

2025 Corporate Stewardship Report



Welcome



At SouthState Bank, we believe in leading with integrity and being accountable to our customers, team members, shareholders, investors and board members. We use our core values as a guiding principle in decision making and to implement strategies to strengthen communities in which we live and do business.

We are focused on building meaningful and lasting relationships with community-based and nonprofit organizations to help us serve communities through volunteerism, philanthropy

and community engagement. In 2024, we had record numbers of volunteer hours from team members serving in the community, which demonstrates our passion and dedication to making each area better. For more than 90 years, we have focused on helping our markets thrive, while growing the business and making sound decisions.

Part of SouthState's Vision is to be a leadership academy known for growing leaders. Whether as an intern just entering the workforce or as a more seasoned banker, the opportunity to develop and grow is available to all team members.

In addition, our team members continue to support each other through times of need and financial hardship through The Sunshine Fund. Because of these attributes, SouthState continues to be recognized with awards, such as American Banker's "Best Banks to Work For" and TIME's America's Best Midsize Companies.

I'm humbled by the contributions and engagement from our team members, and I am proud to share some of the achievements and contributions of SouthState in this year's report.

Sincerely,

A handwritten signature in black ink that reads "LeDon Jones".

LeDon Jones

Executive Vice President
Director of Corporate Stewardship



Contents

| | |
|---|----|
| Who We Are | 04 |
| Our Vision, Guiding Principles and Core Values | 05 |
| Foundation of Corporate Stewardship | 06 |
| Our Commitment to Our Community | 07 |
| Our Commitment to Our Colleagues | 15 |
| Our Commitment to Effective Governance | 26 |
| Our Commitment to Environmental Resourcefulness | 30 |
| Appendix | 35 |



Who We Are

- 5,000+ Employees, as of Dec. 31, 2024, committed to providing SouthState's customers with the financial products and services they need to meet their goals
- 251+ Branches, as of Dec. 31, 2024, in our community-focused, six-state footprint, along with an expansive network of ATMs and best-in-class online and mobile banking platforms
- Approximately \$46.4 Billion in Total assets as of December 31, 2024
- Approximately \$38.1 Billion in Total deposits as of December 31, 2024
- Approximately \$33.9 Billion in Total loans as of December 31, 2024

Since inception in 1934, SouthState Bank ("SouthState") has been committed to serving the needs of the community by putting customers first and providing a suite of banking services and products in the areas of consumer, small business and commercial banking, wealth management, and mortgage banking. We are committed to investing in state-of-the-art technology to protect our customers from fraud and providing a suite of cash management and treasury solutions to better serve their business and personal needs. In addition to online and mobile banking capabilities, SouthState provides banking access at more than 250 branches and ATMs across our footprint.

SouthState is a leading regional bank, providing consumer, commercial, mortgage and wealth management solutions to more than 1.5 million customers throughout Florida, the Carolinas, Georgia, Alabama, and Virginia. The bank also serves over 1,200 clients nationwide through its correspondent banking division and capital markets. Additionally, through Corporate Billing, a division of SouthState, we provide factoring, invoicing, collection and accounts receivable management services to transportation companies and automotive parts and service providers nationwide.

On January 1, 2025, SouthState acquired all the outstanding common stock of Independent Bank Group, Inc. ("Independent"), a Texas corporation, in a stock transaction. Upon the closing of the merger, the Company acquired Independent's 92 branch locations, which are located in Texas and Colorado. As we integrate the two institutions, we will encourage and promote volunteerism, community partnerships and leadership involvement in Texas and Colorado through SouthState's Community Development Advocate program and hosting community listening sessions.

We're committed to creating a better banking experience, and we're proud to be recognized for the positive impact we're making on the lives of our customers and team members. We believe in inspiring a greater purpose and empowering our team members through local leadership closest to the customers with decision-making authority. Since SouthState's inception, we have been committed to creating remarkable experiences for our customers and the communities we serve, and we will continue to embrace an entrepreneurial spirit and build meaningful and lasting relationships to make our customers' lives better. When we provide the tools, access and resources, we help them achieve their dreams and create strong and vibrant communities. SouthState is proud to be recognized another year as an employer of choice, earning "Best Banks to Work For" by American Banker in 2024. SouthState was named among America's Best Midsize Companies by TIME and received two Greenwich Excellence and Best Brand awards for small business banking from Coalition Greenwich. Additionally, S&P Global ranked SouthState #2 on the list of Top 50 Public Banks.



Statistics and metrics included in this report are as of 12/31/24 and may contain statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a level of uncertainty that the Bank believed to be reasonable at the time of preparation.

Our Vision, Guiding Principles and Core Values

Our Company's Cultural Cornerstones are to invest in the entrepreneurial spirit, pursue excellence and inspire a greater purpose. We do this by relying on our guiding principles and core values. The guiding principles supporting us are soundness, profitability and growth, and we expect our teams to lead with integrity and accountability. Our Core Values reflect how we intend to fulfill our vision and meet our guiding principles through interactions with each other, our customers, suppliers and the communities we serve.

This foundation enables us to fulfill our vision: being a growth company in high growth markets; having a distinct business model of an ownership culture; and being a leadership academy with a focus on growing leaders.

Guiding Principles



Core Values

- **Local Market Leadership.** Our business model supports the unique character of the communities we serve and encourages decision-making by a banker that is closest to the customer.
- **Long-Term Horizon.** We think and act like owners and measure success over entire economic cycles. We prioritize soundness over short-term profitability and growth.
- **Remarkable Experiences.** We will make our customers' lives better by anticipating their needs and responding with a sense of urgency. Each of us has the freedom and responsibility to do the right thing for our customers.
- **Meaningful and Lasting Relationships.** We communicate with candor and transparency. The relationship is more valuable than the transaction.
- **Greater Purpose.** We enable our team members to pursue their ultimate purpose in life – their personal faith, their family, and their service to the community.

SouthState's culture is an important foundation on which to build lasting relationships for our customers and team members alike. Creating a culture that inspires team members to act consistently with company core values as well as developing a high performing team is a strategic priority and one that we believe increases employee engagement. What we call The SouthState Way aligns with our vision and core values. Our management-level Culture Council consists of senior leadership and a member of our board of directors who serve the Culture Council on an advisory basis and are charged with overseeing internal and external culture and values messaging. SouthState leaders from across our branch footprint and in all divisions of the company select team members of various levels of leadership to serve as culture ambassadors. These culture ambassadors embody the culture SouthState wants to encourage for all our team members, regardless of position or tenure. Together, the Culture Council and culture ambassadors collaborate on team member engagement, corporate stewardship, talent recruitment and retention, leadership development, and creating opportunities for team members to contribute to the betterment of the organization. We are proud of the accomplishments that we have made thus far, creating a thriving environment to empower and motivate all team members to build upon The SouthState Way.

Foundation of Corporate Stewardship



Community

Through community leadership, financial support and volunteerism, we are committed to building strong and vibrant communities where we operate to make a positive difference where we work and live.



Colleagues

We foster building a strong culture, based on our core values of greater purpose, remarkable experiences, local market leadership, and meaningful and lasting relationships, where employees feel respected, included and heard. Our most valuable asset is our workforce, and our success is a direct reflection of the talent and tireless efforts of our people.



Effective Governance

We believe effective corporate governance, which includes being good stewards and promoting the highest ethical standards, is the bedrock on which to build our corporate culture and communicate our core values.



Environment

We believe climate change could potentially impact the Bank. The Bank's resiliency to various weather events, as well as the Bank's impact on the environment are a focus, as we seek to reduce that impact by adopting sustainable practices and reducing waste.



Miami, Florida



Birmingham, Alabama



Charlotte, North Carolina



Savannah, Georgia

Our Commitment to Our Community

PURSuing A GREATER PURPOSE – 2024 IMPACTS



| Commitment to Our Community | Commitment to Environmental Resourcefulness ¹ | Commitment to Corporate Stewardship | Commitment to Our Team Members |
|--|---|---|---|
| <p>19,047 volunteer service hours to 1,028 organizations</p> <p>\$670MM in affordable lending mortgage programs</p> <p>\$7.1MM in contributions, donations, and tax credits to more than 2,393 organizations</p> <p>\$401MM in community development loans to 151 clients</p> <p>\$54.7MM in investments to foster economic development and affordable housing projects</p> <p>\$13.4MM in Down Payment Assistance to 979 homeowners</p> <p>\$5.75B in CRA-eligible loans (HMDA and Small Farm), which equates to 21,772 loans</p> | <p>58% of all statements are eStatements</p> <p>71,000 lbs of solid waste reduction</p> <p>1.08MM lbs of CO₂ emissions saved</p> <p>22.4 acres of forest saved</p> <p>1.29MM gallons of water saved</p> | <p>Corporate Stewardship Council provides oversight of D&I efforts</p> <p>12 Board members</p> <p>3 of 12, or 25%, are gender diverse</p> <p>50% have CEO level experience</p> <p>Development of 32 Interns and 18 Commercial Banking Associates</p> <p>Launched SouthState Connects Team Member Network Groups</p> <p>\$242,000 in financial assistance provided to team members through The Sunshine Fund</p> | <p>2,021 ABA Certificates completed by team members</p> <p>13,037 Training opportunities</p> <p>24,481 LinkedIn Learning Courses completed</p> <p>Up to 12 weeks of Critical Care Time provided for team members who need to care for themselves or family</p> <p>Up to 6 weeks of parental care offered</p> <p>Employee Assistance Program that offers wellness, financial, health, counseling, and social assistance</p> |

Volunteerism and Community Outreach

SouthState supports a culture of volunteerism and philanthropy and provides each full-time team member with 32 hours of paid volunteer time per year. We have 56 Community Development Advocates who assist with spearheading volunteer opportunities for team members across the bank. Our team is committed to making communities better by using their time, skills, resources, and expertise in volunteering with organizations across the enterprise.

In 2024, team members volunteered approximately 19,000 volunteer hours with organizations serving the needs of local communities through supporting education and financial stability, food insecurity initiatives, medical services to the underinsured/uninsured, workforce development to people with disabilities, veteran care, homeless shelters, senior assistance, board service hours, and technical and legal assistance. SouthState also provided \$5.5MM in support to more than 1,900 organizations. As part of our core values, living a greater purpose and creating meaningful and lasting relationships, team members, alongside local nonprofit organizations, work together to create thriving and vibrant communities.

At SouthState, we understand the impact financial institutions could have on the financial stability of families and development of communities. Whether it's the purchase of a first home, saving for college, planning for retirement, or educating the unbanked and underbanked, 310 team members volunteered 2,226 hours in 2024 to conduct financial literacy workshops that served LMI families located in the communities we serve and where we do business.

Here are a few examples of supporting the communities we serve:



Interns Volunteer at Feeding Tampa Bay

Over the summer, Commercial Banking interns volunteered their time at Feeding Tampa Bay, serving in "The Market," which is one of the food intervention strategies offered by the organization, providing a free on-site grocery store where food insecure neighbors can shop once a month. They assisted senior citizens in need by stocking The Market, bagging groceries and assisting with cleanup and organization after participants had the opportunity to shop.



1. Calculations are based on two sheets of paper per eStatement (6,017,156), totaling 12,034,312 sheets of paper saved. (Environmental impact estimates were calculated using the Environmental Paper Network Paper Calculator Version 4.0. For more information visit www.papercalculator.org.) These numbers are approximate values.

Hurricane Relief

SouthState team members volunteered 185 hours assisting with hurricane relief efforts after Hurricanes Helene and Milton affected the SouthState footprint. Team members participated in various volunteer activities in their communities to those directly affected by the loss and devastation post hurricane. Volunteers assisted with cleanup of homes damaged by wind and flooding and worked with food banks and food pantries to sort, pack and deliver food boxes in areas that lost everything due to storm damage and loss of power. Team members also volunteered with organizations to collect, donate and deliver much needed supplies to those in need and to provide financial literacy to those who needed it.

333 SSB volunteers partnered with **64** different organizations to volunteer **1,410** hours in the spirit to end hunger and food insecurities by packing, sorting and delivering food and meals for the underserved throughout the footprint.



Hands On Atlanta

Hands On Atlanta was created in 1989 with the idea of becoming a one-stop shop to bring together Atlanta volunteers and nonprofits. The organization partners with nonprofits throughout the Atlanta area to provide a platform to connect willing volunteers with volunteer opportunities that fit their needs. In addition to a SouthState team member serving on the board, the Marketing and Communications team supported Hands On Atlanta by creating a brand guide, email marketing and an event plan to improve Hands On Atlanta's annual fundraiser and volunteer recognition event.



Beach Cleanup at Birch State Park

A day at the beach is typically a relaxing holiday, but there's much work that goes into keeping the scenery pristine and ready for visitors. A group of SouthState's Florida team members rolled up their sleeves at Birch State Park, doing their part to beautify the area. Through a partnership with Friends of Birch State Park, team members collected 10 large buckets of trash and debris littering the beach. Over the years, South Florida has experienced growth and development as new residents seek out the mild temperatures and growing business scene. Unfortunately, with growth and development comes an increase in trash. Birch State Park, however, remains untouched and accessible to all as a state park. The park is an oasis to relax and rewind from a busy work week, and there is something for everyone to enjoy in the 180-acre oasis beauty of nature. SouthState is proud to be a part of the beautification efforts.

CLICK FOR VIDEO



“It's the green space amongst the high-rise buildings of Fort Lauderdale, a place you can walk your dog, ride your bike and enjoy all the nature trails.”
~Michelle Schmitz,
Friends of Birch State Park
Executive Director

Junior Achievement 1,100 volunteer hours

There's a new SouthState branch located in the Junior Achievement Discovery building in Augusta, Georgia. The “branch” is part of JA BizTown and run by students from Columbia and Richmond County schools. Students spend the day in real-life scenarios including setting up payroll, developing a marketing plan, electing a mayor and tracking invoices. Volunteers, like those from SouthState's Augusta region, are there to offer guidance, but it's the students who inherit job titles from CEO to branch manager to public safety officers. SouthState volunteers guided students through their business-related tasks, including applying for business loans, setting costs for their products and much more. As a bonus, SouthState's mascot Stash helped the students promote savings accounts at the branch storefront. SouthState team members have volunteered almost 1,100 service hours to nine Junior Achievement organizations across the footprint, helping the students prepare to make solid life and financial decisions.

CLICK FOR STORY



Investing in Our Communities

SouthState believes in strengthening communities by supporting strategies that address affordable housing, revitalization of neighborhoods, community services, and economic development. Through partnership and collaborative efforts with both the private and public sectors, we strive to improve the communities where we live, work and call home. In 2024, approximately \$55MM was invested in the community where we do business. SouthState also supports Minority Depository Institutions (MDI). We have highlighted examples of how SouthState invests in communities below:

- Funding of \$316,000 was awarded in Georgia to support K12 education, providing opportunities to economically disadvantage students. More than 72,000 scholarships have been awarded, improving access to education so students can succeed.
- \$118,000 was granted to a nonprofit organization that supports affordable housing initiatives in Apopka, Florida and serves LMI individuals and families as they pursue their dream of homeownership. Applicants must meet certain financial guidelines, go through intensive financial counseling and clear debt prior to becoming a homeowner. All funds go directly to supplies and items needed to build their homes.

- \$10 million in funding provided for a 226-unit income-restricted affordable housing complex located in Columbia, SC.
- \$10 million in funding provided for a 247-unit income-restricted affordable housing complex located in Atlanta, GA.
- \$8.9 million provided for a 129-unit income-restricted workforce housing complex located in Richmond, VA.
- \$1.9 million through a Small Business Investment Company to provide a small business located in Tampa, FL with capital.
- \$5.2 million in funding for a 120-unit income-restricted (at or below 80% of the AMI) affordable housing complex located in a moderate-income census tract in Athens, GA.
- \$4.1 million in funding for a 92-unit income-restricted (at or below 60% of the AMI) and rent-restricted affordable housing complex located in a low-income census tract in Pensacola, FL.

Minority Depository Institutions

SouthState participates in the Project REACH initiative, which is spearheaded by the Office of the Controller of Currency, a regulatory agency. Project REACH helps unbanked citizens become bankable through education, access to capital and credit and financial inclusion.

We continue to maintain relationships with Minority Depository Institutions (MDI) throughout the Southeast. SouthState is proud to participate in advancing financial inclusion so communities can have access to resources and services, improving business growth, entrepreneurship, reducing barriers, and strengthening communities so that they can thrive. We have maintained relationships with many MDIs, which includes:

- Equity investments,
- Access to ATM network, and
- Certificate of deposits,
- Cost saving methods for eliminating foreign ATM fees

Affordable Housing

SouthState seeks to address the needs of housing affordability by creating innovative and flexible mortgage products to help customers achieve their dream of home ownership. Roughly 27% of SouthState branches are in LMI geographies, creating access to financial services for everyone. SouthState Mortgage offers Community Advantage, Home Possible, Home Ready, Buyer's Advantage, Government Lending, and additional products as viable options for first-time homebuyers. We continue to partner with agencies to bring flexible and innovative products to customers and offer down payment assistance (DPA) programs through our Mortgage division.

In 2024, down payment assistance totaling \$13.4MM was provided to help approximately 979 customers fulfill their dream of homeownership through down payment assistance programs provided by SouthState Bank, Federal Home Loan Bank of Atlanta (FHLB) and local market programs.

The SouthState Opportunity Advantage Loan Fund is a \$5,000, five-year forgivable down payment assistance program available to borrowers whose income is <= 80% of the county AMI adjusted for family size. It is available throughout our footprint.

The FHLB of Atlanta offers two affordable housing down payment assistance programs.

- The Affordable Housing Program's Homeownership Set-Aside Program offers two Down Payment Assistance (DPA) options for borrowers with income <=80% Area Median Income (AMI),
 - *first-time homebuyers for \$17,500*
 - *community heroes for \$20,000.*
- The Workforce Housing Plus program, which is a \$15,000 grant for borrowers with annual income at 80.01-120% AMI.

Additional highlights include:

Partnered with 52 agencies in down payment assistance across our footprint to extend:

- 763 Community Advantage loans totaling \$181 million
- 482 Buyer's Advantage loans exceeding \$129 million
- 753 Government Lending loans totaling \$244 million



Community Development

SouthState continues to partner with organizations to achieve shared goals of promoting economic development, revitalization, community service, and those that address the needs for affordable housing. These areas of impact also help the city or county to achieve their strategic goals as addressed in their comprehensive plans. Whether providing funding to redevelop or renovate buildings within a historic district, organizations that impact job creation, or facilities for adaptive reuse, SouthState is committed to doing its part to help keep vibrant and thriving communities. We are equally focused on initiatives that support affordable housing for senior citizens, underserved populations, or those needing facilities such as domestic violence shelters. In 2024, our company originated 151 loans totaling approximately \$401 million to organizations and not-for-profit entities that focus their efforts on these impact areas. Of the four community development focus areas, community service and economic development loans had the largest area of funding. Some of our successes include:

- Provided funding of \$3.3MM in Greenville, South Carolina for the construction of a 40-lot subdivision, which consists of 22 income-restricted affordable homes to be sold to homebuyers and 18 units retained for rental, all of which meet income requirements, thus improving housing affordability.
- Funding was provided in the amount of \$70MM in Virginia to construct two projects: a new 160-bed facility for residents who need long-term care and a facility to assist the residents with irreversible physical

| Community Dev. Category | Community Dev. Loan Funding | Community Dev. Funding Amount |
|-------------------------|-----------------------------|-------------------------------|
| Affordable Housing | \$43,000,000 | 35 |
| Community Service | \$170,000,000 | 52 |
| Economic Development | \$145,000,000 | 60 |
| Revitalization | \$43,000,000 | 4 |
| TOTAL | \$401,000,000 | 151 |

- disabilities. Both facilities will help improve access to nursing, therapeutic, and residential care and are in low- to moderate-income communities.
- Provided funding of \$3.3MM to a small business in West Palm Beach, Florida to purchase an existing preschool and expand it from approximately 200 students to 600 students. This also helps in retaining 11 permanent jobs and creating new jobs with the expansion, thus positively impacting economic development for the area. The school is in a moderate-income census tract, opportunity zone, and FEMA designated area.
 - Funding of \$21MM in Orangeburg, South Carolina was used to upgrade substations and electric power lines associated with the electric distribution system within the city. The utility offers electricity, natural gas, water, and wastewater services to the greater Orangeburg area and will benefit over 150K residents, including those surrounded by low- or moderate-income census tracts. Additionally, the provider is known as one of the largest municipal utility areas with some of the lowest rates within the southeastern U.S.
 - \$2.3MM was provided to finance the purchase of land and to expand housing in the Atlanta area. Funding helps to meet the needs of the growing demands for quality, safe, and affordable housing for seniors in a low to moderate income area. Since inception, the organization has provided homes for more than 5,000 residents.
 - Financing of \$20.75MM in Atlanta for capital and tenant improvements on a multi-building adaptive reuse project as part of the Atlanta Beltline, allowing for the continued operation and development of this mixed-use development. Located in an unknown census tract surrounded by low-, moderate-, and middle-income census tracts.



Our Commitment to Our Colleagues

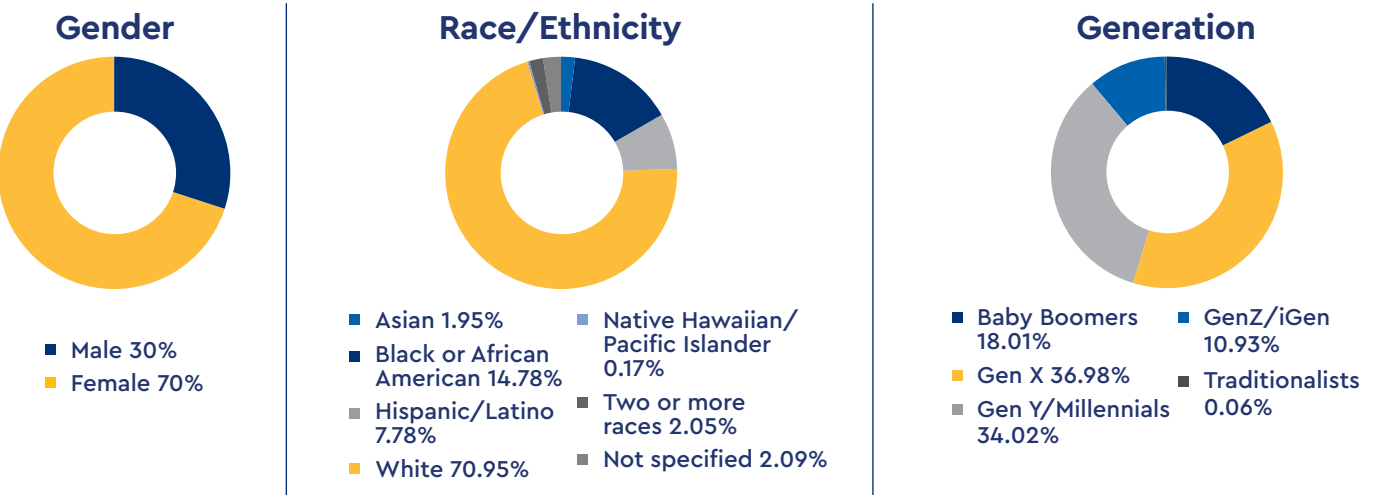


SouthState is committed to creating a rewarding and inclusive work environment for all team members. **YOU, Forward** is the company's sincere promise to every team member that they will be valued for their contribution, feel cared for as an individual, and provided opportunities to pursue excellence as they cultivate their skills during their career at SouthState.

Corporate Stewardship

We strive to build powerful and diverse teams, knowing we are better with our combined wisdom and intellect. With a commitment to collaboration and workplace diversity, we focus on understanding, accepting and valuing the differences between people.

As of December 31, 2024, we had 4,986 full-time employees (compared to 5,070 as of the same date in 2023) and 174 part-time team members. As of December 31, 2024, approximately 96% of our team members are located in the Bank's six-state branch footprint of South Carolina (32.5%), Florida (32%), Georgia (16.8%), North Carolina (6.9%), Alabama (5.9%) and Virginia (1.6%). To date, none of our team members are covered by collective bargaining agreements, and all team members live in the United States. During fiscal year 2024, we hired 576 team members, and our voluntary turnover rate was 9% for all team members and 0.81% for management-level team members in 2024. Additional workforce demographics by gender, race or ethnicity and generation are reflected in the graphics below.²



Our Director of Corporate Stewardship reports to the CEO and bears primary responsibility for overseeing and directing strategic initiatives related to enterprise diversity, environmental and social governance, community development, management development, and the employee Sunshine Fund.

In 2021, the Company adopted a three-year strategic plan built around three goals:

| | |
|-----------------------------------|---|
| Workplace Diversity | Recruit diverse, qualified talent representing all areas of society to add to the overall performance of the Company. |
| Workplace Inclusion | Champion a culture of collaboration and acceptance that creates a comfort level for team members to be themselves and supports diverse talent retention. |
| Sustainability and Accountability | Establish strategies that are sustainable and provide leaders throughout the Company with the proper tools and resources to manage and measure diversity within their respective lines of business. |

2. The updated percentages differ from those reported in the Company's Annual Report on Form 10-K for the period ended December 31, 2024, and the updated figures will be reflected in the Company's future periodic filings.

Corporate Stewardship

In addition, the Company formed the Corporate Stewardship Council to provide oversight to its diversity and inclusion strategy, support the implementation of diversity and inclusion initiatives that align with its vision and core values, and promote a diverse and inclusive workplace that represents the communities in which the Bank does business. The Council is responsible for identifying and addressing barriers that impact recruitment, retention and advancement of diverse candidates, defining metrics around diverse talent acquisition and retention, and identifying and implementing implicit bias training for all Company employees and directors.

In 2022, we focused primarily on implementing our three-year plan, which included engaging leadership, developing trust with local market leadership, having meaningful conversations, assisting stakeholders in viewing diversity from a number of perspectives, and establishing a small working group to help develop programs, initiatives, and training in support of the action items outlined in the

three-year strategic plan. In 2023, in collaboration with our Corporate Learning Department, we implemented unconscious bias training throughout the Company which has been completed by our Board, more than 600 leaders and a significant portion of our employee population.

In 2024, we established a dashboard to track metrics related to representation, internal talent mobility, voluntary versus involuntary turnover and recruitment. These metrics allow the Company to monitor recruitment, development, and retention of diverse talent, identify gaps, create opportunities for team members, and develop talent throughout the enterprise. Additionally, in 2024, the Corporate Stewardship team launched SouthState Connects Team Member Network Groups, starting with the Women's Network Group, Women in Technology Network Group, and Military and Veterans Network Group. These groups are designed to promote mentoring and networking relationships for employees to bolster professional development opportunities.

New Veterans Group Offers Support and Connection

CLICK FOR STORY

We are committed to honoring team members and their families who have served in the military. In 2024, we formed a Military and Veterans Team Member Network Group for our team members who were service members or have a family member or friend who served their country through military service. Several team members participated in a fireside chat and shared lessons of leadership learned in the military and transferable skills in the corporate world. Team members expressed the importance of teamwork, adaptability, leading with empathy, problem solving and being innovative. SouthState is proud to salute our team members who are currently serving their country or veterans of the United States Armed Forces.

Click story link above to read tributes by these team members.

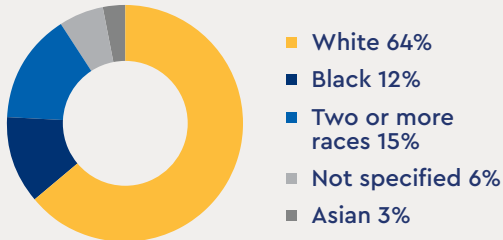


Talent Acquisition

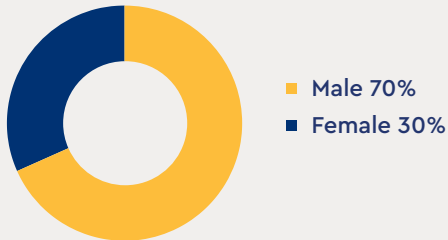
Recruiting and developing talent is important to our organization's growth and long-term horizon. We want to create a leadership academy for bankers, equipping them with the knowledge and skills needed to help us achieve our commitment to customers and the community. The Campus Recruiting and Career Development team attends job fairs and campus recruitment events to hire top-notch talent for the Commercial Banking Internship and Commercial Associate programs.

To complement other recruitment efforts, our team is committed to attending job fairs hosted by Historically Black Colleges and Universities within our footprint. Additionally, the Talent Acquisition team partners closely with regional line of business leadership to network and recruit in-market, experienced, and diverse talent in metropolitan markets within our footprint who bring with them a requisite skill set, professional background and aptitude to help grow the bank and position our teams to support and lead a larger financial institution in the future.

2024 Commercial Intern Race/Ethnicity



2024 Commercial Intern Gender



This journey has proven both challenging and rewarding, providing me with deep insights into the banking industry and significantly shaping my professional development.

~Linda Fong,
Florida State University



The culture of the company has been both welcoming and inspiring from the start. As interns we are immersed in rigorous commercial credit, underwriting, and salesmanship training.

~Fletcher Benedicks,
Florida State University

Talent Acquisition

Commercial Banking Early Career Programs

CLICK FOR VIDEO

Infoship Program

At SouthState, we are passionate about cultivating the next generation of leaders by creating impactful opportunities for aspiring talent. It begins with our robust virtual Infoship program, which is available for 10 weeks, both in the spring and in the fall. On a weekly basis, participants are exposed to the diverse areas of banking through interactions with senior leadership who share their expertise with students. Students are then able to engage in an open dialogue with the banking leaders to ask questions about their respective departments and learn about banking terminology and processes. SouthState's Infoship program is a great way to ignite interest for our younger generation to learn more about what we do as a bank.

Commercial Banking Internship & Commercial Associate Programs

The Commercial Banking Internship and Commercial Associate programs are considered our flagship programs. We recruit from the Infoship candidate pool, as well as recruit top talent from colleges and universities nationwide. While the commercial banking internship is a 10-week program during the summer, the commercial banking associate program is a 6-month program that provides comprehensive credit training and that builds a solid credit foundation for cohorts interested in Commercial Banking, allowing them to rotate through key areas such as Treasury Management, Credit and Underwriting, and other critical lines of business. These premier programs offer ambitious rising college juniors and seniors the chance to gain hands-on experience, build meaningful relationships and develop the skills needed to excel in the financial industry. Of the 33 interns selected through a highly competitive selection process for the intern program, 20 candidates continued their career path in the Commercial Associate role, which provides more in-depth credit training.



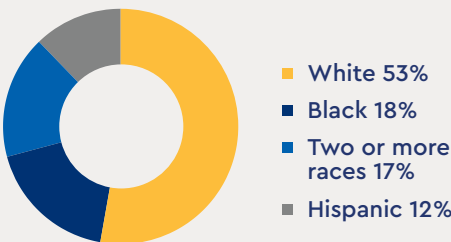
Understanding the dynamics of the Richmond local markets was eye-opening. I had the opportunity to work closely with market leaders, gaining insights into regional economic trends and how to strategically support community businesses.

~Luis Geyne, Randolph-Macon College

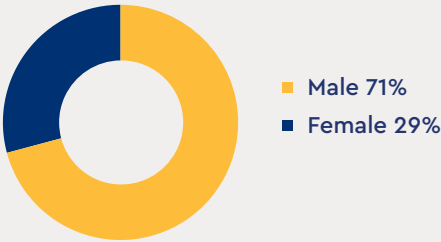
Credit Portfolio Analysts

To further enhance the credit skills and development of the Commercial Banking Associates, SouthState created the Credit Portfolio Analyst role. This program is robust and consists of extensive credit training, including the Risk Management Association (RMA) Ignite program. Participants of this program assist with an array of special projects within the Credit department. Credit Portfolio Analysts receive a mentor from the Lending or Credit Administration department. These programs and opportunities are more than career steps – they are a launchpad for future leaders in the financial industry. We are proud of the progress made thus far and the development of the next generation of Commercial and Credit bankers.

2024 Commercial Associates Race/Ethnicity



2024 Commercial Associates Gender





Development

We support the growth and development of our team members and, when possible, seek to fill positions by promotion and transfer from within the organization. We invest in the development of our team members by providing continuing education courses that are relevant to their job function within the Company. In 2024, we continued our ReMARKable Leader Program, a 9-month immersion program designed to equip exceptional, high-performing leaders to take the next step in their professional journey.

The ReMARKable Leader program is dedicated to the development of current leaders by creating learning environments that encourage meaningful and deliberate opportunities for continued education. To date, 61 of our team members have graduated from the program, and they continue to contribute in new and unique ways to our Company. In addition, our internal Corporate University offers a suite of leadership development programs to support various levels of leadership experience and expertise with graduated topics designed to engage and develop leaders by improving business acumen and offering 360-degree reviews, individual coaching opportunities and education on topics addressing culture, communication styles and mentoring. Team members have access to more than 13,000 training opportunities in our training catalog. In 2024, in the aggregate, our employees completed more than 200,000 company-provided training courses, including compliance-related courses that were assigned based on job roles and responsibilities.

Thriving Together: Mentorship, Culture and Career Development at our Bank

Mentors Make the Difference at SouthState

Many of today's professionals can look back on a time when a mentor or manager made an impact on where they are today. Some had a veteran editor who showed them the ropes. New teachers gleaned wisdom from educators with years of experience. At SouthState, bankers learn and grow from lenders, relationship managers, branch managers and many more.

John McLeod, Consumer Bank Group Director, attributes his success to senior leaders who encouraged him when he sought new challenges and goals. They always supported him when he wanted to make a change or take on more responsibility, thus leaving a lasting impact on his career.



CLICK FOR VIDEO

McLeod recalls two mentors who poured into him at the start of his career. He credits Phillip McCorkle, retired SouthState commercial banker, with teaching him the ropes of relationship banking, while Greater Midlands Regional Area Manager Craig Boykin supported his career advancement. See John's story [here](#).

SouthState Fosters Bankers' Potential

Career development is more than just a buzzword at SouthState. Managers go out of their way to support growth and encourage leadership when they see potential in a member of their team. As Summer McElroy can attest, this culture of advocacy touches all levels of the company.

McElroy began her career as a branch teller in 2009, quickly moving up to the roles of vault teller and financial services representative. Going through teller school, she was drawn to the role of trainer. Hard work and support from her leadership saw McElroy achieve her goal of teaching and equipping others. She works today as a learning consultant on the Bank's Corporate Learning and Development team.

Summer is one of the first faces new hires see as a part of team member orientation. Her role also allows her to coach bankers to strengthen their skills and advance their own careers, which empowers them to see their own



CLICK FOR VIDEO

possibilities. McElroy is appreciative of company leadership who encourage younger bankers and plan for their long-term success of SouthState. For McElroy and many team members alike, SouthState offers growth and possibilities no matter where you start. Team members can also take charge of their career by using the plethora of resources provided to navigate a successful career path. Learn more about Summer's story [here](#).

You've Got a (Work) Friend in Me

Eric Arnold, a Consumer Bank operations support leader, views SouthState as a community bank that just happens to have 250 branches. This atmosphere lends itself to team members supporting one another, mentor-mentee opportunities and a fun work environment. Arnold works hard to make sure his team stays connected even though they're working remotely.

"I realize how lucky I am to work here. We operate in a manner that puts our employees first. We have great leaders who pass down that culture of togetherness. This example empowers everyone to pitch in and become a team," Arnold says SouthState's culture begins with the company's core values, which Arnold proudly says aren't only words on a poster. He also encourages his team to have a healthy work-life balance and encourage one



CLICK FOR VIDEO

another. "If one of us is going through a difficult time and needs to focus on their family, we all step up. There's no question what our priority should be," he says. Read more of Eric's story [here](#).

SouthState Becomes Second Family for Small Business Banker

Family became especially important to SouthState's Krystle Mall during the previous decade. When her biological family went through difficult times, her SouthState family stepped up to provide wraparound support. Mall, a small business banker in Gastonia, N.C., describes the work atmosphere as "safe, supportive and respectful," just as a family unit should be. She remains grateful for the opportunity to continue working for SouthState even when she had to move from Myrtle Beach to Charlotte when her father was diagnosed with cancer. Her team was by her side during the medical crisis, supporting her with words of encouragement and managing duties if she had to step away.

Mall also applauds SouthState's Sunshine Fund, an employee and company supported financial assistance fund available to team members in crisis. She contributes purposefully, knowing she is helping members of her



CLICK FOR VIDEO

work family. Mall identifies with the SouthState core value of Meaningful and Lasting Relationships. In addition to cherishing the bonds built with fellow bankers, she also seeks out ways to take relationship banking to a new level with her customers. Read more of Krystle's story [here](#).

Engagement and Retention

In our experience, engaged team members tend to remain with the Company. We strive to offer a team-oriented environment centered on professional service and open communication amongst team members. We believe that gauging our team members' satisfaction is crucial to understanding the needs of our team members and developing a cohesive engagement and retention plan. In 2024, our team members participated in our annual confidential engagement survey, and 81% of our team member population responded, consistent with what we saw in 2023. The results of the survey show that 83% of our team members are engaged, consistent with what we saw in 2023, as compared to 75% of engagement in the financial services industry generally, placing SouthState in the top quartile for the industry.

While the survey highlights what we do well, it also provides insight into ways we can better engage our team members in the future and guides our focus in this regard. In response to some of the insight we received through the engagement survey, we launched two programs, the High Five Reward and Recognition platform and the Culture Council. We believe that we offer competitive salaries, and many of our officers and key team members participate in the Company's incentive program, which offers short-term cash incentives to reward annual performance and long-term incentives designed to reward sustainable shareholder value creation and encourage talent retention. In addition, we provide many of our team members with a comprehensive team member benefit program that includes: group life, health, dental and vision insurance; prescription benefits; flexible spending accounts; educational opportunities; an employee stock purchase plan; deferred compensation plans for officers and key team members; and a 401(k) plan with a Company match.

The Company sponsors a broad leave plan that may be used for vacation, personal use, and illness of team members and their immediate family members, and it awards paid leave based on tenure of service and title. The Company-sponsored Employee Stock Purchase Plan encourages our team members to invest in the Company by offering shares at a discounted price to participants. The safety and health of our team members is a top priority. We have embraced a flexible work model that benefits both team members and leaders, where roles are able to be remote either part time or full time. This not only enhances work-life balance but also aids in attracting and retaining top talent, which is crucial in today's competitive job market. With 22% of team members working remotely



full time, we strive to be intentional with bringing our team members together for meaningful relationship building throughout the year.

We also offer:

- A robust wellness program that provides extensive wellness resources, including on-site biometric screenings and a health risk assessment program. Team members receive points through our reward and recognition program, High Five, for completing wellness activities;
- A Critical Care Time (CCT) benefit, up to a maximum of 12 weeks, which a team member can use in the case of a team member's or a family member's severe illness;
- Parental leave, allowing an employee to take up to 6 weeks of paid leave following the birth of a child or the placement of a child in the home through adoption or foster care;
- The Sunshine Fund, a 501(c)(3) organization funded by Company contributions and employee donations, provides financial assistance to team members experiencing hardships created by an unforeseen event. In 2024, SouthState assisted 166 team members by providing approximately \$242,000 in financial assistance;
- An Employee Assistance Program that offers assistance and counseling to, among other things, encourage emotional well-being, address stress and anxiety, and provide referrals to resources related to important needs (i.e., education, daily living and caring for children or elderly loved ones).



CLICK FOR VIDEO

Celebrating Female Leadership with Regional President Amber Adams

Amber Adams began her career in banking as a teller, as many bankers do. Driven by supportive management and a personal desire to challenge herself, she now leads the Osceola region as a regional president for SouthState. Noticed by her supervisors for her leadership potential, Adams took on a temporary management position overseeing a small office at the beginning of her career. During the next 10 years, her "temporary" promotion became permanent as she successfully managed several retail branches.

While serving as market manager in Osceola County, Adams was encouraged to consider taking on some commercial lender duties. Though doubtful at first, she took on the new challenge while continuing as market manager before eventually moving into the regional retail manager role and later into the regional president role.

Adams says constant encouragement and new opportunities make SouthState an ideal place to learn and develop. "Opportunities included classes to help me broaden my knowledge, selecting me to sit on committees within the bank that gave me exposure outside of my direct area, or asking that I take on additional duties. Most of these opportunities took me out of my comfort zone. My leaders believing in me gave me the courage to walk through doors that have led me to where I am now," she says. Adams is committed to paying it forward, setting a positive example to other women and invest in their leadership potential and abilities. Find the full story [here](#).

SouthState Team Members Passionate about Hispanic Heritage

CLICK FOR VIDEO



“A company that allows its team members to intentionally focus on their family, community, faith or friends is something that really resonated with my Hispanic heritage.”

~David Pruna, Miami-Dade Regional President

According to the calendar, Hispanic Heritage Month runs from September 15 to October 15. Those who identify as Hispanic, however, know that celebrating one's culture cannot be limited to only 30 days. A sense of pride in overcoming the odds propels many Hispanic Americans to share their heritage with those around them. Team members David Pruna, Julie Romero and Ana Chaoui in South Florida reflected on shared characteristics passed down from their parents and grandparents, which also influence their professional lives. It comes naturally to them to view their team members and customers as family. SouthState core values, especially those of Greater Purpose and Meaningful and Lasting Relationships resonated with them, and the importance of being passionate about their families, work, and community align with their culture and heritage. Read more of their story [here](#).





Our Commitment to Effective Governance

Board of Directors

Our directors are a diverse group who bring a strong combination of qualifications, skills and experiences that align with SouthState's business and strategy. In 2024, our Board of Directors (the "Board") consisted of 12 directors, 11 of whom were independent. Our directors stand for election annually, and, to promote independent oversight, our Board is led by our Independent Lead Chair, who is appointed annually.

An Ethical Workplace

All SouthState directors, officers and employees are responsible for maintaining the highest ethical standards in conducting business, including avoiding conflicts of interest and self-dealing, through adherence to the Company's Code of Ethics. While the tone at the top is set by our Board and embodied by our senior management, we reinforce this focus throughout our organization. We require all team members to complete annual training on their ethical obligations, business standards and culture, so they understand we all have a role in serving our customers and managing our company responsibly. In addition, on an annual basis, we require each employee to complete a comprehensive suite of training courses selected to align with the daily job responsibilities of each such team member, including compliance courses designed to remind and educate our team members about their responsibilities to comply with applicable laws and regulations, including those designed to protect consumers, and classes designed to raise awareness of data privacy-related issues and best practices to mitigate the risk of exposing confidential consumer information.

The Company believes that each team member is entitled to work in an atmosphere and environment free of discrimination and unlawful harassment. The Company has established and communicated to all team members a structure for reporting incidents of harassment or discrimination, and our team members are required to complete annual training on sexual harassment.

The Company's Whistleblower Policy provides team members, customers, vendors and others with a confidential formal mechanism to express concerns or complaints regarding the Company's accounting, internal accounting controls, auditing matters, securities law compliance, or any provision of federal law relating to fraud against shareholders. A person may submit concerns anonymously through a third-party portal, and each report will be routed automatically to the Chief Audit Executive, Chief Risk Officer, Deputy Chief Audit Executive, and the Chairman of the Audit Committee. In the event a team member or any other interested party has a concern or complaint that he or she believes would be

Key Director Statistics

as of December 31, 2024

- 12 members
- 4.5 years average tenure, below the 7.9 year S&P 500 average
- 11 of 12 or 91.7% are independent
- 3 of 11 or 25% are gender diverse
- 50% have CEO-level experience
- 33% have senior level bank experience

inappropriate to deliver to the Chief Audit Executive, Chief Risk Officer, and/or Deputy Chief Audit Executive, he or she may report the concern or complaint directly to the Chairman of the Audit Committee. Other complaints or concerns, such as those relating to human resources matters, may also be submitted confidentially through the whistleblower process, and any such matters will be routed to the appropriate person or department for investigation and resolution.

We have a Conduct Risk Governance Team that is responsible for maintaining a conduct risk governance program to commensurate with the size and complexity of the Company. Conduct Risk Governance also coordinates team member misconduct investigations on an enterprise-wide basis while providing structure and support for resolving these matters. In addition, we have a formal complaint management program through which customer complaints are centrally captured, investigated and resolved, and root causes and trends are analyzed. The findings of these programs are reported periodically to better inform the Risk Committee and the Board of Directors as to employee conduct or complaints that may result in increased risk to the Company.

Board Oversight of Cybersecurity Risk

Our Board recognizes the importance of protecting the data provided by the Company's customers, clients, and team members and devotes significant time and attention to overseeing the strategies the Company employs to protect our data and systems and to mitigate against cybersecurity risk. For more information about our Board's oversight of cybersecurity risk, see the discussion beginning on page 53 of our Annual Report on Form 10-K and the discussion beginning on page 20 of our 2025 Proxy Statement.

Cybersecurity Risk and Data Security

SouthState's enterprise security strategy revolves around people, processes and technology. SouthState uses a "defense in depth" strategy that combines physical control measures with logical control measures, and a layered security model to provide end-to-end security of client information. To meet SouthState's objective of protecting the confidentiality, integrity and availability of all information assets in our environment, we have established four foundational control areas:

- 1. Program Oversight.** The program oversight area provides assurance that the overall structure of the Information Security Program is effective by:
 - Reading and updating, as necessary, information security policies and standards in alignment with minimum mandatory framework security practices for the organization.
 - Tracking and managing exceptions to information security policies and standards.
 - Offering regular security awareness training to employees.
 - Performing penetration testing on the systems within the SouthState environment, on a periodic basis.
 - Performing cybersecurity and customer privacy risk assessments on a periodic basis.
 - Maintaining centralized tracking and management for security controls, vulnerability management, change management, as well as incident management.
 - Deploying malware defense software on systems throughout the environment, managing the malware defense software through a central console that provides details on system definition compliance, and generating malware alerts which are sent to appropriate personnel for remediation.
- 2. Change and Vulnerability Management.** The change and vulnerability management programs are designed to identify and remediate vulnerabilities and mitigate the risk that SouthState's Information Security posture is compromised by:
 - Detecting and patching system vulnerabilities according to a risk-based methodology.

- Requiring formal security reviews by information security subject matter experts for all high-risk projects.
 - Requiring changes to enterprise production systems to go through a formal change control process.
 - Considering application security requirements throughout the software development lifecycle (SDLC) by using, as applicable, developer-secure code training, security requirements in software projects, static code analysis for high-risk products, and web application scanning; and
 - Establishing and managing processes and practices to safeguard non-public information from compromise or loss, including risks due to third-party relationships.
- 3. Access Management.** The access management program is intended to mitigate the risk of users having unauthorized access to protected assets by:
- Using logical and physical controls to create network barriers to protect sensitive data.
 - Implementing appropriate physical defenses, based on physical security requirements for each facility to protect sensitive information.
 - Configuring user access according to the principle of least privilege and based on user role when possible.
 - Restricting internet access to malicious internet websites by using logical and administrative controls.

We engage in access management reviews as part of key controls, including reviews of adherence to the process, and periodic user entitlement reviews.

- 4. Incident Management.** The incident management program is designed to enable SouthState to respond to and resolve incidents efficiently, effectively and in a timely manner through:
- The business continuity program that assigns (i) corporate facilities, assets, and key processes a criticality rating based on their risk profiles, and (ii) each function an associated recovery time objective.
 - The Incident Response Program, providing detailed workflows, roles, and responsibilities for the execution of security incident handling inclusive of forensic support and third-party reporting.

- Implementing controls to reduce both the likelihood and impact of DOS attacks; and
- Securing assets and information through physical, logical, and administrative controls.

SouthState established key performance indicators ("KPIs") for each key control identified within its Information Security Program, and these KPIs are regularly tracked and communicated to senior leadership and the board of directors. The Information Security Program also is subject

to periodic audits by both internal and external auditors and the results of those audits are provided to senior leadership and the board of directors.

SouthState provides consumers with an explanation of how we safeguard and use personal information entrusted to us. We seek to provide clear, user-friendly explanations of our privacy policies that explain how we collect, share, use and protect personal information, and outline steps they can take to limit the sharing of personal information.

Small Business Spotlight: Duck Duck Goose Boutique Offers Style and Substance

CLICK FOR STORY



"The personal service at SouthState is unmatched." ~Sara Rama, Owner Duck Duck Goose

Whimsical play clothing, enviable toys, the softest baby blankets, a rainbow of hair bows and picture-perfect items for cherished family photos. At Duck Duck Goose children's boutique in Columbia, SC, the products are irresistible whether you're 6 or 66.

A mother of 3, Sarah Rama knows what her customers want. Her ability to choose the right products from the marketplace, combined with a high level of customer care, has shoppers returning year after year. We specialize in quality, unique items combined with personalized service," she says. It only takes moments of walking around Duck Duck Goose to see the care Rama and her staff put into the store. They've created a welcoming space where customers can celebrate many of life's important moments such as a first birthday, a christening, 10th grandchild or first day of school. It's no surprise the store is Columbia's go-to destination for a baby gift.

Business Banking Relationship Manager Jeff Manning has known the Rama family for several years through their children's sports. When Rama decided to move her business from a national bank, SouthState was the ideal choice. SouthState serves Duck Duck Goose with cash flow management and a line of credit. Rama and her staff visit large vendor markets twice a year, each winter and summer, to buy their stock for the coming seasons. Having a dedicated line of credit makes this possible, as does her banker's availability and his financial acumen in providing solutions so that she can focus on the growth of her business. As Rama manages the Devine Street store, fills orders from online sales, cheers on her sons at baseball games and everything in between, she's grateful to have a friend and banker to count on.



Our Commitment to Environmental Resourcefulness

Financing Environmental Impact

SouthState is committed to assisting our clients and communities achieve their energy reduction and operational costs goals. SouthState participates in Honeywell Building Technologies' Energy Savings Performance Contract program (ESPC) by providing financing to governmental agencies and colleges/universities for infrastructure projects that improve energy efficiency, thus reducing utility consumption such as energy and water. ESPC projects are designed to provide the most beneficial number of improvements that could be paid for utilizing energy and operational savings with minimal financial risk. SouthState supports and invests in projects that deliver environmental benefits and sustainability by purchasing green and sustainable bonds. As of year-end 2024, SouthState's investment portfolio includes ~ \$145 million in green and sustainable bonds, representing ~41.1% of documented environmental social governance.

Digital Banking and Technology

SouthState has implemented a range of initiatives targeted toward sustainability and reducing operating expenses, which, in turn, benefits our stakeholders and the greater community. As a result, we have implemented many day-to-day energy-efficient practices, including various power-saving capabilities, a host of paperless solutions and certain recycling programs.

Technology and digital enhancements remain a strategic priority for SouthState. Our ongoing investment in technology means our customers have access to digital products that contribute to a reduction in paper usage and the need to travel to banking offices for routine needs. In 2024, 36% of all deposits made, less automated clearing house (ACH) transactions, were utilized through our digital channels. In addition, customers may opt to receive their personal and business statements digitally for most of our products and service offerings. In 2024, approximately 76% of consumer customers at SouthState used mobile banking, which was an 8% increase from the previous year.

At year-end 2024:

E-Statements: 6,017,156 statements provided electronically

- 6% increase YOY
- Loan eStatements 31,098
- Deposit eStatements 5,986,058
- 58% of all statements are eStatements

Digital Deposits: 3,833,979 digital deposits

- 36% of deposits

Booked Consumer Loans: Approximately \$139,686,000 in consumer loans were approved through the online channel.

Online Deposit Accounts:

- 24,949 consumer accounts opened
- 17,511 checking accounts

Online Banking: 80% of consumer checking account customers use online banking.

Climate Change Impacts on Business Resiliency (Physical Risks)

SouthState recognizes that the effects of climate change could result in a wide variety of business and customer impacts. Climate change has the potential to produce more frequent and stronger storms, hurricanes or other severe weather patterns including heatwaves, floods, wildfires, and tornadoes. Gradual shifts in weather patterns are likely to increase the risk of these threats occurring throughout our footprint. Some potential results of the impacts on SouthState Information Technology (IT) infrastructure include:

- Utilities and/or Telecommunications outages resulting in no connectivity or degraded system performance.
- Facility damage, such as flooding or other impacts resulting in the destruction of data center capabilities and/or equipment.
- Strain on technology systems, people, and support processes due to prolonged or widespread outages resulting in disrupted service to our customers.

Climate Change Impacts on Business Resiliency (Physical Risks)

SouthState IT and our Business Continuity Planning department within Risk Management work together with line of business stakeholders to prepare our people, processes and technology to maintain service to our customers in the event of such impacts.

Our Data Center strategy and Business Continuity/Disaster Recovery programs evaluate risks to performance, stability, security and availability of applications and data in a variety of ways. The following are five specific ways we provide technology and application services to the company:

1. Data Centers (OnPrem or Co-location Facilities)

- a. SouthState utilizes co-location hosted data centers within our geographical footprint.
- b. SouthState evaluates risks and opportunities with respect to data center capabilities and has staff dedicated to the operations and placement of data center functions.

2. Third-Party Hosted

- a. SouthState leverages a variety of third-party Technology Service Providers (TSPs) to host applications and data services for our company. Partnering with TSPs offers SouthState cost-effective, scalable, and highly available technology services.
- b. SouthState works closely with these TSP vendors to ensure they deliver resilient, reliable and secure infrastructure, and that they have tested Business Continuity Programs.

3. Cloud Providers

- a. Cloud-based service providers offer greater flexibility, scalability, and resiliency. Cloud services typically employ primary and secondary operational zones. Zones typically correspond to regions of the United States. Workloads and applications can be shifted from one zone to another seamlessly. This ensures business continuity planning (BCP) and disaster recovery (DR) capabilities that have virtually no adverse impact on end-users and can result in almost no downtime from an application availability perspective.
- b. SouthState works closely with cloud providers to ensure they offer resilient, reliable, and secure services and capabilities.
- c. SouthState employs staff focused on operational oversight functions to ensure proper controls are in place to account for climate change risks.
 - Architectural Review Board to review and vet technology solutions

- Third Party Risk Management Due Diligence, including vendor documentation, SOC report reviews, risk assessments
- Vendor Risk Assessments including IT, BCP/DR and Information Security
- DR Tests for specific services in conjunction with IT and Risk Management

4. Overview of BCP Program

SouthState has an active Business Continuity/Disaster Recovery Program designed to prepare the Bank to be able to provide services for customers and to maintain viability before, during and after a business disruption.

- a. On an annual basis, our BCP team conducts a corporate-wide Business Impact Assessment to identify all processes and determine a business continuity criticality rating to include the Recovery Time Objective and Recovery Point Objective. This assessment is used as the basis of the program to develop strategies to ensure the Bank is prepared to respond to a business interruption.
- b. Our BCP team also conducts an annual risk assessment for locations that includes flood, hurricanes, and other natural threats, which serves as a cornerstone of the Business Continuity/Disaster Recovery Program by helping SouthState determine its highest risks for planning purposes.
- c. Disaster recovery testing is conducted each year with schedules varying by division.

5. Impacts of Cyber risk when natural disasters occur

- a. Defense-in-depth controls are replicated between primary and secondary sites to ensure coverage.
- b. Security Incident Response Plan to protect SouthState amid rising cyber risks, including its role in the BCP/DR response to natural disaster process.



Loan Portfolio Sensitivity to Climate Change

SouthState is committed to analyzing and monitoring its' loan portfolio to assess any impact on climate-related changes on the various industry sectors. Although some industries may pose higher risk than others, we remain consistent in monitoring and determining the impact of transition risk. Our goal is to maintain a low risk on our loan portfolio and assess exposure, even in the most sensitive sectors. We continue to maintain a low risk in Commercial & Industrial (C&I) and Commercial Real Estate (CRE) and Commercial Real Estate (CRE) and through December 31, 2024, we estimate approximately 4% of SouthState's loan portfolio is susceptible to high transition risk.



Sesquicentennial State Park in Columbia, SC

Commercial & Industrial (C&I)

| Utilities | 0.01 | 0.04% | 0.15 | 0.36% | |
|--|------|-------|------|-------|--|
| | | | | | |
| Agriculture | 0.04 | 0.11% | 0.07 | 0.17% | |
| | | | | | |
| Religious, Leisure, Personal and Non-Profit Services | 0.09 | 0.27% | 0.16 | 0.38% | |
| | | | | | |
| PCFS - SBA | 0.71 | 2.09% | 0.71 | 1.69% | |
| | | | | | |
| Administrative, Support, Waste and Repair | 0.23 | 0.69% | 0.34 | 0.80% | |
| | | | | | |
| Retail Trade | 0.22 | 0.65% | 0.36 | 0.87% | |
| | | | | | |
| Restaurant, Accommodation and Lodging | 0.37 | 1.08% | 0.40 | 0.95% | |
| | | | | | |
| Transportation and Warehousing | 0.36 | 1.07% | 0.46 | 1.09% | |
| | | | | | |
| Other Services (except Public Administration) | 0.43 | 1.26% | 0.81 | 1.93% | |
| | | | | | |
| Real Estate, Rental and Leasing | 0.42 | 1.24% | 0.66 | 1.57% | |
| | | | | | |
| Governmental and Public Sector | 0.79 | 2.33% | 0.82 | 1.95% | |
| | | | | | |

Figures in \$ billions (000's)

Commercial Real Estate (CRE)

| Utilities | — | 0.00% | 0.00 | 0.00% | |
|--|------|--------|------|--------|--|
| | | | | | |
| Wholesale Trade | 0.01 | 0.02% | 0.01 | 0.01% | |
| | | | | | |
| Administrative, Support, Waste Management and Remediation Services | 0.04 | 0.10% | 0.04 | 0.08% | |
| | | | | | |
| Call Report/SBA AJE | 0.03 | 0.09% | 0.03 | 0.08% | |
| | | | | | |
| Finance and Insurance | 0.06 | 0.17% | 0.09 | 0.22% | |
| | | | | | |
| Retail Trade | 0.06 | 0.18% | 0.07 | 0.17% | |
| | | | | | |
| Arts, Entertainment and Recreation | 0.08 | 0.24% | 0.10 | 0.23% | |
| | | | | | |
| All Other Under \$5M | 0.12 | 0.35% | 0.11 | 0.27% | |
| | | | | | |
| Health Care and Social Assistance | 0.25 | 0.74% | 0.28 | 0.67% | |
| | | | | | |
| No NAICs | 0.45 | 1.34% | 0.64 | 1.51% | |
| | | | | | |
| Real Estate, Rental and Leasing | 8.10 | 23.89% | 9.02 | 21.43% | |
| | | | | | |

Figures in \$ billions (000's)

Sensitivity to Transition Risks Legend

| | |
|--|--------|
| No expectation of negative risk rating migration | Low |
| Moderate expectation of negative risk rating migration | Medium |
| Expectation of negative risk rating migration in more than 25% of the portfolio sector | |

Appendix

SEC Filings & Regulatory Disclosures

- 2024 Annual Report on Form 10-K
- 2025 Proxy Statement

Corporate Governance Documents

- Corporate Governance Guidelines
- Board Committee Charters:
 - Governance and Nominating Committee
 - Risk Committee
 - Audit Committee
 - Compensation Committee
- Code of Ethics
- Insider Trading Policy



Contact Information

SouthState Corporation

1101 First Street South
Winter Haven, FL 33880
(800) 277 2175

Corporate Stewardship

LeDon Jones
Director of Corporate Stewardship
(205) 313-2111
LJJones@SouthStateBank.com

Investor Relations Contact

For additional information, please visit
SouthState's Investor Relations page,
linked at www.SouthStateBank.com or by emailing
InvestorRelations@SouthStateBank.com.



Connect with Us
@SouthStateBank

Member
FDIC