



GROWING AND MAINTAINING A DIVERSE WORKFORCE

Regions Financial Corporation 2020 Workforce Demographics Report

At Regions, we know that our stakeholders are interested in more than just our financial performance. As such, we are committed to constantly broadening and improving the disclosure of our ESG-related practices and progress. This commitment extends to transparent disclosure around our human capital practices, and we are pleased to provide our first workforce demographics report.

We recognize that growing and maintaining a diverse, equitable, and inclusive workforce is essential to our success. We also recognize that the tone of our culture and commitment to diversity, equity, and inclusion (DEI) must start at the top of the company.

OUR BOARD'S COMMITMENT

In 2019, our Board approved incorporating a version of the Rooney Rule into our Corporate Governance Principles, seeking to ensure that all director candidate slates include highly qualified candidates from diverse backgrounds. This commitment is evident in our Board's diverse make-up, with **46% overall Board diversity** (gender, race/ethnicity, and sexual orientation), **31% gender diversity**, and **31% racial/ethnic diversity**. The Board's commitment to DEI goes beyond its membership, with oversight of the Company's DEI initiatives provided by the Board's Compensation & Human Resources Committee.

OUR MANAGEMENT TEAM'S COMMITMENT

Regions has been on a constantly evolving journey toward fostering DEI throughout the organization. At the management level, we believe that our work over the past two years, led by our DEI team, has dramatically improved the sense of belonging felt by all associates. As we strive to enhance our foundational culture of DEI, we encourage associates to move forward on their own journey of understanding, focused on making a positive individual impact on our Company-wide efforts.

In 2020, Regions established three key DEI commitments:

1. Continue building on inclusion strategies.
2. Expand leader accountability to include empowerment.
3. Focus on internal diverse talent development and acquisition strategies.

Cultivating A More Inclusive Working Environment				
Throughout 2020, our DEI team helped our associates deepen their appreciation to different perspectives and the importance of showing tolerance and respect.				
Listening Tours	Week of Understanding	Market-Level Table Talks	Inclusion Observance Days	Diversity Networks
In response to the social unrest that began during the summer, our CEO and the DEI team held a series of listening tours across the footprint to hear associates' perspectives.	Another response to the events of the summer was establishing a Week of Understanding that promoted listening and understanding as important steps toward positive change in our diversity journey. The week's events included opportunities for every associate to participate in leader-led, constructive, and open dialogue about racial differences, examining ways to lift up each other and our communities.	The DEI team facilitated Market-Level Table Talks and produced podcasts and new videos to continue connecting with other associates in a virtual environment. The team also produced podcasts and new videos to provide further opportunities for connection.	In 2020, we introduced Inclusion Observance Days to provide associates with additional flexibility to take personal time for religious, cultural, and civic engagements, as well as other observances.	We greatly expanded our Diversity Networks in 2020.

We are proud of the progress we have made in strengthening our partnerships with Historically Black Colleges and Universities (HBCUs) and National Pan-Hellenic Council (NPHC) organizations to increase our pipeline of diverse talent, implementing internal mobility strategies that promote the development and career growth opportunities for all associates, and launching a mentorship program for emerging diverse talent. Additionally, Management has implemented a version of the Rooney Rule, seeking to ensure

that candidate slates for executive officer positions include highly qualified candidates from diverse backgrounds. For more information regarding Regions' DEI programs, including programs designed to support veterans and associates that self-identify as disabled, see [Regions' 2020 Annual Review and ESG Report](#).

WORKFORCE DEMOGRAPHICS

Communication and transparency are important components of our DEI strategy and our overall ESG strategy. As such, we are committed to providing demographic information about our workforce to our associates and other stakeholders.

As of December 31, 2020, **Regions employed 19,933 associates** (including part-time and full-time employees) within the following demographic categories:

2020 Workforce Demographics¹

EEO-1 Job Category	Total Associates	Male	Female	White	Racial / Ethnic Minority	Racial/Ethnic Minority Breakout					
						Hispanic	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races
Executive / Senior Manager	63	45	18	56	7						
		71.4%	28.6%	88.9%	11.1%	2	2	0	2	0	1
First / Mid-Level Manager	2,584	1,383	1,201	2,006	578						
		53.5%	46.5%	77.6%	22.4%	188	294	2	54	5	35
Professional	4,288	2,207	2,081	3,131	1,157						
		51.5%	48.5%	73.0%	27.0%	138	732	13	231	11	32
Technician	0	0	0	0	0						
		0%	0%	0%	0%	0	0	0	0	0	0
Sales Workers	5,344	2,376	2,968	3,686	1,658						
		44.5%	55.5%	69.0%	31.0%	585	855	24	88	24	82
Administrative Support	7,640	1,246	6,394	4,059	3,581						
		16.3%	83.7%	53.1%	46.9%	630	2,712	21	91	30	97
Craft Workers	3	3	0	2	1						
		100%	0%	66.7%	33.3%	0	1	0	0	0	0
Operatives	0	0	0	0	0						
		0%	0%	0%	0%	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0						
		0%	0%	0%	0%	0	0	0	0	0	0
Service Workers	11	6	5	3	8						
		54.5%	45.5%	27.3%	72.7%	0	8	0	0	0	0
Total	19,933	7,266	12,667	12,943	6,990						
		36.5%	63.5%	64.9%	35.1%	1,543	4,604	60	466	70	247
						7.7%	23.1%	0.3%	2.3%	0.4%	1.2%

¹ Source: December 31, 2020 EEO-1 data as reported to the Equal Employment Opportunity Commission. Information in expanded categories is included in Appendix A.



LOOKING AHEAD

For future periods, we expect to include updates on our workforce demographics in our ESG Report, which provides a comprehensive look at our ESG program, commitments, goals, and accomplishments each year. We look forward to continuing to report on our human capital and progress that we are making with respect to DEI and beyond.

APPENDIX A

2020 Workforce Demographics – Expanded Categories

EEO-1 Job Category	Total Associates	Hispanic or Latino		Non-Hispanic or Latino											
		Male	Female	Male						Female					
				White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races
Executive / Senior Manager	63	2	0	40	1	0	1	0	1	16	1	0	1	0	0
First / Mid-Level Manager	2,584	102	86	1,110	115	2	33	3	18	896	179	0	21	2	17
Professional	4,288	73	65	1,741	225	9	141	10	8	1390	507	4	90	1	24
Technician	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	5,344	259	326	1,752	291	4	25	15	30	1934	564	20	63	9	52
Administrative Support	7,640	133	497	705	356	1	20	4	27	3354	2356	20	71	26	70
Craft Workers	3	0	0	2	1	0	0	0	0	0	0	0	0	0	0
Operatives	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers & Helpers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service Workers	11	0	0	2	4	0	0	0	0	1	4	0	0	0	0
Total	19,933	569	974	5,352	993	16	220	32	84	7,591	3,611	44	246	38	163