

2024 Corporate Social Responsibility (CSR) Report



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, business and personal banking customers through its branches and ATMs located throughout Virginia and portions of Maryland and North Carolina.

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.

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

At Atlantic Union Bank, we believe our commitment to our customers extends beyond meeting their service needs – we also work to make a positive impact in the communities we serve. We continuously strive to be a force for good throughout our footprint.

Caring. Courageous. Committed. These values guide everything we do. This report highlights how we've lived those values in 2024, working to earn the trust placed in us and fostering meaningful change in the communities we call home.

With a footprint spanning Virginia, Maryland and North Carolina, we understand the importance of maintaining our local connection. Each community we serve has unique needs, and we embrace the dedication this requires. In 2024, our Teammates contributed 12,942 volunteer hours to causes they are passionate about – each hour representing their commitment to making a difference.

We are humbled by the trust our customers place in us as a company that listens, cares and strives to deliver on its promises. While this overview shares highlights of the work we've done, it only scratches the surface of the passion and dedication our Teammates bring to improving lives. Thank you for being a part of our journey, and we look forward to achieving even more together in 2025.

Best,



John C. Asbury
Chief Executive Officer
Atlantic Union Bank



Maria Tedesco
President and Chief Operating Officer
Atlantic Union Bank



2024 CSR REPORT

About

This report details AUB's focus on being a responsible corporation that makes a positive impact on our community. In this report are details about our commitment to the environment, to social responsibility and to strong governance.

Learn More

HOW WE SUPPORT

Our Community

AUB is committed to making a positive impact on the community. We are focused on increasing financial accessibility, to helping those around us and to fostering a workplace culture where everyone feels welcome.

- Financial Inclusion
- Community Involvement
- Culture & Wellness



HOW WE SUPPORT

The Environment

AUB has taken steps to become a greener, more environmentally friendly organization. We recognize the role we play in protecting and preserving the environment for future generations. We're dedicated to being good stewards of our environment and have initiated steps to ensure we are actively making changes now and into the future.

Learn More

HOW WE SUPPORT

Responsible Business & Corporate Governance

As a company, AUB is committed to responsible business conduct and ethical, transparent governance. Some of the ways we express these commitments are through our responsible marketing practices, providing customer-centric care, seeking to mitigate cybersecurity risk and investing in Teammate learning.

Learn More



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, 2024, 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 <http://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.



Atlantic Union Bank, located in Virginia and beyond, offers a wide range of financial solutions including checking accounts, savings accounts, business loans and more. Bank online or visit one of our conveniently located branches or ATMs today.

Quick Links

- About
- Social
- Environment
- Governance

Contact Us

Customer Care: [800-990-4828](tel:800-990-4828)
Mon-Fri: 7am - 8pm | Sat: 7am - 5pm
Routing number: 051403164
NMLS number: 551889



Who We Are

Our Core Values will be our guide.

In 2025, Atlantic Union Bank celebrates 123 years of service to our community. We are committed to living our core values now and for the next 123 years.



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

Driven to help our clients, Teammates and company succeed, doing what is right and accountable for our actions.

Inclusion and Belonging

We are committed to fostering, cultivating and preserving a culture of inclusion and belonging that welcomes varied backgrounds and experiences. We believe that the collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our Teammates invest in their work represents a significant part of not only our culture, but our reputation and achievement. We strive to foster a culture and workplace that, among other things, is inclusive and welcoming, treats everyone with respect and dignity, promotes people on their merits and encourages different ways of thinking, ideas, perspective and values. We have a dedicated council of Teammates, co-chaired by our Chief Executive Officer and our Chief Human Resources Officer, that is comprised of a cross-functional group of Teammates from varied backgrounds and experiences, and that helps manage our efforts to create a more inclusive workplace.

AS OF DECEMBER 31, 2024

2024 Highlights (\$bn)

\$24.6 ASSETS

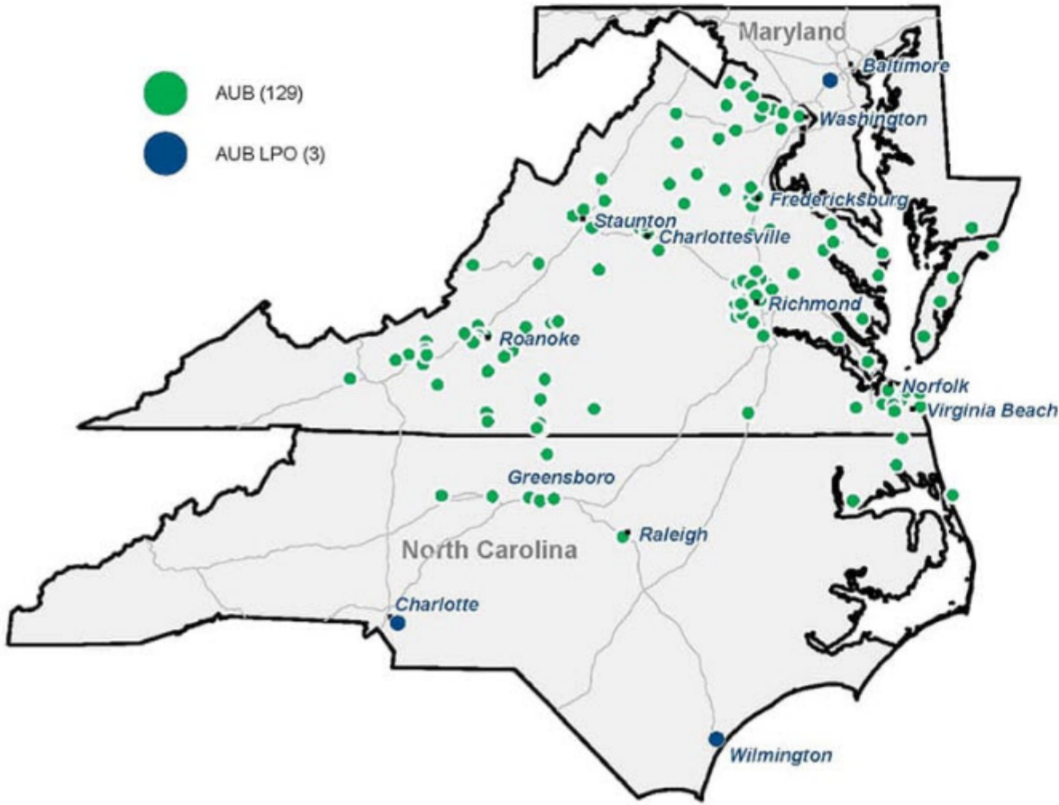
\$18.5 LOANS

\$20.4 DEPOSITS

\$3.4 MARKET CAP

As of December 31, 2024, AUB operated 129 branches 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



United Nations Sustainable Development Goals

AUB supports the [United Nations Sustainable Development Goals](#). These goals provide a shared blueprint for peace and prosperity for people and the planet, now and into the future. AUB is particularly aligned with and focused on 8 of these 17 goals.

By working to achieve these goals, AUB joins the mission to improve the world and our communities.



Honored to be Recognized

As we work to support our communities and live our values, we are humbled by the awards given to both Atlantic Union Bank and its leaders. Check out the awards we have been honored with.



John Asbury, CEO
Virginia Business's Power 50 List 2024



Maria Tedesco, President & COO
YWCA Richmond Outstanding Women Award Winner 2024
OnCon Icon Top 10 COO Award 2024
American Banker's Most Powerful Women in Banking: Women to Watch 2024



Nathalia D. Artus, SVP, Director of Community Development & Reinvestment
BizSense RVA Power Women 2024



Newsweek: Most Trustworthy Companies in America 2024



Richmond Times-Dispatch Best Bank 2024
(6 time winner)



Forbes 2024 Best-In-State Banks



Virginia Chamber of Commerce
Top Virginia Employers for Interns 2024



Top Workplaces 2023 & 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, 2024, 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 <http://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.

Quick Links

- About
- Social
- Environment
- Governance

Contact Us

Customer Care: [800-990-4828](tel:800-990-4828)
Mon-Fri: 7am - 8pm | Sat: 7am - 5pm
Routing number: 051403164
NMLS number: 551889



Our Community



Community Involvement

Atlantic Union Bank is focused on being a good corporate partner that makes a positive difference in our community.



Culture & Wellness

Our culture is enriched through our commitment to inclusion, which cultivates a sense of belonging for all Teammates.



Financial Inclusion

Atlantic Union Bank is increasing people's access to financial tools and making sure our products are affordable for as many people as possible.

Community Goals

AUB supports the [United Nations Sustainable Development Goals](#).

These goals provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.



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, 2024, 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 <http://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.



Atlantic Union Bank, located in Virginia and beyond, offers a wide range of financial solutions including checking accounts, savings accounts, business loans and more. Bank online or visit one of our conveniently located branches or ATMs today.

Quick Links

- [About](#)
- [Social](#)
- [Environment](#)
- [Governance](#)

Contact Us

Customer Care: [800-990-4828](tel:800-990-4828)
Mon-Fri: 7am - 8pm | Sat: 7am - 5pm
Routing number: 051403164
NMLS number: 551889



Financial Inclusion

Home | CSR | Social | Financial Inclusion

Accessible Banking Solutions

We are committed to increasing people's access to financial tools, while seeking to ensure that our products are affordable for as many members of our community as possible. This helps people access financial freedom for themselves and their families. Our Steps Toward Achieving Results (STAR) program is designed to make owning a home an affordable reality. This year, through our STAR program, we helped 66 families reach their goals of homeownership or improvement.

Since 2022, our PRISM Checking/Savings accounts have been Bank On certified, meeting standards for safe, low-cost financial products. These accounts offer a low minimum opening deposit, a low monthly maintenance fee, free branch access and functionalities like Bill Pay and Online Banking.

To further support financial access, [PRISM accounts](#) come with waived fees for our youngest and senior customers. Additionally, we offer [Thank U Checking](#), a low-cost account option for military personnel, educators, healthcare professionals and first responders.



Round Up Savings

In 2024, we introduced [Round-Up Savings](#) – an easy way for people to save. Round-Up Savings rounds up every transaction made with a debit card to the nearest whole dollar and moves the extra into a savings account. This helps customers save small amounts that can really add up over time. This helped our customers collectively save approximately \$40,000 over the course of the year.

Homebuyer Support

We believe that owning a home shouldn't be out of reach—especially for those working hard to achieve it. That's why we are committed to providing down payment assistance, affordable loan options and community-focused lending to help individuals and families turn their homeownership dreams into reality.

In 2024 alone, we:

- Provided \$835,000 in down payment assistance to support 64 homebuyers, making homeownership more accessible.
- Helped 230 first-time buyers secure financing, guiding them through the process with personalized support.
- Funded over \$47.4 million mortgages in low-to-moderate income (LMI) areas and underserved communities, increasing access to housing opportunities.

For many, purchasing a home is one of the most significant financial steps they will take. Whether it's a young family buying their first home, a longtime renter finally achieving homeownership or a community member finding stability in an affordable home, we are here to offer qualified buyers the financial resources and guidance needed to make it happen.

Mortgage Assistance Center (MAC)

In 2024, our Mortgage Assistance Center (MAC) reached out to over 370 homeowners facing financial difficulties, providing support and resources to help them explore solutions to maintain homeownership. Through these efforts, MAC successfully facilitated loan modifications and forbearances, restructuring and deferring over \$3.98 million to help borrowers regain their financial footing.

At its core, MAC supports homeowners facing unexpected hardships, such as job loss, medical emergencies or the passing of a loved one. By offering customized solutions like loan modifications, forbearances and alternative options, MAC has helped numerous families avoid foreclosure and find a path forward.

MAC's personalized approach has transformed lives. One borrower, after losing a spouse and their income, feared they would lose their home. With MAC's assistance, their loan term was extended, and their interest rate was adjusted, making homeownership sustainable. In another case, a borrower inherited a home already in foreclosure. Thanks to MAC's quick intervention, the foreclosure was stopped, and a forbearance was arranged, giving them the time needed to restore the property and retain ownership.

By providing compassionate, solutions-driven support, the Mortgage Assistance Center is helping homeowners turn financial setbacks into fresh starts, allowing more families can remain in their homes during difficult times.

Banzai Financial Education Program

Learning about money is an eye-opener and door-opener to future success. That's why AUB sponsors Banzai, an online financial education platform, giving educators, students and community members free access to fun, easy to follow lessons right on their smartphone or computer.

Since partnering with Banzai, AUB has been able to help more than **25,000 students and 384 educators** in our service areas to become better prepared for a successful financial future.

Many options exist for financial education teaching materials. Unfortunately, most of the options available do not engage students with interesting and relevant material that is based on the real world. The Banzai Financial Literacy Program teaches proven principles through real life scenarios in an interactive virtual environment. Students are able to work at their own learning pace. Representatives from Atlantic Union Bank have also made themselves available to provide in-class support to students working through the program.

In addition to teaching financial skills in the classroom, we believe it's never too late to begin your financial journey. With online platforms making learning more accessible than ever, financial education is within reach for all ages. As part of our ongoing commitment to the communities we serve, empowering individuals through financial literacy is a top priority. Our goal is to support schools, teachers, students and community members in building stronger financial futures.

Visit Banzai

2024 Banzai Numbers:

- ✓ 173 Sponsored Schools
- ✓ 6,080 Workbooks Ordered
- ✓ 58 New Teachers
- ✓ 1,622 Total Student Sign-Ups
- ✓ 4,798 Student Logins
- ✓ 4,169 Hours Spent
- ✓ 52% Average Pre-Test Score
- ✓ 82% Average Post-Test Score

Solutions Banking

[Solutions Banking](#) is a financial wellness program for businesses as a no-cost component of their employee benefits package. AUB provides the companies' 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.

In 2024, our Solutions Banking team made a measurable impact:

- 690 companies participated in the program.
- 257 site visits were conducted to deliver tailored support directly to businesses.
- 74 financial education events were hosted to help employees at all levels enhance their financial well-being.

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; and
- reducing a top workforce pain point of attracting and retaining talent with our added employee financial wellness benefit.

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.

Teammates pictured: *Tonya Young, Kristin Routt, Jennifer Huffman, Cheryl Kirby*



Small business loans make an impact

We are committed to strengthening our business ecosystem by providing small businesses with the financing they need to grow, create jobs and drive economic success. In 2024 alone, our SBA Lending helped create and retain 785 jobs, based on application data submitted to the US Small Business Administration. We are committed to seeking to ensure that businesses across our communities continue to thrive.

As a Preferred SBA Lender, our experienced Relationship Managers guide business owners through the benefits of SBA 504 and BCA loans, helping them select the best government-backed financing options for their unique needs. From navigating documentation and approvals to structuring loan terms that align with their goals, we are dedicated to making the lending process seamless.

Pictured: SBA 504 Chief Linda Reilly, SBA Financial Analyst Andrew Bermanson, BFG Chair Sarah DeVoe, AUB Group President- Business Banking and SBA Lending John Young and AUB Commercial Relationship Manager Michael Nester

Business Needs

At AUB, our goal is to understand the unique needs of our business clients and to provide them with the tools and resources needed to succeed and thrive in their respective industries.

We have established affinity partnerships in the community to offer workshops, seminars and networking events geared towards education. Our dedicated team of bankers are available to provide guidance and to help entrepreneurs make informed financial decisions and pursue their business goals.

Teammates pictured: *Brenda Hisghman, Katrice Howard, Angela Sadsad and Neddal Abu-Taa*



Fair Banking and Lending

Atlantic Union Bankshares Corporation and its subsidiary Atlantic Union Bank are committed to policies and practices that foster fair and equal treatment by proactively working to ensure that equal treatment, full disclosure of account processes and understandable product terms are mainstays within all the financial products and processes offered by Atlantic Union Bank. Atlantic Union Bank has an established consumer protection program framework to drive compliance with all applicable Fair Banking laws and regulations, to include unfair, deceptive or abusive acts and practices rules. Atlantic Union Bank requires training to educate and inform all Teammates of the necessity to avoid discriminatory, unfair, deceptive or abusive practices related to all aspects of banking and to ensure that all Atlantic Union Bank customers are treated in a fair and equitable manner.

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, 2024, 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 <http://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.

Culture & Wellness

Home | CSR | Social | Culture & Wellness



Council of Teammates

We have a dedicated council comprised of a cross-functional group of Teammates from varied backgrounds and experiences that helps manage our efforts to create a more inclusive workplace.

Council Members are:

- Ambassadors for 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 inclusivity
- Creating collaborative opportunities and leaning into different perspectives
- Leveraging talents, skills and knowledge of the council to foster change
- Open to new ideas and ways of thinking
- Creators of an environment where others can safely voice different opinions



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 and care about each other
- That promotes diversity of thoughts, ideas, perspectives and values
- That is equitable, where all Teammates are treated fairly, and have access to opportunity and advancement
- That is committed to hiring the best qualified 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 activities, we:

- Recommend inclusive celebratory observances for the organization
- Curate and author enterprise-wide communication and discussions
- Host and facilitate inclusive meetings and webinars to address emerging topics
- Support Employee Resource Groups as they grow and act as a liaison for internal and external stakeholders
- Recommend and champion strategic objectives to support the overall business strategy



Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, open to all, employee-led organizations that foster a sense of community, provide support and help meet the unique needs of their members. In 2024, AUB's ERGs continued to foster community, support Teammates and create meaningful impact.

Throughout the year, our ERGs hosted a variety of events, including networking opportunities, community outreach initiatives and celebrations of culture and service. From honoring veterans and supporting disability awareness to championing leadership growth, our ERGs provide a space for Teammates to connect, learn and make a difference—both within AUB and in the communities we serve.



AS OF DECEMBER 2024

Employee Total

2,125 Full-time Teammates

Teammate Experience Advocates

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 34 Teammates from all levels across the organization and represents each of our 11 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.

EMerge Program

Sustaining and building on a successful two years, 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 2024, 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 2024, we provided \$44,500 in tuition assistance for our Teammates.

Bank School Programs

Established two decades ago to accelerate the 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. Lines of Business represented: Credit Administration, Enterprise Services, Wholesale Banking, Wealth Management and Enterprise Technology. We had 30 Teammates participate in the Bank School programs this year with five graduating in 2024.

Consumer Bankers Association (CBA) Executive Banking School (EBS) accelerates the professional growth of the next generation of diverse retail bankers through an immersive, team-based learning experience focusing on finance, risk and strategic leadership.

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 and Special Assets.

Graduate School of Banking at Louisiana State University (LSU) Program Goal: To equip bank participants with the knowledge they need to have, the 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 and Wholesale Banking.

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 and Customer Care Center.

North Carolina School of Banking Program Goal: An opportunity to help middle managers and prospective managers expand their skills and abilities through lectures, teamwork and hands-on experience. Lines of Business represented: Wholesale Banking & Financial Investigations.



Workplace Wellness

myWellbeing

We elevate our wellness program through myWellbeing. The myWellbeing Program, powered by Personify Health, offers fun challenges, helpful content, engaging social options and tools to encourage making challenges 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. **In 2024, Teammates logged enough steps to walk around the earth 5.5 times!**

The points earned are converted to Rewards Cash that can be redeemed for major retailer gift cards or merchandise in the Personify Health store. In 2024, **\$769,100 in rewards were paid out through Personify Health.**

Caution Regarding Forward-Looking Statements

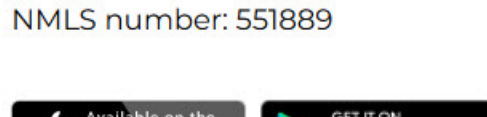
This report contains certain forward-looking statements, including but not limited to, certain plans, expectations, goals, projections, and statements, which are not historical facts and are subject to numerous assumptions, risks, and uncertainties. Statements that do not describe historical or current 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, 2024, 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 <http://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 anticipated 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.

Quick Links

- About
- Social
- Environment
- Governance

Contact Us

Customer Care: 800-990-4828
Mon-Fri: 7am - 8pm | Sat: 7am - 5pm
Routing number: 051403164
NMLS number: 551889



Responsible Business & Corporate Governance

A Message from Atlantic Union Bankshares Corporation Board Chair Ronald Tillett

I take a great deal of pride in continuing to serve as the Chair of the Board of Directors of Atlantic Union Bankshares Corporation. It was an honor to join the Board in 2003, and an even greater honor to be selected as Chair in 2019.

As we continue to grow our strong presence in the Mid-Atlantic region, we remain committed to operating with a high degree of integrity. It's a commitment that the team knows is essential and embraces with confidence and accountability. Our community expects us to be responsible corporate citizens and to listen and respond to feedback. It's an expectation that we work hard to uphold each and every day.

Each year I continue to be impressed, not only with the results of our community impact efforts, but also by our unwavering commitment to making a difference in the communities we serve. The desire to help is contagious, and the efforts of our Teammates are inspiring.

We expect the year ahead will continue this positive momentum.

Warm regards,

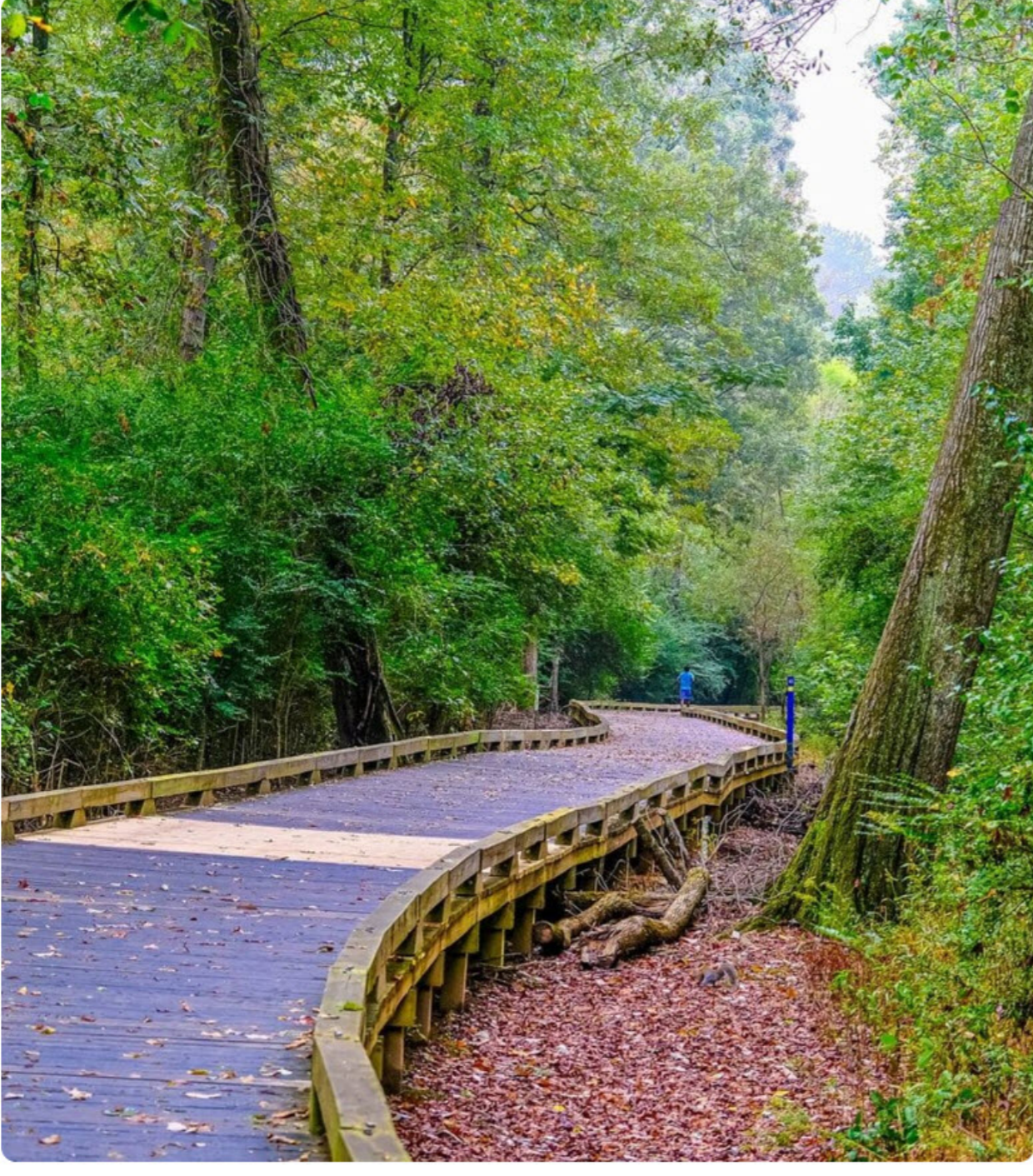
Ronald D. Tillett

Ronald Tillett
Atlantic Union Bankshares Corporation, Board Chair



Our Board

We believe that sound and effective corporate governance is the foundation on which to build our corporate culture and communicate our commitment to our core values. Our strong corporate governance policies and practices support our efforts to continue to enhance the value we create for our Teammates, shareholders, customers and communities. To learn more, [visit our Investor Relations page](#).



Corporate Responsibility Practices

Our Board actively oversees current and emerging corporate social responsibility and governance matters that are relevant to our business, operations, or that are otherwise pertinent to us and our shareholders, Teammates, customers and parties with whom we do business. The Nominating and Corporate Governance Committee of our Board is the primary committee responsible for monitoring, evaluating and overseeing the implementation of our strategy on environmental, social and governance ("ESG") matters. The Nominating and Corporate Governance Committee oversees the activities of our management-level ESG Steering Committee, comprised of senior leaders from our major business functions, including our CEO, CFO, General Counsel, Chief Human Resources Officer, Chief Risk Officer and CRA Officer. The ESG Steering Committee is actively engaged in managing our approach and governance. This committee convened four times in 2024, and regularly reports on our activities and emerging opportunities and risks to the Nominating and Corporate Governance Committee, or full Board, as appropriate.

We have established an ESG Risk Program as a component of our enterprise risk management framework that is designed to assist us in aligning with evolving regulatory expectations while driving strategic identification of key risk exposures and opportunities across multiple business functions. ESG Risk Program activities are reported periodically both to the ESG Steering Committee and the Operational Risk Committee (a management-level risk committee that falls under the purview of our Management Risk Committee and Board Risk Committee).

Committed to Responsible Marketing

Our marketing reflects our unwavering commitment to our customers, Teammates and communities. Marketing is a tool for connection, education and empowerment, and we hold ourselves accountable to the highest ethical standards in all we do.

- Customer-Centric Approach**
Our communications are designed to inform, inspire and empower customers to make confident financial decisions.
- Transparency and Trust**
We are dedicated to clear communication, and seek to ensure that all materials accurately represent our products and services.
- Accessibility**
We strive to reflect the diversity of the communities we serve in our marketing and ensure our services are accessible.

- Community Focus**
At the heart of our marketing is an effort to connect with our communities, fostering economic growth and stability.
- Financial Well-being and Security**
We handle customer data in a secure and ethical manner, and we advocate for financial literacy, sustainability, cybersecurity and fraud protection.

By upholding these principles, we seek to ensure that our marketing efforts drive business success and contribute meaningfully to the communities we serve. Our Marketing and Compliance teams work closely to ensure fair and responsible communications in service of our customers.

We work to ensure our marketing builds trust, drives positive change and strengthens our communities by aligning our efforts with ethical practices and shared values.

Marketing Purpose:

The Marketing team amplifies our brand, drives growth and deepens relationships to be a trusted partner for our customers, Teammates and communities.



Customer Care

AUB established a formal Customer Experience discipline over 20 years ago, and currently executes a Voice of the Customer program that includes the Office of the President, Business Line Experience and Enterprise Incident Management.

Office of the President

Oversees and administers our enterprise Complaints & Dissatisfactions Program, as well as manages all Regulatory, Executive, Social Media and Digital channels of feedback. All AUB Teammates who interact with customers use the Complaints & Dissatisfactions system to document feedback and obtain assistance in resolving customer concerns. We strive to address, track and resolve customer issues quickly according to our high standard Service Level Agreements (SLAs).

Business Line Experience (BLE)

Analyzes feedback from our customers through complaints, dissatisfactions and survey work to provide insights and action plans to our executive management team to prioritize and take action on ways to improve our customer experiences. The BLE team also conducts design sessions and journey mapping to discover ways to resolve pain points and create better experiences and outcomes for our customers.

Enterprise Incident Management

Centralizes events and issues that may impact the customer experience and deploys teams to quickly resolve, remediate and communicate as needed. Additionally, root cause analysis is conducted to work towards preventing repetitive issues in the future.

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 providing 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; and
- 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.



Teammates completed over 23,000 hours of security related learning in 2024



Teammate Learning

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 and 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 2024, our Teams completed **51,415 hours** of training, with 23,298 hours directly related to the Bank Secrecy Act (BSA) and compliance.

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 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, 2024, 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 <http://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.

Quick Links

- [About](#)
- [Social](#)
- [Environment](#)
- [Governance](#)

Contact Us

Customer Care: **800-990-4828**
Mon-Fri: 7am - 8pm | Sat: 7am - 5pm
Routing number: 051403164
NMLS number: 551889

