilege to serve as the chair of the board of directors of Atlantic Union Bankshares Corporation. I am proud of the progress we have made in advancing our CSR initiatives, while maintaining our commitment to the highest standards of corporate governance and ethics, seeking to ensure transparency, integrity and accountability in our daily interactions. This commitment is not only the right thing to do, but is also essential for our long-term success and confidence building with our Teammates and customers.



As we look to the future, we remain committed to responsible corporate citizenship and listening to feedback that helps us evolve our CSR initiatives.

I continue to be moved by the many efforts to embrace our culture to truly be a bank for all people. I see everyone's commitment to giving back to the community and each other every day.

This goes beyond just programs and numbers – it is truly rooted in our DNA.

A handwritten signature in white ink that reads "Ronald A. Tillett".



THE ENVIRONMENT

We recognize the importance of protecting the environment and improving the world for generations to come. We have initiated steps that will allow us to reduce our environmental impact.

Green Vibes Program

The Green Vibes Program is our pledge to reduce the amount of nonessential, single-use plastic we use as a company and reduce our carbon footprint. In 2023, we partnered with our vendors to reduce nonessential plastics in our purchasing and looked for opportunities to invest in protecting green spaces.

These actions include:

- Placing improved recycling bins at our corporate office locations.
- Installing HVAC automated controls
 - Units installed across 61 locations
 - More than \$50,000 in energy savings
- Eliminating the use of balloons at all corporate events to abide by our no single-use plastics pledge
- Encouraging Teammates to bring their own water bottle and provide reusable bottles for customers and others at events
- Using Vervantis - an energy and sustainability solution partner - for all utility invoices and data capture
- Ordering and installing zero carbon chairs:
 - 66 carbon neutral task chairs
 - 74 carbon neutral teller stools
- Shredding and recycling 148.57 short tons of paper through Iron Mountain.



* In 2023, our short tons of paper shredding resulted in:



Water

5,646 Bathtubs of Water Preserved



Solid Waste

933 Trash Bags Avoided



Greenhouse Gases

157 Gas-Powered Cars Off the Road Per Year



Wood

3,566 Trees Preserved



Energy

1,786 Residential Refrigerators Operated Per Year

*These are equivalencies based on information from the Environmental Paper Network.



OUR TEAMMATES



As of December 31, 2023, AUB had 1,804 full-time equivalent Teammates:

- 65% women
- 22% self-identified minorities
- The average tenure of our Teammates is 7.5 years

Teammate Experience Advocates (TEA)

For the past three years, AUB's Teammate Experience Advocates (TEA) – co-chaired by our CEO and Chief Human Resources Officer – have worked to help enhance the Teammate experience. TEA members have evolved to become intricate participants in three key components of workplace culture:

- How we feel at work
- The tools we use to get our work done
- The physical environment where we work

TEA consists of a cross-functional group of 30 Teammates from all levels across the organization and represents each of our 18 lines of business. TEA members meet monthly and provide valuable feedback on the creation of new enterprise-wide programs to ensure Teammate feedback is captured and reviewed before new programs are launched.

Giving More Through myGiving

AUB matches up to \$500 per calendar year of each Teammate's eligible donations through its myGiving program. The 2023 myGiving platform totals include:

A total of \$122,191 was collected through 232 donations by Teammates, including:

- \$80,714 donated by Teammates
- \$41,477 total company match



Volunteerism

AUB's Community Impact Volunteer Ambassadors engage with Teammates to support local community-based organizations through volunteerism. These Ambassadors identify opportunities and coordinate and promote them so Teammates can engage within their local communities. In 2023:

- 13 Teammates served as Ambassadors
- Ambassadors managed 19 events
- Atlantic Union provided up to 16 hours of PTO for full-time Teammates to volunteer
- 547 Teammates volunteered
- 470 distinct organizations were supported
- Hosted 181 events

EMerge Program

Building on a successful first year, our EMerge Program, an enterprise-wide program focusing on self-development and career exploration, continued with great success. Through EMerge, line of business leaders selected Teammates based on their ability to demonstrate initiative and professional growth. In 2023, 40 Teammates participated in the program which is an investment in the professional development of these Teammates.

Selected Teammates participated in sessions designed to:

- Improve their public speaking skills.
- Interact with senior leaders in the bank.
- Create a compelling personal brand.
- Gain insights through assessments.
- Broaden their exposure to other lines of business.

Tuition Reimbursement

AUB encourages and supports all Teammates in the development of their professional skills and reimburses eligible tuition expenses up to \$5,000 annually for graduate level programs and \$2,500 annually for undergraduate level programs. In 2023:

We reimbursed \$59,000 to Teammates for undergraduate and graduate level program expenses.

Bank School Programs

Established a decade ago, to accelerate professional growth of our Teammates, Bank School continues to grow and make an impact on not only our business, but also the professional development of our Teammates. We continue to add to our program and this year 26 Teammates participated in Bank School programs with nine graduating in 2023.

- Consumer Bankers Association (CBA) Executive Banking School

Program Goal: To accelerate the professional growth of the next generation of retail bankers through an immersive learning experience focusing on finance, risk and strategic leadership.

Lines of Business Represented: Credit Administration, Enterprise Operations, Wholesale Banking, Wealth Management, Enterprise Technology

- Virginia Bankers Association (VBA) School of Bank Management

Program Goal: To help students develop a range of skills to both enhance current performance and qualify them as candidates for advancement.

Lines of Business Represented: Enterprise Risk Management, Consumer Banking, Business Banking, Wholesale Banking, Customer Care Center

- American Bankers Association (ABA) Stonier Graduate School of Banking

Program Goal: To learn to develop strategies to be proactive in today's competitive marketplace, improve the effectiveness of their internal working relationships and hone skills in key areas of banking. A wide range of elective courses focused on individual leadership styles and skills, and complex managerial and leadership solutions, enable Teammates to meet and personalize their development goals.

Lines of Business Represented: Credit Administration, Wholesale Banking, Finance, Enterprise Risk Management, Business Banking, Home Loans Division, Special Assets

- Graduate School of Banking at Louisiana State University (LSU)

Program Goal: To equip bank participants with the knowledge they need to have wisdom and expertise that come from perception and insight, and an astute ability to discover, discern and decide. During the resident sessions, banker participants receive approximately 180 hours of classroom instruction. Leadership speakers, evening study sessions, written examinations, and bank study projects between resident sessions are an integral part of the School's comprehensive program.

Lines of Business Represented: Product Management, Finance, Wholesale Banking



Preparing Top Talent to Tackle the Future

Every summer, we host a group of interns through our DEIB Program to work in various parts of our organization. They are talented students, eager to learn and provide value. The class of 2023 was no exception and spent 10 weeks making a difference at AUB.

- 14 students
- 8 different schools represented:
 - Virginia State University
 - Randolph Macon
 - University of Virginia
 - Virginia Tech
 - McGill University
 - George Mason University
 - University of Richmond
 - University of Maryland
- 4 students are Virginia State University Scholar students (see page 20 for more)

The areas that hosted the interns included the Community Impact Team, Risk and Compliance, Information Security, Finance and Procurement, Marketing, Home Loans, Treasury, Business Line Intelligence and Human Resources. Over the summer, the interns had an opportunity to share a presentation that focused on the benefits and risks of using Artificial Intelligence (AI) in the banking industry. They also volunteered with Junior Achievement Finance Park to pilot a new program for young adults ages 18-25.



Teammate Training

We are committed to investing in the growth and development of every Teammate – our human capital is our most important asset. To that end, we support a wide range of training opportunities, from development programs and courses to resources and materials – all designed to foster growth and development, enhance Teammate skill sets, and prepare Teammates to be successful in their roles.

In addition to job-specific training opportunities, all Teammates must complete mandatory annual compliance courses in response to regulatory requirements and changes, including anti-money laundering practices, consumer financial protection practices, anti-bribery and fair advertising policies. Training is delivered in multiple modalities: e-learning, job aids, videos, instructor-led, and on-the-job practice supported by certified mentors.

In 2023, Teammates completed more than 43,000 hours of required and elective training activities.

30,674 hours of required compliance training
12,886 hours of all other training
TOTAL: 43,560 total training hours
completed by Teammates





myWellbeing

We elevate our wellness program through myWellbeing. The myWellbeing Program, powered by Virgin Pulse, offers fun challenges, helpful content, engaging social options and tools to encourage making wellness a priority for all.

Teammates have an opportunity to earn points by taking charge of their health by watching health and wellness videos, staying on track with annual preventive checkups, participating in financial wellness tasks and community service activities, tracking/maintaining good sleep habits, motivating other Teammates and through many other types of wellbeing activities. Activities include both corporate- and participant-sponsored healthy habit challenges, step challenges and journeys. Corporate-sponsored step challenges allow participants to convert their daily activities into steps should Teammates have mobility issues.

The points earned are converted to Pulse Cash that can be redeemed for major retailer gift cards or merchandise in the Virgin Pulse store. Total rewards paid out through Virgin Pulse in 2023 were \$627,350.



To earn points, Teammates completed challenges that serve to encourage physical activity and engagement with our values. The 2023 challenges and results are listed below.

Q1 Challenge – Black Contributions Around the World

This challenge coordinated with Black History Month so Teammates could experience contributions of black people around the world.



330

PLAYERS



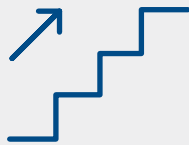
124,837

AVERAGE PLAYER STEPS



20,598

MILES



41,196,122

TOTAL STEPS

Q3 Challenge – U.S. National Parks

This challenge allowed Teammates to virtually traverse the country visiting nine different National Parks from Crater Lake in Oregon to Acadia National Park in Maine.



496

PLAYERS



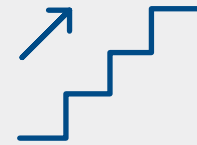
127,752

AVERAGE PLAYER STEPS



31,746

MILES



63,429,959

TOTAL STEPS

Q2 Challenge – Relax, Renew, Refresh

This challenge provided Teammates with tips on learning the art of relaxation, how to relax the body, ways to relax the mind and the importance of downtime and how to get sleep.



421

PLAYERS



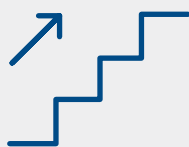
82,733

AVERAGE PLAYER STEPS



17,415

MILES



34,830,779

TOTAL STEPS

Q4 Challenge – Global Connect

This challenge highlighted the epidemic of loneliness and isolation and its harmful impacts on both individual and societal health.



547

PLAYERS



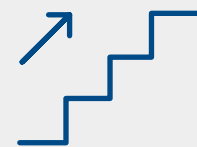
289,286

AVERAGE PLAYER STEPS



70,513

MILES



158,239,229

TOTAL STEPS



OUR COMMUNITIES

In 2023, we invested nearly \$26 million in our community through investments in tax credit and other funds and loans, with a focus on maintaining and building affordable housing units and supporting small businesses.

Volunteer Hours in 2023

In 2023, 547 AUB Teammates contributed 8,872 volunteer services hours across 470 organizations in the communities we serve. This is an increase of more than 2,000 hours from 2022.

Of the volunteer hours served in 2023, Teammates used 3,017 hours from their volunteer PTO available to all Teammates. This is an investment equivalent of over \$141,000 by AUB to our communities.

Grants, Donations & Local Event Sponsorships in 2023

In addition to volunteer hours contributed, AUB invested \$3,362,787 – through grants, donations and sponsorships – in support of our communities.



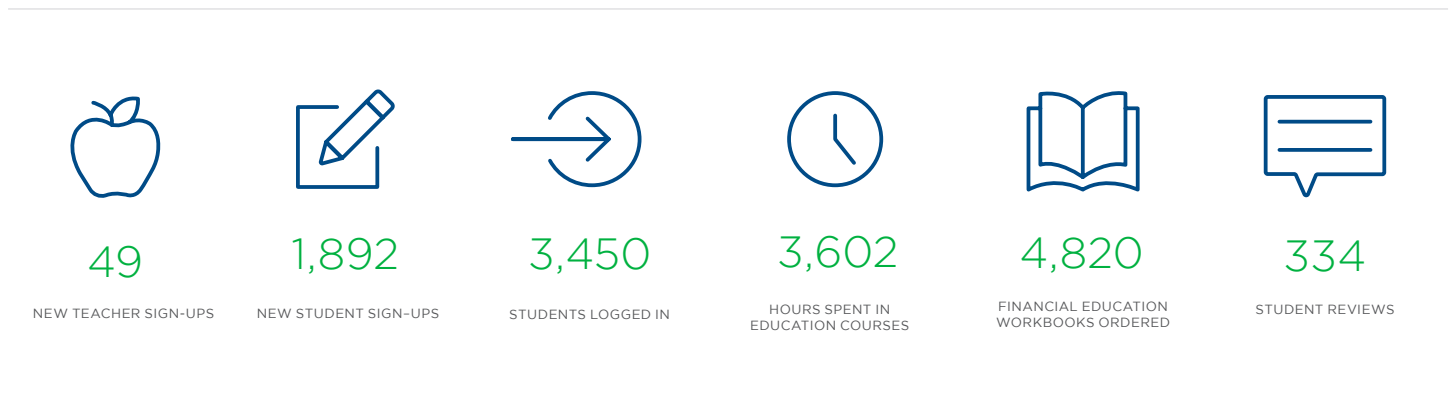
Banzai Financial Education Program

Learning about money is an eye-opener and door-opener to future success. Through Banzai, an online financial education program that AUB sponsors with educators and students for free, learning about money is a whole lot easier and way more fun.

Banzai teaches students how to navigate adult financial dilemmas with real-life scenarios, like working at a job, paying rent and dealing with taxes. Lessons on borrowing, budgeting, setting goals and spending are all part of the curriculum for elementary, middle and high school students.

As part of our ongoing commitment to the communities we serve, making an impact through financial education is a top priority. Our goal is to help the schools, teachers and students we partner with to live better lives.

Since partnering with Banzai, AUB has been able to help more than 25,000 area students and 317 educators in our service areas to become better educated and prepared for a successful financial future. See the chart below for 2023 numbers.



Committed to Supplier Diversity

We remain committed to establishing and maintaining supplier relationships that are as diverse as our customers and Teammates.

Our strategic supplier management practices identify and partner with business enterprises that are majority owned, operated and controlled by minorities, women, lesbian, gay, bisexual and transgender, veterans, service-disabled veterans, people with disabilities as well as small and disadvantaged business enterprises.

In 2023, our total diversity spend, which represents money we spent with small business, woman-owned, minority-owned, small disadvantaged and veteran-owned enterprises, was \$16.6 million, compared to \$14.5 million in 2022, and represented 15% of our total spend. In total, we engaged with 115 diversity suppliers in 2023.



OUR CUSTOMERS

We spend time with our customers, and we have documented our successes and relationships on our website under Insights & Stories. In this report, we are highlighting a few of these stories.

A Cause for Celebration: The Planet Financing a new Better Housing Coalition apartment complex

Located at the corner of Cameo and Jackson streets in the historic Jackson Ward neighborhood, sits The Planet, a 67-unit apartment complex that the Better Housing Coalition (BHC) has committed to – bringing much needed affordable housing to Richmond, Virginia. In its mission to change lives and transform communities through high-quality, affordable housing, the BHC teamed up with several partners, including Atlantic Union Bank, to help fund this project that will improve the lives of many Richmonders seeking a home.

AUB's contribution was pivotal in the success of this project that will bring affordable housing options to Richmond. Rene Shepperson, a senior commercial real estate banker with AUB, worked closely on this project and is proud to be a major contributor and friend to the BHC. "It takes a lot of friends and partners to make a project like this come together and deliver to the market like this. It's nice to be able to work with people who have missions and values that are aligned with ours. AUB's purpose is to enrich lives of the people and the communities we serve, which sounds very similar to Better Housing Coalition's mission of changing lives and transforming communities."

The Planet's three-story building features one, two and three-bedroom apartments with patios and balconies, a rooftop garden deck, community room and on-site management. Located close to I-95 and GRTC Pulse bus stops, residents of The Planet apartments can take advantage of all that downtown Richmond and the surrounding areas have to offer.



In naming the building, the BHC pays homage to one of America's first African-American newspapers, *The Richmond Planet*. This periodical, that played an important role for African Americans living in Richmond communities, was established in 1882 by 13 formerly enslaved men. Under the editorship of John R. Mitchell, Jr. the paper continued to cover local, national and international news for the next 45 years.

The need for affordable housing in the city of Richmond is great. While the city has experienced population, economic and cultural growth, housing remains an issue for many low-to-moderate-income individuals. At the ribbon cutting ceremony for The Planet apartments, Richmond Mayor, Levar Stoney, voiced his commitment to the city:

"The Better Housing Coalition and the city are devoted to two things – improving the economic conditions of our city and improving the human conditions. If we want a city that is always thriving, we need to be committed to what the BHC is committed to: more affordable housing and a better life."

CEO and President of the Better Housing Coalition, Greta Harris, added:

"Most of us realize that if you don't know where you're going to lay your head at night, it's really hard to dream. Seeds of hope are planted and dreams are launched when you have a safe place that you call home that belongs to you."

Harris expressed her immense gratitude for all the contributor partnerships that made this project successful. AUB is honored to be a long-term partner of the BHC in serving our community, and we're excited to continue to support them in their efforts to fulfill their mission.





Diving Into a Life-Changing Partnership

Partnering with SwimRVA to create a Drownproof Richmond

In 2012, SwimRVA and its director Adam Kennedy had a vision of a future where drownings were eliminated in the Richmond area because every child was taught how to swim in elementary school. So, they introduced the Drownproof Richmond Initiative, which partnered with area schools to give swim lessons to their second-grade classes so that “every child, no matter their background, would have the opportunity to learn to swim.”

Today, SwimRVA is so pleased with the results of the program, it is looking to expand its reach throughout the commonwealth.

With 104 elementary schools participating in the learn-to-swim program, Adam has said that “none of this would be possible without the support of Atlantic Union Bank and people who believe in our vision and empower us to do big things.”



SwimRVA's focus isn't only on teaching children how to swim, although that's a major component of the Drownproof RVA initiative. SwimRVA also hosts events that bring over \$5 million in revenue to the Richmond region through sports tourism. Its Chesterfield location has a massive 50-meter, 8-lane competition pool used in the 2008 Olympic Trials, a 6-lane group exercise pool and a therapy pool. As one of the finest swimming facilities in central Virginia, it hosts meets, organizes adult swimming classes and has training sessions for all ages and levels of swimmers. With all of that going on, the Chesterfield facility brings in swimmers from all over the region and beyond to experience a high-level of quality and competition.



As SwimRVA heads into its second decade, the organization has confidence knowing AUB will provide support as SwimRVA seeks to make permanent, long-lasting change for individuals throughout the community and beyond. After all, AUB has been there from the beginning and, in the words of Adam Kennedy, has “empowered us to think big.” And AUB will be there in the future as SwimRVA thinks even bigger.



Privacy and Cybersecurity

We strive to protect the privacy and security of the sensitive information our customers entrust to our care. The cybersecurity threat environment is volatile and dynamic, requiring a robust framework to reduce and mitigate risk. We seek to mitigate cybersecurity risk and associated reputational and compliance risk by:

- Maintaining oversight of our information security program by senior management, our board-level Risk Committee and our Board of Directors.
- Conducting annual mandatory training for Teammates on information security and provide ongoing information security education and awareness (online training classes, mock phishing attacks and information security awareness materials).

- Maintaining privacy policies, management oversight, accountability structures and technology design processes to protect private and personal data.
- Using independent third parties to perform penetration testing of our infrastructure to help us better understand the effectiveness of our controls and improve defenses, and to conduct independent assessments of our program for compliance with regulatory requirements and industry guidelines.
- Maintaining an incident response program intended to enable us to mitigate the impact of, and recover from, any cyberattacks and facilitate communication to internal and external stakeholders, as needed.

We had no material data breaches in 2023.

Solutions Banking

Solutions Banking is a financial wellness program for businesses as a no-cost component of their employee benefits package.

AUB provides the company's employees with special banking rewards and tailored financial education through one-to-one consultation, tailored seminars, webinars and our on-demand financial education platform with Banzai.

We want businesses to have the tools to empower their teams with financial education. We believe in equipping employees with the knowledge and tools they need to thrive financially.

Through Solutions Banking, AUB is:

- Making financial education accessible to workplaces throughout the bank's footprint.
- Addressing the unique needs of employees from entry level to the C-suite.
- Reducing a top workforce pain point of attracting and retaining talent with our added employee financial wellness benefit.





Small Business Loans Make an Impact

As a preferred Small Business Association (SBA) lender, AUB's team of experienced relationship managers explain 504 and SBA loan benefits and help business owners select the best government loan program. We also guide businesses through the documentation and approval process.

Our relationship managers understand the unique needs of small businesses and are dedicated to tailoring loan terms that meet their business goals. Whether a small business is looking for longer repayment terms, a lower down payment, debt refinancing, or working capital, an SBA Loan may be their solution.

In 2023, thanks to our hard work helping small businesses, we were recognized as a top SBA 504 lender by Business Finance Group, the largest 504 lender in the Mid-Atlantic Region of the SBA.

Ramping up Our Community Service

We partnered with project:HOMES in May 2023 to build up to 35 accessibility ramps for low-income homes. project:HOMES provides free ramps to qualified applicants, assisting families with children in wheelchairs to senior citizens who can't comfortably manage stairs.

This was the largest volunteer event ever planned at AUB, with close to 100 Teammates working over three days in our Innslake location parking lot, building individual components of the ramps.

Teammates came from Hampton Roads, Charlottesville, northern Virginia and North Carolina to lend a helping hand and demonstrate AUB's commitment to the communities we serve.



DIVERSITY, EQUITY, INCLUSION & BELONGING

Culture and Inclusion

Our culture is enriched through our commitment to diversity, equity and inclusion to cultivate a sense of belonging for all Teammates. We closely align our DEIB (Diversity, Equity, Inclusion and Belonging) efforts as tenets of our core values.

We acknowledge and define:

DIVERSITY

As understanding and celebrating differences. Recognizing that representation matters through diversity of people, diversity of cultures and diversity of thought.

EQUITY

As respecting that Teammates have different needs in the workplace and should be handled fairly and equitably.

INCLUSION

As ensuring all Teammates are recognized within the workplace and can succeed and thrive.

BELONGING

As the result and presence of DEIB and the feeling of security and support when there is a sense of acceptance, inclusion and identity for a member of a certain group or place.



DEIB Council

The DEIB (Diversity, Equity, Inclusion and Belonging) Council's purpose is to act on behalf of AUB to manage the DEIB efforts, and create a more diverse, equitable and inclusive workplace, and to make a difference for our customers and our communities. Council members are:

- DEIB ambassadors of the organization.
- Champions of inclusion.
- Models of our core values.
- Respected among their peers with a significant sphere of influence.
- Making a visible commitment to DEIB.
- Creating collaborative opportunities and leaning into different perspectives.
- Leveraging talents, skills and knowledge to the council to foster change.
- Open to new ideas and ways of thinking.
- Creators of an environment where others can safely voice different opinions.
- Holding themselves and others accountable for meeting DEIB goals.

As part of this vision, we strive to foster a culture and workplace:

- That is inclusive and welcoming.
- Where all Teammates feel respected, embrace differences, value diversity and care about each other.
- That promotes diversity of thoughts, ideas, perspectives and values.
- That is equitable, that all Teammates are treated fairly, have access to opportunity and advancement.
- That is committed to hiring diverse talent and promoting people on their merits.
- That provides all Teammates with the resources and training to promote an inclusive work environment.
- That provides fair and equal employment opportunity and career development practices and policies.

Through our DEIB Council activities, we:

- Recommend inclusive celebratory observances for the organization.
- Curate and author enterprise-wide communications and discussions related to monthly DEIB volunteer opportunities.
- Host and facilitate DEIB meetings and webinars to address emerging DEIB topics.
- Support Employee Resource Groups to maturity of growth and act as a liaison for internal and external stakeholders for DEIB commentary.
- Recommend and champion strategic DEIB objectives to support the overall business strategy.



Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse, inclusive workplace. As specified in our DEIB vision statement, we are committed to cultivating a welcoming workplace where Teammate and customer perspectives are valued and respected. We added two new ERGs in 2023 – AUBout & Proud and Caring for Caregivers (CFC) – and also re-established the Women’s Inclusion Network (WIN) as a formal ERG. In addition to the above ERGs, we have Allies of Individuals Differently Abled (AIDA), Black Teammates United In Leadership Development (BUILD) and AUB GETS Vets.

Funding the Future of Banking With Scholarships

For the past three years, we have partnered with Virginia State University (VSU), a historically Black university, to create a five-year scholarship fund for VSU business/finance students in the Reginald F. Lewis College of Business. In addition to financial support, recipients also are offered a paid summer internship at AUB (see our Teammates section). We have a long-standing relationship with VSU which includes participating in career fairs, recruiting interns and full-time Teammates and having our bank executives share their expertise with students.

In 2023, VSU awarded four AUB scholarships of \$5,000 each for the 2023-2024 academic year.



It’s all about the people. This is echoed throughout this report, and we look forward to showing this even more in 2024.



Caution Regarding Forward-Looking Statements

This report contains certain forward-looking statements, including, but not limited to, certain plans, expectations, goals, projections, and statements, which are not historical facts and are subject to numerous assumptions, risks, and uncertainties. Statements that do not describe historical or current facts, including statements about beliefs and expectations, are forward-looking statements. Forward-looking statements may be identified by words such as “expect,” “seek to,” “strive to,” “anticipate,” “vision,” “committed,” “believe,” “intend,” “estimate,” “continue,” “plan,” “target,” “goal,” or similar expressions, or future or conditional verbs such as will, may, might, should, would, could, or similar variations. The forward-looking statements are intended to be subject to the safe harbor provided by Section 27A of the Securities Act of 1933, Section 21E of the Securities Exchange Act of 1934, and the Private Securities Litigation Reform Act of 1995. While there is no assurance that any list of risks and uncertainties or risk factors is complete, below are certain factors which could cause actual results to differ materially from those contained or implied in the forward-looking statements: changes in general economic, political, or industry conditions particularly in the markets in which we operate and which our loans are concentrated, including the effects of declines in real estate values, an increase in unemployment levels and slowdowns in economic growth; changes in market interest rates and their related impact on macroeconomic conditions, customer and client behavior, our funding costs, and our loan and securities portfolio; volatility and disruptions in capital and credit markets; inflation and its impact on economic growth and customer and client behavior; competitive pressures on product pricing and services; success, impact, and timing of our business strategies; the nature, extent, timing, and results of governmental actions, examinations, reviews, reforms, regulations, and interpretations; potential claims, damages, and fines related to litigation or government actions; cybersecurity risks and the vulnerability of our network and online banking portals, and the systems of parties with whom we contract, to unauthorized access, computer viruses, phishing schemes, spam attacks, human error, and other security breaches that could adversely affect or disrupt our business and financial performance or reputation; and the adverse effects of events beyond our control that may have a destabilizing effect on financial markets and the economy, such as epidemics and pandemics, war or terrorist activities, essential utility outages, deterioration in the global economy, instability in the credit markets, disruptions in our customers' supply chains or disruption in transportation.

Additional factors that could cause results to differ materially from those described above can be found in Part I, Item 1A. “Risk Factors” and Part II, Item 7, “Management’s Discussion and Analysis of Financial Condition and Results of Operations” of our Annual Report on Form 10-K for the year ended December 31, 2023, and in our subsequent Securities and Exchange Commission (“SEC”) filings, which are on file with the SEC and available on the SEC’s website at www.sec.gov. All forward-looking statements speak only as of the date they are made and are based on information available at that time. We do not assume any obligation to update forward-looking statements to reflect circumstances or events that occur after the date the forward-looking statements were made or to reflect the occurrence of unanticipated events except as required by federal securities laws. As forward-looking statements involve significant risks and uncertainties, caution should be exercised against placing undue reliance on such statements.

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