

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2022 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan SYNCHRONY FINANCIAL MY SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 11/18/2015
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SYNCHRONY FINANCIAL 777 LONG RIDGE RD STAMFORD, CT 06927
2b	Employer Identification Number (EIN) 51-0483352
2c	Plan Sponsor's telephone number 844-793-4772
2d	Business code (see instructions) 522291

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/28/2023	AARON BROWN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor SYNCHRONY FINANCIAL MY SAVINGS PLAN INVESTMENT COMMITTEE 777 LONG RIDGE RD STAMFORD, CT 06902	3b Administrator's EIN 81-3968598 3c Administrator's telephone number 844-793-4772
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 12920
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits..... d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 9910 6a(2) 10078 6b 26 6c 2258 6d 12362 6e 36 6f 12398 6g 12378 6h 969
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ 0 A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2022 Form M-1 annual report. If the plan was not required to file the 2022 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2022
		This Form is Open to Public Inspection.

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan SYNCHRONY FINANCIAL MY SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SYNCHRONY FINANCIAL	D Employer Identification Number (EIN) 51-0483352	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	425751	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AS CORE BOND INST - DST ASSET MANA 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DODGE & COX STOCK I - STATE STREET 04-2456637	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
WASATCH SM CAP GR IS - UMB FUND SE 39-1657495	0.15%	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
	For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022	

A Name of plan SYNCHRONY FINANCIAL MY SAVINGS PLAN		B Three-digit plan number (PN) ▶	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 SYNCHRONY FINANCIAL		D Employer Identification Number (EIN) 51-0483352	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)		
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2035 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3856926-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 75824038	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX RET H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3898456-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42848637	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2025 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3840784-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 41307567	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2030 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3840961-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 70038766	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2040 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3857000-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 68069683	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2045 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3864341-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 58750109	
a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2050 H			
b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.			
c EIN-PN 85-3864657-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 41122781	

a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2055 H

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 85-3892990-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30248665
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2060 H

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 85-3893052-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19471698
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC LP IDX 2065 H

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN 85-3898297-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2510964
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a Name of MTIA, CCT, PSA, or 103-12 IE: TRP BLUE CHIP GR T2

b Name of sponsor of entity listed in (a): T. ROWE PRICE TRUST COMPANY

c EIN-PN 80-0470272-002	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 86519176
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection
For calendar plan year 2022 or fiscal plan year beginning <u>01/01/2022</u> and ending <u>12/31/2022</u>		
A Name of plan <u>SYNCHRONY FINANCIAL MY SAVINGS PLAN</u>		B Three-digit plan number (PN) <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SYNCHRONY FINANCIAL</u>		D Employer Identification Number (EIN) <u>51-0483352</u>

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	1500938	13911
(2) Participant contributions.....	1b(2)	570	4109
(3) Other.....	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	32937555	42709893
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common.....	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants).....	1c(7)	0	0
(8) Participant loans.....	1c(8)	31160265	31629807
(9) Value of interest in common/collective trusts.....	1c(9)	609977711	536712084
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	408579891	358340235
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	1084156930	969410039

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	1084156930	969410039
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	78428864	
(B) Participants	2a(1)(B)	71888502	
(C) Others (including rollovers)	2a(1)(C)	11415690	
(2) Noncash contributions	2a(2)	0	161733056
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	617145	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	1454737	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2071882
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	8705766
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	8705766	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8705766
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		-135874107
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-90078516
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		-53441919
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	60560349	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		60560349
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		317134
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other	2i(4)	427489	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		427489
j Total expenses. Add all expense amounts in column (b) and enter total	2j		61304972
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-114746891
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **PKF O'CONNOR DAVIES, LLP**

(2) EIN: **27-1728945**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		15000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2022 This Form is Open to Public Inspection.
For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022		
A Name of plan SYNCHRONY FINANCIAL MY SAVINGS PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 SYNCHRONY FINANCIAL		D Employer Identification Number (EIN) 51-0483352
Part I Distributions		
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....		3
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)		
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived).....		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III Amendments		
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.		
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock?..... ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)..... ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?..... ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2022 v. 220413		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14	Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:	
a	The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14a
b	The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b
c	The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c
15	Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:	
a	The corresponding number for the plan year immediately preceding the current plan year.....	15a
b	The corresponding number for the second preceding plan year.....	15b
16	Information with respect to any employers who withdrew from the plan during the preceding plan year:	
a	Enter the number of employers who withdrew during the preceding plan year	16a
b	If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b
17	If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐	

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Financial Statements and Supplemental Schedule

December 31, 2022 and 2021

(With Independent Auditors' Report Thereon)

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Table of Contents

	Page(s)
Independent Auditors' Report	1–4
Financial Statements:	
Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021	5
Statement of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2022	6
Notes to Financial Statements	7–13
Supplemental Schedule*	
Schedule H, Part IV Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2022	14

- * Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 are omitted because they are not applicable.

Independent Auditors' Report

The Participants and Administrative Committee Synchrony Financial My Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of Synchrony Financial My Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021 and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments; administering the Plan; and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

The Participants and Administrative Committee
Synchrony Financial My Savings Plan
Page 3

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

The supplemental Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2022 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

The Participants and Administrative Committee
Synchrony Financial My Savings Plan
Page 4

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PKF O'Connor Davies, LLP

September 25, 2023

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets:		
Investments, at fair value:		
Common collective trusts	\$ 536,712,084	\$ 609,977,711
Mutual funds	<u>401,050,128</u>	<u>441,517,446</u>
Total investments, at fair value	<u>937,762,212</u>	<u>1,051,495,157</u>
Receivables:		
Notes receivable from participants:	31,629,807	31,160,265
Participant contributions	4,109	570
Employer contribution	<u>13,911</u>	<u>1,500,938</u>
Total receivables	<u>31,647,827</u>	<u>32,661,773</u>
Net assets available for benefits	<u>\$ 969,410,039</u>	<u>\$ 1,084,156,930</u>

See accompanying notes to financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2022

Additions:

Investment income:

Net depreciation in fair value of investments	\$ (225,952,623)
Interest and dividends income	<u>9,322,911</u>
Total investment loss	<u>(216,629,712)</u>

Interest on participant notes receivable	<u>1,454,737</u>
--	------------------

Contributions:

Participant	71,888,502
Rollover	11,415,690
Employer	<u>78,428,864</u>

Total contributions	<u>161,733,056</u>
---------------------	--------------------

Total additions net of investment loss	<u>(53,441,919)</u>
--	---------------------

Deductions:

Benefits paid to participants	60,877,483
Administrative expenses	<u>427,489</u>

Total deductions	<u>61,304,972</u>
------------------	-------------------

Net decrease in net assets available for benefits	(114,746,891)
---	---------------

Net assets available for benefits at beginning of year	<u>1,084,156,930</u>
--	----------------------

Net assets available for benefits at end of year	<u><u>\$ 969,410,039</u></u>
--	------------------------------

See accompanying notes to financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(1) Description of the Plan

The following description of the Synchrony Financial My Savings Plan (the Plan) provides only general information. Employees covered by the Plan (Participants or Participant) should refer to the Plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan that covers certain salaried and hourly employees of Synchrony Financial and the following participating employers: Synchrony Bank, Synchrony International Resource Manager LLC, Loop Commerce, Inc., and Pets Best Insurance, LLC. (collectively the Company or the Plan Sponsor) meeting minimum eligibility requirements (Eligible Employees). The investments of the Plan are held in a trust account by Fidelity Management Trust Company (Fidelity or Trustee), the trustee and custodian of the Plan. Fidelity is also the record keeper (Record Keeper) for the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan's Investment Committee (the Investment Committee) consists of at least four members appointed by the Company's Board of Directors and administers the benefit structure of the Plan. The Investment Committee is considered to be the Plan administrator (Plan Administrator) for purposes of ERISA.

The Plan was created as part of the Company's separation from General Electric Capital Corporation. The Plan became effective November 18, 2015 (the Effective Date).

(b) Participant Eligibility

Eligible Employees who were employed by the Company on the Effective Date were eligible to begin participation on the Effective Date. Employees hired after the Effective Date are eligible to participate upon their hiring date, except for employees of Synchrony International Resource Management LLC or other participating employers who are eligible to participate in a retirement plan maintained or contributed to by the Company or an affiliate in a jurisdiction outside the United States.

(c) Contributions

Participants may contribute a maximum of 50% of their eligible compensation to the Plan in any combination of pre-tax, or Roth basis. New hires are automatically enrolled in the 401(k) plan at 1% pre-tax, if they do not make elections or opt-out within 35 days of hire. The maximum combined pre-tax and Roth contributions permitted under Internal Revenue Service (IRS) regulations in 2022 was \$20,500. Participants age 50 and older can elect to make additional pre-tax and Roth catch-up contributions to the limits prescribed by IRS regulations. These additional catch-up contributions are not eligible for matching Company contributions. The maximum catch-up contributions permitted by IRS regulations in 2022 was \$6,500.

Company Match: The Company provides safe harbor matching contributions of 100% (Company Match) of participant contributions to the Plan up to a maximum of 4% of their eligible compensation.

**SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022**

Core Contribution: For all Eligible Employees, the Company makes a contribution of 3% (Core Contribution) of the employee's eligible compensation regardless of whether the employee makes an elective deferral.

Plus Contribution: The Company makes an additional contribution (Plus Contribution) in accordance with the following table as defined by the Plan:

Type of employee	Percentage of eligible compensation				
Year	2015	2016	2017	2018	2019 or later
Group 1 employee	4 %	10 %	8 %	6 %	4 %
Group 2 employee	4	7	5	4	4

Group 1 employee – an employee who was hired before January 1, 2005 and earned an accrued benefit under the General Electric (GE) Pension Plan, and was not a “New Plan Participant” for purposes of and as defined by the GE Pension Plan immediately prior to November 18, 2015 (the Split-Off Date).

Group 2 employee – an employee who was hired on or after January 1, 2005 but before January 1, 2011 and earned an accrued benefit under the GE Pension Plan as a “New Plan Participant” for purposes of and as defined by the GE Pension Plan immediately prior to the Split-Off Date.

Participants may also roll over certain amounts representing distributions from other qualified retirement plans.

All assets of the Plan are participant-directed investments. Participants have the option of directing their account balance to one or more different investment options. The investment options include various mutual funds and common collective trusts. If a participant does not elect an investment option in which to invest their contributions, the Plan will invest their contributions in a Qualified Default Investment Alternative (QDIA). Currently the Plan's QDIAs are the Blackrock target funds. The participant's projected retirement date, based on their date of birth, will determine which Blackrock target funds their contributions will be invested in. The value of the portion of participants' accounts that is invested in each investment fund shall be determined based upon the number of units allocated to each such account in such fund and the net asset value of each such fund, as determined by the Trustee. Dividends, interest, gains, losses, expenses and other distributions received by the Trustee with respect to an investment fund shall be allocated to that investment fund.

(d) Participant Accounts

Each participant's account is credited with (a) the participant's contributions and allocations of the Company's contributions and (b) Plan net earnings, and reduced by (c) Plan net losses (including maintenance fees paid by the participant) and (d) loan initiation fees, when applicable. Allocations are based on the participant's salary and deferrals or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(e) Vesting

Participants are fully vested immediately in their contributions and Company Match contributions and any earnings thereon. Company Core Contributions and Plus Contributions generally become 100% vested after three years of service.

(f) Participant Notes Receivable

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to \$50,000 minus any highest outstanding loan balance during the previous 12 months or 50% of their total vested account balance minus any current outstanding loan balance, subject to the discretion of the Plan Administrator and certain other restrictions. Loan terms range from 1 year to 5 years, or up to 15 years for the purchase of a primary residence. No more than two loans may be outstanding at any time except in cases where there was an administrative error to an existing loan and the additional loan(s) are approved by the Plan Administrator. The loans generally bear an interest rate equal to the prime rate as published by Reuters 15 days before the loan is initiated.

Participant notes receivable of \$31,629,807 and \$31,160,265 were outstanding at December 31, 2022 and 2021, respectively, bearing interest rates ranging from 4.25% to 8.0% at December 31, 2022 and 4.25% to 6.5% at December 31, 2021.

(g) Benefit Payments

Participants are eligible for a distribution upon termination of service, death, disability, or retirement. A participant may elect to receive the value of their vested account balance as a lump-sum, installments, or direct rollover. If the balance of the participant's account does not exceed \$1,000, distribution of the participant's vested balance is automatically made as a lump-sum or direct rollover. During employment, a participant may make withdrawals of all or certain portions of their vested account balance subject to certain restrictions as set forth in the Plan document. Participants are eligible for a distribution due to financial hardship under certain conditions in accordance with the Plan document. The amount of a hardship withdrawal may not exceed the cost associated with the financial hardship in addition to any mandatory federal income tax withholding, state and local income taxes, or penalties incurred.

There are IRS rules that require certain minimum distributions be made from a participant's Plan account. Under the Setting Every Community Up for Retirement Act ("SECURE Act") effective 2020 these minimum distributions begin on April 1st following the end of the year in which a participant reaches age 72, or if later, the year in which the participant retires. The Participant's vested balance is paid to the participant over a period not longer than the life of the participant and, with certain exceptions, no longer than 10 years to his or her beneficiaries.

(h) Forfeitures

If a participant's employment terminates when the balance of their vested balance is less than the value of their total account balance, then the difference shall be forfeited as of the earlier of the distribution of the participant's vested balance or the fifth anniversary of the participant's termination of employment. At December 31, 2022 and 2021 forfeited account balances held in non-participant directed accounts were \$1,626,841 and \$1,091,687. Amounts forfeited were \$1,469,140 for the year ended December 31, 2022. All forfeited accounts are used to reduce Company contributions and or administrative expenses. During the year ended December 31, 2022, \$974,172 of forfeitures were applied to reduce Company contributions.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(i) Administrative Expenses

Included in administrative expenses are amounts paid for services to the Plan such as trustee, legal, accounting, recordkeeping, and participant services. Expenses incurred by the Plan may be paid directly by the Company and are therefore not included in the accompanying financial statements. Administrative expenses not paid by the Company are paid by the Plan. The Company paid administrative expenses of \$842,845 and \$821,807 on behalf of the Plan for each of the years ended December 31, 2022 and 2021. Investment management fees and loan administration fees are paid by participants. Investment related expenses are included in the NAV of the respective investment vehicles and, consequently, those expenses are not separately reflected but are a component of net depreciation in fair value of investments.

(j) Revenue Credit Account

The trust agreement between the Plan and Trustee includes a Revenue Credit Program. Under this program, in situations where the Trustee earns record keeping fees in excess of the agreed-upon compensation, the Trustee is required to remit those excess fees (Revenue Credits) to the Plan to be used to pay ERISA qualified expenses. The Trustee funds the Revenue Credits monthly in arrears. At December 31, 2022 and 2021 the Revenue Credit Account Balance was \$36,732 and \$19,883 respectively. During 2022 \$0 were used to reduce Plan expenses.

(k) Retirement Plan Provisions under the Secure 2.0 Act of 2022

On December 29, 2022 President Biden signed into law the Setting Every Community Up for Retirement Enhancement Act ("SECURE 2.0 Act"). The SECURE 2.0 Act includes provisions related to eligibility and enrollment, required minimum distributions, catch-up contributions and emergency withdrawals. Effective January 1, 2023, the required minimum distribution age was increased from 72 to 73. The Plan Administrator will incorporate the SECURE 2.0 Act changes in the Plan document by the deadlines prescribed in the legislation.

(2) Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting.

(b) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

(c) Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Mutual funds held by the Plan are valued at fair value based on the daily closing price as reported by the funds. All of the mutual funds are open-ended and are registered with the Securities and Exchange Commission. These mutual funds are required to publish their daily net asset value and to transact at that price. These mutual funds are deemed to be actively traded. The common collective trusts are valued at Net Asset Value (NAV) of units held by the Plan. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on fair value

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

of the underlying investments held by the fund less liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investments for an amount different from the NAV. Purchases and sales of securities are recorded on a trade-date basis. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

(d) *Payment of Benefits*

Benefits are recorded when paid.

(e) *Participant notes receivable*

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Interest income is recorded on an accrual basis. No allowance for credit losses has been recorded as of December 31, 2022 or 2021.

(3) Information Certified (Unaudited)

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year), including investments and notes receivable from participants held at December 31, 2022 and 2021, and net depreciation in fair value of investments, interest and dividends on investments, and interest on notes receivable from participants for the year ended December 31, 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, qualified institution.

(4) Fair Value Measurement

The Plan categorizes its financial assets into a three-level fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three broad levels. If the inputs used to measure fair value fall within different levels of the hierarchy, the category level is based on the lowest priority level input that is significant to the fair value measurement of the instrument. Fair value is the price the Plan would receive to sell an asset or pay to transfer a liability in an orderly transaction with a market participant at the measurement date. In the absence of active markets for the identical assets or liabilities, such measurements involve developing assumptions based on market observable data and, in the absence of such data, internal information that is consistent with what market participants would use in a hypothetical transaction that occurs at the measurement date. Observable inputs reflect market data obtained from independent sources, while unobservable inputs reflect market assumptions. The Plan's financial assets recorded at fair value are categorized as follows:

Level 1 – Quoted prices for identical instruments in active markets.

Level 2 – Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs or significant value drivers are observable.

Level 3 – Significant inputs to the valuation are unobservable.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There were no changes in methodologies used at December 31, 2022 and 2021. At December 31, 2022 and 2021 mutual funds held by the plan are valued at level 1 within the fair value hierarchy. At December 31, 2022 and 2021 the common collective trust funds use NAV as a practical expedient and are not classified within the fair value hierarchy.

The Blackrock Lifepath Index funds (the "Index Funds") invests in one or more other collective investment funds to seek to meet their investment objective. The value of units upon contribution to or redemption from each Index Fund is based on the Index Fund's unit value determined on that day. The ability to redeem from each Index Fund occurs daily. The Plan does not have any unfunded commitment related to the Index Fund.

The T. Rowe Price Blue Chip Growth Trust Fund (the "Fund") objective is to provide long-term capital appreciation. The fund invests primarily in big United States companies that are projected to grow faster than other large-cap stocks.

The net asset value of the Fund is determined daily. Units are issued and redeemed at the latest net asset value. Net investment income and realized and unrealized gains on investments are not distributed. Unit holders may be required to provide 30-days advance written notice prior to redemption of trust units; the notice period may be shortened or waived by T. Rowe Price Trust Company. The Plan does not have any unfunded commitment related to the Fund.

(5) Risks and Uncertainties

The Plan provides for various investment options, including mutual funds and common collective trusts. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

The global and domestic economic uncertainty has resulted in significant volatility in financial markets. This volatility has affected, and may continue to affect, the value of the Plan's net assets available for benefits. The effects of economic and market conditions subsequent to December 31, 2022 are not reflected in these financial statements and future effects on the Plan's net assets available for benefits cannot be predicted.

(6) Related Party Transactions and Party-In-Interest Transactions

Certain Plan investments are shares of mutual funds managed by the Trustee. The Trustee also serves as custodian and, therefore, these transactions qualify as party-in-interest transactions. In addition, transactions and notes receivable from Participants qualify as party-in-interest transactions.

(7) Income Tax Status

The Plan received a determination letter, dated February 7, 2017, in which the IRS stated that the Plan met the qualification requirements of Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and that the Plan is exempt from Federal income taxation. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and identify any tax return filing positions that constitute uncertain tax positions and assess each uncertain tax position for recognition, measurement and effective settlement. If the Plan has determined that an uncertain tax position does not satisfy the more likely than not recognition threshold of U.S. GAAP, it will record no tax benefit. If the Plan has determined that an uncertain tax position is more likely than not to be sustained, the Plan would measure and record the largest amount of tax benefit greater than 50% likely to be recognized. The Investment Committee has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022, and 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

(8) Termination of the Plan

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company Core and Plus contributions.

(9) Subsequent Events

Subsequent events were evaluated by the Plan Sponsor in the preparation of its financial statements through September 25, 2023, the date the financial statements were available to be issued. There were no events that occurred subsequent to December 31, 2022 that would require recognition in the Plan's financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)

December 31, 2022

EIN#: 51-0483352

Plan#: 001

(a)	(b) Identity of issue, borrower, lessor or similar party	(b) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(c) Current value
	BLACKROCK LIFEPATH INDEX RETIREMENT NON-LENDABLE FUND H	Common Collective Trust	42,848,637
	BLACKROCK LIFEPATH INDEX 2025 NON-LENDABLE FUND H	Common Collective Trust	41,307,567
	BLACKROCK LIFEPATH INDEX 2030 NON-LENDABLE FUND H	Common Collective Trust	70,038,766
	BLACKROCK LIFEPATH INDEX 2035 NON-LENDABLE FUND H	Common Collective Trust	75,824,038
	BLACKROCK LIFEPATH INDEX 2040 NON-LENDABLE FUND H	Common Collective Trust	68,069,683
	BLACKROCK LIFEPATH INDEX 2045 NON-LENDABLE FUND H	Common Collective Trust	58,750,109
	BLACKROCK LIFEPATH INDEX 2050 NON-LENDABLE FUND H	Common Collective Trust	41,122,781
	BLACKROCK LIFEPATH INDEX 2055 NON-LENDABLE FUND H	Common Collective Trust	30,248,665
	BLACKROCK LIFEPATH INDEX 2060 NON-LENDABLE FUND H	Common Collective Trust	19,471,698
	BLACKROCK LIFEPATH INDEX 2065 NON-LENDABLE FUND H	Common Collective Trust	2,510,964
	T. ROWE PRICE BLUE CHIP GROWTH TRUST (CLASS 2)	Common Collective Trust	86,519,176
*	Fidelity US Bond Index	Mutual Fund	21,484,754
*	Fidelity 500 Index	Mutual Fund	125,272,852
*	Fidelity Extended Market Index	Mutual Fund	34,112,275
*	Fidelity Total International Index	Mutual Fund	24,794,975
*	Fidelity Short Term Bond Index	Mutual Fund	9,636,365
	AMERICAN EUROPACIFIC GRTH-R6	Mutual Fund	22,183,160
	DIAMOND HILL FDS SMALL MID CAP FUND CLY	Mutual Fund	32,351,317
	DODGE & COX STOCK FUND	Mutual Fund	47,917,495
	WASATCH FDS TR SM CAP GROWTH FUND INSTL CL	Mutual Fund	29,352,712
	VANGUARD FEDERAL MONEY MARKET FUND	Mutual Fund	42,709,893
	ALLSPRING CORE BOND FUND	Mutual Fund	11,234,330
		Subtotal Investments	937,762,212
		Interest rates ranging from 4.25% to 8.00% with maturities at various dates through 2037	31,629,807
*	Notes receivable from participants	Total	\$ 969,392,019

* Denotes a party-in-interest to the Plan.

(1) Cost information is not required for Participant-directed funds.

See accompanying independent auditors' report.

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Financial Statements and Supplemental Schedule

December 31, 2022 and 2021

(With Independent Auditors' Report Thereon)

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Table of Contents

	Page(s)
Independent Auditors' Report	1–4
Financial Statements:	
Statements of Net Assets Available for Benefits as of December 31, 2022 and 2021	5
Statement of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2022	6
Notes to Financial Statements	7–13
Supplemental Schedule*	
Schedule H, Part IV Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2022	14

- * Other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 are omitted because they are not applicable.

Independent Auditors' Report

The Participants and Administrative Committee Synchrony Financial My Savings Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the accompanying financial statements of Synchrony Financial My Savings Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, and the related statement of changes in net assets available for benefits for the year ended December 31, 2022, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2022 and 2021 and for the year ended December 31, 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments; administering the Plan; and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

The Participants and Administrative Committee
Synchrony Financial My Savings Plan
Page 3

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

The supplemental Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2022 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

The Participants and Administrative Committee
Synchrony Financial My Savings Plan
Page 4

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

PKF O'Connor Davies, LLP

September 25, 2023

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Statements of Net Assets Available for Benefits

December 31, 2022 and 2021

	<u>2022</u>	<u>2021</u>
Assets:		
Investments, at fair value:		
Common collective trusts	\$ 536,712,084	\$ 609,977,711
Mutual funds	<u>401,050,128</u>	<u>441,517,446</u>
Total investments, at fair value	<u>937,762,212</u>	<u>1,051,495,157</u>
Receivables:		
Notes receivable from participants:	31,629,807	31,160,265
Participant contributions	4,109	570
Employer contribution	<u>13,911</u>	<u>1,500,938</u>
Total receivables	<u>31,647,827</u>	<u>32,661,773</u>
Net assets available for benefits	<u>\$ 969,410,039</u>	<u>\$ 1,084,156,930</u>

See accompanying notes to financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2022

Additions:

Investment income:

Net depreciation in fair value of investments	\$ (225,952,623)
Interest and dividends income	<u>9,322,911</u>
Total investment loss	<u>(216,629,712)</u>

Interest on participant notes receivable	<u>1,454,737</u>
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Contributions:

Participant	71,888,502
Rollover	11,415,690
Employer	<u>78,428,864</u>

Total contributions	<u>161,733,056</u>
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Total additions net of investment loss	<u>(53,441,919)</u>
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Deductions:

Benefits paid to participants	60,877,483
Administrative expenses	<u>427,489</u>

Total deductions	<u>61,304,972</u>
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Net decrease in net assets available for benefits	(114,746,891)
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Net assets available for benefits at beginning of year	<u>1,084,156,930</u>
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Net assets available for benefits at end of year	<u><u>\$ 969,410,039</u></u>
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See accompanying notes to financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(1) Description of the Plan

The following description of the Synchrony Financial My Savings Plan (the Plan) provides only general information. Employees covered by the Plan (Participants or Participant) should refer to the Plan document for a more complete description of the Plan's provisions.

(a) General

The Plan is a defined contribution plan that covers certain salaried and hourly employees of Synchrony Financial and the following participating employers: Synchrony Bank, Synchrony International Resource Manager LLC, Loop Commerce, Inc., and Pets Best Insurance, LLC. (collectively the Company or the Plan Sponsor) meeting minimum eligibility requirements (Eligible Employees). The investments of the Plan are held in a trust account by Fidelity Management Trust Company (Fidelity or Trustee), the trustee and custodian of the Plan. Fidelity is also the record keeper (Record Keeper) for the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Plan's Investment Committee (the Investment Committee) consists of at least four members appointed by the Company's Board of Directors and administers the benefit structure of the Plan. The Investment Committee is considered to be the Plan administrator (Plan Administrator) for purposes of ERISA.

The Plan was created as part of the Company's separation from General Electric Capital Corporation. The Plan became effective November 18, 2015 (the Effective Date).

(b) Participant Eligibility

Eligible Employees who were employed by the Company on the Effective Date were eligible to begin participation on the Effective Date. Employees hired after the Effective Date are eligible to participate upon their hiring date, except for employees of Synchrony International Resource Management LLC or other participating employers who are eligible to participate in a retirement plan maintained or contributed to by the Company or an affiliate in a jurisdiction outside the United States.

(c) Contributions

Participants may contribute a maximum of 50% of their eligible compensation to the Plan in any combination of pre-tax, or Roth basis. New hires are automatically enrolled in the 401(k) plan at 1% pre-tax, if they do not make elections or opt-out within 35 days of hire. The maximum combined pre-tax and Roth contributions permitted under Internal Revenue Service (IRS) regulations in 2022 was \$20,500. Participants age 50 and older can elect to make additional pre-tax and Roth catch-up contributions to the limits prescribed by IRS regulations. These additional catch-up contributions are not eligible for matching Company contributions. The maximum catch-up contributions permitted by IRS regulations in 2022 was \$6,500.

Company Match: The Company provides safe harbor matching contributions of 100% (Company Match) of participant contributions to the Plan up to a maximum of 4% of their eligible compensation.

**SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022**

Core Contribution: For all Eligible Employees, the Company makes a contribution of 3% (Core Contribution) of the employee's eligible compensation regardless of whether the employee makes an elective deferral.

Plus Contribution: The Company makes an additional contribution (Plus Contribution) in accordance with the following table as defined by the Plan:

Type of employee	Percentage of eligible compensation				
Year	2015	2016	2017	2018	2019 or later
Group 1 employee	4 %	10 %	8 %	6 %	4 %
Group 2 employee	4	7	5	4	4

Group 1 employee – an employee who was hired before January 1, 2005 and earned an accrued benefit under the General Electric (GE) Pension Plan, and was not a “New Plan Participant” for purposes of and as defined by the GE Pension Plan immediately prior to November 18, 2015 (the Split-Off Date).

Group 2 employee – an employee who was hired on or after January 1, 2005 but before January 1, 2011 and earned an accrued benefit under the GE Pension Plan as a “New Plan Participant” for purposes of and as defined by the GE Pension Plan immediately prior to the Split-Off Date.

Participants may also roll over certain amounts representing distributions from other qualified retirement plans.

All assets of the Plan are participant-directed investments. Participants have the option of directing their account balance to one or more different investment options. The investment options include various mutual funds and common collective trusts. If a participant does not elect an investment option in which to invest their contributions, the Plan will invest their contributions in a Qualified Default Investment Alternative (QDIA). Currently the Plan's QDIAs are the Blackrock target funds. The participant's projected retirement date, based on their date of birth, will determine which Blackrock target funds their contributions will be invested in. The value of the portion of participants' accounts that is invested in each investment fund shall be determined based upon the number of units allocated to each such account in such fund and the net asset value of each such fund, as determined by the Trustee. Dividends, interest, gains, losses, expenses and other distributions received by the Trustee with respect to an investment fund shall be allocated to that investment fund.

(d) Participant Accounts

Each participant's account is credited with (a) the participant's contributions and allocations of the Company's contributions and (b) Plan net earnings, and reduced by (c) Plan net losses (including maintenance fees paid by the participant) and (d) loan initiation fees, when applicable. Allocations are based on the participant's salary and deferrals or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(e) Vesting

Participants are fully vested immediately in their contributions and Company Match contributions and any earnings thereon. Company Core Contributions and Plus Contributions generally become 100% vested after three years of service.

(f) Participant Notes Receivable

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to \$50,000 minus any highest outstanding loan balance during the previous 12 months or 50% of their total vested account balance minus any current outstanding loan balance, subject to the discretion of the Plan Administrator and certain other restrictions. Loan terms range from 1 year to 5 years, or up to 15 years for the purchase of a primary residence. No more than two loans may be outstanding at any time except in cases where there was an administrative error to an existing loan and the additional loan(s) are approved by the Plan Administrator. The loans generally bear an interest rate equal to the prime rate as published by Reuters 15 days before the loan is initiated.

Participant notes receivable of \$31,629,807 and \$31,160,265 were outstanding at December 31, 2022 and 2021, respectively, bearing interest rates ranging from 4.25% to 8.0% at December 31, 2022 and 4.25% to 6.5% at December 31, 2021.

(g) Benefit Payments

Participants are eligible for a distribution upon termination of service, death, disability, or retirement. A participant may elect to receive the value of their vested account balance as a lump-sum, installments, or direct rollover. If the balance of the participant's account does not exceed \$1,000, distribution of the participant's vested balance is automatically made as a lump-sum or direct rollover. During employment, a participant may make withdrawals of all or certain portions of their vested account balance subject to certain restrictions as set forth in the Plan document. Participants are eligible for a distribution due to financial hardship under certain conditions in accordance with the Plan document. The amount of a hardship withdrawal may not exceed the cost associated with the financial hardship in addition to any mandatory federal income tax withholding, state and local income taxes, or penalties incurred.

There are IRS rules that require certain minimum distributions be made from a participant's Plan account. Under the Setting Every Community Up for Retirement Act ("SECURE Act") effective 2020 these minimum distributions begin on April 1st following the end of the year in which a participant reaches age 72, or if later, the year in which the participant retires. The Participant's vested balance is paid to the participant over a period not longer than the life of the participant and, with certain exceptions, no longer than 10 years to his or her beneficiaries.

(h) Forfeitures

If a participant's employment terminates when the balance of their vested balance is less than the value of their total account balance, then the difference shall be forfeited as of the earlier of the distribution of the participant's vested balance or the fifth anniversary of the participant's termination of employment. At December 31, 2022 and 2021 forfeited account balances held in non-participant directed accounts were \$1,626,841 and \$1,091,687. Amounts forfeited were \$1,469,140 for the year ended December 31, 2022. All forfeited accounts are used to reduce Company contributions and or administrative expenses. During the year ended December 31, 2022, \$974,172 of forfeitures were applied to reduce Company contributions.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

(i) Administrative Expenses

Included in administrative expenses are amounts paid for services to the Plan such as trustee, legal, accounting, recordkeeping, and participant services. Expenses incurred by the Plan may be paid directly by the Company and are therefore not included in the accompanying financial statements. Administrative expenses not paid by the Company are paid by the Plan. The Company paid administrative expenses of \$842,845 and \$821,807 on behalf of the Plan for each of the years ended December 31, 2022 and 2021. Investment management fees and loan administration fees are paid by participants. Investment related expenses are included in the NAV of the respective investment vehicles and, consequently, those expenses are not separately reflected but are a component of net depreciation in fair value of investments.

(j) Revenue Credit Account

The trust agreement between the Plan and Trustee includes a Revenue Credit Program. Under this program, in situations where the Trustee earns record keeping fees in excess of the agreed-upon compensation, the Trustee is required to remit those excess fees (Revenue Credits) to the Plan to be used to pay ERISA qualified expenses. The Trustee funds the Revenue Credits monthly in arrears. At December 31, 2022 and 2021 the Revenue Credit Account Balance was \$36,732 and \$19,883 respectively. During 2022 \$0 were used to reduce Plan expenses.

(k) Retirement Plan Provisions under the Secure 2.0 Act of 2022

On December 29, 2022 President Biden signed into law the Setting Every Community Up for Retirement Enhancement Act ("SECURE 2.0 Act"). The SECURE 2.0 Act includes provisions related to eligibility and enrollment, required minimum distributions, catch-up contributions and emergency withdrawals. Effective January 1, 2023, the required minimum distribution age was increased from 72 to 73. The Plan Administrator will incorporate the SECURE 2.0 Act changes in the Plan document by the deadlines prescribed in the legislation.

(2) Significant Accounting Policies

(a) Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting.

(b) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates and assumptions.

(c) Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Mutual funds held by the Plan are valued at fair value based on the daily closing price as reported by the funds. All of the mutual funds are open-ended and are registered with the Securities and Exchange Commission. These mutual funds are required to publish their daily net asset value and to transact at that price. These mutual funds are deemed to be actively traded. The common collective trusts are valued at Net Asset Value (NAV) of units held by the Plan. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on fair value

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

of the underlying investments held by the fund less liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investments for an amount different from the NAV. Purchases and sales of securities are recorded on a trade-date basis. Net depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

(d) *Payment of Benefits*

Benefits are recorded when paid.

(e) *Participant notes receivable*

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the Plan document. Interest income is recorded on an accrual basis. No allowance for credit losses has been recorded as of December 31, 2022 or 2021.

(3) Information Certified (Unaudited)

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year), including investments and notes receivable from participants held at December 31, 2022 and 2021, and net depreciation in fair value of investments, interest and dividends on investments, and interest on notes receivable from participants for the year ended December 31, 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, qualified institution.

(4) Fair Value Measurement

The Plan categorizes its financial assets into a three-level fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value into three broad levels. If the inputs used to measure fair value fall within different levels of the hierarchy, the category level is based on the lowest priority level input that is significant to the fair value measurement of the instrument. Fair value is the price the Plan would receive to sell an asset or pay to transfer a liability in an orderly transaction with a market participant at the measurement date. In the absence of active markets for the identical assets or liabilities, such measurements involve developing assumptions based on market observable data and, in the absence of such data, internal information that is consistent with what market participants would use in a hypothetical transaction that occurs at the measurement date. Observable inputs reflect market data obtained from independent sources, while unobservable inputs reflect market assumptions. The Plan's financial assets recorded at fair value are categorized as follows:

Level 1 – Quoted prices for identical instruments in active markets.

Level 2 – Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs or significant value drivers are observable.

Level 3 – Significant inputs to the valuation are unobservable.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There were no changes in methodologies used at December 31, 2022 and 2021. At December 31, 2022 and 2021 mutual funds held by the plan are valued at level 1 within the fair value hierarchy. At December 31, 2022 and 2021 the common collective trust funds use NAV as a practical expedient and are not classified within the fair value hierarchy.

The Blackrock Lifepath Index funds (the "Index Funds") invests in one or more other collective investment funds to seek to meet their investment objective. The value of units upon contribution to or redemption from each Index Fund is based on the Index Fund's unit value determined on that day. The ability to redeem from each Index Fund occurs daily. The Plan does not have any unfunded commitment related to the Index Fund.

The T. Rowe Price Blue Chip Growth Trust Fund (the "Fund") objective is to provide long-term capital appreciation. The fund invests primarily in big United States companies that are projected to grow faster than other large-cap stocks.

The net asset value of the Fund is determined daily. Units are issued and redeemed at the latest net asset value. Net investment income and realized and unrealized gains on investments are not distributed. Unit holders may be required to provide 30-days advance written notice prior to redemption of trust units; the notice period may be shortened or waived by T. Rowe Price Trust Company. The Plan does not have any unfunded commitment related to the Fund.

(5) Risks and Uncertainties

The Plan provides for various investment options, including mutual funds and common collective trusts. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the value of investments will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

The global and domestic economic uncertainty has resulted in significant volatility in financial markets. This volatility has affected, and may continue to affect, the value of the Plan's net assets available for benefits. The effects of economic and market conditions subsequent to December 31, 2022 are not reflected in these financial statements and future effects on the Plan's net assets available for benefits cannot be predicted.

(6) Related Party Transactions and Party-In-Interest Transactions

Certain Plan investments are shares of mutual funds managed by the Trustee. The Trustee also serves as custodian and, therefore, these transactions qualify as party-in-interest transactions. In addition, transactions and notes receivable from Participants qualify as party-in-interest transactions.

(7) Income Tax Status

The Plan received a determination letter, dated February 7, 2017, in which the IRS stated that the Plan met the qualification requirements of Sections 401(a) and 401(k) of the Internal Revenue Code (IRC) and that the Plan is exempt from Federal income taxation. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC.

SYNCHRONY FINANCIAL MY SAVINGS PLAN
NOTES TO THE FINANCIAL STATEMENTS
December 31, 2022

U.S. GAAP requires Plan management to evaluate tax positions taken by the Plan and identify any tax return filing positions that constitute uncertain tax positions and assess each uncertain tax position for recognition, measurement and effective settlement. If the Plan has determined that an uncertain tax position does not satisfy the more likely than not recognition threshold of U.S. GAAP, it will record no tax benefit. If the Plan has determined that an uncertain tax position is more likely than not to be sustained, the Plan would measure and record the largest amount of tax benefit greater than 50% likely to be recognized. The Investment Committee has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2022, and 2021, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

(8) Termination of the Plan

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their Company Core and Plus contributions.

(9) Subsequent Events

Subsequent events were evaluated by the Plan Sponsor in the preparation of its financial statements through September 25, 2023, the date the financial statements were available to be issued. There were no events that occurred subsequent to December 31, 2022 that would require recognition in the Plan's financial statements.

SYNCHRONY FINANCIAL MY SAVINGS PLAN

Schedule H, Part IV Line 4i - Schedule of Assets (Held at End of Year)

December 31, 2022

EIN#: 51-0483352

Plan#: 001

(a)	(b) Identity of issue, borrower, lessor or similar party	(b) Description of investment including maturity date, rate of interest, collateral, par or maturity value	(c) Current value
	BLACKROCK LIFEPATH INDEX RETIREMENT NON-LENDABLE FUND H	Common Collective Trust	42,848,637
	BLACKROCK LIFEPATH INDEX 2025 NON-LENDABLE FUND H	Common Collective Trust	41,307,567
	BLACKROCK LIFEPATH INDEX 2030 NON-LENDABLE FUND H	Common Collective Trust	70,038,766
	BLACKROCK LIFEPATH INDEX 2035 NON-LENDABLE FUND H	Common Collective Trust	75,824,038
	BLACKROCK LIFEPATH INDEX 2040 NON-LENDABLE FUND H	Common Collective Trust	68,069,683
	BLACKROCK LIFEPATH INDEX 2045 NON-LENDABLE FUND H	Common Collective Trust	58,750,109
	BLACKROCK LIFEPATH INDEX 2050 NON-LENDABLE FUND H	Common Collective Trust	41,122,781
	BLACKROCK LIFEPATH INDEX 2055 NON-LENDABLE FUND H	Common Collective Trust	30,248,665
	BLACKROCK LIFEPATH INDEX 2060 NON-LENDABLE FUND H	Common Collective Trust	19,471,698
	BLACKROCK LIFEPATH INDEX 2065 NON-LENDABLE FUND H	Common Collective Trust	2,510,964
	T. ROWE PRICE BLUE CHIP GROWTH TRUST (CLASS 2)	Common Collective Trust	86,519,176
*	Fidelity US Bond Index	Mutual Fund	21,484,754
*	Fidelity 500 Index	Mutual Fund	125,272,852
*	Fidelity Extended Market Index	Mutual Fund	34,112,275
*	Fidelity Total International Index	Mutual Fund	24,794,975
*	Fidelity Short Term Bond Index	Mutual Fund	9,636,365
	AMERICAN EUROPACIFIC GRTH-R6	Mutual Fund	22,183,160
	DIAMOND HILL FDS SMALL MID CAP FUND CLY	Mutual Fund	32,351,317
	DODGE & COX STOCK FUND	Mutual Fund	47,917,495
	WASATCH FDS TR SM CAP GROWTH FUND INSTL CL	Mutual Fund	29,352,712
	VANGUARD FEDERAL MONEY MARKET FUND	Mutual Fund	42,709,893
	ALLSPRING CORE BOND FUND	Mutual Fund	11,234,330
		Subtotal Investments	937,762,212
		Interest rates ranging from 4.25% to 8.00% with maturities at various dates through 2037	31,629,807
*	Notes receivable from participants	Total	\$ 969,392,019

* Denotes a party-in-interest to the Plan.

(1) Cost information is not required for Participant-directed funds.

See accompanying independent auditors' report.