

A photograph of a man in a grey shirt and glasses lifting a young child in a yellow shirt and blue jeans. The child is laughing and has their arms outstretched. The man is looking up at the child with a smile. The background shows a modern living room with a teal wall, a plant, and a bookshelf.

A Strong Foundation

2021 Annual Review & ESG Report

About This Report

Regions' Annual Review & Environmental, Social, and Governance (ESG) Report provides details on Regions' financial and ESG performance in a combined document to better meet the needs of our stakeholders, in particular the investment community. While we consider a wide variety of inputs from our key stakeholders in determining the scope and content of this report, its structure is based on the reporting framework established through the World Economic Forum's Stakeholder Capitalism Metrics initiative. We also provide indexes in the Appendixes that identify how our Company's reports and disclosures, including this report, align with the Value Reporting Foundation's Sustainability Accounting Standards Board (SASB) Standards (see Appendix A); the Global Reporting Initiative (GRI) Guidelines (see Appendix B); and the Equal Employment Opportunity Commission's EEO-1 report (see Appendix C).

The goals discussed in our ESG disclosures are aspirational; as such, no guarantees or promises are made that these goals will be met. Furthermore, statistics and metrics included in these disclosures are estimates and/or may be based on assumptions. This report uses certain terms, including those that the GRI Guidelines

refer to as "material" topics, to reflect the issues of greatest importance to Regions and our stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting.

The terms "Regions," the "Company," "we," "us," and "our" are used in this report to refer collectively to Regions Financial Corporation, a Delaware corporation, together with its subsidiaries, including Regions Bank (the Bank) where appropriate. Unless it is otherwise stated, all information disclosed in this report represents Regions' activity as of December 31, 2021.

This report is not comprehensive and, for that reason, it should be read in conjunction with our Annual Report on Form 10-K for the year ended December 31, 2021 (particularly the "Forward-Looking Statements" and "Risk Factors" sections) and our Quarterly Report on Form 10-Q for the quarter ended March 31, 2022 (particularly the "Forward-Looking Statements" section), 2022 Proxy Statement, 2021 Task Force on Climate-related Financial Disclosures (TCFD) Report, and 2021 Community Engagement Report. We also plan to

release our response to the 2022 CDP (formerly the Carbon Disclosure Project) Climate Change Questionnaire later in 2022, providing additional insight into the Company's ESG work. All of the aforementioned documents can be accessed at ir.regions.com.

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Contact Us

With teams across the Company dedicated to maintaining relationships, we interact with multiple stakeholder groups on a regular basis to respond to issues and concerns. If you would like to provide us with feedback, here are a few ways that you can contact us:

Regions Financial Corporation

1900 Fifth Avenue North
Birmingham, Alabama 35203

Chief Governance Officer

Attention: Chief Governance Officer
governance@regions.com

Investor Relations

Attention: Investor Relations
investors@regions.com

Board of Directors

c/o Office of the Corporate Secretary
Attention: Charles D. McCrary,
Independent Chair of the Board
governance@regions.com

Office of Customer Satisfaction

Attention: Office of Customer Satisfaction
ocs@regions.com

Media Relations

1-205-264-4551

Customer Service

1-800-REGIONS (734-4667)

Social Media

 @askRegions
@RegionsNews

 Regions Bank

 Regions Bank



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2021 Annual Review & ESG Report — Glossary of Terms and Acronyms

Term	Meaning
AAPD	American Association of People with Disabilities
AI	Artificial intelligence
ALCO	Asset-Liability Committee
APR	Annual percentage rate
ARM	Adjustable-rate mortgage
ATFC	American Tree Farm 2021 Standard of Sustainability Certification
BAOC	BSA/AML and OFAC Committee
BMP	Best Management Practice
BRAVE	Building Regions Associate Veterans Experience
BSA/AML	Bank Secrecy Act/Anti-Money Laundering
C&I	Commercial & Industrial
CB	Commercial Banks
CCC	Centralized Customer Complaint
CDFI	Community Development Financial Institution
CDP	formerly the Carbon Disclosure Project
CECL	Current Expected Credit Loss
CF	Consumer Finance
CFPB	Consumer Financial Protection Bureau
CHR	Compensation & Human Resources
Code of Conduct	Code of Business Conduct & Ethics
COE	Center of Expertise

Term	Meaning
COSO	Committee of Sponsoring Organizations
CPP	Capital Planning Process
CRA	Community Reinvestment Act
DEI	Diversity, Equity, and Inclusion
EAP	Employee Assistance Program
ECPPC	Enterprise Customer Protection and Privacy Compliance
ENRG	Energy and Natural Resources Group
ESG	Environmental, Social, and Governance
ESG/SRI	ESG/socially responsible investing
ESRM	Environmental and Social Risk Management
ETF	Exchange traded fund
FTE	Full-time equivalent employee
FRL	Fair and Responsible Lending
GHG	Greenhouse gas
GRI	Global Reporting Initiative
G-SIB	Global Systemically Important Bank
HBCU	Historically Black Colleges and Universities
HVAC	Heating, ventilation, and air conditioning
ICCC	Inner City Capital Connections
IRC	Internal Revenue Code
IRG	Investment Research Group

Term	Meaning
ISO	International Organization for Standardization
LGBTQ+	Lesbian, gay, bisexual, transgender, and queer
LGD	Loss given default
LMI	Low- and moderate-income
LTV	Loan-to-value
MAC	Mandatory Annual Compliance
MD&A	Management's Discussion & Analysis of Financial Condition & Results of Operations
MDI	Minority Depository Institution
MF	Mortgage Finance
MLO	Mortgage Loan Officer
MSEP	Military Spouse Employment Partnership
MWh	Megawatt-hour
NC	North Carolina
NCG	Nominating & Corporate Governance
NIRA	New Initiative Risk Assessment
NIST	National Institute of Standards and Technology
NRRE	Natural Resources and Real Estate
OAC	Office of Associate Conduct
OFAC	Office of Foreign Assets Control

Term	Meaning
PCAF	Partnership for Carbon Accounting Financials
PII	Personally identifiable information
PPP	Paycheck Protection Program
PV	Photovoltaic
RAM	Regions Asset Management
RCDC	Regions Community Development Corporation
RCLIQ	Regions Client IQ
RM	Reputation Management team
ROSIE	Regions Optimal Solution Intelligence Engine
SASB	Sustainability Accounting Standards Board
SBA	Small Business Administration
SBIC	Small Business Investment Company
SEC	U.S. Securities and Exchange Commission
SFI	Sustainable Forestry Initiative
TCFD	Task Force on Climate-related Financial Disclosures
UDAAP	Unfair, deceptive, or abusive acts or practices
VA	Veterans Affairs
VITAL	Valuing Inclusion to Accelerate and Lift
WB2C	Well Below 2°C
WCLIQ	Wealth Client IQ

Consistent, Sustainable, Long-Term Performance

Regions continues to be a source of economic strength for our customers and communities. We know that our ability to deliver consistent, sustainable, long-term growth is critical to building a sustainable, inclusive, and prosperous future. Our continued success sits on our strong foundation of strategic business investments and effective ESG management, which include:

We Focus on the Customer



A wide range of financial tools, insights, and services are available to help customers manage their finances and take control of their financial wellness.

We Deliver Results

2%
year-over-year
revenue growth

\$2.665 billion
year-over-year increase in
pre-tax pre-provision income



We Invest in Tech



Digital investments on mobile and online banking platforms, at the branch and through call centers to meet customers' rapidly changing needs.

We Support Our Communities



\$23 million
of philanthropic and community giving
by Regions Bank and the Regions Foundation.

We Operate Sustainably



33%
operational greenhouse gas emissions
reduction since 2019

Achieved
2023 energy use reduction goal

34%
energy use reduction since 2015



Business

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CEO Message



To our shareholders, customers, associates, and communities:

Regions finished 2021 delivering record performance results. Because of our team’s diligent work following the financial crisis more than a decade ago, we were prepared for the pandemic’s challenges. Our preparation included remixing the balance sheet, developing an interest-rate hedging strategy that provided earnings stability, and being proactive in understanding credit risk in our portfolios.

The Regions team ended the year with significant momentum thanks to a business strategy that’s built on our mission to make life better and our purpose to create shared value for all stakeholders. The power of our mission and purpose drives the products and services we offer, informs how we innovate, and ultimately positions us to generate consistent, sustainable long-term growth. I am proud that our record performance reflects the work of a united team dedicated to creating shared value and making life better for everyone we touch. We provide some of these key metrics, and the goals they inform, to solidify our accountability and demonstrate our desire for openness and transparency.

Operating From a Strong Foundation

We believe that winning is about so much more than gaining market share or profits. It’s also about valuing people and relationships. As a purpose-led organization, we work from a strong foundation that’s built on our core values and a commitment to operate with integrity, trust and respect. This foundation defines our culture and keeps the Regions team focused on doing the right things, the right way.



Taking a 360° View of Our Customers: Understanding Needs, Delivering Solutions

The pandemic presented us with a clear opportunity to rally around our customers like never before and enhance the experience we provide them. Our resolve is stronger than ever to take an innovative approach in leveraging technology to offer our customers the guidance and solutions they need to reach their goals.

Strengthening Customer Relationships Through Digital Technologies

Customers have choices on how they interact with Regions — in the branch, over the phone, or digitally. We’ve been investing in digital technologies for years and continue to see more and more customers use digital channels so they can bank when, where and how they want.



#1

Online Banking Satisfaction Award among Regional Banks for two years straight.

At a growing pace, our customers increased their digital use in 2021, allowing us to:

- » **Finish the year with our app store ratings** for iOS and Android at 4.8 out of 5, which is directly tied to the improvements we made throughout 2020–2021.
- » **Increase mobile app usage** by 12 percent last year, while Zelle® person-to-person payments originating through digital banking increased 65 percent.
- » **Continue strong growth** in the use of both online and mobile platforms with 3.1 million active digital users — a year-over-year increase of 7 percent.
- » **Grow digital sales** for the full year 2021, with new deposit account openings and loans booked through digital channels increasing 36 percent year-over-year.
- » **Expand secure messaging** to the mobile app, adding to the customer experience.

>> CEO MESSAGE

Data and Analytics to Enhance the Customer Experience

We're using data and analytics to take a 360° view of our customers so we can proactively recommend solutions that are unique to them. Our Commercial Bankers use data from our Regions Client IQ (RCLIQ) tool to gain a better understanding of their clients' needs. Armed with this data, bankers are able to offer clients the best solutions that will help them achieve their business goals.

Enhancing Our Analytics Tools Last Year Allowed Us To:

- » **Meet more customer needs using our proprietary data tools that nearly doubled production revenue for Commercial Bankers and Wealth Advisors and generated over 30 percent growth in incremental revenue through consumer information.**
- » **Create more convenience and opportunities for self-service with a Courtesy Call Back feature in the Contact Center, which gives customers the opportunity to bypass wait times by saving their place in the call queue.**

“Being able to leverage data to enhance the customer experience creates shared value for our customers and for us as well.”

And with our Wealth Client IQ (WCLIQ) data-driven software, Wealth Advisors have access to proactive and timely insights that enhance the client experience and improve retention. Our consumer banking customers receive Next Best Action recommendations from our Regions Optimal Solution Intelligence Engine (ROSIESM), an artificial intelligence (AI) interface tool that examines data points and consumer information. Through investments like these, we're giving customers a more personalized experience, greater access and convenience, protection from fraud, and the advice and guidance they need to reach their financial goals.

High Touch, High Tech: Helping Customers Better Manage Their Finances

In 2021, we expanded our practice of always posting deposits first by implementing a new time-order posting process that gives our customers a real-time view of when money comes in and out of their accounts. We also enhanced transaction information and mobile capabilities to create even deeper visibility for customers. At the beginning of 2022, we announced new steps to reduce overdraft charges and eliminate non-sufficient funds fees. These changes reflect our long-term commitment to provide customers a wide range of financial tools, insights, and services to help them manage their finances and take control of their financial wellness.

Our winning formula is to give customers the tools so they'll know where they stand financially plus access to experienced bankers who can give them the advice and guidance they need.

- » **More proactive and real-time visibility of information on account balances:** We sent out 366 million digital alerts to customers in 2021 — a 34 percent year-over-year increase.
- » **Expert advice and guidance:** Customers and non-customers alike have learned about building



credit, saving, homeownership finance, and other skills through the 124,000 Regions Next Step[®] financial wellness seminars, podcasts and other programs held each year.

- » **Ability to create, track and meet financial goals:** More than one million customers have completed Regions Greenprint[®] financial plans with Regions bankers and now have financial health scores and recommended next steps.
- » **Meeting the financial needs of all our customers — including those who are underserved or underbanked:** Our Bank On-certified Now Checking account adds modern banking convenience and removes the worry about overdraft or returned item fees. In 2021, we launched our Spend & Save Program, and customers who have already joined the program have saved more than \$3.6 million in the last eight months of the year.

Uplifting Our Communities: Inclusive Growth, Meaningful Change

Regions operates in some of the fastest growing markets in the country. And as we grow with the communities we serve, we are mindful of the fact that, for communities to truly succeed, all people need an opportunity to take part in that success. Throughout 2021, we resolved to put our purpose and mission into action by doing more for our communities. We focused on developing meaningful, innovative ways to level the playing field and support more opportunities for more people to succeed.

>> CEO MESSAGE

Our approach is to promote inclusive growth through investments in helping individuals, families, and businesses overcome financial challenges. We focus on three strategic priorities: economic and community development; education and workforce readiness; and financial wellness. These priorities complement our expertise and talent — allowing us to best serve our communities. By supporting initiatives where we can have meaningful and measurable impact, we're well-positioned to continue doing more today and into the future:

- » **As of December 2021, we surpassed our two-year, \$12 million commitment** to advance programs and initiatives that promote racial equity and economic empowerment for communities of color. Over an 18-month period, we invested \$14.6 million in 270 organizations across our footprint, exceeding our goal six months early. This reflects our objective to continuously make impactful strides in advancing and accelerating progress toward greater racial equity and inclusion.
- » **Regions Community Development Corporation (RCDC)** made a \$2 million equity investment in Optus Bank, a minority-owned and community



development financial institution in South Carolina. RCDC's investment will help Optus Bank increase its capacity to meet the credit needs of certain underserved communities.

- » **We expanded our financial wellness programs** to include a series of financial education seminars for people with cognitive disabilities and we began working on some exciting new modules to help people maintain financial stability during medical hardships.
- » **The Regions Foundation®**, a nonprofit initiative of Regions Bank, has committed more than \$17 million to positively impact our communities in the last three years.

Investing in Our Greatest Asset: Our Associates

Now, more than ever before, we know that people don't connect with companies. People connect with people, and that's why we invest so heavily in associate engagement. Regions differentiates itself by investing in associates and putting people at the center of its business strategy. We believe engaged associates care

about their work and see the connection between what they do and how our organization delivers value to our stakeholders. In our 2021 Associate Engagement survey, an impressive 90 percent of our associates responded, and the results showed that engagement levels held strong during a year of continued challenge from the pandemic. The results also confirmed that our culture provided an important source of stability for the Regions team as we responded to the many changes that impacted how we approach work and life.

Through the lessons learned since March 2020, we understand the needs of associates are changing and that they want more than just a paycheck. That's why we expanded our healthcare programs to include access to telehealth medicine and a more comprehensive wellness program. We've focused on providing associates with even more personal and professional development opportunities and an environment that offers a sense of belonging where every voice is heard.

In 2021, the Foundation distributed more than **\$5 million** to grantees and continued its focus to support diverse small business sustainability.

Education and workforce readiness programs funded by the Foundation proved effective by combining academic tutoring with other services, including mental health counseling, mentoring, case management and family support. Of the 6,000 students served by the Foundation's grantees, 88 percent achieved academic progress, even during a difficult school year. In addition to grantmaking, the Foundation engaged in mission-related investments, committing \$8 million to promote more economic development and create affordable housing.



>> CEO MESSAGE

Career Development

We encourage associates to show initiative and take ownership of their career paths because it's mutually beneficial. It's a big part of how we are creating a performance edge and building a strong and dynamic team at Regions. As part of Regions' performance culture, all associates contribute to our success.

Based on our annual Associate Engagement survey results, we know that roughly half of our associates reported that frequent and honest coaching conversations between associates and managers motivate high performance.

Last year, we:

- » Introduced a new online tool to give associates an easy and practical way to take the lead in assessing their performance and managing their career.
- » Continued to invest in Degreed, an industry leading learning resource that provides a personalized learning experience.
- » Launched a new Leadership Development for All Associates program.

Gallup research indicates the best workplaces share an intentional focus on engagement and their culture.

Diversity, Equity, and Inclusion

Diversity of thought and experience facilitates some of the most successful growth strategies. We're committed to raising the bar in how we strengthen Diversity, Equity and Inclusion (DEI), and our 19 DEI networks throughout our footprint are great examples of this commitment. The purpose of these networks is to drive our commitment to DEI deeper into the organization. Our effort paid off in our 2021 Associate Engagement survey with results indicating that 70 percent of our associates feel they are treated with respect at work. Additional important steps we took to strengthen our DEI commitment include:

- » **Implementing internal mobility strategies** that promote the development and career growth opportunities for all associates, including mentorship circles for emerging diverse talent.
- » **Building on our commitment to creating an inclusive workplace** where everyone can bring their whole selves to work. In 2021, we saw a 20 percent increase in Disability Self-Identification rate and 66 percent increase in LGBTQ+ (lesbian, gay, bisexual, transgender, and queer) Self-Identification rate, which speaks to our associates feeling that they are working in an environment of trust and feel safe to express their authenticity.
- » **Hiring a recruiter dedicated exclusively to the research and development** of DEI talent and made meaningful progress in attracting, hiring, developing, and retaining diverse talent.
- » **Filling more vacant enterprise-critical positions** with diverse candidates. In 2021, we realized organic growth of diverse talent representation in critical leadership roles.
- » **Hosting our second annual Week of Understanding** — a dedicated time for every associate to participate in a leader-led conversation about differences. The 2021

Industry Recognition

Gallup Exceptional Workplace Award for 2021



Gallup's Don Clifton Strength-Based Culture Award



Named to Forbes' Best Employers for New Graduates 2021 List



Designated a Military Friendly® Employer



Recognized as a Best Place to Work for Disability Inclusion



Designated a Best Place to Work for LGBTQ+ Equality



Week of Understanding focused on allyship and actionable steps to support members of marginalized groups, building on the 2020 Week of Understanding dedicated to open dialogue about race.

- » **Launching our three-year journey to build a more inclusive culture** by following the Path to Inclusion model by Miller-Katz. In 2021, we focused on highlighting and supporting our Regions diverse talent pioneers.

>> CEO MESSAGE

**Creating Shared Value for Our Shareholders:
Focusing on Sound, Profitable Growth**

Our approach to delivering value to shareholders reflects our strong foundation — one that’s built on a powerful purpose, mission and culture. How we deliver long-term, consistent and sustainable performance results is grounded in a belief that winning the right way is the only way. That’s why we’re committed to operating with business models that focus on sound, profitable growth. We believe every associate plays an important role in how we manage risk at Regions — and our strong risk culture is a hallmark of our company and a key differentiator for us.

Thanks to intentional planning and remaining focused on the things we can control, we delivered record financial performance for 2021. We increased households, small business loans, and new accounts throughout our footprint that covers the fastest-growing and most dynamic markets in the nation. We continued investing in the service and delivery channels customers use most and hiring talented bankers who share our relationship-based approach to delivering financial solutions. Regions has the talent, the products and services, and an innovation mindset that are helping us deliver comprehensive financial solutions for today’s customers. Last year, these investments paid off with significant account growth and record deposit balances:

- » Consumer checking accounts grew by 3 percent and small business accounts by 5 percent.
- » 2021 net new consumer account growth exceeded the previous three years combined. This represents a growth rate that is three times higher than pre- pandemic levels.
- » Deposit balances continued to increase in 2021, ending the year at new record levels.

Deepening Customer Relationships

Regions’ consistent approach to mergers and acquisitions includes identifying areas where we can expand our range of expertise for existing customers, while also attracting new customers who can benefit from the additional experience and capabilities. Since 2014, we’ve made the strategic decision to acquire specialty businesses like BlackArch Partners, First Sterling, Ascentium Capital, and Highland Associates. In 2021, we completed three acquisitions that give us additional opportunities to grow and diversify revenue:

- » **EnerBank:** a point-of-sale lender that finances a wide range of home improvement projects and builds on our strategy to serve as the premier lender to homeowners.
- » **Sabal Capital Partners, LLC:** leverages an innovative, technology-driven origination and servicing platform to facilitate off-balance-sheet lending in the small balance commercial real estate market, further enhancing our fee-based revenues.

- » **Clearsight Advisors, Inc.:** provides merger and acquisitions advisory capabilities to businesses operating in the technology-enabled services industries.

By expanding and enhancing our products and expertise in specialty areas through acquisitions like these, we’ll meet more customer needs and differentiate ourselves by being a regional bank with big bank capabilities.

Environmental, Social, and Governance Practices

Our stakeholders care about how we approach ESG concerns, and we’re committed to improving how we address them.

In 2021, we made great strides in continuing to build out our ESG program:

- » Issued the first regional bank stand-alone report aligned with the TCFD recommendations.



Our Focus Paid Off in 2021

Highlights from an outstanding year of top quartile shareholder return:

- » **Completed three acquisitions in the fourth quarter that add specialty capabilities for clients across a high growth footprint.**
- » **Invested in key hires who are helping expand our presence in vibrant markets and thriving business sectors.**
- » **Grew new checking accounts, exceeding the previous three years combined.**

>> CEO MESSAGE

- » Added to our list of accolades a recognition for being one of JUST Capital's Most Just Companies — a recognition for Regions' commitment to serving its workers, customers, communities, the environment, and shareholders.
- » Published an expanded ESG Report structured around the World Economic Forum's Stakeholder Capitalism pillars, as well as a Workforce Demographics Report presenting information about our associates that we file with the U.S. Equal Employment Opportunity Commission.
- » Demonstrated our accountability to stakeholders on ESG commitments by achieving previously announced goals around operational emissions reduction, supporting racial equity in our communities, and establishing new goals related to our emissions and sustainable finance.

Delivering Record Performance Results

Because of our team's clarity of purpose and mission, as well as a shared resolve to generate long-term, sustainable value for our shareholders, Regions delivered solid performance results despite a challenging interest rate and operating environment:

- » We reported net income available to common shareholders of \$2.4 billion, resulting in earnings per diluted share of \$2.49 and generated record pre-tax pre-provision income⁽¹⁾ of \$2.7 billion.

- » Revenue grew 2 percent; on an adjusted basis⁽¹⁾ revenue growth was 3 percent.
- » Increased Corporate Banking Group loan production by 30 percent and generated highest annual capital markets revenue since we began rebuilding our capabilities in 2014.
- » Delivered remarkable net new account generation in the consumer and small business segments despite operating challenges from the pandemic.
- » Leveraged our enhanced risk management framework to mitigate credit losses resulting in our lowest annual net charge-off ratio since 2006.

In addition, we maintained our emphasis on enhancing products and capabilities to better serve our customers:

- » Completed acquisitions of EnerBank, Sabal Capital Partners, LLC, and ClearSight Advisors, Inc., demonstrating a commitment to our bolt-on acquisition strategy.
- » Continued to focus on making banking easier through investments in technology and digital capabilities.
- » Successfully executed LIBOR transition program to ensure clients were ready to move to alternative reference rates.
- » Invested in key talent and revenue-facing associates to support strategic growth initiatives.

"Our 2021 performance positioned us for future growth, and we're optimistic we will carry the positive momentum throughout the coming year by investing in innovative tools and solutions that enhance the customer experience and in resources our associates need to be successful."

(1) Non-GAAP, see reconciliations in Regions' Schedule 14A Definitive Proxy Statement filed with U.S. Securities and Exchange Commission (SEC) on March 4, 2022.

2021 Highlights

\$162.9 billion
assets

\$87.8 billion
loans

\$139.1 billion
deposits

9.6%
Common Equity Tier 1 ratio

\$2.7 billion
adjusted pre-tax pre-provision
income⁽¹⁾ — highest level on record

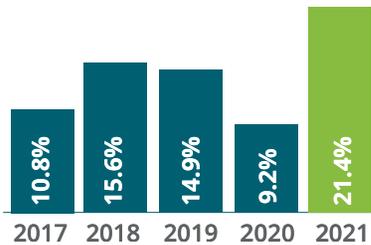
24 basis points
net charge-off ratio —
lowest since 2006

\$1.1 billion
total common dividends
and share repurchases

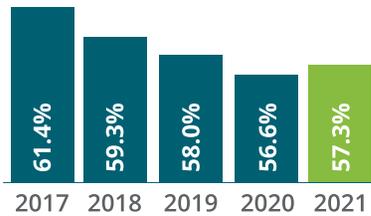
>> CEO MESSAGE

GENERATING CONSISTENT, SUSTAINABLE, LONG-TERM PERFORMANCE

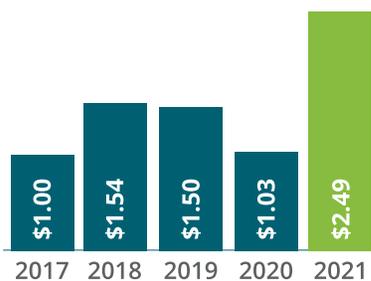
RETURN ON AVERAGE TANGIBLE COMMON EQUITY⁽¹⁾⁽²⁾



ADJUSTED EFFICIENCY RATIO⁽¹⁾⁽²⁾



DILUTED EARNINGS PER SHARE



(1) Non-GAAP, see reconciliations in Regions' Schedule 14A Definitive Proxy Statement filed with the SEC on March 4, 2022.
 (2) The 2017 and 2018 ratios were calculated on a continuing operations basis.

Executing Plans for Sound, Profitable Growth

Against the backdrop of significant change and disruption, it's incredible to see the progress that's been made since the early days of the pandemic. While there are still supply chain and labor issues in our markets, we feel growing momentum and see undeniable potential that gives Regions new opportunities to serve. Our strategic plan is built on the reality of these opportunities and the three key pillars that represent how we'll compete and win:

Lean Into Our Strengths

We're guided by a purpose and mission that's grounded in creating shared value. This differentiates us and is the foundation for our strengths.

Execute & Compete With Purpose & Passion

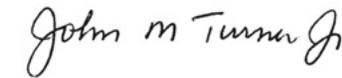
Our team will work together with a strong sense of urgency to deliver accelerated growth and value for our customers, fellow associates, shareholders and the communities we serve.

Innovate Through Digital & Data

By strengthening our culture of innovation and investing in technology, we will exceed customer expectations, continue to become more efficient and effective in how we operate, manage risk, and build a bank for the future.

As we begin 2022, we're confident knowing that our strong foundation positions us for future growth and that we'll be successful in executing our strategic plan. Now, more than ever, I'm convinced the companies that will win are those that move and execute decisively, intelligently and with the greatest sense of urgency. It's about prioritizing work that matters and approaching it with energy and excitement. It's about focusing our efforts on activities that will make the most difference for our customers, communities and shareholders. I'm confident the Regions team will deliver the full power of our purpose and mission in the year to come. My thanks to our associates, and to all our stakeholders, for their contributions and support.

Sincerely,



John M. Turner, Jr.
 President and Chief Executive Officer
 March 4, 2022



Regions At a Glance

Regions Financial Corporation (NYSE:RF) is a member of the S&P 500 Index and is one of the nation's largest full-service providers of consumer and commercial banking, wealth management, and mortgage products and services. Regions serves customers across the South, Midwest and Texas.

19,626
associates

2,000+
ATMs

1,300+
branches

\$139.1 billion
total deposits

\$162.9 billion
total assets

16-state
footprint

Our Banking Franchise



Birmingham, Alabama

Green states represent our branch footprint, and blue states reflect locations associated with our national businesses.

Line of business coverage

- Ascentium
- ▲ EnerBank
- First Sterling
- Business Capital
- Capital Markets
- Commercial Banking
- Corporate Banking
- Equipment Finance
- Government/Institutional
- Institutional Services
- Private Wealth
- Real Estate
- Specialized Industries

Performance		
Corporate Banking	Consumer Banking	Wealth Management
\$59 billion average assets	\$34 billion average assets	\$2 billion average assets
\$840 million net income	\$639 million net income	\$99 million net income

2021 Performance Dashboard



FINANCIAL HIGHLIGHTS

\$2.4 billion

Net Income Available to
Common Shareholders

\$2.49

Earnings per Share

\$6.4 billion

Adjusted Total Revenue⁽¹⁾

57.3%

Adjusted Efficiency Ratio⁽¹⁾

(1) Non-GAAP, see reconciliations in Regions' Schedule 14A Definitive Proxy Statement filed with the SEC on March 4, 2022.



PRINCIPLES OF GOVERNANCE

46%

Board diversity based on gender,
ethnicity, race, and sexual orientation

12

Independent Directors

Management-level

ESG Leadership Council
established

New diverse

Audit Committee Chair



PEOPLE

62%

of associates are women and

35%

of associates are a member
of a minority demographic

19

DEI Networks in operation

5%

401(k) Plan matching contribution

3-year

Path to Inclusion model launched
to enhance inclusive culture

**PLANET****50%**

2030 goal to reduce gross Scope 1 and Scope 2 location-based greenhouse gas emissions

33%

reduction in gross Scope 1 and 2 location-based greenhouse gas emissions since 2019

34%

reduction in energy use since 2015

\$627 million+

in ESG-related financings, committed or closed by our Energy and Natural Resources Group

**PROSPERITY**

Invested
\$4.4 billion

in community development initiatives

\$23 million

in philanthropic and community giving by Regions Bank and the Regions Foundation

1.4 million

people received financial education from Regions

124,000

financial wellness workshops hosted

53,400

hours logged by Regions associates to make life better in our communities

\$33 million

invested by the Regions Community Development Corporation in new debt and equity commitments

Recognition



Ranked first in the J.D. Power 2021 U.S. Online Banking Satisfaction Study among Regional Banks for the second year in a row



Won 2021 Gallup Exceptional Workplace Award



Certified in 2021 as a 2021-2022 Great Place to Work®



Received a 100 percent score on the Human Rights Campaign’s 2021 Corporate Equality Index — named a Best Place to Work for LGBTQ+ Equality



Received a 100 percent score on the American Association for People with Disabilities and Disability: IN’s 2021 Disability Equality Index — named a Best Place to Work for Disability Inclusion



Received 2021 Military Friendly Employer Award — Silver

Strategy Overview

Regions is focused on generating consistent, sustainable, long-term performance and shared value for all stakeholders through every business cycle. Our focus, along with our vision, mission and values, guide our strategy and help us realize measurable progress, year after year.

To compete in a unique operating environment, Regions will continue to focus on what we can control. We execute against our three strategic priorities, which balance the needs of our customers, communities, associates, and shareholders. We take various actions to deliver strong financial results and create shared value against our priorities, and because of that, success is measured in many ways.



(1) See reconciliations in Regions' Schedule 14A Definitive Proxy Statement filed with the SEC on March 4, 2022.

Strategic Principles

Lean into Our Strengths

How We Do It

By leveraging our culture to create shared value, focusing on our customers, building the best team, investing in our markets, and managing dynamic risk.

2021 Achievements

- » Developed and implemented several associate career development programs designed to draw out the potential of our associates to adapt, reskill, and assume new roles within the organization.
- » Expanded associate DEI Networks and made meaningful progress in increasing diverse candidates and hires in the talent pipeline.
- » Invested in our recruiting platform and process to improve the way we recruit, where we recruit, and the candidate experience we provide.

Execute and Compete with Purpose and Passion

How We Do It

By effectively managing credit risk, delivering competitive segment strategies, working to continuously improve, strategic capital planning, balance sheet protection through hedging, pursuing mergers and acquisitions activities, and maintaining mature ESG strategies and practices.

2021 Achievements

- » Grew revenue by 2 percent and 3 percent on an adjusted basis (non-GAAP);⁽¹⁾ achieved the highest pre-tax pre-provision income that Regions has ever reported in a fiscal year, increasing by 2 percent in 2021 over the prior year.
- » Delivered net retail checking account growth that exceeded the previous three years combined.
- » Grew consumer checking accounts by 3 percent, small business checking accounts by 5 percent and increased corporate loan production by 30 percent.
- » Pursued revenue growth initiatives, including the acquisitions of home improvement lender EnerBank USA and capital markets firms Sabal Capital Partners and ClearSight Advisors.

Innovate Through Digital and Data

How We Do It

By making disciplined investments in new capabilities, optimizing operations and leveraging technology, beginning a multi-year initiative to modernize core systems, enabling rapid delivery, and evolving our approach to meet tomorrow's customer needs.

2021 Achievements

- » Demonstrated continuous growth in key areas of Digital during the year, including:
 - Digital usage, with 3.1 million active digital users (7 percent increase year-over-year).
 - Mobile active users (12 percent increase year-over-year).
 - Digital transactions, which constituted nearly 70 percent of all consumer customer-initiated transactions.
- » Began effort toward modernization of our core deposit and lending systems, as well as new fulfillment and servicing platforms for real estate loans.
- » Further improved resiliency and security through fraud analytics, data protection, due diligence, data recovery, and authentication measures.
- » Introduced a Board-level Technology Committee to oversee and support Regions' technology and innovation initiatives.



Principles of Governance

IN THIS SECTION:

Governing Purpose →

Quality of Governing Body →

Stakeholder Engagement →

Ethical Behavior →

Risk and Opportunity Oversight →

Governing Purpose

The extent to which governance drives firms to establish and pursue a positive and clear purpose, and the extent to which corporate purpose guides strategy.



Our Approach to Shared Value and Strategy

Our Vision

To be the premier regional financial institution in America.

Our Mission

Achieve superior economic value for our shareholders over time by making life better for our customers, associates, and communities and creating shared value as we help them meet their financial goals and aspirations.

Our Key Points to Creating Shared Value

- » **We are not motivated by profit alone.** We believe that business is only done well when all stakeholders benefit: our customers, associates, communities, and shareholders.
- » **Integrity, trust, and respect are fundamental to how we operate.** We want to win, but we want to win the right way.
- » **We only offer customers products and services** that they need, want, and understand.
- » **When our communities are strong and thriving,** local businesses also benefit. By investing resources in our communities, we ultimately deliver value to our shareholders as well.

Our Values

Our values reflect how we will reach our vision, deliver our mission, and execute our purpose every day we come to work. These values serve as the measuring stick by which to judge our behavior and results:

- » Put people first
- » Do what is right
- » Focus on your customer
- » Reach higher
- » Enjoy life

Our Strategy

Our vision, mission, and values continue to be the foundational elements of our 2022-2024 Strategic Plan and are integral to our ability to serve and support our customers, communities, associates, and shareholders. Our strategic priorities and values balance the needs of all of these stakeholders.

Regions believes that local, relationship banking powered by great technology done well and at scale differentiates us in the markets we serve.

We also believe that our strategic focus in three key areas will help us deliver consistent sustainable long-term performance and shared value:

- » **Lean into our strengths:** We will continue to focus on what makes us unique and what we can control. Through this approach, we will create shared value, benefiting the Company, our customers, our shareholders, and our communities.



>> GOVERNING PURPOSE

- » **Execute and compete with purpose and passion:** We have plans to grow efficiently and effectively. We will do this by continuously improving how we work and growing in areas where we have unique expertise and outsized opportunity.
- » **Innovate through digital and data:** We have an initiative to successfully modernize our core systems and transform our operations while continuing to innovate, focused on client-centric themes — Personalization, Protection, Advice and Guidance, and Convenience.

Each of the Company's business groups is responsible for creating its own strategic plan. These plans include ESG elements that contribute to Regions' overall strategic plan, which is presented to the Board. During the strategic planning process, and throughout the year, our strategy and business decisions are informed by feedback from stakeholders including customers, associates, community partners, and shareholders.

Values-Based Governance

At Regions, we strive to use our corporate values as a lens through which decisions should be made. Regions' Board provides guidance for sound decision-making and accountability and oversees management, who ensure our compliance with laws and regulations. Maintaining legal and regulatory compliance is a minimum standard, and we endeavor to exceed this baseline by implementing leading governance practices.

Further, we strive to conduct business according to the highest ethical standards, as evidenced by our Code of Business Conduct and Ethics (Code of Conduct) applicable to all associates and Directors, as well as our Code of Ethics for Senior Financial Officers and our Supplier Code of Conduct applicable to our suppliers

and vendors. Our associates and Directors take these ethical responsibilities seriously and are mindful of our values; in particular, to do what is right. We maintain an environment of openness and transparency and take every opportunity to protect our culture by promoting Regions' values. Our customers, shareholders, communities, and associates expect no less of us if they are to continue placing their trust and confidence in us.

The Board and management understand that good governance is the foundation of sustainable business and is necessary for creating shareholder value over the long term.



Quality of Governing Body

The extent to which the form and function of the governing body are aligned to long-term value creation.



Messages from Board Committee Chairs



José S. Suquet,
*Chair of the
Audit Committee*

Audit Committee

During 2021, I was honored to be appointed as Chair of the Audit Committee, stepping in for Carolyn Byrd, who provided tremendous leadership for the Committee for a number of years. I want to thank Carolyn for her service and her many contributions to the Committee.

As part of the transition process, I independently held special meetings with members of finance, risk management, information technology, and internal audit to discuss relevant topics for the Audit Committee. In addition, I meet regularly with the

leadership team from internal audit, executives, and other members of management, as well as our independent auditing firm, to preview meeting topics and materials and to gain valuable insight on the scope and results of audit activities.

Regions' acquisitions of EnerBank USA, Sabal Capital Partners, LLC, and ClearSight Advisors, Inc. were monitored by the Audit Committee during 2021. The Committee received regular updates on critical accounting estimates, which include the allowance for credit losses, fair value measurements, intangible assets including goodwill, residential mortgage servicing rights, and income taxes.

Focused training was provided to Audit Committee members to help the Committee with its oversight on current and emerging matters. Educational sessions covered topics such as cybersecurity, including ransomware and software supply chain security; cryptocurrency; data analysis and modeling, including the use of AI and Machine Learning systems; ESG areas of importance; financial industry perspectives on

mergers and acquisitions; the regulatory landscape; shareholder activism trends and activism preparedness; change management processes and governance; and the current banking industry environment.



>> QUALITY OF GOVERNING BODY



Ruth Ann Marshall,
*Chair of the
NCG Committee*

**Nominating & Corporate Governance
(NCG) Committee**

Strong corporate governance principles and practices have perhaps never been more important to the success of a company like Regions than they are today, and the NCG Committee has continued to enhance and diligently fulfill its oversight responsibilities in light of heightened expectations from stakeholders around Board governance, Board composition, and ESG.

The NCG Committee made a number of modifications to Regions’ corporate governance documents during the year, including additions to the Company’s Corporate Governance Principles to further limit and clarify permissible service of our Directors on other boards, in order to better align with the expectations of our shareholders. We made improvements to our Supplier Code of Conduct, Human Rights Statement, and Director Onboarding and Ongoing Education Program. The Committee also continued organizing and assisting with the facilitation of our robust annual evaluation process, which we believe is critical to the continued effectiveness of our Board.

The NCG Committee was pleased to recommend to the Board the addition of Joia Johnson as a new Director in the summer of 2021. Joia has been a fantastic addition to the Board, and, with her extensive experience serving in a number of positions with public companies over the years, she began contributing to the Board immediately. Joia’s appointment also advanced our Board diversity goals, resulting in 46 percent overall diversity (based on gender, race/ethnicity, and sexual orientation), 31 percent gender diversity, and 31 percent racial/ethnic diversity at the time. As we contemplate potential future Board candidates in light of upcoming Director retirements in accordance with our mandatory retirement age, the Committee will maintain a commitment to the inclusion of individuals who reflect diverse backgrounds.

The NCG Committee has steadily increased focus on its ESG oversight responsibility, specifically the Company’s ESG disclosure commitments and progress around those commitments. The Company achieved a number of reporting milestones during 2021, including the release of our first stand-alone TCFD Report, and an expanded ESG Report structured around the World Economic Forum’s Stakeholder Capitalism Metrics initiative. The Committee supports transparency around the Company’s ESG efforts and initiatives and will continue to encourage progress and improvements in our ESG program and related reporting in 2022 and beyond.



Zhanna Golodryga,
*Chair of the
Technology Committee*

Technology Committee

The Technology Committee was formed in February 2022 in recognition of the need for the Board to provide oversight of Regions’ technology and innovation initiatives, which continue to grow as we address the fast-evolving technology landscape and modernize our systems to meet the needs and expectations of our customers. Specifically, the Committee is charged with oversight with respect to the overall role of technology in executing the Company’s business strategy, including, but not limited to, (i) technology, digital, and innovation strategy, performance, and operations, (ii) significant technology investments and expenditures, (iii) project management, and (iv) emerging trends in technology and digital transformation.

The Technology Committee will provide Board-level oversight and support of Regions’ multi-year “Regions 2.0/R2” project.

I am pleased to serve as Chair of this newly formed and important Committee and look forward to providing updates on future developments and progress.

>> QUALITY OF GOVERNING BODY



Samuel A. Di Piazza, Jr.,
*Chair of the
CHR Committee*

Compensation & Human Resources (CHR) Committee

In 2021, the CHR Committee continued its oversight of executive compensation and human capital management. The CHR Committee worked with management to establish corporate performance incentive goals that support the Company’s strategy and directly impact executive compensation. The CHR Committee also continued its oversight of total rewards, corporate culture, DEI, talent management, management succession planning, and associate conduct.

Notably, in early 2021 the then-chair of the CHR Committee, Don DeFosset, and Committee member Ruth Ann Marshall engaged with shareholders to discuss say-on-pay concerns. In response to these shareholder engagement efforts and Regions’ fall shareholder outreach, the CHR Committee worked with management to enhance pay-for-performance decision disclosures in the proxy statement and approved an annual incentive plan designed to insulate incentive performance from volatility related to Current Expected Credit Loss (CECL) credit loss provisioning. Additionally, the CHR Committee made no modifications to the performance metrics for the 2019-2021 long-term performance-based awards.

First as a CHR Committee member, and now as its Chair, I want to assure you that we value shareholder feedback and take it under advisement as we strive to design and implement executive compensation programs that support the Company’s strategic plans as well as create shared value for our associates, the Company, and our shareholders.



Johnny Johns,
*Chair of the
Risk Committee*

Risk Committee

Consistent with the expectations set forth in its charter, the Risk Committee has effectively established parameters and tolerances for risk-taking by the Company. The Risk Committee

has monitored these parameters and tolerances to ensure the Company remains in alignment with our established risk appetite during a prolonged period of stress and uncertainty. In response to the pandemic and its lingering impacts, the Risk Committee has provided focused oversight of credit risk, including credit policy and underwriting and credit quality and trends. Similarly, the Risk Committee has monitored capital adequacy, business resiliency, model performance, and the control environment throughout the evolving recovery from the pandemic. Notwithstanding these significant risks, the Risk Committee also effectively monitored other key risks to the Company over the last year, including, but not limited to, customer privacy and fair banking, interest rate risk management, the company’s incentive compensation plans, environmental and social risk management, cyber and information security, fraud risk management, and third-party risk management, as well as recurring reviews of risk factors associated with business changes made in connection with the Company’s strategic priority to Continuously Improve. The Risk Committee has also monitored the initial impacts of the Russia/Ukraine conflict to the Company, including the impact to our customers. Further, the Risk Committee has monitored the integration of acquisitions with the Company’s enterprise risk management framework.

The Risk Committee also completed its annual self-evaluation process based on leading corporate governance principles to evaluate elements such as committee structure, composition, and oversight. The results of the evaluation demonstrate that we have strong membership with diverse backgrounds and skill sets that contribute to the effectiveness of the Risk Committee overall.

The Risk Committee will continue to work with management and outside experts with the goal of ensuring prudent and effective risk oversight of the Company within the fast-paced and ever-changing financial services industry.

Board Profile

Name	Age	Independent?	Director Since	Board Committee(s)	Principal Occupation	Total Number of Public Company Boards
Samuel A. Di Piazza, Jr. ⁽¹⁾	71	Y	2016	Audit CHR (C)	Retired Global CEO — PricewaterhouseCoopers; Retired Vice Chairman — Citigroup Global Corporate and Investment Bank	4
Zhanna Golodryga	66	Y	2019	CHR Risk Technology (C)	Chief Digital and Administrative Officer — Phillips 66	2
John D. Johns ⁽²⁾	70	Y	2011	Risk (C) Technology	Retired Chairman, President, and CEO — Protective Life Corp.	3
Joia M. Johnson	61	Y	2021	NCG Risk	Retired CAO, General Counsel, and Corporate Secretary — Hanesbrands Inc.	3
Ruth Ann Marshall	67	Y	2011	CHR NCG (C)	Retired President, The Americas — MasterCard International, Inc.	3
Charles D. McCrary	70	Y	2001	BOARD CHAIR	Retired Chairman, President, and CEO — Alabama Power Co.	1
James T. Prokopanko	68	Y	2016	Audit NCG	Retired President and CEO — The Mosaic Co.	3
Lee J. Styslinger III	61	Y	2003	NCG Risk	Co-Chairman — Altec, Inc.	3
José S. Suquet ⁽¹⁾	65	Y	2017	Audit (C) Technology	Chairman and CEO — Pan-American Life Insurance Group	1
John M. Turner, Jr.	60	N	2018		President and CEO — Regions Financial Corp. and Regions Bank	1
Timothy Vines ⁽¹⁾	56	Y	2018	Audit CHR	President and CEO — Blue Cross and Blue Shield of Alabama	1

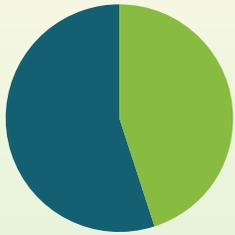
(1) Audit Committee Financial Expert

⁽²⁾ Risk Management Expert

^(C) Committee Chair

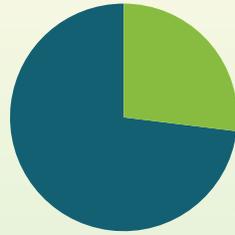
Information in this "Board Profile" subsection reflects the Board's composition as of April 20, 2022, the date of our 2022 Annual Meeting of Shareholders. Immediately prior to that meeting, Directors Carolyn Byrd and Don DeFosset retired from the Board and did not stand for re-election.

Board Diversity⁽¹⁾



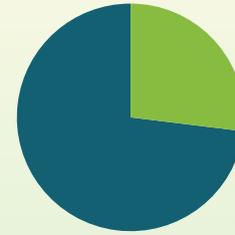
Overall diversity — gender, race/ethnicity, and sexual orientation (LGBTQ+):

45%



Gender diversity:

27%



Racial/ethnic diversity:

27%

Independent:

91%

Average tenure:

8 years

Average age:

65

Chair of the Board:

Independent

Directors or executive officers permitted to enter into hedging agreements or pledge stock:

0

Directors overboarded under ISS and Glass Lewis Guidelines and market standards:

0

Mandatory retirement age:

72

(with rare exceptions in specific situations)



Engagement with institutional shareholders:

Year-round

⁽¹⁾ As of April 20, 2022, the date of our 2022 Annual Meeting of Shareholders.



Board Structure

The Board assumes an active role in providing oversight of, and guidance to, our executive management team and in maintaining a strong system of checks and balances. Based on New York Stock Exchange listing standards, SEC requirements, our Corporate Governance Principles, and other key expectations, the Board believes that an appropriate Board leadership structure includes:

- » A substantial majority of independent Directors with diverse backgrounds and experiences.
- » Extremely capable committee chairs.
- » Strong independent leadership provided by either an independent, non-executive Chair of the Board or a Lead Independent Director.

The Board's current leadership structure meets these objectives. Following our 2022 Annual Meeting of Shareholders, ten of our 11 Directors were determined to be independent. All Directors are required to stand for election on an annual basis, thus providing shareholders with a yearly opportunity to express their views on each Director's individual performance

and contribution to the Board. Our executive officers benefit from oversight provided by highly experienced, well-informed, and fully engaged Board members; accordingly, we seek out Directors with a wide range of backgrounds and skill sets. Our 2022 Proxy Statement includes a Board Skills and Composition Matrix that sets forth the diversity of expertise and abilities that each Director contributes to the Board's oversight functions. The 2022 Proxy Statement also speaks to the capabilities and independence of our Board Chair and the chairs of each of our standing Board committees.

The Board also believes that its leadership structure should be flexible to accommodate different approaches based on its evaluation of the best interests of the Company and our stakeholders at any given time. In consultation with the NCG Committee, the Board carefully considers its leadership structure and composition each year as part of the continuous succession planning process. A critical aspect of the Board's leadership structure analysis is determining how best to honor the Board's commitment to maintaining robust independent leadership, given the present needs of the Company. After undertaking such an evaluation in early 2022, the Board continues to believe that the

Company's interests are best served at this time by having an independent, non-executive Chair to provide independent leadership to the Board. The Board has also determined that the Company benefits from its CEO, who is intimately involved with and responsible for managing the Company's operations and strategy, also serving on the Board and its Executive Committee. Having the CEO serve in this capacity provides a critical link between the Board's oversight and the day-to-day operations of the Company.

Each year, Directors undergo a robust evaluation process to help ensure that the Board, its committees, and its individual members are best equipped to create shared value for the Company's stakeholders. The evaluation process includes one-on-one discussions between the independent Chair and each independent Director; one-on-one discussions between each committee Chair and their members; full Board and committee evaluations; and follow-up action items, as applicable. Topics such as Board refreshment, management succession, Board and committee oversight and responsibilities, and oversight of corporate strategy are routinely included as possible discussion items. The results of these self-evaluations are then considered when determining the slate of Director nominees for each annual shareholder meeting. The full Board, Committee, and Individual Director Evaluation Program, including the steps, example questions, and some of the takeaways and action items from the most recent self-evaluation, is discussed in more detail in the 2022 Proxy Statement.

The NCG Committee, which oversees the Board evaluation process, is also responsible for identifying and assessing potential candidates for Directorship using the criteria established by the Board and set forth in the Corporate Governance Principles. The process used by the Board to identify, evaluate, appoint, and onboard new Directors is provided in the 2022 Proxy Statement. Since 2017, the Board has appointed five new Directors. Each of these Directors brings unique skills and backgrounds

>> QUALITY OF GOVERNING BODY

to their Board service that complement those of other Directors, thus providing the Board with additional diverse points of view when making decisions and providing oversight. To that end, 80 percent of the Directors who have joined our Board since 2017 self-identify as diverse (including diversity of gender and race/ethnicity).

Commitment to Leadership Diversity — The Rooney Rule in Action

In 2019, the NCG Committee and Board amended the Corporate Governance Principles to reaffirm the Board’s commitment to diversity (including gender, race, and ethnicity) by adopting a version of the “Rooney Rule.” Pursuant to the revision, the NCG Committee endeavors to include candidates who reflect diverse backgrounds in the pool of candidates from which Director nominees are chosen. Similarly, third-party firms used to compile a pool of Director candidates are requested to include such individuals. This rule was extended to searches for candidates for a Section 16 Executive Officer position, including the CEO’s successor, in 2020. These changes further the existing practice among the Board and executive management of considering diversity when recruiting and nominating individuals for Directorship and Section 16 Executive Officer positions.

Compensation Philosophy and Objectives

Our compensation and benefits programs operate under the guidance and oversight of the CHR Committee. The CHR Committee is responsible to the Board for approving Regions’ executive compensation objectives and ensuring that the compensation programs and policies of the Company support the business goals and strategic plans approved by the Board.

We operate in a highly competitive and regulated environment. Our ability to successfully compete and

grow our business depends on the skill, acumen, and motivation of our executives and their ability to develop and execute a dynamic strategic plan. With this in mind, the CHR Committee established the following guiding principles of compensation to serve as the foundation of our compensation philosophy:

- » **Set competitive targets** - Compensation targets should be transparent and set at competitive levels.
- » **Pay for performance based on clear and focused goals** - Actual compensation should pay for performance based on goals that are clear and focused. As an associate’s business responsibilities increase, the mix of compensation should be more heavily weighted toward variable compensation that is considered “at-risk,” based on corporate and individual results.
- » **Promote shared value** - Compensation programs should promote shared value through alignment of the long-term interests of our shareholders, customers, and associates.
- » **Balance growth and risk** - Compensation programs should be balanced, incenting sustainable, profitable growth without encouraging associates to take unreasonable risks that may damage the long-term value of the Company. To ensure programs remain consistent with the safety and soundness

of the Company, compensation programs will be subject to robust risk management and governance frameworks, including oversight by the CHR Committee of the Board.

- » **Align with corporate values** - Compensation programs should be fair, equitable, and align with our corporate values.

In addition to these broad guiding principles, the CHR Committee adopted a number of key practices that are consistent with our philosophy and our commitment to excellence in corporate governance. Equally as important as adopting strong practices is a commitment to refrain from certain compensation and employment practices that are inconsistent with our philosophy and goals.



Stakeholder Engagement

The nature of engagement with material stakeholders, including the processes in place to understand stakeholders' key concerns and the company's impact on them.



Approaches to Engagement

We believe that engaging with our stakeholders should be a long-term, ongoing, and two-way communication process. We proactively seek mutual learning opportunities with stakeholders that allow us to exchange information about respective viewpoints, strategies, and practices.

The following chart sets forth some of the methods we use to engage our stakeholders, as well as a non-exhaustive listing of compelling topics we regularly discuss during our engagements with our stakeholders.

Stakeholder	How We Engage		Engagement Topics
Shareholders	<ul style="list-style-type: none"> » Corporate governance events » Investor Day » Director-shareholder interactions » Board presentations from shareholders » Sell-side sponsored conferences 	<ul style="list-style-type: none"> » Roadshows » Investor calls and visits » Quarterly earnings calls » Annual shareholder meeting » Virtual and in-person meetings » Outreach calls » Update emails 	<ul style="list-style-type: none"> » Financial performance » Strategy » Executive compensation » ESG » Human capital management » Climate change » DEI
Customers	<ul style="list-style-type: none"> » Personal banking relationships » Internal and external customer surveys » Digital banking channel » Social media 	<ul style="list-style-type: none"> » Centralized Customer Complaint (CCC) Program » Annual event with Board at off-site meeting » Selected quarterly client events 	<ul style="list-style-type: none"> » Customer access to banking solutions » Fair and responsible banking » Product needs, characteristics, and limitations » Financial literacy » ESG

>> STAKEHOLDER ENGAGEMENT

Stakeholder	How We Engage		Engagement Topics
Associates	<ul style="list-style-type: none"> » Engagement surveys » Front Page News, a multimedia internal news website for associates » HR Connect, an internal website for associates » Monthly strategy conversations with the CEO » Quarterly Earning Highlights with talking points and guides for managers » Evergreen Week, a week dedicated to showing management's appreciation of associates » DEI Networks across the footprint » Leadership Development for All, monthly content to invest in the development of our leaders » Business group newsletters » Annual Week of Understanding, focused on Inclusion and Belonging 	<ul style="list-style-type: none"> » Doing More Today®, an external website focusing on Regions' community engagement and timely Company announcements » Email notifications to announce organizational changes » Report It! Hotline and portal that allow associates to share concerns and complaints anonymously » Share the Good®, an associate community engagement campaign » What a Difference a Day Makes, a paid day off for associates to volunteer » Two Inclusion Observance Days, to be taken for celebrations relevant to an associate's cultural or community passion 	<ul style="list-style-type: none"> » Associate engagement » Associate well-being » Company strategy » DEI » Financial performance » Learning and development opportunities » Continuous improvement focus » Organizational changes
Regulators, Policymakers, State and Federal Legislators, and Agencies	<ul style="list-style-type: none"> » Management meetings and briefings » Management and committee reports » Continuous monitoring meetings with management 	<ul style="list-style-type: none"> » Targeted exams » Responding to proposed rules through comments during the notice-and-comment rulemaking process 	<ul style="list-style-type: none"> » Capital planning and positions » Liquidity management and positions » Governance and controls » Regulatory compliance » Trade association engagement on legislation and regulatory policy » Legislation and regulatory policy » Risk management (Credit, Model, Operational, etc.)
Communities and Nonprofit Organizations	<ul style="list-style-type: none"> » Funding support of community programs and initiatives » Volunteer, community service and board membership by associates » Relationships with local market executives and bankers 	<ul style="list-style-type: none"> » Partnerships with local community relations officers and community development managers » Collaborations with Regions' Disability Services and Outreach Manager and Regions' Service Members and Veterans Affairs Manager 	<ul style="list-style-type: none"> » Economic and community development » Education and workforce readiness » Financial wellness » Disaster relief and recovery » DEI

>> STAKEHOLDER ENGAGEMENT

ESG Outreach

Regions takes a long-term approach to value creation, which we believe necessitates a commitment to constructive, meaningful communications with our stakeholders. As such, we seek opportunities throughout the year to engage directly with stakeholders, as well as lending our voice to bigger ESG conversations through participation in task forces, working groups, roundtable discussions, and conferences.

One example of this outreach is our year-round effort to engage with shareholders. Through our annual engagement program, we reach out to many of our institutional shareholders to solicit feedback on our ESG practices, including those involving compensation and disclosures. We also schedule follow-up calls to facilitate additional dialogue on specific issues and topics, inviting other internal experts to participate and provide further insight. Outside of these annual engagement efforts, this year we initiated additional shareholder outreach under the leadership of our Directors and multiple cross-functional representatives. The feedback we obtain through these engagements is subsequently presented to our Board. Our 2022 Proxy Statement provides detailed discussions of our engagement efforts, including feedback we received and the responsive actions we have taken, from the past year.

To further broaden the perspectives we receive, we also engage with a variety of other stakeholder groups through both direct and group-based interactions. Throughout the past year, we:

- » Held calls and participated in sessions with standards-setting organizations including CDP and the Partnership for Carbon Accounting Financials (PCAF).
- » Interacted with third-party ESG rating organizations on our performance under their respective methodologies.

- » Discussed our ESG practices with proxy advisory firms.
- » Contributed to discussions with peers through industry group roundtables, working groups, and task forces.
- » Collaborated with local, state, and national organizations with the common goal of supporting our communities.

Regions further seeks continuous improvement in our practices and disclosures through our relationship with Ceres. Ceres is a nonprofit sustainability organization that works with investors and companies to build leadership and drive sustainability solutions. We were accepted to Ceres' Company Network in 2019. Since then, as a Company Network Member, we have had the opportunity to gain valuable insights into ESG best practices, stakeholder expectations, and other ESG-related guidance through Ceres' in-house expertise. Most recently, we consulted Ceres on our environmental and social risk management initiatives.

By allowing us to engage on ESG issues and perspectives, each of these stakeholder groups plays an important role in helping improve our governance strategies, initiatives, and disclosures. While some opportunities have continued to be more limited due to the pandemic, we appreciate that participating in these activities — whether virtually or in person — not only affords us the ability to connect with individual stakeholders, but also to discuss best practices that have been implemented by other leaders in various sectors and industries.

Director-Associate Engagement

The Board and management set a “tone at the top” that is characterized by, among other hallmarks, open and transparent communications across all levels of the Company. Throughout the year, Directors interact with associates in a variety of ways, and the Company

regularly provides specific opportunities for Director-associate engagement. The COVID-19 pandemic affected the frequency of in-person events in 2021, for the safety of our associates and Directors, but we have continued to seek ways to maintain these opportunities.

For example, associates regularly attend and present at Board and committee meetings to provide subject-matter expertise and additional insights into items being discussed. Associates also regularly attend the Board dinners and breakout sessions that typically coincide with quarterly Board and committee meetings. The Board's quarterly meeting in October is typically held in different cities within Regions' footprint, further broadening these interactions. Throughout their tenure, Directors are also encouraged to visit various Regions facilities, including the Regions Operations Center. In addition, we provide opportunities for Directors and associates to interact through small-group and one-on-one meetings without executive management present to discuss topics of interest. All Board members have full and free access to contact and meet with any Regions associate. The independent Chair of the Board sends an annual memo to the Executive Leadership Team reminding them that they may speak directly and confidentially to the Board regarding any substantial concerns that are irresolvable among management.



Ethical Behavior

The extent to which a company is conducting itself ethically, in line with applicable laws and norms for corporate behavior.



Ethical Business Conduct

We value our relationships with associates, customers, vendors, and the communities where we work and live. In every interaction, Regions must be regarded as trustworthy, honest, and fair. The Code of Conduct is designed to provide resources and guidance to help ensure, among other matters, that:

- » Regions and its associates remain in compliance with all applicable laws and regulations.
- » Regions is a safe and nondiscriminatory place to work and conduct business.
- » Confidential and proprietary information is protected.
- » Inappropriate gifts or favors are not accepted or given.
- » Conflicts of interest are avoided.

The Code of Conduct is about more than compliance; it is about what is expected of each associate and how we maintain trust with each other and those we serve. Associates are required to complete annual Business Conduct and Ethics training and attest they have read and understand the Code of Conduct. The CHR Committee reviews and approves all substantive revisions to the Code of Conduct annually and receives an annual report on the status of Regions' ethics objectives.

Allegations of associate misconduct are investigated by the Office of Associate Conduct (OAC), with assistance from other business units as appropriate. The OAC, led by our Associate Conduct Officer, serves as the daily oversight function of all matters involving associate misconduct. The OAC provides balanced consultation and effective solutions on associate conduct matters, and the cross-functional Associate Conduct Roundtable monitors complaints, trends, and emerging issues. Investigations protect confidentiality to the extent possible, and remedial action is taken when appropriate.

Our executive-level Ethics Council is responsible for enforcing Regions' standards of conduct and considering all potential violations of the Code of Conduct that could have a material effect on Regions, including matters alleging violations of the Sarbanes-Oxley Act of 2002, SEC reporting violations, internal insider trading policy violations, and matters involving significant Code of Conduct violations by executive-level associates. The Council meets on a quarterly basis, or more frequently if necessary, and provides quarterly reports to the CHR Committee on all matters presented, as well as an annual report regarding the overall status of Regions' ethics objectives.

Anti-Competitive Behavior

Antitrust laws prohibit agreements among competitors to restrict competition. Regions strictly prohibits associates from conspiring with any of Regions' competitors to fix prices, allocate markets and customers, or refuse to deal with particular suppliers or customers. When in contact with Regions' competitors, associates must avoid discussing how Regions conducts its business.

No Retaliation Policy

Regions considers retaliation to be a serious violation of the Company's values and the Code of Conduct. Regions prohibits retaliation of any kind for good-faith reports of alleged ethical violations or unlawful or illegal conduct. Regions' No Retaliation Policy is set forth in the Code of Conduct as well as in other Company policies.

We want associates to be comfortable reporting potential Code of Conduct and other policy violations, and we protect the confidentiality of complaints we receive to the extent possible. When complaints regarding associates are reported, the OAC is notified so that potential retaliation and all other associate misconduct complaints are investigated promptly and fairly. Oversight by the OAC helps ensure that our preventive measures, complaint handling, and resolution efforts are effective.

>> ETHICAL BEHAVIOR

At Regions, do what is right is not just a platitude; it is at the heart of all we do. We believe that our actions have yielded positive results in the form of a culture that reflects our values, and we will continue to review our processes and policies to ensure their effectiveness in reinforcing that culture.

Anti-Bribery and Anti-Corruption

Our Code of Conduct prohibits associates from engaging in bribery or corruption of any type. The specific restrictions regarding the provision of gifts and other items of value to government officials vary from jurisdiction to jurisdiction. The Code of Conduct requires associates to fully comply with all applicable laws regarding the provision of gifts and/or other items of value to government officials. Associates who are offered a gift or other item of value that would result in a violation of Regions’ policies are required to immediately report the incident to the Ethics Program Manager.

Regions also has an Anti-Bribery and Anti-Corruption Officer, who reports through Financial Crimes Risk Management. Our Anti-Bribery and Anti-Corruption Policy requires associates to comply fully with all applicable anti-bribery laws, including the Bank Bribery Act and the Foreign Corrupt Practices Act. This policy, which incorporates the guidance contained in our Code of Conduct, establishes Regions’ requirements to conduct business activity in an honest and ethical manner, with a zero-tolerance approach to bribery and corruption.

Whistleblower Protections

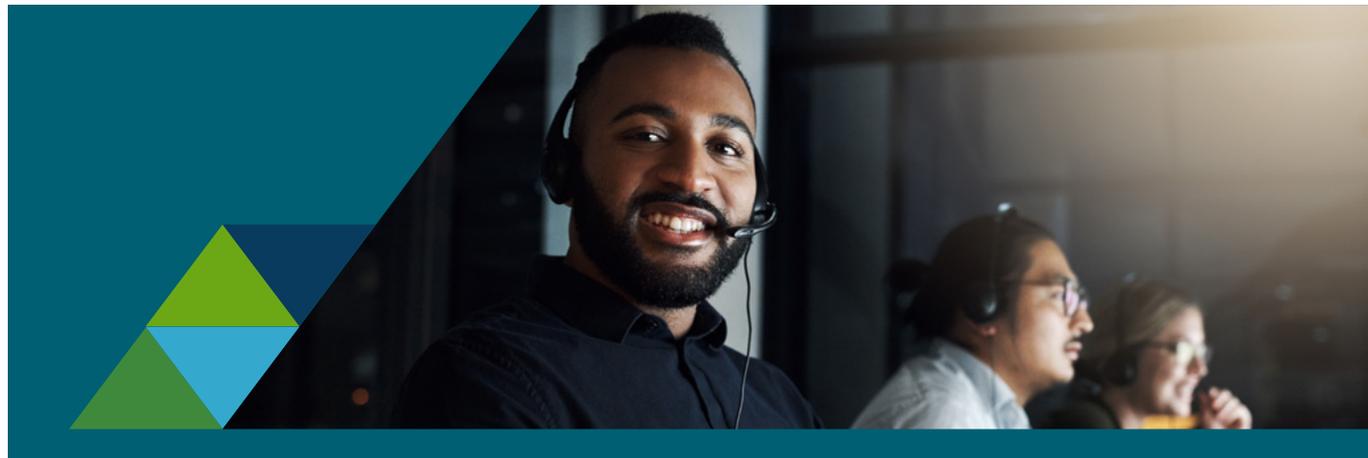
All associates must abide by the laws, regulations, and policies impacting the financial services industry, as well as other more broadly applicable federal and state laws and regulations, including employment laws, antitrust laws, privacy laws, insider trading laws, and criminal laws governing fraud, embezzlement, anti-corruption, and anti-bribery. Regions does not permit retaliation of any kind for good-faith reports of ethical violations or misconduct of others.

Regions encourages and expects all associates to voice ethical concerns about matters such as accounting, internal controls, auditing, discrimination, and harassment; to report violations or suspected violations of laws or regulations, the Code of Conduct, or other Regions policies or procedures; and to report potentially unlawful or illegal conduct by customers, associates, or vendors. We offer several channels through which associates and others may raise such concerns:

- » Associates may choose to report the activity directly to our HR Connect team via telephone or using the HR Connect online messaging function.

- » Two other channels, the Report It! Hotline and the Report It! website, are administered by a third party and are available 24 hours a day, seven days a week to enable associates to make reports anonymously.
- » The Raise the Red Flag online referral form allows associates to immediately refer potentially suspicious activity or behavior to internal investigators.
- » Associates may also anonymously send a letter directly to the Associate Conduct Officer.

We also recognize the important role our customers can play in ensuring we are meeting the obligations of our Code of Conduct. The Regions CCC Program is used to identify opportunities to enhance our products, services, and the customer experience. This enterprise-wide program helps us ensure that each individual customer complaint is timely addressed, and it also allows us to identify complaint trends and areas for improvement.



>> ETHICAL BEHAVIOR

Compliance Training

Regions strives to remain a leader in the banking industry, and for us, leadership and learning go hand-in-hand. Continuing education is a critical component of our culture, so we provide our associates with directed educational opportunities to better understand the business of banking; the risks Regions faces; and our responsibilities to protect our customers and comply with laws and regulations.

In addition to job-specific training, we require that associates complete six Mandatory Annual Compliance (MAC) training courses. Additional MAC courses are required for many associates based on their business units, roles, and functions. All of Regions' MAC online courses are reviewed and updated as necessary in response to regulatory changes, industry events, and evolving risks. Completion of MAC training is a condition of continued employment at Regions; new hires must complete this training within 30 calendar days of their start date, and then again annually. In 2021, Regions associates completed over 238,000 total hours of MAC training.

The following course descriptions provide the major topics contained within the six MAC courses required of every Regions associate.



“Business Conduct and Ethics” emphasizes every associate’s responsibility and accountability in the areas of conflicts of interest, insider trading/insider information, incentive program ethics, fair and consistent treatment, and discrimination and harassment prevention. Associates are also required to certify that they have read and understand the Code of Conduct and the General Policy on Insider Trading.



“Fair and Responsible Banking” explains the importance of providing Regions’ customers with a fair and responsible banking experience. Associates are provided with the tools to identify and apply key aspects of fair and responsible banking regulations and policies and to understand how they apply to Regions and our customers. The course also provides guidelines for avoiding discrimination and unfair, deceptive, or abusive acts or practices (UDAAP), and for properly reporting customer complaints through the CCC database.



“Fundamentals of Risk Management” reminds associates how sound risk management affects our ability to best serve our customers and protect Regions. The course explains the three lines of defense concept, the importance of a strong risk culture, and how shared value helps build and support that culture.



“Financial Crimes Bank Secrecy Act/Anti-Money Laundering (BSA/AML) and Office of Foreign Assets Control (OFAC)” covers the purpose of the BSA, the USA PATRIOT Act, and Customer Due Diligence requirements as they relate to recognizing, reporting, and reducing money laundering and other financial crimes. In addition, the course covers OFAC’s requirements, how to comply with OFAC, and Regions’ OFAC compliance strategy.



“Information Security” provides associates with training and information on Regions’ information security and protection strategy. The course explains user identification and passwords, personal computers, mainframe, e-mail, internet and intranet, remote access, and business recovery.



“Privacy” explains Regions’ Privacy Pledge and when to provide it to our customers, as well as the associate’s responsibilities related to customer privacy and preferences, which includes how and when we communicate with customers. In addition, this course discusses the red flags for potential identity theft and appropriate associate responses.

>> ETHICAL BEHAVIOR

Consumer Protection

Regions' customers and communities are at the heart of our businesses, and we are strongly committed to treating prospective and existing customers in a manner that is equitable, transparent, fair, and consistent with consumer protection laws and regulations. Regions is committed to offering products and services based on an assessment of customer needs, and we have prohibitions against engaging in any predatory or UDAAP activities. All Regions associates are expected to adhere to both the letter and spirit of fair and equal treatment laws and principles, not simply because they are the law, but because fair and responsible banking principles are built into Regions' corporate values.

Regions established a Fair and Responsible Lending (FRL) Policy to which all business groups are expected to adhere. Additionally, Regions is strongly committed to making the financial products and services we offer available to prospective and existing customers on a fair and responsible basis. Accordingly, Enterprise Customer Protection and Privacy Compliance (ECPPC), a component of Risk Management, is an essential part of Regions' business and growth strategies. The ECPPC team identifies, measures, mitigates, monitors, and reports compliance with all fair lending laws and UDAAP. Regions, as part of its overall Compliance Management Program, works to foster and promote a culture of compliance with regulatory requirements, internal policies, and industry guidance impacting consumer and business products and services.

The MAC courses that all Regions associates must complete include modules on fair and responsible banking as well as business ethics. Every associate also has a responsibility to adhere to Regions' FRL Policy, as well as to ensure all aspects of the lending process,

including application, underwriting, closing, servicing, and beyond, are executed consistently, fairly, and accurately without regard to any specific characteristic or basis as prohibited by law.

Regions' commitment to fair and responsible lending is incorporated throughout the product lifecycle, including product development, advertising, marketing, training, and our established Customer Assistance Program. Regions has also established credit policies, procedures, and product guidelines that direct all phases of the lending process and govern activities such as pricing, product eligibility, servicing, and other functions of offering and extending credit.

In an effort to better understand our customers, Regions captures concerns and feedback to identify opportunities to improve our products, services, and processes. This includes capturing issues raised by our customers in the CCC database. In addition, we conduct customer surveys and participate in national syndicated studies, and then use this information to measure satisfaction and further enhance our customer service.

All Regions associates are expected to adhere to both the letter and spirit of fair and equal treatment laws and principles. For example, our Mortgage team has a programmatic focus on meeting Regions' fair and responsible banking commitment. The program includes a needs-based, customer-focused strategy designed to further transparency and clarity throughout the loan process. Our online mortgage application, along with the consumer portal, creates increased efficiencies and allows borrowers to track loan progress and receive the information necessary to make informed decisions during the origination process. A communication and training plan also helps

ensure all Mortgage associates understand our fair and responsible banking/lending commitment.

Fair and Responsible Banking Objectives

- » Inform customers about products and services that meet their needs and give them the information required to use these solutions appropriately.
- » Share product communications and disclosures in a clear, transparent way.
- » Deliver financial education to customers and communities.
- » Improve customer satisfaction and loyalty through fair and responsible banking practices.
- » Comply with all regulations and laws related to fair and responsible banking.

Regions' customer clarity documents, in both English and Spanish, tell customers in straightforward language about our products and services. These Regions Quick Guides® support our Regions Simplicity Pledge®, which is our commitment to providing customers with the information they need to make sound financial decisions and to understand how their accounts and our services work — simply, clearly, and using plain language.

Centralized Customer Complaint Program

Regions' CCC Program is one of our many Voice of the Customer programs and is designed to consistently record customer complaints in order to help us measure and enhance our products and processes, services, and overall customer experience. All associates, regardless of their role, are trained on the CCC Program and have access to and a responsibility to record customer complaints in the CCC database.

>> ETHICAL BEHAVIOR

Through the CCC Program, we can more thoroughly document and address each individual customer complaint; further, the CCC Program allows us to identify emerging trends and areas for improvement. Key components of the program include:

- » A centralized application, the CCC database, that is used to record customer complaints and any actions taken to resolve the customer’s concerns.
- » A process to ensure every customer complaint is reviewed for timely and thorough resolution.
- » Root cause analysis that is performed by leadership and subject-matter experts throughout the Company — analysis is used to identify and correct issues and find ways to enhance our products and services and our customers’ experience.

Sales Practices

Putting the Customer First

A company can be successful in a variety of ways, but how it achieves that success is just as important as the success itself. At Regions, our values and our culture serve as the foundation for how we want to be successful — by listening to our customers, understanding their needs, and meeting those needs. Placing the customer first ensures that we are furthering their interests and helping them reach their unique financial goals. This customer-centric culture is reinforced through a series of communications and controls that help to ensure we work in our customers’ best interests. Examples include:

- » **Branch Incentive Plan Design:** The Consumer Banking Group is committed to administering an incentive plan that rewards associates whose behaviors promote growth of the organization and sound risk management by utilizing the customer-focused, needs-based approach. Branch bankers

only receive incentives for opening products or providing services that meet certain customer usage or balance requirements. One quality metric excludes closing an active account and reopening a new account; another excludes accounts that close before predetermined timeframes. Also, all incentive plans are governed through the Incentive Compensation Oversight Committee.

- » **Retail Integrity Team:** Our team proactively monitors sales practices of branch bankers using data analytics. Potential concerns regarding failure to adhere to the needs-based process and/or deviation from the spirit and intent of the incentive plan are escalated to the OAC for further investigation. Retail Integrity processes continue to evolve as the environment changes.
- » **Routes for Protection:** Information from our CCC Program, service quality survey program, and our internal Report It! Hotline and Report It! website are several of the numerous channels used to help identify potential instances of sales practices that are not aligned with our needs-based approach. Such identified activity is escalated to the OAC for further investigation and appropriate action.
- » **Training:** All branch associates and leaders are required to complete a semiannual Banker Integrity training that reinforces our needs-based approach to serving and acting in the best interest of our customers. Completion of this semiannual training is a requirement for incentive plan participation.

Deposit Account Policy Changes

Regions has updated its non-sufficient funds/overdraft policies to provide customers with intuitive tools, data feeds, and simplified processes to help them manage their accounts and achieve financial success. In 2021, we began rolling out the following policy changes:

- » Delivered intuitive time order posting process.
- » Further limited fees.

- » Introduced new customer education tools.
- » Enhanced visibility around customer activity and balances.
- » Improved presentation of detailed account activity within digital channels.
- » Provided near real-time customer activity and balance alerts.

In January of 2022, we announced additional future policy changes and milestones:

- » In March of 2022, we eliminated overdraft protection transfer fees.
- » By the end of the second quarter of 2022, we plan to eliminate non-sufficient funds fees and lower caps on daily overdraft fees.
- » By the end of the third quarter of 2022, we plan to provide early access to certain direct deposits and launch a new line of credit that eligible customers can use for overdraft protection.

We look forward to providing updates on our progress in 2022.



>> ETHICAL BEHAVIOR

Financial Crimes Risk Management

Regions is committed to complying with both the letter and the spirit of the laws and regulations that govern sanctions and prohibit money laundering, terrorist financing, bribery and corruption, and other financial crimes. We continuously review our Financial Crimes Risk Management policies and procedures and update them as needed. Regions remains committed to ensuring not only that all our policies and procedures fully comply with rules and regulations, but also that these policies and procedures are clearly communicated and accessible to our associates.

Our comprehensive, Company-wide, Corporate BSA/AML and OFAC Programs consist of corporate policies and standards applicable to all Regions associates, management, affiliates, subsidiaries, and business units. The Corporate BSA/AML and OFAC Policies and Standards, as well as Business Unit BSA/AML/OFAC Procedures are posted on our intranet site. Additionally, as part of our effort to ensure that the BSA/AML and OFAC Programs are widely understood and observed, we track participation in Regions' mandatory BSA/AML/OFAC training programs. We also provide targeted, supplemental training for associates in certain positions.

BSA/AML and OFAC risk governance is accomplished through formal oversight by the Board and its Risk Committee, which approve both the BSA/AML and OFAC Programs. The Risk Committee receives reports related to BSA/AML and OFAC from management on at least a quarterly basis. We also have a Financial Crimes Risk Management department responsible for BSA/AML and OFAC Compliance oversight, a BSA/AML/OFAC team within the Financial Crimes operations and technology unit, a Corporate BSA/AML Officer and an OFAC Officer, and a BSA/AML and OFAC Committee (BAOC), which is



a management-level special purpose committee. All of these governing bodies and their roles are intended to oversee and monitor the effectiveness of the controls and processes in place to identify, measure, mitigate, monitor, and report on BSA/AML and OFAC risks.

The effectiveness of the BSA/AML and OFAC Programs, as well as associates' adherence to the requirements of these programs, are subject to ongoing testing by our Internal Audit department. Regions is also subject to periodic BSA/AML- and OFAC-focused regulatory examinations. Our Board and senior management receive regular reports on regulatory submissions filed by Regions as required by various laws and regulations and by our BSA/AML and OFAC Programs.

Individual recognition and accountability are paramount to the success of our BSA/AML and OFAC Programs. Accordingly, Regions has a program that is administered by Corporate Security, with oversight by the BAOC, to reward associates for exceptional efforts in monitoring and referring potentially suspicious activity. Additionally, adherence to the requirements of the

BSA/AML and OFAC Programs is built into associates' performance evaluations.

Ethical Use of Artificial Intelligence

Regions believes there are certain aspects of banking that should never change: Trust. Security. Service. Value. Convenience. At the same time, however, banking should constantly evolve in ways that better meet — and even anticipate — individuals' needs. One of the ways that Regions is tackling this dual challenge is through investing in, building, and using AI solutions to help ensure a more consistent, efficient, and secure banking experience for our customers. We utilize AI solutions to help us perform multiple important functions, such as protecting our customers and developing an "AI-ready" workforce. The importance of these resources only underscores the need to use them in an ethical way. Regions makes it a priority to use AI in a manner that is consistent with our values as an organization, and, as a result, the ethical use of AI receives significant attention at Regions.

>> ETHICAL BEHAVIOR

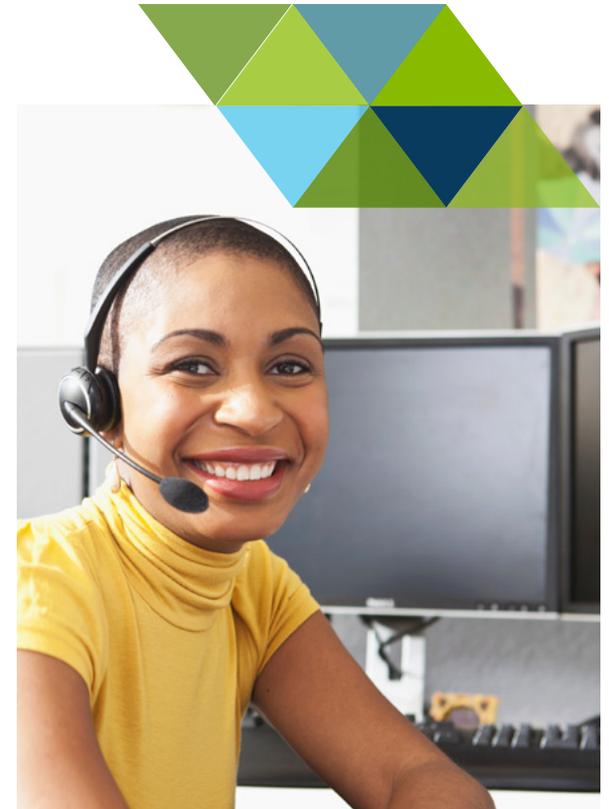
We are committed to strong AI ethics and AI governance; to demonstrate these commitments, we have developed and adhere to core principles that drive our ethical use of AI:

- » **Values:** At Regions, we have a set of core values that drive everything we do: put people first, do what is right, focus on your customer, reach higher, and enjoy life. We apply these same values to the building and use of AI at Regions by adopting a people-first, technology-second approach. We view AI as one important tool among many options designed to meet customer needs, and we carefully consider the impact on customers before building or using any AI.
- » **Governance:** The development and use of AI solutions at Regions is well-governed. At the starting point, one of our business units identifies a customer need. Then, an analytical team structures a solution, considering AI as one of many potential components thereof. At that point, risk management evaluates any resulting AI models for privacy, bias, potential risk, mathematical soundness, and other considerations. Throughout the process, our builders and users of AI follow clear guidelines on the ethical creation and use of algorithms. A management-level committee provides oversight of the entire AI lifecycle, from development/ acquisition to implementation and monitoring. Together, these strong preventive and detective controls help us keep our focus on the customer while improving services.
- » **Rigorous Testing:** Regions is committed to rigorous testing of AI solutions, whether developed internally or sourced externally. As a standard, our risk management function performs rigorous testing on any AI models we use, in order to detect transparency in the AI's

decisioning. We take advantage of advancements in the fields of data science and model risk management, leveraging performance and explainability tools and algorithms to provide insight into how the AI makes decisions. Regions tests model design, data, ongoing monitoring, re-tuning and re-training, hyperparameters, edge-cases and limitations, model stability, implementation, and multiple other aspects of all AI models.

- » **Diverse and Inclusive Teams:** It is crucial that AI be built in a thoughtful, fair and reliable manner and evolve to be non-discriminatory. As part of this evolution, Regions seeks to develop analytical teams that reflect the diversity of the communities we serve, thereby better enabling us to leverage AI in a way that more consistently benefits our customer base. Our teams' work is supplemented by enhanced training, thorough consideration of customer impact, preventive and detective controls, and the ability to address potential issues rapidly.
- » **Continuous Learning:** Continuous learning is a cornerstone of Regions' analytical capabilities. Ongoing training opportunities, which are arranged and offered internally by numerous analytical teams, include Data Science Days, Model Risk Trainings, Data Science Exchanges, and many more. Together, these opportunities further enhance our associates' skills at building algorithms with high levels of transparency, explainability, and replicability, as well as testing algorithms and data for bias. These ongoing learning events track the evolution of technology, complementing Regions' overall culture of continuous improvement. AI can be used to uncover insights from data that can greatly benefit our customers. All consumers should expect that

this AI is being implemented in a responsible manner. At Regions, we are committed to meeting this expectation and doing what is right for our customers. In that same vein, Regions envisions the evolution of these principles as time and experience prompt the evolution of AI, both at Regions and in the surrounding environment.



Risk and Opportunity Oversight

The extent to which governance oversees the effective identification and management of strategic risks and opportunities.



Risk Management and Compliance

Regions' mission and business strategy are based on the concept of shared value — what we do as a business should benefit both our Company and our stakeholders. This commitment to shared value requires effective management of environmental and social risks and opportunities, which aligns with our long-held strategic priority to Enhance Risk Management.

Our risk management approach begins with a strong risk culture that is evidenced by a risk governance process, a clear “tone at the top,” associate ownership, escalation expectations and open communication, and in-depth training.

Our Risk Management Framework outlines our approach for managing risk, which includes four components:

- » **Collaborative Risk Culture:** A strong, collaborative risk culture provides a focus on risks, including environmental and social risks, in all activities and encourages a mindset and behavior that enable effective risk management and promote sound risk-taking within the bounds

of our risk appetite. Our risk culture dictates that risks be promptly identified, escalated and challenged, thereby benefiting our overall performance. This culture is demonstrated by our concept of clearly defined roles and responsibilities, which are critical to the effective management of risk.

- » **Sound Risk Appetite:** Our Enterprise Risk Appetite Statement, which incorporates environmental and social risks, defines the types and levels of risk we are willing to take to achieve our strategic objectives and business plans. The risk appetite is also consistent with Regions' mission and values.
- » **Sustainable Risk Processes:** Effective risk management requires consistent processes and tools to effectively identify, measure, mitigate, monitor, and report environmental and social risks. Associates leverage this cycle to manage risk and thereby help protect the interests of our shareholders.
- » **Responsible Risk Governance:** Governance serves as the foundation for comprehensive management of the risks that we face. It outlines clear responsibility and accountability for

managing, monitoring, escalating, and reporting both existing and emerging risks. It also provides a robust challenge process that better allows us to reach our full potential as risk managers.

Clear Roles and Responsibilities

Clearly defined roles and responsibilities are critical to the effective management of risk. This approach is put into practice through the concept of the “three lines of defense.” Associates in the business groups, who deal with our customers daily, form the first line of defense.

They identify and address risks ranging from fraud to credit decisions. Risk Management forms the second line of defense, acting as coaches and guides to, and monitors and challengers of, the first line. Internal Audit, Model Risk, and Credit Review form the third line, providing an independent review of the work of the first two lines.

>> RISK AND OPPORTUNITY OVERSIGHT

ESG Risks and Opportunities

ESG Oversight and Execution

At Regions, we strive to use our set of corporate values as a lens through which decisions should be made. The Board and management understand that good governance is the foundation of sustainable business and is necessary for creating shareholder value over the long term. Delivering on this commitment means that we have incorporated ESG considerations into the Company's broader business and operations, including our strategic plan, our enterprise risk appetite, and the inventory of risks we assess. In doing so, we are able to apply our robust governance processes to our ESG decisioning on an ongoing basis, putting ESG into perspective for our internal experts who are responsible for carrying out various oversight and execution responsibilities.

In 2021, we made several advancements in our ESG governance approach:

- » We established a cross-functional ESG Leadership Council that convenes regularly to consider, discuss, and provide guidance on initiatives aimed at ESG-related risks and opportunities from a variety of standpoints. The Council is overseen by the Executive Leadership Team, thus providing an additional layer of associate-level administration.
- » We more intentionally incorporated ESG elements into both our enterprise-wide and business-level strategic planning processes to better enable a more strategic approach to ESG at both Board and management levels.
- » More direct references to ESG-related risks were integrated into our Risk Library and enterprise-wide risk tolerance for management's assessment and regular reporting to the Board.

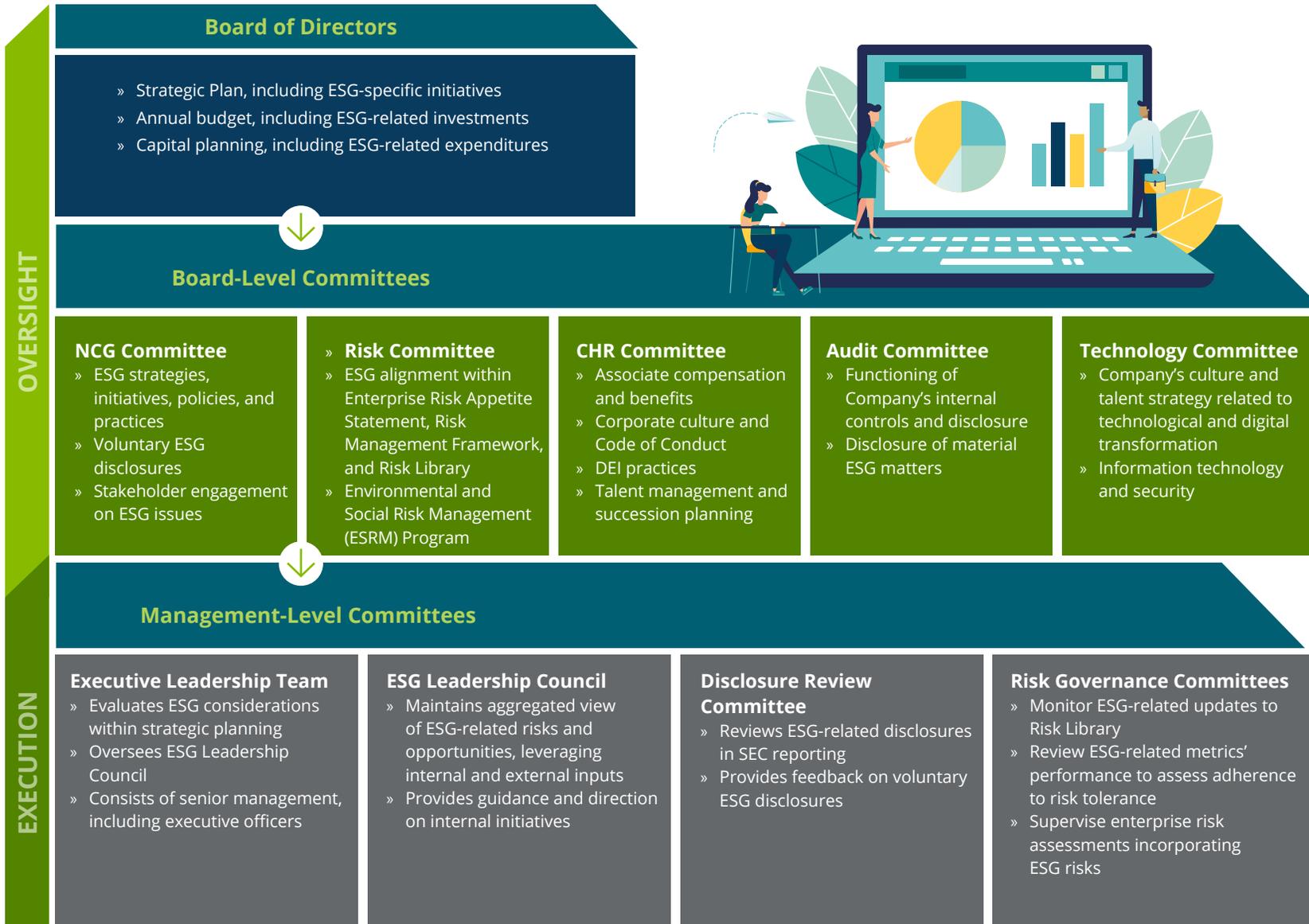
As overseers of risk and stewards of long-term enterprise value, our Directors play an important role in assessing our ESG risks and opportunities and understanding the potential impact of ESG issues on the Company's operations and business. To that end, our Board and each of its five standing committees oversee various aspects of Regions' ESG policies, practices, and performance. To facilitate strong ESG governance, the areas of ESG oversight carried out by the Board and delegated to its committees are formalized through our Corporate Governance Principles and separate Committee Charters, respectively. This intentional distribution of responsibilities empowers different groups of Directors to consider subsets of ESG through the lens of their committee's expertise.

- » The **Board of Directors** reviews, approves, and oversees management's creation and implementation of the Company's short- and long-term strategic objectives as articulated through our strategic planning process. This process has developed to more intentionally incorporate ESG elements.
- » The **NCG Committee** acts as the primary overseer of ESG at the Board level. It oversees the Company's practices and reporting with respect to significant ESG matters and assists the Board in establishing and maintaining effective corporate governance policies and practices.
- » The **CHR Committee** oversees the effectiveness and continuous improvement of the Company's strategies and policies regarding our human capital management function, including total rewards, corporate culture, talent management, management succession planning, DEI, and associate conduct.

- » The **Risk Committee** oversees the Company's prudent pursuit of risk and reward through significant policies and practices, including those related to environmental and social risk. Importantly, it reviews and approves the Company's risk tolerance parameters, which have been updated to incorporate more direct references to ESG-related risks.
- » The **Audit Committee** oversees the proper functioning of the Company's controls and the disclosure of matters significant to the Company, including ESG-related matters covered in our regulatory reporting.
- » The **Technology Committee**, formed in February of 2022, oversees the role of technology in executing the Company's business strategy, including information security, data privacy, and digital innovation.



ESG Oversight and Execution



2021 Board and Committee ESG Presentations/Discussions

Members of management help enable effective Board-level ESG oversight by providing the Board and its committees with regular updates on our ESG-related initiatives. Some of the ESG topics covered in Board and committee presentations in 2021 included:

Environmental

Progress toward meeting our goals to reduce operational emissions and energy use

Articulation of sustainability strategy in our Environmental Sustainability Policy Statement

Achievements through ESRM Program

Results from analysis of climate-related physical and transition risks

Development of and external response to our inaugural TCFD Report

Regulatory disclosure of environmental risks

Social

Efforts to promote diversity, equity, and inclusion

Associate health, well-being, and engagement

Associate and executive compensation and benefits

Information and cybersecurity program, business resilience, and related assessments

Agility around connectivity, including remote/hybrid work and digital/mobile banking

Disclosure of EEO-1 data in an inaugural Workforce Demographics Report

Articulation of principles in Regions' Human Rights Statement and Supplier Code of Conduct

Governance

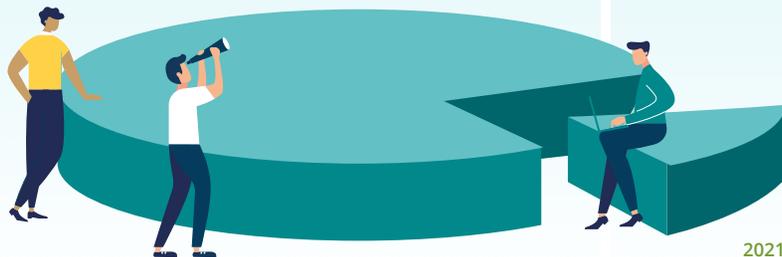
Board composition, including diverse representation, tenure, and refreshment

Effectiveness of internal controls and critical accounting estimates

Enterprise-wide approaches to identifying, measuring, mitigating, monitoring, and reporting ESG risks and opportunities

Feedback received through engagement with shareholders and other stakeholders

Director independence determinations, including conflicts of interest and service on external boards/ "overboarding"



>> RISK AND OPPORTUNITY OVERSIGHT

Beyond these discussions, the Board, Committee, and individual Director evaluation program provides our Directors with valuable insight into the Board's ESG-related efficacy. The self-evaluation process examines not only the Board's and Directors' performance over the past year, but also potential areas of focus going forward.

- » The following provide examples of questions provided to the Directors during this year's self-evaluation process:
 - **CHR Committee:** Looking forward, is the committee well positioned to ensure that it is appropriately overseeing ESG matters related to corporate culture; human capital and talent management; and diversity, equity, and inclusion?
 - **NCG Committee:** Looking forward, is the committee well positioned to ensure that it is overseeing its expanded areas of responsibility with respect to ESG?
- » As a result of the 2021 year-end evaluations, the Board determined that it should continue building on its oversight of the Company's ESG program and initiatives, supported by regular operational and educational updates.

Another critical consideration for the Board is the degree to which various skills, perspectives, and areas of expertise are represented within its membership. As part of the 2021 year-end Director Questionnaires, each Director is asked to assess their level of expertise in 13 different skills that we believe are inextricably linked to proper Board oversight of the Company.

Among the Board's current membership, a majority of our 11 Directors have identified themselves as having "considerable" or "extensive" experience in the following key ESG areas:



>> RISK AND OPPORTUNITY OVERSIGHT

Environmental and Social Risk Management

Regions recognizes the significance of climate-related, environmental and social risks and opportunities to our businesses, customers, associates, the communities we serve, and the financial industry at large. Our Risk Management Framework is designed to promote environmentally sustainable and socially responsible business practices. As environmental and

social risks continue to evolve, we continue to see that our Risk Management Framework properly captures and addresses these risks in line with our broader strategic goals.

Environmental and social risks are embedded throughout our Risk Inventory and are managed in accordance with our existing enterprise-wide

framework of risk management tools and programs. The identification of existing and emerging environmental and social risks continues to shape our Risk Inventory and Risk Management Framework. For example, we have incorporated climate-related physical and transition risks into our risk library, as drivers of credit and operational risks; and ESG risk as a driver of strategic and reputational risks.

Climate-Related Risks Incorporated Into Our Risk Framework

Physical Risks

Risks associated with the physical effects of climate change.

Physical risks may be acute impacts (extreme weather events) or chronic impacts (gradual changes such as sea level rise).

Examples include:

- » Extreme heat and drought
- » Hurricanes
- » Wildfires
- » Sea level rise


Transition Risks

Risks associated with the transition to a low-carbon economy and entail extensive policy, legal, technology, and market changes to address mitigation and adaptation requirements related to climate change.

Examples include:

- » Policy and regulation
- » Technology development
- » Consumer preferences

>> RISK AND OPPORTUNITY OVERSIGHT

The following serve as a few examples of our commitment to effective management of environmental and social risks:

- » As referenced throughout this report, Regions puts strong focus on risk management practices and controls related to consumer protection, fair and responsible banking, human capital management, sales practices, financial crimes, use of AI models, data privacy and protection, and cybersecurity.
- » Our credit policy identifies industries, products and transaction types that present increased credit risk, including environmental and/or social risks, which we address by instituting a limited credit appetite and elevated approval and exception tracking requirements. The Risk Committee of the Board of Directors reviews and approves our credit policy on an annual basis. Each section of the credit policy is reviewed according to a schedule approved annually by the Financial Risk Executive. Lending parameters and elevated approval requirements on coal mining and coal-related activities serve as an example of how we are tailoring our portfolio to address these risks. Our credit policy is expected to evolve over time as our research continues and our climate risk appetite and desired client profile matures alongside our strategy. For example, we recently strengthened our credit policy regarding the identification, assessment, and reporting of environmental and climate transition risks and risk concentrations in the business services portfolio.
- » A dedicated risk industry team, the Energy and Natural Resources Group (ENRG), underwrites exposure to energy and natural resources clients. This focused effort includes expanded underwriting requirements and focused monitoring.

- » A specialized Credit Portfolio Management team with a newly dedicated ESG credit portfolio manager serves as a second line of defense in Risk Management, assessing both systemic macroeconomic and idiosyncratic risk factors as well as other early warning indicators. This team has also established and oversees a robust concentration limit and risk measurement framework enterprise-wide that measures and monitors Bank performance on a monthly basis.
- » A dedicated industry team, the Natural Resources and Real Estate (NRRE) department is responsible for the prudent and sustainable management of natural resources assets, such as timberland, held in a fiduciary capacity and/or owned by our customers.

During 2021, we performed an assessment of climate change-related risks and opportunities, including physical and transition risks, based on a scenario analysis methodology. We assessed through geospatial analysis the impact of physical acute and chronic risks on our business operations and real estate portfolios. We also performed industry analysis to explore vulnerabilities and opportunities to transition risks should a disruptive acceleration of the transition to a lower carbon economy occur. Details of this climate change assessment and risk management practices can be found in our recently released TCFD Report.

In 2021, we formed an ESRM Working Group composed of cross-functional leadership to oversee our environmental and social risk management practices and guide our approach to climate and social risk management within our enterprise risk framework. This ESRM Working Group meets monthly and reports to senior leadership.

We have also dedicated cross-functional resources to an ESRM program. In addition to internal education and risk framework considerations, a few efforts underway include:

- » Refreshing, for the second year, and socializing an enterprise-wide assessment of our environmental and social risk in lending practices.
- » Defining “sustainable finance” and evaluating current baseline measurements for future monitoring.



>> RISK AND OPPORTUNITY OVERSIGHT

- » Developing feasible short- and longer-term goals through strategic initiatives designed to encourage sustainable finance investments. Our current activities include but are not limited to renewable energy consumer and business financing; energy efficiency-related lending; green and social bonds; affordable housing investments and lending; and other financing to support the communities where we operate. Examples of additional concepts under consideration include programs to finance mass transit, alternate fuel creation and delivery, agriculture lending, carbon capture, and carbon offsets (such as timberland).
- » Evaluating how we consider supplier alignment to environmental and social risk implications.
- » Monitoring adoption of credit policy enhancements to strengthen physical and transition risk management underwriting and monitoring of individual obligors in higher-risk industries and in portfolio monitoring.
- » Facilitating enhancements to our third-party data subscriptions to allow for improved insights on potential physical risk considerations of our customers and overall ESG evaluation as it pertains to credit and third-party risk management.
- » Continuously improving our obligor-level climate risk assessment.
- » Focusing upon increased awareness and internal education to elevate culture and expertise of environmental and social risks and opportunities.
- » Enhancing our understanding of the impacts of climate risk and sea-level change for our assets and portfolio through geospatial analysis.
- » Socializing results of our second annual climate change workshop analysis related to physical and transition risk considerations.
- » Joining PCAF and establishing a cross-functional project operating model, which is beginning to measure portfolio Scope 3 greenhouse gas (GHG) emissions or “Financed Emissions.”

Social Risk Management

Regions manages social risk as part of the Reputational Risk component of the overall Risk Management Framework approved each year by the Board’s Risk Committee. Regions uses the themes and key issues cited within the Committee of Sponsoring Organizations’ (COSO) Framework for Environmental, Social and Governance Risks as a foundation for its management of social risk. We have reviewed Regions’ risk library and validated the relevance of numerous existing risks and risk drivers to the COSO Framework. Risks with a social risk component are tagged as related to social risk to drive enhanced ESG reporting through our existing risk management framework. Associates identify both social and reputational risks and refer issues to our Reputation Management team (RM).

While reputational risk and social risk overlap, reputational risk is much broader. Reputational risk arises from negative publicity regarding any of Regions’ business practices, as opposed to social risk’s select themes. Further, unlike reputational risk, social risk does not require negative publicity.

RM has primary responsibility for assessing and escalating matters as needed and providing effective challenge to the first-line-of-defense units’ assessment of reputational and social risks. RM collaborates with enterprise partners to identify enterprise-wide and industry trends and to respond to reputational and social risk events and issues. Depending on the issue, RM will participate in customer site visits and conduct other due diligence to develop an understanding of each identified problem. Quarterly, RM reports material issues, events, and trends to the Board’s Risk Committee.

Additionally, the Regions Human Rights Statement helps provide direction for managing social risk and reiterates our mission and values, which are the

foundation of our conceptualization of reputational risk. It also states that we expect the entities with which we do business to respect individual human rights and conduct business free from human rights abuses. The Human Rights Statement is discussed further in the People section of this report.

ESG Data Governance

Regions recognizes that promoting accuracy and transparency is critical to maintaining the trust of our shareholders and other stakeholders. As such, we are constantly seeking ways to improve the quality of the information that we provide in our ESG disclosures. This acts as an investment in the value of our future disclosures by enabling our stakeholders to track our progress on the ESG goals and initiatives we have deemed most important to our organization.

Over the past several years, as the number and scope of our ESG disclosures have continued to grow, we have sought to improve the processes through which those various disclosures are compiled. For example, some of the controls we have applied to this current report include:

- » Soliciting contributions and certifications from internal subject-matter experts on the topics covered throughout the report.
- » Partnering with internal reporting experts to obtain documentation supportive of the report’s content.
- » Subjecting the report to multiple rounds of review and revision by cross-functional groups of associates, including our newly formed ESG Leadership Council.
- » Presenting the report to our Disclosure Review Committee, which is generally tasked with reviewing certain of Regions’ regulatory and non-regulatory disclosures for accuracy and clarity.
- » Collaborating with our Internal Audit function to enhance the effectiveness of the review process.

>> RISK AND OPPORTUNITY OVERSIGHT

In 2021, we began supplementing these internal efforts by obtaining independent third-party assurance for our 2020 GHG inventory. For enhanced transparency, we have made the verification opinion declaration available alongside our 2020 TCFD Report and our 2021 CDP Climate Change Questionnaire Response, both of which incorporate the verified data. For information about our 2021 GHG emissions data, please see the Planet section of this report and our 2021 TCFD Report.

Capital Planning Process

Regions employs a robust and mature Capital Planning Process (CPP) that is designed to ensure capital levels are commensurate with the risk inherent in the balance sheet and sufficient to allow the Company to extend credit and meet customer needs, including in periods of severe stress. Additionally, the CPP seeks to promote the efficient use of capital while maintaining a long-term approach to capital allocation and distribution consistent with stakeholders' expectations and the Company's strategic priorities. The CPP relies upon active participation by cross-functional groups throughout the Company, including Finance, Corporate Treasury, Risk Management, Internal Audit, and the various business groups, and is overseen by a governance committee structure composed of a similarly broad cross-section of senior management as well as the Board. The governance structure is led by the senior management-level Asset-Liability Committee (ALCO) and involves several key CPP-focused sub-committees of the ALCO and other relevant senior management-level committees. These include the Scenario Design Committee, Operational Risk Committee, Capital Management Committee, and Enterprise Risk Management Committee. Lastly, Regions' Board provides approval and oversight of all CPP activities, which flow from the capital plan and Capital Policy approved by the Board each year.

Regions' annual capital plan is developed in accordance with our internal Capital Policy that, among other things, defines operating objectives for capital and priorities for the deployment of capital generated organically in the form of earnings from our core operations. Our current capital deployment priorities are:

1. Growth and strategic investments.
2. Sustainable common stock dividend payout ratio.
3. Common stock repurchases.

Prudent investment of capital to grow the Company is our number one priority, as we believe this activity provides the greatest potential for long-term value creation for stakeholders, including the customers, associates, communities, and shareholders we serve.

The realities of a competitive market, however, naturally place limits on the opportunities available to prudently invest in the growth of the Company. As such, Regions must remain disciplined in the allocation of capital and ensure that returns are appropriate in the context of investment risk and the strategic objectives of the Company.

Our ability to distribute capital to shareholders in the form of dividends and share repurchases is critical to maintaining this discipline. Share repurchases provide an alternative use of capital when prudent investment opportunities are unavailable and prevent the Company from facing the losing trade-off between accepting suboptimal returns and outsized risk, versus inefficiently carrying idle capital. Inefficient management of capital can lead to strategic risk, including under-performance relative to stakeholder expectations.

As Regions develops its annual capital plan through the CPP, consistent with our capital deployment priorities, capital is allocated first to supporting expected available growth opportunities, and then to supporting a sustainable common dividend payout ratio. Regions regularly evaluates dividend sustainability through the CPP and generally seeks to manage the common dividend at a level that can reasonably be expected to be maintained through a typical, post-World War II recession. Finally, unallocated capital may be directed to share repurchases, which generally represent the most flexible mechanism for deploying capital and, in this context, serve to ensure capital levels are managed in alignment with capital targets.

The CPP is subject to continuous and in-depth supervision by the Federal Reserve and other relevant regulatory bodies. In accordance with regulatory requirements, Regions' capital plan is regularly submitted to the Federal Reserve upon our Board's review and approval. Any capital distributions included in the annual capital plan are promptly disclosed following Board approval.

Like other bank holding companies, Regions is required to participate in Supervisory Stress Testing, and may be subject to Federal Reserve required constraints on capital distributions through the application of the Stress Capital Buffer framework, which requires Regions to maintain a firm-specific capital buffer established by the Federal Reserve or face increasing restrictions on capital distributions. Additionally, the Federal Reserve may, from time to time, place additional restrictions on capital distributions.

For more information on Regions' Capital Planning and Stress Testing Framework, please see our Annual Report on Form 10-K for the year ended December 31, 2021, dated February 24, 2022.



oversight process for political contributions and a summary of independent expenditures and corporate political giving over the report’s covered period. The report also discloses trade associations to which Regions paid more than \$25,000 in annual dues and the portion of those dues that were non-deductible under the IRC as attributable to lobbying expenses.

» The Company believes that these disclosures offer transparency with respect to the Company’s public policy advocacy, which benefits our shareholders, the Company, our associates, and our customers. Our Governmental Affairs Reports can be found under the “Company Values, Mission and Vision” page on regions.com/about-regions.

Corporate Political Activity

Regions’ Statement on Political Contributions and Code of Conduct collectively govern and promote the highest standards of behavior by our Company and our associates with regard to political activities. These policies also support our compliance with all applicable federal and state campaign finance laws. Like most public companies, Regions recognizes that decisions made by governmental agencies and lawmakers can have a significant impact on our operations, customers, shareholders, and associates. Accordingly, we monitor and track issues that affect our business and express our views to lawmakers and regulators.

Regions may make corporate political contributions in states where doing so is permissible. These contributions may be directed to state party organizations and candidates for statewide offices, state legislatures, and, in rare instances, local offices. Also, where legally permitted, Regions may make independent expenditures or corporate contributions in connection with state and local ballot initiatives,

and referenda on important policy issues likely to impact our business and our stakeholders. However, even when legally permissible, Regions does not make contributions to single-issue political entities organized under Section 527 of the Internal Revenue Code (IRC) or to special interest lobbying groups organized under Section 501(c)(4) of the IRC to support political activities.

Regions’ corporate political contributions are subject to a tiered approval process based on the amount of the anticipated contribution. The full Board receives a report on the Company’s annual corporate contributions and non-deductible portions of trade association dues. Reports are reviewed and certified to be in compliance with the Statement by Regions’ Chief Legal Officer.

The Company believes that transparency regarding our political contributions is important to our stakeholders. Since 2014, we have published Government Affairs Reports on a semi-annual basis that contain the Company’s Statement on Political Contributions and our related activities. In each report, we describe our

Information Security, Business Resilience, and Data Privacy

Information Security

As a company that deals with large volumes of sensitive customer information and financial transactions, we increasingly rely on the secure processing, transmission, and storage of information in our computer systems and networks. For that reason, we treat cybersecurity risk as a key operational risk within our enterprise-wide risk management framework. To manage information security risk, we have designed an expansive Information Security Program. One integral component of the program is our Information Security Policy, which aligns with standards promulgated by the National Institute of Standards and Technology (NIST). The Information Security Policy establishes technical, administrative, and physical control directives to protect our informational assets from reasonably foreseeable risks and threats. The program is supplemented by security operations that protect the integrity and availability of our information systems.

>> RISK AND OPPORTUNITY OVERSIGHT

To effectuate the goals articulated in our policies and programs, we invest heavily in our technology, tools, people, and security processes. Information Security leverages technology innovation to enhance security while improving the customer experience. We perform comprehensive security analytics, assess and manage vulnerabilities, and establish strong layered cyber defenses. We continuously develop and enhance controls, processes, and systems to protect our networks, computers, systems, and data from attacks or unauthorized access. We facilitate internal and external third-party assessments, network penetration testing, and regular vulnerability scans both internally and externally. We also conduct comprehensive due diligence and ongoing oversight of the Company's third-party vendors. Internally, we regularly provide our associates with cyber security training, education, and awareness (e.g., phishing simulations).

From a response perspective, we maintain a Cyber Incident Response Plan, which is part of our broader business continuity planning and Crisis Management Program, to help us effectively respond to a possible data breach. We keep a computer forensics firm and an industry-leading consulting firm on retainer in case of a breach event. Other vendors provide us with denial-of-service mitigation and other resources necessary to support Regions in the event of an attack.

Lastly, we recognize the growing risk associated with highly sophisticated actors targeting corporations, and we have procured insurance policies that cover potential financial losses from cyber events.

Thanks to these efforts, our layered control environment has effectively responded to the increased number of cyber events we experienced during the COVID-19 pandemic and prevented potential material impact to the Company.

Business Resilience

Business resilience and contingency planning are integral components of our operations. Regions is committed to supporting our customers and associates by providing essential business and technology services, minimizing disruptions of service, ensuring timely resumptions of service, and limiting related losses in times of crisis.

Regions' Business Resilience Program facilitates a process that aligns with regulatory requirements of the Federal Financial Institutions Examination Council, as well as leading industry standards from NIST and the International Organization for Standardization (ISO). The program is supported by our: (i) Business Resilience Policy, which provides for resilience planning and emergency management (i.e., planning to continue operations during a loss of associates, facilities, critical systems, and key third parties), and (ii) Pandemic Response Guide, which seeks to protect associates and customers during a pandemic, while maintaining normal operations whenever possible. Our Crisis Management Team ensures efficient triage (i.e., evaluation, communication, mitigation, and response) to significant events and incidents that could impact the Company or our customers. The crisis team is supported by the Crisis Management Guide.

The program, Business Resilience Policy and Pandemic Response Guide, and the work of the Crisis Management Team are all overseen by the Board's Risk Committee.

Because of this preparation, we were able to implement an alternative work location strategy early in the COVID-19 pandemic that enabled a significant number of our associates to quickly transition to a remote work location. Planning also facilitated distributing on-site associates across physical locations to allow for proper social distancing. Through these changes we were able to maintain a stable and productive operating environment.

In addition to enterprise-wide efforts, all Regions business units are responsible for developing and maintaining their own business continuity plans protecting critical business functions in the face of business interruptions related to local events such as weather. The Business Resilience team within Information Security assists these business units in developing their business unit-specific continuity plans. The team also coordinates with application system owners to ensure that plans are developed for recovering Regions' systems. Yearly testing is performed to ensure these systems can recover to Regions' secondary data center.

Data Privacy

Data privacy is critical to operationalizing advanced technologies that collect increasing amounts of data and use our customers' and associates' personal information for conventional business purposes, such as processing transactions, as well as those enabled by innovative technologies. Failure to collect and process information effectively, and in compliance with increasingly complex privacy regulations, could threaten business survival.

Our Privacy Policy states our commitment to controlling and mitigating privacy risks, and all associates and third-party vendors must adhere to the policy. In addition, the Regions Privacy Pledge (or "privacy notice") is provided to all customers upon establishing a new consumer relationship or account with Regions. It explains how we collect, use, and share information. The Privacy Pledge also provides customers with instructions on how they can limit certain types of information-sharing. We post the Privacy Pledge, along with other helpful privacy, security, and fraud prevention resources, on our website.

These privacy programs and policies are overseen by the Corporate Privacy Compliance Office. The Office's main objectives include effective, annual

>> RISK AND OPPORTUNITY OVERSIGHT

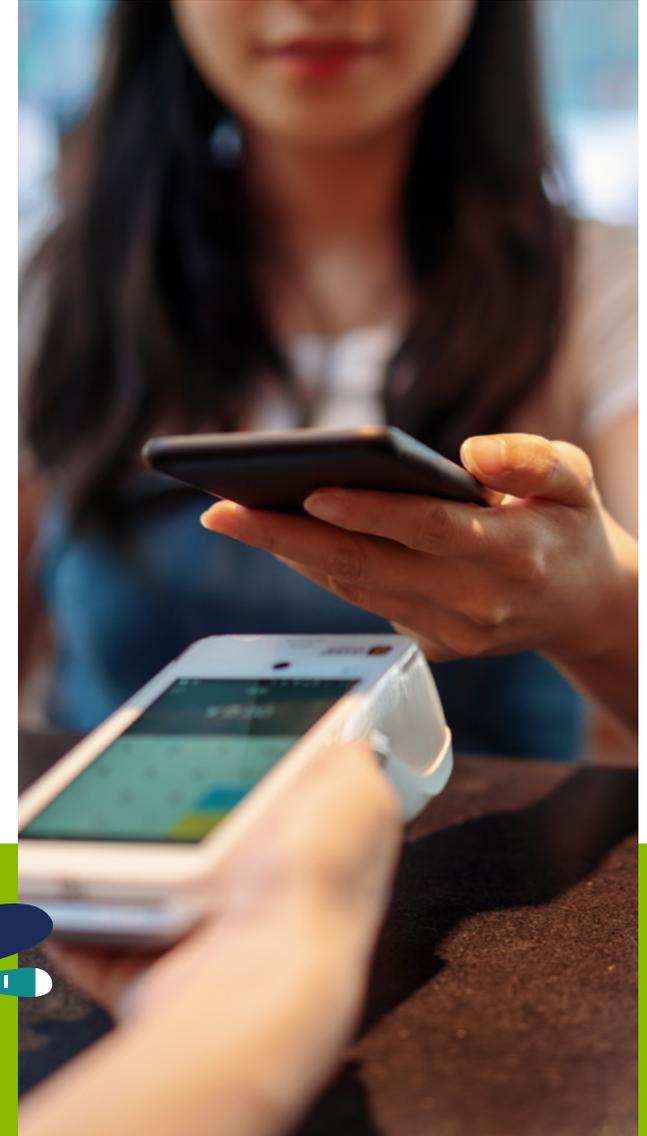
associate training; adherence to legal and regulatory requirements in policies and standards; establishment of privacy risk tolerance and control environments in daily operations; formalized procedural and transactional reviews; and prompt escalation of privacy issues, trends, and incidents for attention and resolution.

Governance

Our internal governance processes incorporate organization-wide reporting and escalation of the Business Resilience Program, Information Security Program, data privacy, and related matters, to management and the Board. Our Board considers business and technical resilience, information security and technological innovation, and privacy considerations, along with related risk considerations and mitigation efforts, within the Company's strategic plan. The Board also receives an annual update on the Company's enterprise services, which include resilience, information technology, and information security. The Board's Risk Committee directly oversees information technology

and information security risks through regular reports from management, the risk management function, and external assessments. The Risk Committee also receives annual reports on the Information Security Program and approves the Information Security Policy. Further, the Risk Committee approves the Business Resilience Policy and Pandemic Response Guide every year.

The newly formed Technology Committee will provide additional oversight on the role of technology in executing the Company's business strategy, including with respect to specific projects like our multi-year "Regions 2.0/R2" initiative. And, the Company has a strong team of associates reporting to senior management on day-to-day operational matters involving information security, as well as the impact of initiatives in technology and digital transformation on information security.





Planet

IN THIS SECTION:

Climate
Change →

Solid
Waste →

Resource
Availability →

Climate Change

A stable climate has been a critical factor in the growth and advancement of human societies.

Introduction

The development of Regions' environmental strategy relies on the identification of risks and opportunities to drive strategic initiatives. This strategy considers all three scopes of GHG emissions, as defined by the U.S. Environmental Protection Agency. Successful execution of this environmental strategy is measured through achievement of defined emissions metrics and targets. At this stage in our journey, we have historically been focused upon measuring emissions

within our operational footprint that are generally categorized as Scope 1 and Scope 2 emissions. An important benefit of measuring our emissions is the ability to develop targets and manage our performance against these targets.

Understanding the existing level of exposure to climate change risk carried by our lending portfolio is an integral step toward allocating capital in a more sustainable way, and Regions has initiated the process to develop new methodologies for measuring and

evaluating our Scope 3 portfolio and sector-specific emissions. Capturing these metrics deepens our understanding of our impact, via both risks and opportunities, while simultaneously enabling us to develop ambitious but practicable sustainability goals we can share with the public. By continuing to gather the data, we can then evaluate our progress against those goals on an ongoing basis and also deepen our own internal risk management and strategic efforts. We provide some of these key metrics, and the goals they inform, to solidify our accountability and demonstrate our desire for openness and transparency.

SCOPES OF GREENHOUSE GAS EMISSIONS

Scope 1 Emissions

Direct GHG emissions that occur from sources that we control or own

Scope 2 Emissions

Indirect GHG emissions associated with our purchase of electricity, steam, heat, or cooling

Scope 3 Emissions

Indirect GHG emissions resulting from activities of assets not owned or controlled by our Company across our value chain



>> CLIMATE CHANGE

Regions' Operational Footprint

Energy and Emissions

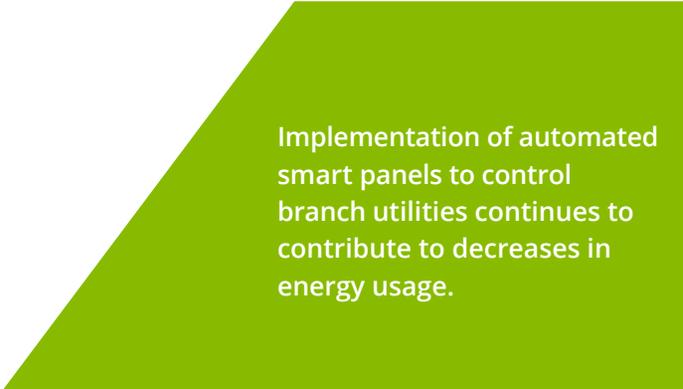
We are committed to operating our business responsibly, understanding that doing so will help us create long-term, sustainable value for our stakeholders and society. This commitment, and how we plan to act on it, is articulated in our Environmental Sustainability Policy Statement, which was initially approved by management in 2018 and is now overseen by the Board's NCG Committee. The Policy Statement contains a number of pledges that, as this report demonstrates, we have since made considerable progress to effectuate. Importantly, the Policy Statement also established our first two environmental goals using a 2015 baseline. Both goals have since served as key operational targets for our organization. We are pleased with the progress we have made since that time.

Greenhouse Gas Emissions: We established our first GHG emissions reduction goal in 2018, seeking to reduce our Scope 1 and Scope 2 emissions by 2023. Having accomplished this goal ahead of schedule, we announced a new Scope 1 and Scope 2 GHG emissions reduction goal in our 2020 TCFD Report: to reduce our gross Scope 1 and Scope 2 location-based carbon emissions by 50 percent by the end of 2030, using 2019 as our base year. This goal was informed by the Science Based Targets Initiative and aligns with the Well Below 2°C (WB2C) model. We chose 2019 as the base year because of the abnormalities in the usage of our facilities in 2020 due to the COVID-19 pandemic.

Energy Use: We successfully achieved our 2023 reduction target for energy use in 2021. To ensure that ongoing improvements continue and further reduction is sustained, management will develop additional targets to monitor performance.

To achieve this progress, we have executed upon many existing initiatives including:

- » Energy-efficient LED lighting and automatic controls.
- » Heating, ventilation, and air conditioning (HVAC) and mechanical efficiency upgrades and improvements.
- » Building intelligence and remote controls.
- » High-performance building envelope upgrades.
- » Education and awareness for continuous improvement of control processes.
- » Real estate portfolio optimization.
- » Renewable energy procurement.



Implementation of automated smart panels to control branch utilities continues to contribute to decreases in energy usage.

OUR OPERATIONAL SUSTAINABILITY GOALS

Target Area	Scope	Unit of Measurement	Reduction Target	Year-End 2021 Reduction Percentage vs. Baseline	Status
Gross Scope 1 and Scope 2 GHGs (Location-Based)	Real estate where Regions is responsible for paying utilities and maintaining operational control	Metric tons CO2e	50% reduction by 2030 against a 2019 baseline	33%	On Track
Energy Use	Electricity and natural gas usage in metered space	Megawatt-hours (MWh)	30% reduction by 2023 against a 2015 baseline	34%	Completed

>> CLIMATE CHANGE

Branch Efficiencies

We have also adapted our existing action plan to accommodate plans for further emissions reduction. Specifically, we have targeted the following priorities in helping us reach our updated goal:



>> CLIMATE CHANGE

2021 Operational Metrics

At the end of 2021, Regions operated over 1,300 banking offices and over 2,000 ATMs, primarily spread across the South, the Midwest, and Texas. Since developing our Environmental Sustainability Policy Statement, we have seen our operational impact decline across our footprint; we have also looked increasingly toward investments in energy efficiency, technology, and other areas that maintain this downward trajectory in GHG emissions and energy use. Our assessment of performance in these areas, as well as analyzing related trends, utilizes the Greenhouse Gas Protocol's absolute methodology.

Scope 2 emissions are reported in two ways:

- » **Location-based** Scope 2 emissions represent our emissions that are based on emissions factors from the geographic region and/or utility grid in which a specific asset is operated. The only ways to reduce Scope 2 location-based emissions are to reduce either the amount of energy consumed or the associated emissions factor.
- » **Market-based** Scope 2 emissions represent our emissions in a way that accounts for contractual instruments such as renewable energy credits, carbon offsets, or other energy procurement mechanisms that may come with supplier-specific emissions factors. If no such instruments are applicable within a reporting year, then the company's market-based Scope 2 emissions will be equivalent to its location-based Scope 2 emissions.

Third-Party Assurance and Verification

To continue improving our transparency and the quality of our data, we recently completed a third-party verification for our 2021 GHG inventory. This report is available on our website.

ENERGY (as of December 31, 2021)							
	Units	2021	2020	2019	2018	2017	2016
Energy Efficiency Investments (millions)	\$	4.50	2.70	2.20	n/a	n/a	n/a
Building Energy Purchased from Grid	%	90	91	91	n/a	n/a	n/a
Total Energy Consumption	MWh	170,935	190,225	206,056	225,454	224,724	245,129
> Electricity	MWh	153,812	174,076	186,622	204,073	210,362	227,875
> Natural Gas	MWh	15,992	15,117	19,434	21,381	14,362	17,254
> Other Combustion	MWh	833	914	n/a	n/a	n/a	n/a
> Self-Generated Renewables	MWh	298	119	n/a	n/a	n/a	n/a
> Per 1,000 Square Feet*	MWh/ft ²	15.53	16.13	18.96	20.31	19.35	20.80
> Per Associate**	MWh/FTE	8.71	9.80	10.53	11.29	10.35	11.06
> Per Revenue	MWh/\$	26.55	30.26	35.16	39.18	39.18	43.50

*-Based upon real estate square footage where we are responsible for paying utilities and maintain operational control.

**-All per-associate figures in this report are based on the number of FTEs at year-end.

SCOPE 1 + SCOPE 2 EMISSIONS (as of December 31, 2021)							
	Units	2021	2020	2019	2018	2017	2016
Total Scope 1 Emissions	Metric tons CO ₂ e	4,800	4,274	6,032	6,164	5,092	5,647
> Natural Gas	Metric tons CO ₂ e	2,899	2,740	3,508	3,860	2,593	3,115
> Other Scope 1 Sources	Metric tons CO ₂ e	1,901	1,534	2,524	2,304	2,500	2,532
Total Scope 2 Location-Based Emissions	Metric tons CO ₂ e	60,517	75,606	92,321	102,979	105,978	115,498
Total Scope 2 Market-Based Emissions	Metric tons CO ₂ e	56,715	72,563	92,321	102,979	105,978	115,498
Total Scope 1 + Scope 2 Location-Based Emissions	Metric tons CO ₂ e	65,317	79,863	98,353	109,143	111,070	121,145
> Per 1,000 Square Feet*	Metric tons CO ₂ e/ft ²	5.93	6.77	9.00	9.83	9.57	10.28
> Per Associate**	Metric tons CO ₂ e/FTE	3.33	4.12	5.03	5.47	5.12	5.47
> Per Revenue	Metric tons CO ₂ e/\$	10.15	12.70	16.78	18.97	19.37	21.50

*-Based upon real estate square footage where we are responsible for paying utilities and maintain operational control.

**-All per-associate figures in this report are based on the number of FTEs at year-end.

>> CLIMATE CHANGE

Sustainable Business Strategy — Scope 3 Emissions

We understand that our ability to mobilize capital grants our industry a unique role in the transition to a lower-carbon economy. For that reason, we are



committed to supporting the development and implementation of clean energy solutions and providing sustainable investment products and services that can benefit our environment as well as our customers.

Value Chain Emissions

The Scope 3 emissions we currently capture are calculated using the Greenhouse Gas Protocol's Corporate Value Chain (Scope 3) Accounting & Reporting Standard. Pursuant to this methodology, we disclose our Scope 3 emissions in a number of categories we have deemed relevant to our business in our response to CDP's annual Climate Change Questionnaire. We issue this response as a stand-alone disclosure to complement our other ESG reporting.

As our practices in recording these metrics have developed, we have also incorporated our Scope 3 emissions metrics for business travel into our annual ESG Report. We are currently working on developing methodologies to measure and report on additional Scope 3 categories including investments, which includes financed emissions, in the future. These efforts will support our long-term alignment with the Paris Agreement, the transition to a lower-carbon economy, and the commitment we have made by becoming a member of PCAF.

SCOPE 3 EMISSIONS (as of December 31, 2021)	Units	2021	2020	2019	2018	2017***	2016***
Total	Metric tons CO ₂ e	2,452	2,440	8,444	9,095	n/a	n/a
Air Travel	Metric tons CO ₂ e	635	631	2,765	2,898	2,920	2,589
Car Travel (Rental Vehicle)	Metric tons CO ₂ e	747	800	2,802	2,890**	n/a	n/a
Car Travel (Personal Vehicle)	Metric tons CO ₂ e	1,070	1,009	2,876	3,308	4,032	4,214
Per Associate*	Metric tons CO ₂ e/FTE	0.12	0.13	0.43	0.46	n/a	n/a

*-All per-associate figures in this report are based on the number of FTEs at year-end.

**-In 2018, we were only able to collect rental vehicle emissions for the fourth quarter. To estimate full-year emissions, we multiplied the fourth quarter's emissions by four.

***-Business travel emissions data predating 2018 is incomplete, as it was not gathered by our vendor.

Solid Waste

All waste matters to some extent, particularly because of the resources that are lost when it is disposed of.

Paper and Digital Use and Acceleration

Along with lowering our energy and emissions impact on the environment, our operations have also enabled us to decrease our reliance on paper use.

Over the past year, we have reduced internal copy paper purchased by 8 percent, including purchasing 99.5 percent of our paper from Forest Stewardship Council certified suppliers. We also continued to encourage customers to shift to online and mobile banking, and to receive their account documentation electronically. We continue to increase the use of eSignature at the bank. eSignature allows customers to digitally sign documents as well as provide electronic delivery of completed documents. In 2021, we expanded the eSignature functionality to nine additional groups, including 61 new forms.

Though these efforts were amplified by the need to operate remotely during the pandemic, our digital innovation and expansion were integral in facilitating the transition away from paper while also maintaining multiple channels for us to provide safe and secure customer service. Our digital users are up 7 percent from last year, with 3.1 million active digital customers and more than 1.1 billion digital logins in 2021. Additionally, 2021 active mobile users were up 12 percent compared to the prior year, and Regions finished the year with a mobile app rating of 4.8 out of 5. This is a direct result of numerous enhancements to our mobile platform made over the last couple of years, which allow us to deliver innovative features and functionalities to make banking easier for our customers.

Electronic Waste

Regions strives to reuse electronic equipment whenever possible. In 2021, we redeployed computers internally and resold pieces of IT hardware. When reuse or resale is not feasible, we recycle using approved hardware recycling vendors that are Sustainable Electronics Recycling International R2:2013 Standard-certified. These certified vendors ensure that our electronic waste is properly managed and that valuable raw materials are recovered and reused.

WASTE - Paper use (as of December 31, 2021)		Units	2021	2020	2019	2018	2017	2016
Pages of Copy Paper Purchased (millions)	Pages		80.5	87.2	128.9	158.3	192	216.7
Pounds of Paper Recycled (millions)	Pounds		13.7	11.9	8.3	10.1	11.4	12.3



Resource Availability

In the long run, genuine sustainability requires us to achieve far greater levels of reuse (circularity) of non-renewable resources and sustainable consumption of renewable resources throughout our economies.

Climate Opportunities

In addition to the risks identified that may potentially impact the Company, Regions actively works to identify climate-related opportunities. This includes supporting our customers by providing sustainable investing and financing opportunities related to their transition to a more sustainable future. We have seen growth in our sustainable lending areas over the past few years and have developed a Sustainable Finance definition and measurement methodology, which we are piloting and monitoring. We expect to share that information in the future, as well as evaluate the development of a sustainable finance goal.

As a financial institution, we understand the role that we play in the transition to a lower-carbon economy. For that reason, we provide sustainable lending and investment products and services that can benefit our customers and our climate, and we only expect our work in this area to grow in the future. As part of our bank's strategic focus, we intend to develop more climate competent bankers to ensure we can support and enable our customers through increasing the number of our sustainable financing offerings.

As previously mentioned, Regions is currently developing an enterprise program to define and measure sustainable finance activities within the Company, including products, offerings, and other business activities that support the environment and climate transition, as well as community development and inclusive growth. We engaged with customer and community partner-facing stakeholders across all our lines of business and various support units to develop a definition for Sustainable Finance that we are socializing internally within the first half of 2022. These conversations have uncovered ways we are already meeting the needs of our customers with interest in sustainable investments and lending, an area of interest that appears to be growing. As a part of this program, we have also engaged in the assessment of various methodologies and measurement processes to better inform next steps for Regions' sustainable finance reporting.

For example, Regions directly supports the development and implementation of clean energy solutions through multiple avenues, including our Solar Tax Equity Finance Team, ENRG, and solar lending through our recent EnerBank acquisition.

Solar Tax Equity Finance Team

The Regions Solar Tax Equity Finance Team provides lease financing for utility scale and commercial photovoltaic (PV) solar projects across the U.S. Since completing its first transaction in 2016, the team has funded 70 different projects, in excess of \$1.5 billion. In 2021, the Solar Tax Equity Finance Team provided \$216.5 million in funding for PV solar projects located across the country. The aggregate capacity of the farms in the portfolio exceeds 900 Megawatts dc, which in 2021 generated 1,163 Gigawatt hours.

Energy and Natural Resources Group

Regions supports the development and implementation of clean energy solutions through our ENRG, which specializes in tailored financing products and services for solar/renewable energy products. In 2021, ENRG committed or closed over \$627 million in ESG-related financings, including:

- » \$383 million of sustainability-linked corporate financings.
- » \$164 million in solar project financings.

>> RESOURCE AVAILABILITY

- » \$50 million of renewable natural gas construction facilities. These projects capture landfill methane emissions and convert them to a cleaner-burning type of natural gas.
- » \$30 million in renewable corporate credit facilities.

ENRG also served as a co-manager in \$1.43 billion senior notes offerings supporting clean water/wastewater infrastructure and sustainability notes.

EnerBank Solar

Regions' acquisition of EnerBank in October 2021 created a significant opportunity to capture additional solar and energy efficient financing options for consumers nationwide. Utilizing industry leading point-of-sale capabilities, EnerBank financed nearly \$740 million in consumer home improvement projects for energy efficient projects in 2021. Projects ranged from energy efficient HVAC systems, solar panel installations, and new window and door installations that provide homeowners improved efficiencies.

Other products and offerings from Regions that support our customers and provide benefits to the environment include ESG-focused investment offerings and sustainable timber management activities.

Responsible Asset Management

Regions' Asset Management business group, or RAM, provides individuals and institutions with products and services that help them manage and grow their assets. The team is working to meet growing investor demands for ESG investing and helping Regions expand the solutions we can offer to grow relationships and meet client needs.

Asset Management developed a firm-wide ESG/socially responsible investing (ESG/SRI) philosophy in late 2020. In November of 2020, Regions Investment Management launched sustainable equity and fixed income models,

and at year-end 2021, had \$54.3 million in assets tied to them. The Investment Research Group (IRG) launched a sustainable model in February of 2021 populated by third-party mutual funds and exchange traded funds (ETFs), and that model had \$11.4 million in assets as of year-end 2021. Also of note, the IRG's list of actively managed recommended funds available for client investment that the team classifies as Impact, Sustainable, or Responsible continues to grow. At year-end 2021, it stood at 43 funds, up from just four some 18 months earlier, as the implementation of RAM's firm-wide ESG/SRI philosophy led us to reclassify some recommended funds as Responsible or Sustainable.

Growth in ESG/SRI assets over recent years highlights our commitment to providing ESG-related, socially responsible, and impact-focused investment opportunities as well as growing customer interest in these product sets.

Sustainable Forestry Management

The NRRE Department consists of 41 natural resource professionals who are charged with the responsibility of prudently managing hard assets owned by our banking and trust clients. Eighteen of these professionals are registered foresters responsible for the sustainable

management of our clients' timberland located across Regions' footprint. Regions manages every acre of timberland in accordance with State Best Management Practices (BMPs) for Forestry. Regions' forestry management efforts and State BMPs are implemented in efforts to improve water quality, carbon sequestration and wildlife habitat.

In addition to BMP management, a portion of the timberland acres managed by Regions' foresters are certified under the Sustainable Forestry Initiative (SFI) 2022 Forestry Management Standard or the American Tree Farm 2021 Standard of Sustainability Certification (ATFC) Standard. Both third-party certification systems promote sustainable forestry practices aimed at protecting water quality, biodiversity, wildlife habitat, species at risk, and forests with exceptional conservation value.

Regions' foresters take pride in and are committed to the sustainable forestry management of our clients' timberland assets. Additionally, the NRRE Department is currently exploring carbon capture credit opportunities.



Regions teams supporting climate opportunities include:

- » Solar Tax Equity Finance Team
- » Energy and Natural Resources Group
- » EnerBank Solar
- » Regions' Asset Management
- » Natural Resources and Real Estate Department



People

IN THIS SECTION:

Dignity and
Equality →

Health and
Well-Being →

Skills for
the Future →

Dignity and Equality

Providing equitable opportunities to all employees in recruitment and selection, training, development, and promotion.



Diversity, Equity, and Inclusion

At Regions, we recognize that a diverse, equitable, and inclusive workforce is essential to achieving and maintaining a thriving company. Regions has been on a constantly evolving journey toward fostering DEI throughout the organization. Our commitment to DEI starts at the top of our organization, with oversight of our initiatives provided by the Board’s CHR Committee. At the management level, we believe that our work over the past three and a half years, led by our head of DEI and their 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 and within the communities where they live.

Our Key DEI Commitments



Continue building on inclusion strategies



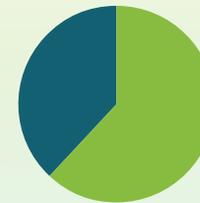
Expand leadership accountability to include empowerment



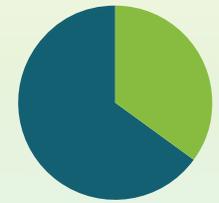
Focus on internal diverse talent and acquisition strategies

Diverse Representation

We seek to create an environment where our associate population reflects the communities we serve. As of December 31, 2021, our associates self-identified as follows:



Female:
62%



Member of a minority demographic:
35%

Cumulatively representing over
72%
of our total workforce

>> DIGNITY AND EQUALITY

External Commitments to DEI in 2021

Regions earned a top score of 100 for the third consecutive year on the Human Rights Campaign's Corporate Equality Index, meriting the distinction of being among the "Best Places to Work for LGBTQ+ Equality." This national benchmarking tool on corporate policies and practices pertinent to LGBTQ+ employees spans nearly every industry and geography. To further our commitment to this cause, Regions continues to offer associates the ability to self-identify their sexual orientation and gender identity within our internal employee directory, giving us further insight into our LGBTQ+ workforce.

Regions also received a score of 100 on the 2021 Disability Equality Index, the leading nonprofit resource for business disability inclusion worldwide. This index is a joint initiative of the American Association of People with Disabilities (AAPD) and Disability:IN, and is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions that they can take to achieve disability inclusion and equality. Each company received a score, on a scale of 0 to 100, with those earning 80 and above recognized as a "Best Place to Work for Disability Inclusion."

The Military Spouse Employment Partnership (MSEP) is a U.S. Department of Defense career program connecting military spouses with hundreds of partner employers who commit to recruit, hire, promote and retain military spouses. Regions was inducted into the partnership in 2020 and continued this partnership in 2021, becoming one of 500 corporate members. The MSEP helps military spouses find employment to achieve their career goals, despite the challenges of frequent relocation.

In June 2020, Regions Bank and the Regions Foundation announced a two-year, \$12 million commitment to advance programs and initiatives that promote racial equity and economic empowerment of communities of color. By December 2021, both entities combined to invest \$14.6 million in 18 months, surpassing the commitment six months early. Investments focused on strengthening community development financial institutions (CDFIs) and minority depository institutions (MDIs), growing minority-owned businesses, increasing minority homeownership, reducing the digital divide, and promoting educational attainment and workforce success.

In 2020, Regions joined over 100 CEO Action companies in the first business-led coalition of its kind, with a mission to advance racial equity through public policy. As an extended commitment to the work of the CEO Action network, Regions volunteered one associate to act as a Fellow to the CEO Action for Racial Equity Fellowship Program. This Fellowship's mission is to identify, develop, and promote scalable and sustainable public policies and corporate engagement strategies to address systemic racism and social injustice, as well as improve societal well-being.

Over the last 18 months, Regions Bank's representing Fellow has worked alongside more than 250 individuals from over 100 companies. In their quest to better understand racial equity and where gaps exist, they started by pinpointing areas where data shows there are different outcomes based on race. From there, they identified barriers and challenges at a systemic level that can be addressed through public policies and corporate engagement. Based on those findings, they built partnerships with community organizations and community, education and thought leaders from around the country to focus on 12 priorities across four key areas where racial equity is a persistent challenge: public safety, education, economic empowerment and health care. The public policy priorities are as follows:

- » Closing the Digital Divide
- » Declaring Racism a Public Health Crisis
- » Expanding Access to Telehealth
- » A Path Toward Greater Food Equity
- » Expanding Economic Opportunity Through CDFIs
- » Equity in Early Childhood Education
- » Decriminalizing Poverty: Fines, Fees, and Cash Bail Reform
- » Advancing a National Police Misconduct Registry

The corporate engagement priorities are as follows:

- » Advancing Corporate and Historically Black College and University (HBCU) Collaboration
- » Expanding Reach and Sustaining Engagement
- » Expanding Beyond Supplier Diversity to a Business Diversity Ecosystem
- » Mobilizing Untapped Talent: Destigmatizing Reentry through Support for Fair Chance Hiring

CEO Action for Racial Equity is also committed to advancing these priorities through their place-based approach in Oakland, CA and additional cities such as Birmingham, Detroit, Baltimore, and Dallas.

Local Commitments

Regions continues its commitment to equity through its relationship with Momentum, Alabama's premier leadership organization, empowering promising women to develop leadership skills that positively impact business, culture and politics in Alabama. Momentum utilizes a number of programs to advance equity for women in leadership throughout the state. Regions is also a member of Men with Momentum, a membership-based program of Momentum that is designed for men to have open dialogue about challenges they face in recruiting, managing, and promoting women and people of color. Men with Momentum's goal is to identify common barriers to creating an equitable work environment in the state and define innovative approaches to overcome them.

>> DIGNITY AND EQUALITY

Cultivating a More Diverse and Inclusive Work Environment

We believe it is important for our team of associates to reflect the diversity of the communities we serve. One of the primary ways we execute our Build the Best Team strategic initiative is by cultivating a workforce informed by a full range of thoughts, backgrounds, and perspectives; we all benefit from the creativity, varied perspectives, innovation, and energy that arises out of a diverse and inclusive workforce. To follow through on these principles, we seek to recruit, develop, promote, and retain talented people from a diverse candidate pool. Regions' DEI Center of Expertise (COE) forms the core of our DEI strategy.

Other examples of the DEI COE's work in 2021 include:

- » Growing our "Bring Your Whole Self to Work" philosophy.
 - **Bring Your Whole Self to Work:** Regions has a passion for creating an inclusive environment that promotes and values diversity of race, color, national origin, religion, age, sexual orientation, gender identity, disability, veteran status, genetic information, sex, pregnancy, and many other primary and secondary dimensions that make each of us unique as individuals and provide valuable perspective that makes us a better company and employer. More importantly, we recognize that creating a workplace where everyone, regardless of background, can do their best work is the right thing to do.
- » Launching a three-year journey to enhance our inclusive culture through The Path to Inclusion model, starting with surveying where we are along The Path and identifying actions to continue our journey on the continuum.

- » Devoting resources to identify and develop diverse talent, making meaningful progress in diverse talent attraction, acquisition, development, and retention.
- » Further expanding our DEI Networks to 19 Networks in total, representing approximately 70 percent coverage of our associate population.
- » Improving how we fill vacant enterprise-critical positions with diverse candidates and continuing to attract diverse talent.
- » Implementing internal mobility strategies that promote development opportunities for all associates, including diverse talent pools.
- » Nurturing an environment where associates feel psychological safety, seeing increases in both disability and LGBTQ+ self-identification rates.
- » Hosting our second annual Week of Understanding, a dedicated time for associates to gather and have intentional conversations around allyship and support of marginalized groups.

The DEI COE also partners with the Talent Management and the Talent Acquisition teams on succession planning, internal mobility, diverse talent retention and acquisition, and diverse

talent development. These efforts are applied across the Company through:

- » Continuing our partnerships with HBCUs and state vocational rehabilitation organizations.
- » Driving accountability in the hiring process by initiating an open role acknowledgment letter sent to hiring managers, asking them to ensure diverse representation on candidate slates and the interview panels.
- » Identifying, developing, and providing visibility to internal diverse talent.
- » Mentorship and coaching programs.
- » DEI Networks, which have a pillar focused on career progression and associate development.
- » Talent roundtables in partnership with HR Business Partners to connect internal and external diverse talent to potential opportunities.
- » Ensuring diverse representation in all formal leadership development programs.



Expanding our DEI Networks to **19 Networks**

representing approximately **70% coverage** of our associate population



Disability Inclusion, Services, and Outreach

In 2021, we continued to provide our associates with the opportunity to self-identify as having a disability. To ensure an inclusive environment that embraces these associates, each year we celebrate National Disability Employment Awareness Month, as one of our inclusion observances, by hosting a series of educational events.

Our disability-related efforts extend beyond associates to customers and communities. Regions has a dedicated Disability Services and Outreach Manager who manages our external and internal outreach efforts: Maintaining relationships with advocates for accessibility, staying abreast of their concerns, and working alongside Regions’ internal partners to address those concerns so that we can ensure we are providing accessible banking services. Our commitment includes raising awareness of autism spectrum disorders and creating an autism-friendly

environment in our branches, as well as investing in programs that both promote independent living and increase access to job readiness and employment.

Supporting Military Service Members and Veterans

We understand that U.S. service members face unique challenges that can make managing finances more complicated. Regions seeks to serve members of the U.S. military and their families by providing targeted financial guidance and education. We provide financial support, job readiness training, and opportunities to cultivate entrepreneurial activities within this population.

In 2019, we launched BRAVE — Building Regions Associate Veterans Experience. BRAVE helps transitioning military service members build a successful career at Regions by matching the service member’s talents and experience to job postings

that best fit their career goals and interests while also supporting the challenges they may face. BRAVE program benefits include:

- » Targeted veteran transition development programs in Regions Edge, the Regions interactive training platform.
- » Veteran-to-veteran mentoring through MentorcliQ, a mentoring platform. In 2021 this was expanded to include military spouses.
- » Easy access to military-specific resources, such as benefits, military leave, and specialized components of our Employee Assistance Program (EAP).
- » Support from Regions’ DEI Networks.
- » Community engagement opportunities.
- » Updated Military Careers Page, which includes a military skills translator on regions.com/BRAVE.

Regions was recognized as a 2021 Military Friendly Employer by Military Friendly® for creating professional opportunities that leverage military experience. Regions also continued offering Skillbridge fellowships in collaboration with Hiring Our Heroes for the third year in a row, supporting veterans’ successful transitions and hiring. We are also proud to support the spouses of military service members. In 2020, Regions committed to recruiting, hiring, promoting, and retaining military spouses by joining the MSEP. Regions also has a dedicated Service Members and Veterans Affairs Manager who maintains relationships within the military community, providing an open line of communication among Regions, service members, and veterans’ groups.

>> DIGNITY AND EQUALITY

Human Rights Statement

Honoring and affirming protections for human rights is embodied in our values and mission. Regions’ support of fundamental rights is also reflected in our policies and in our everyday interactions with associates, suppliers, customers, and the communities where we do business. We strive to conduct business in a manner that is consistent with fundamental human rights principles, such as those stated in the United Nations’ Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We are committed to maintaining a work environment where all associates at every level are treated with dignity and respect, free from discrimination and harassment, and can devote their full attention and best efforts to their job. These same standards apply to our interactions with customers and others with whom we do business, including suppliers, contractors, and subcontractors. Regions expects that the entities with which we do business also respect individual human rights and conduct their business operations free from human rights abuses, such as forced or child labor, human trafficking, and slavery.

Finally, Regions supports the communities in which we operate through our commitment to financial inclusion. Regions has displayed a commitment to providing all customers access to the preferred financial tools, industry-leading products, and the expert advice and guidance we have to offer. We provide a broader discussion of our financial inclusion efforts in the “Expanding Access Through Financial Inclusion” section that appears later in this report.

Supply Chain

Supplier Code of Conduct

Regions seeks to work with suppliers whose values match our own — those that promote diversity, equity and inclusion, treat employees with respect and dignity, invest in the lives of their employees, provide a safe working environment that is also free from discrimination and harassment, and adhere to fundamental human rights standards. Suppliers are expected to adhere to all applicable provisions of the Code of Conduct. Further, our Supplier Code of Conduct sets forth Regions’ expectations for working conditions, human rights protections, ethical business practices, and environmental conservation applicable to our suppliers. At a minimum, we require suppliers and their subcontractors to fully comply with all laws and regulatory requirements applicable to their business activities; but we seek to do business with suppliers that go beyond legal and regulatory compliance to help us achieve our commitments to social and environmental objectives. We expect our suppliers to support Regions’ sustainability efforts through the services they offer, as well as through their own operations. We are also committed to building strong business relationships with a wide range of high-quality, diverse suppliers.

Supplier Diversity

We view our vendors and suppliers of goods and services as extensions of Regions. We expect them to maintain our same high standards of integrity, operate responsibly, and support our mission to create shared value.

Regions is committed to increasing supply chain opportunities for certified diverse suppliers by providing access to contracting opportunities and supporting supplier development. The supplier diversity initiative at Regions focuses on building supplier relationships with U.S.-based small and

disadvantaged businesses and those that are owned and controlled by minorities, women, veterans, disabled individuals, and LGBTQ+ individuals.

In carrying out our day-to-day business, Regions contracts with thousands of suppliers, many of whom subcontract goods and services related to the work they perform for us. Several measures have been incorporated into our processes to encourage our prime suppliers to create more subcontracting opportunities for high-performing diverse business enterprises. We also continually strive to increase our own minority supplier spend.

In 2021, we continued to support supplier diversity within the city where our corporate headquarters are located, through the City of Birmingham’s Valuing Inclusion to Accelerate and Lift (VITAL) Program. The VITAL Program focuses on providing local Minority- and Women-Owned businesses with opportunities to enhance diverse supplier relationships. We also enlisted additional resources that support our application of business enterprise classifications in compliance with federal regulations and industry standards; these classifications enable eligible businesses to participate in our Tier 1 and Tier 2 programs as minority-owned, female-owned, service-disabled-owned, LGBT-owned, or disability-owned business enterprises. All of these initiatives are helping us realize our objective to grow diverse suppliers as a percentage of total spend to industry standards.



Health and Well-Being

Requires organizations to ensure the health, safety, and mental, physical, and social well-being of all people in their operations and value chains.



Associate Engagement

Engaged associates are our greatest resource. They care about Regions' success and work with enthusiasm and dedication to make life better for their fellow associates, our customers, and the communities we serve. They also consistently generate creativity, innovation, and growth, paving the path to performance excellence. We believe that to drive engagement, we must live our values and focus on our strategic priority of Build the Best Team. We do this through efforts to maintain a culture that positions us to attract, engage, develop, and retain top talent, especially during challenging times. We celebrate the contributions and achievements of all associates as a Company and reward exemplary performance.

In 2021, our Associate Engagement strategy continued to focus on leveraging engagement to better understand and meet the needs of associates. Tools and resources related to engagement and the four needs of followers (Trust, Compassion, Stability, and Hope) were created and distributed to help support associates who continued to adjust to different operating environments and effects of the ongoing pandemic. The topics of well-being, performance, and diversity, equity, and inclusion were also included in the survey's custom

questions, continuing our focus on building and supporting culture through engagement.

At Regions, our culture is unique. It engages the associates who come to work every day and differentiates us from other institutions in the minds of our customers. We are on a continuous journey to better understand how associates experience Regions' culture and how our actions should evolve to meet our associates' needs; in turn, this understanding strengthens us as a company and enables us to better serve our customers and communities.

Based on Regions' strategic focus on engagement and ongoing culture work, Regions was awarded with our seventh consecutive Gallup Exceptional Workplace Award in 2021. This recognition is awarded to organizations that cultivate a culture of engagement and put people at the heart of their business strategy. Regions was one of 39 companies across the world to receive the distinction after meeting a threshold for grand mean results as well as completing a panel interview.

2021 Engagement Highlights



One
Gallup Manager of the Year
Finalist

One
Gallup Exceptional Workplace
(our 7th consecutive award)

Don Clifton Strengths-Based Culture Award Winner
(one of five companies)

2021 Great Place to Work
Designation

>> HEALTH AND WELL-BEING

Associate Engagement Survey

A fundamental component of building the best team is understanding what parts of our culture drive associate motivation and engagement. Measuring engagement helps us understand what we are doing well and how we can improve and strengthen our culture and fulfill our mission. Each year, Regions distributes an anonymous online Associate Engagement survey to measure engagement and collect associate feedback on relevant topics. Through this survey, associates answer questions that enable us to capture how they feel about their workplace experience on their teams and at Regions.

The survey includes 12 questions, known as the Q12, designed by Gallup to indicate the level of team engagement and compare progress year-over-year. Up to 10 customized questions and at least one open-ended question are included in addition to the Q12. Combining relevant topics found through ongoing culture work with the engagement survey process allows Regions to gather insight and perspective from the associate population. Team-level reports, tools, and resources are provided to managers each year. Managers are encouraged to then share the results with their teams and have group discussions and impact planning sessions. Teams are encouraged to use the group discussion to have a meaningful dialogue that celebrates the great work they are doing and includes identification of new practices that will drive engagement and positively impact their day-to-day performance. By determining a specific plan of action and establishing individual ownership, teams can become unified in achieving shared goals. The tools provided in 2021 also supported managers and associates in having more challenging conversations around the cultural elements included in the custom questions and directed managers and associates to additional resources offered by Regions.

2021 Engagement Survey Highlights

Average associate participation rate in Associate Engagement survey:
90%

+0.01 increase in Company grand mean: From 4.34 to 4.35 (both out of 5.00)



Grand Mean	4.35
Q11. Progress in last six months*	4.53
Q9. Coworkers committed to quality**	4.38
Q7. My opinions count**	4.16
Q6. Encourages development**	4.39
Q5. Supervisor/Someone at work cares**	4.57

*-Indicates largest question increase since 2020
**-Indicates highest results for question in Regions' history

Regions is very proud of the 2021 Associate Engagement survey results. Results indicated stability in overall associate engagement, with the grand mean increasing to a 4.35 (increase of +.01 from 2020). Regions also saw increases in the results for seven of the 12 Q12 items and continued improvement in custom questions related to Regions' commitment to diversity, equity and inclusion; performance management; and associate well-being. There is still work to be done, but these results were incredibly encouraging and indicated that we are strategically focused in the right direction.

We believe these results reflect the resiliency of our associates and our corporate culture through ongoing challenges related to evolving operating

environments, the pandemic, and associate burnout and fatigue plaguing all workforces today. To further support our associates, activities and discussion guides were developed to supplement the content for both the Q12 and the custom culture questions, podcasts were released highlighting best practices and internal partners, and existing resources like the EAP and Wellness@Regions were also leveraged to help associates and managers better cope with stresses at work and at home. Coach on Call, a successful initiative launched as a result of the pandemic, continued to provide support to managers who were dealing with situations that were new or challenging to them, such as leading remote or hybrid teams.

>> HEALTH AND WELL-BEING

Evergreen Week

Although associate appreciation takes place throughout the year, Regions specifically honors all associates every September during Evergreen Week. This week is a time when managers thank associates for their hard work and dedication, celebrate how associates work together to deliver the best results in the right way, and show appreciation for associates’ unique talents and contributions to our Company. Each year, we develop a new theme that guides the activities for the week.

In 2021, the theme was “Regions United. Better Together.” Due to the year’s unique circumstances, teams were able to celebrate in new and different ways that were socially distanced or virtual, ensuring that health and safety standards were upheld. Each associate, whether remote or on-site, also received a Regions gift box delivered to their home or office that included a thank-you letter from our CEO and Regions-branded gifts. All associates also receive an extra day of paid vacation as part of Evergreen Week.

Benefits and Wellness

We believe that supporting communities and maintaining a sustainable business begins with contributing positively to our associates’ well-being. We strive to make life better for associates by offering a competitive benefits package.

Preparing Associates for Retirement

Over 90 percent of Regions associates participate in our 401(k) Plan. For eligible associates who are not accruing a benefit in the Regions Financial Corporation Retirement Plan, a defined benefit plan closed to new participants, we make an annual 2 percent contribution to their 401(k) Plan, regardless of whether they contribute themselves. We also increased our associate match contributions from 4 percent to 5 percent beginning in 2019.

Helping Associates Balance Personal Responsibilities and Work Life

We provide a range of programs to help associates and their families get more out of life. Some examples include:

- » EAP.
- » Associate financial fitness program.
- » Tuition reimbursement program, through which associates are eligible for up to \$5,000 per year in reimbursements for business-related undergraduate degree courses.
- » Regions Dependent Scholarships Program.
- » Adoption assistance.
- » Company match for eligible charitable contributions of up to \$1,000 a year.
- » \$5,000 forgivable loan to make it easier for qualifying associates to purchase a home.
- » TeamGreen Banking, which provides associates with discounts on home equity loans, mortgage loans, and other banking services.

Regions further supports work-life balance through a range of work schedules and remote working situations dependent on position, eligibility, and suitability. Alternatives include flexible work schedules, compressed work weeks, alternative daily work schedules, and telecommuting.

Our corporate workplace model has evolved to suit associates’ needs and preferences. Our updated workspaces include assigned desks, unassigned desks for those associates with flexible work arrangements, standing desks, social centers, and more small conference rooms. This work environment offers associates the opportunity to choose the environment where they can be most productive. These opportunities create multiple benefits for Regions as well, including operational efficiencies and savings, more options for hiring new talent and retaining existing talent, and a more productive, devoted workforce.




Our range of programs include a **\$5,000** forgivable loan to make it easier for qualifying associates to purchase a home.

>> HEALTH AND WELL-BEING

Cultivating Associate Health and Wellness

We provide access to health insurance coverage to associates working at least 30 hours per week that is both comprehensive and affordable to them and their families. Associate health insurance costs are progressively aligned with compensation so that entry-level associates pay the lowest available out-of-pocket premium. We also offer wellness programs and incentives that encourage associates to make healthy choices.

The Regions Corporate Wellness program, Wellness@Regions, gives associates access to multiple options for improving and maintaining a healthy lifestyle. The program includes initiatives in the areas of nutrition, physical well-being, emotional health, and overall well-being, providing associates with resources to enjoy life to the fullest with a healthy focus. Examples include:

- » **Vitality** — a comprehensive, interactive, and personalized wellness platform that rewards associates and their dependents covered by Regions medical plan for making healthy choices.
- » **Baby Yourself** — a prenatal wellness program offered through our health insurance provider that helps expectant mothers receive the best possible care during pregnancy.
- » **Chronic eligible condition support** — designed to assist associates and dependents covered by Regions’ medical plan manage chronic illness through early intervention, education, and lifestyle changes.
- » **Diabetes reversal program** — a physician-led, research-backed treatment to reverse type 2 diabetes and prediabetes for associates and their dependents covered by Regions medical plan.

- » **EAP** — a free and confidential assessment, counseling, and referral service for associates and eligible dependents who need short-term assistance in areas like marital and family issues, stress management, emotional issues, personal growth, and work/life balance.
- » **Flu shots** — available for free to associates and their dependents covered by Regions’ medical plan through workplace flu shot clinics, retail pharmacy programs, network doctors’ offices, and the cost is reimbursed for associates not covered by Regions’ medical plan.
- » **Digital health coaching** — app available 24/7 on a smartphone that offers diabetes prevention, diabetes care, and hypertension care programs and coaching available to associates and their dependents covered by Regions’ medical plan.
- » **Pack Health Coaching** — matches associates and their spouses covered by Regions’ medical plan with a personal health coach for help with a variety of topics from exercise and nutrition to stress and pain management.
- » **Preventive care and preventive screenings** — many routine exams, immunizations, and screenings are available for free to associates and their dependents covered by Regions’ medical plan.

- » **Tobacco cessation support and tools** — resources to assist with quitting tobacco are available to associates and smoking cessation prescriptions are available to associates and their dependents covered by Regions’ medical plan.
- » **Active&Fit Direct** — a fitness center discount program with more than 9,000 participating centers to choose from nationwide.

Supporting Associates Navigating Parenthood

Regions’ support of parents begins before their child’s birth with a prenatal wellness program, Baby Yourself. The service provides expectant parents covered by a Regions medical plan with support and educational materials, including access to a personal nurse whom they can call with questions or concerns throughout their pregnancy.

We recognize that the birth or adoption of a child can be a stressful time of transition financially and from a work-life balance perspective. As a result, we expanded parental leave benefits to reflect our commitment to support associates and their growing families. In 2019, we began providing 12 weeks of fully paid leave for birth mothers and six weeks of fully paid leave for birth parents, including domestic partners and adoptive parents. Nearly 500 associates — mothers and fathers — took advantage of maternity and bonding leave programs during 2021.



Nearly 500 associates — mothers and fathers — took advantage of maternity and bonding leave programs during 2021.

>> HEALTH AND WELL-BEING

We offer continued support to parents with young children through the Regions TodayCare program. TodayCare provides high-quality, subsidized childcare at a facility easily accessible from three of our largest office buildings in the Birmingham, AL area. Children between the ages of six weeks old and pre-kindergarten are eligible for year-round care, while school-age children are accepted by the program in summertime and on certain school holidays.

TodayCare has an open-door policy for parents, welcoming them to visit at any time to spend one-on-one time with their child. They offer dedicated, private space for new moms to nurse their babies and use eco-friendly practices such as washing fruits and vegetables before consumption; purchasing non-toxic toys and art supplies; monitoring daily outdoor air quality; and using less toxic, fragrance-free cleaning products when possible. TodayCare also includes Earth Day in their curriculum and discusses eco-friendly practices with children when the opportunity arises.

Promoting Associates' Health and Well-Being in the Midst of a Pandemic

Through the challenges posed by the pandemic, Regions brought our mission and values to life while also demonstrating our commitment to keeping associates and customers safe. During 2020 and 2021, we implemented changes and enhancements that we determined were in the best interests of associates, customers, and the communities we serve:



Physical Health

Expanded access to and payments for telehealth benefits

Implemented no-cost COVID-19 testing and treatment

Offered enhanced leave of absence benefits



Mental Well-Being

Enhanced access to resources promoting mental health

Provided new free on-demand fitness classes



Working Environment

Provided additional compensation to front-line associates

Quickly facilitated work-from-home capabilities

Supplied masks to remote and front-line associates



Manager Support

Issued resources on managing others through a crisis

Equipped managers with tools and support specific to remote management

>> HEALTH AND WELL-BEING

Associate Health and Safety in the Workplace

Regions is committed to providing a safe and secure work environment in accordance with applicable employment, safety, health, anti-discrimination, and other workplace laws.

Workplace Environment

Our well-established workplace safety and security procedures and protocols help to provide a governance framework for associate and customer safety, including but not limited to worksite opening and closing procedures, restricted access, weather monitoring, comprehensive security monitoring, and engagement of third parties for property management. Regions has written policies and policy guidelines on the following workplace safety topics:

- » Workplace abusive conduct prevention.
- » Threatening conduct, workplace violence, and prohibition of weapons.
- » Tobacco- and vapor-free workplace.
- » No retaliation.
- » No harassment.
- » Inclement weather and disasters.
- » Drug-free workplace.
- » Workplace-related injuries/workers compensation.

Physical Safety

The Regions Corporate Security Department annually inspects branch facilities for any security needs or enhancements and conducts after-hours depository reviews and assessments of incidents at Regions ATMs. In 2020, Regions released new required training for associates that focuses on best practices in active aggressor situations. The training takes associates through real-world scenarios to advise them on how to react to an active aggressor based on their

circumstances. In addition to this mandatory training associates who are assigned to work in a branch environment are required to complete an additional annual training on branch security.

As a part of the Corporate Real Estate Risk Mitigation Program, Regions facilities are inspected throughout the year for any workplace hazards, including potential life safety and personal liability risks. Examples of issues that may arise include slip/fall hazards, trip hazards, and property damage. After a potential risk is identified, documentation is collected and a plan for resolution is created. Annual exterior lighting inspections are conducted to provide well-lit areas around ATMs and night deposit boxes, and mitigation actions are taken where light levels do not meet our corporate standards.

Health and Safety in a Pandemic

We learned many lessons through the COVID-19 pandemic; significantly, even in a time of social distancing, our business continues to be a people business. As associates and customers navigate the pandemic, Regions has remained dedicated to prioritizing everyone's health and safety within our facilities by:

» Physically adapting facilities

- Installed plexiglass shields in branches.
- Adopted recommendations from the Centers for Disease Control and Prevention on enhancing HVAC filtration and increasing outside airflow to maximum levels.
- Installed Needlepoint Bipolar Ionization technology in facilities covering over one million square feet.
- Placed hand sanitizing stations throughout offices, operations centers, and all branch lobbies.

» Helping keep our locations safer

- Administered daily Health Questionnaires to retail associates to help mitigate the risk of at-work transmission among associates and customers.
- Established hands-free protocols and provided devices to promote touch-free environments.
- Distributed thousands of informational and directions signs on safety protocols in our facilities.
- Implemented social distancing guidelines, including floor decals to designate social distances required in common areas.
- Initiated thorough COVID-19 contact tracing protocols to minimize at-work transmission.

» Equipping associates with:

- Disposable facemasks for use when working on-site.
- Reusable, Regions-branded cloth face masks, once production capacity allowed.
- Hand sanitizer and disinfectants included on the Environmental Protection Agency's List N (effective at killing COVID-19 without the need for personal protective equipment).

» Enhancing sanitization procedures

- Implemented daily sanitization protocols for high-touch points in branches.
- Performed enhanced disinfectant cleanings following identified cases.
- Increased sanitizing frequency in our large corporate and operations centers.
- Provided self-service disinfecting supplies throughout each workplace for associate use.

>> HEALTH AND WELL-BEING

Our Associates in the Community

We value our associates’ enthusiasm, expertise, and heart they bring to their roles each day. We are proud of our associates and their dedication to supporting the needs of their communities to make life better. Though much of 2021 required continued social distancing and virtual volunteering, our associates logged 53,400 hours in support of their communities.

Share the Good

The annual Share the Good campaign had special meaning in 2021, when Regions associates planned and implemented initiatives across our footprint to recognize small businesses and nonprofit community partners for their resilience and strength in serving our communities. Though they were tested in ways that were never expected, we witnessed our community partners move past the challenges to show strength, courage, and hope.

What a Difference a Day Makes

The What a Difference a Day Makes program provides associates with the opportunity to take one paid day off each year to make life better by volunteering with nonprofit organizations in their communities. Offered to all full-time associates, this program allows us to help these organizations in helping others. We feel confident that this benefit aligns with associate and community expectations of corporate citizenship. In addition, we believe it assists us in attracting and retaining talent while making life better.

The Regions Matching Gifts Program

Available to all full-time Regions associates and recent retirees (within the past five years), the Matching Gifts program provides its participants the opportunity to make an even greater impact on communities by matching their tax-deductible contributions to their favorite qualifying nonprofit organizations. Regions

matches gifts of \$25 or more to eligible nonprofit organizations, up to \$1,000 per participant annually. In 2021, we expanded our organizational eligibility to reflect our priority areas of Economic and Community Development, Education and Workforce Readiness, and Financial Wellness, in addition to organizations assisting service members and veterans, supporting individuals with disabilities, and promoting art and culture.

United Way

In addition to volunteering with agencies funded by United Way, Regions’ associates are long-term financial supporters of these organizations through personal giving to local United Way chapters throughout our footprint. Associates come together annually for our United Way fundraising campaign that supports United Way and its network of member agencies in their efforts focused on health, education, and financial stability in the communities we serve. Associates can elect to have United Way allocate their donations based on the organization’s strategic programming or focus their donations in areas associates are interested in supporting. In 2021, Regions Bank, Regions associates and the Regions Foundation supported more than 170 United Way chapters across our footprint and donated over \$7.1 million.



Over **53,000 hours** logged by associates in support of their communities

Regions Bank, the Regions Foundation, and Regions associates supported more than **170 United Way** chapters across our footprint population

Skills for the Future

Access to skilled workers is a key factor in becoming a successful company.



Attracting Talent

Regions' centralized Talent Acquisition team strives to identify and implement innovative talent solutions that support a diverse, engaged workforce. Our associates are a key element of our success, and we seek to recruit diverse talent who share our values and mission to make life better. We offer performance-driven individuals a place where they can build a career — a place to expect more opportunities.

Connecting Recruitment and Development

We have developed our Emerging Talent Program as a specific pathway to recruiting top talent. This career development program is designed to refine technical knowledge to fit the current and prospective needs of our business, enhance participants' individual talents, encourage collaboration and networking, and model Regions' values. Candidates may enter the Emerging Talent Program through either an internship or a full-time, line-of-business-specific development program. Most full-time development program positions will have a one- to two-year rotational aspect.

In addition to this program, we launched Regions' Workforce Development Programs to support internships, externships, and fellowships.

Building a Diverse Workforce

Regions is committed to hiring candidates with diverse backgrounds and experience. We make a concentrated effort to attract diverse talent through various recruiting initiatives and collaborative efforts. Our Talent Acquisition team partners closely with our DEI COE to execute our strategies to attract diverse talent to Regions.

The DEI COE works closely with community organizations in our footprint to present job readiness programs, mock interview sessions, and resume-building workshops in an effort to support our community while attracting new talent to Regions.

We are aware of the importance of where we advertise open positions with the Company. We have continued our partnership with Direct Employers to post jobs on diversity-focused job boards to attract minority, female, veteran, disabled, and LGBTQ+ talent. In 2020 the DEI COE launched a partnership with the Professional Diversity Network to increase the number of diversity-focused job boards where we post our open positions.

Since 2019, Regions has accepted the HBCU Partnership Challenge. The Challenge cultivates public-private investments in HBCUs with the aim of ensuring their future sustainability, increasing career prospects for their students, and advancing diversity and inclusion within all sectors of employment. By making this public pledge, we are participating in the collective effort to ensure that HBCU students and graduates have equal access to opportunities. With that goal in mind, we have developed an HBCU recruitment strategy focusing on strategic relationships with HBCUs across the Regions footprint.

In the summer of 2019, City of Birmingham Mayor Randall Woodfin launched Birmingham Promise, an initiative to create new career and college opportunities for students in Birmingham City Schools while simultaneously helping meet the workforce needs of Birmingham's current and future employers.

In addition to providing students with a clear pathway from high school to a rewarding career, the initiative provides more inclusive prosperity in the Birmingham metropolitan area; the resulting diverse, qualified workforce strengthens employers, which in turn helps fuel long-term economic growth.

>> SKILLS FOR THE FUTURE

Regions was proud to be one of 21 companies in the 2019 pilot program, providing one student with valuable on-site experience over the course of that summer. We also welcomed five students in the spring of 2020, but due to the pandemic, the program was suspended a few weeks into the semester. In 2021 we hosted 10 students through this program. In 2022, Regions will host seven students in a first-in-the-state apprenticeship program.

In addition to our work with community organizations and educational initiatives, Regions is committed to employing U.S. military veterans and active service members who are seeking opportunities in the financial services industry. Regions has publicly stated our support of these efforts through the Employer Support of the Guard and Reserve and has issued a separate statement of support through Military.com. We engage with this group of talent through military-focused career programs, fellowships, and on-base recruiting.

We are equally committed to supporting employment for individuals with disabilities. In 2019, we strengthened our relationships with local departments of rehabilitation by hosting a summer work program and updating our regions.com careers page to affirm our commitment to employing people with disabilities.

Deploying New Recruitment Strategies

We are excited about the investment in and potential for new and innovative initiatives to further enhance our talent recruitment process. In 2020, we made a strategic investment in Talent Experience Platform technology, including candidate relationship management functionality used by our Talent Acquisition team. The investment enabled us to completely rebuild our external career site, careers.regions.com, in order to offer a more personalized experience for external candidates. This transformed the talent journey through building, engaging with, and tracking talent pipelines.

We developed and launched a formalized Internal Mobility Strategy in 2020 aimed at putting a career roadmap in front of all Regions associates. This builds upon our already strong pipeline of internal talent as evidenced by the fact that more than 35 percent of open requisitions were filled by existing Regions associates in 2021. In January 2022, we completed the final phase of the Talent Experience Platform implementation to include an internal career site for Regions associates, offering a personalized experience similar to that of our external candidates.

Developing Talent

Investing in Our Associates

Regions' Talent Management Programs strive to empower associates to own their careers and development, broaden access to growth opportunities, and launch programs, technology, and initiatives to develop and deploy talent to fulfill our highest business needs. We offer a range of solutions to help associates find the best roles for each step of their careers, while building talent pipelines to meet the future demands of our business. Regions employs a consistent and continuous approach to talent identification, assessment, and development. We believe our associates are our most critical and valuable asset, and as such, should be invested in every day to maximize their potential. We guide managers in identifying events and actions throughout the year that are appropriate for setting expectations, performing assessments, engaging in impactful conversations, and providing productive feedback.

One of our guided processes is the Associate Career Check-In. Managers and associates at all levels are encouraged, at least annually, to dedicate time to discussing their career goals. Associates are empowered to own their careers by first completing their career profile and providing their career interests, skills, and

Investing in Our Associates for 2021

Total Investment:
\$17 million

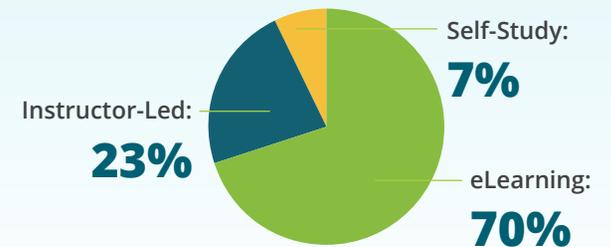


Training Hours:
724,955

Training Hours by Category

Skills-Based: 420,161	Leadership: 10,874
Compliance: 279,940	Professional Development: 13,980

Training Hours by Delivery Method



>> SKILLS FOR THE FUTURE

experience, and then setting aside time with their manager to have a career conversation. These individualized career conversations provide an opportunity to build collaborative development plans toward achieving the associate's career goals. Based on the outcome of the Career Check-In we automate next-step guidance to support the associate's career growth.

Engaging in talent discussions and reviews regularly throughout the year provides frequent opportunities for managers and executives to discuss and align efforts to support our talent within the organization. Each business unit focuses its talent discussions and reviews on the current and prospective needs of the business and associates.

Additionally, succession planning ensures that experienced and capable talent is developed and prepared to assume and perform in critical roles as needed. Succession plans that match our best talent to our most critical positions allows us to prioritize resources and effort into generating the greatest return for associates, the organization, and shareholders.

In order to best evaluate and support talent decisions and internal mobility, Regions uses technology to assist managers and Human Resources in routinely assessing associate performance, behaviors, competencies, and skills, while associates regularly update their career interests, mobility preferences, prior experience, training, education, and certifications. To better support associates interested in exploring internal career moves and opportunities, our technology offers career guidance and next steps as well as virtual career fairs.

Preparing for a Changing Work Environment

Automation, cognitive technologies, and the open talent economy are reshaping the future of work. While we recognize the importance of technology to enrich the customer experience, we believe our associates remain our greatest competitive advantage and serve as a resource to our customers that cannot be matched. For these reasons, we continue to invest in associates so that they are empowered with the best skills and tools, including digital technologies, to more efficiently and effectively meet customer needs.

We commit to preparing our workforce for a rapidly changing environment and understand that reskilling and upskilling are crucial to staying competitive and retaining valued associates. To support this need, Regions implemented Degreed — a customized learning experience platform that provides the tools to measure, build, and communicate skills inside the organization. This tool is designed to empower associates to drive their careers through associate-led personalization of learning plans based on their roles and interests. Degreed provides a wide variety of learning experiences: articles, podcasts, online training, online coursework, and peer-to-peer interactions that create an inclusive, robust learning experience. Degreed was available to approximately 11,500 associates in 2021 and became accessible to all associates in the first quarter of 2022.

Organizationally, Degreed provides the ability to inventory associates' skills and target development efforts toward specific areas where elevated skills are needed now and in the future. Regions leverages a combination of internally developed Regions-specific learning assets along with content developed and curated by key subject-matter experts throughout the organization.

Additionally, strategic relationships with training vendors such as LinkedIn Learning and Harvard ManageMentor® offer more learning opportunities across a wide variety of subjects. Recognizing the importance of technology, we engaged Pluralsight and other specialized technology training vendors to provide more than 11,000 on-demand courses that offer intensive learning in application development, IT operations, information security, and technology architecture.

Assessing Skills for Future Business Needs

In late 2019, we embarked upon an initiative to identify the future skills required to effectively execute on our business strategy and develop the learning pathways necessary to upskill our associates. Our approach to accomplish these goals uses the following process:

- » Accurately projecting the knowledge and skills we need to develop as an organization.
- » Using analysis to align individual associates with the knowledge and skills that they need to be successful.
- » Prescribing learning content for associates that targets their individual needs based on skills assessments.
- » Monitoring progress and creating accountability at all levels for achieving capability milestones.

The first upskilling initiative was launched with our Application Development team. We began by identifying and defining the current and future knowledge and skill needs for approximately 700 associates. As a result, more than 200 customized learning plans were created.

"It's Training Tuesday!" is being endorsed by Technology leadership to establish the expectation that associates spend at least 30 minutes learning every Tuesday. The amount of time spent learning has increased more than 200 percent with these associates since "It's Training Tuesday!" was implemented in 2021. The upskilling initiative has expanded to Operations, Strategy & Innovation, Data & Analytics, and other functional groups within Technology.

>> SKILLS FOR THE FUTURE

Continuing to Value Instructor-Led Learning

The Regions Learning and Development team continues to offer high-value, instructor-led learning experiences that incorporate relevant scenarios to practice desired behaviors to meet customer needs. By using an adaptive approach to learning that is aligned with the Company's corporate strategies, we can meet current learning and development objectives while anticipating business skills needed in the future. In particular, we invest in critical positions such as application development, consumer banking, emerging talent, business analysts, fraud prevention, diversity, equity and inclusion, and strengths-based development.

During 2021, we used a progression curriculum in our branch network that aligns learning with career paths and advancement through five levels of a single job family. The learning experience is provided online through instructor-led courses and made more relevant by manager reinforcement and practice in experiential opportunities that assess skills development progress.

Leading the Regions Way

In 2021, Regions' leadership development strategy was expanded to provide leadership development to all associates. New content and resources were created throughout 2021 to empower associates to lead the Regions way from any role in the Bank.

Regions people managers continued to be equipped to elevate team performance through a strengths-based, engagement-focused, performance-oriented, and inclusive approach to managing talent — all designed to align with Regions' strategic priorities.

Through multiple learning modalities, including instructor-led and online trainings, podcasts, learning pathways, and toolkits, we are able to scale leadership development to reach all learners.

Building the Best Banker

The Build the Best Banker program is a series of learning solutions that prepares bankers to help customers make better financial decisions through consistent advice, guidance, and education. The series includes training on providing personalized recommendations that align with the customer's needs and aspirations. Regions' digital capabilities are featured prominently in the holistic view of understanding and meeting customer needs, which is imperative given consumers' increasing engagement in technology-driven transactions. We believe teaching our bankers to use technology well enhances the value of a personal, trusted relationship between the customer and banker. The Build the Best Banker learning journey equips bankers to meet customer needs, both today and in the future.

College and University Relationships

We work with colleges and universities to provide associates with additional learning and educational opportunities specific to their roles. These include:

- » **Harvard ManageMentor:** All associates are provided with access to ManageMentor, a premier on-demand learning and performance resource for leadership and management skill development.
- » **North Carolina (NC) State University:** Regions Bank partnered with NC State University to provide both learners and mentors for the AI Academy. The intense, 10-week program is funded by a grant from the U.S. Department of Labor with the intent to prepare 5,000 highly-qualified AI professionals from across the nation. In addition to meeting workforce demands, the AI Academy focuses on growing the diversity of the AI workforce.

In addition to our direct third-party programs, Regions maintains a tuition reimbursement program. All associates are eligible for up to \$5,000 each year in

reimbursement for business-related undergraduate degree courses. In 2021, associates were reimbursed approximately \$300,000.

Supporting Historically Black Colleges and Universities

Regions is committed to advancing education opportunities for students across our communities while removing barriers to success. For years, Regions Bank and the Regions Foundation have fostered close relationships with HBCUs across the Regions footprint. In collaboratively engaging with these institutions, our goal is to use our resources in a way that connects more students with the opportunity to complete their education and pursue rewarding careers. Such efforts include:

- » Helping cover tuition needs and fund scholarship opportunities for current and recent former students
- » Delivering financial education seminars to students
- » Attending on-campus career fairs to hold one-on-one conversations with students about career opportunities at Regions
- » Hosting professional development workshops and participating in panel discussions geared toward students
- » Enabling HBCUs to fund and expand digital access for students
- » Building and developing a diverse workforce through a dedicated diversity-focused recruiter, who acts as the primary point of contact for HBCU recruiting partnerships

Our associates also serve as a vital source of support for HBCUs through their participation in various volunteer opportunities that serve these institutions. In addition, several of our associates hold positions on HBCU boards of trustees and advisory boards.



Prosperity

IN THIS SECTION:

Employment
and Wealth
Generation



Innovation of
Better Products
and Services



Community
and Social
Vitality



Employment and Wealth Generation

Companies can and should create significant economic value for employees, shareholders and wider society through job creation and investing in the productive capacity of the economy.



Expanding Access Through Financial Inclusion

At Regions, we recognize that a diverse, equitable, and inclusive workforce is essential to achieving and maintaining a thriving company. Regions has been on a constantly evolving journey toward fostering DEI throughout the organization. Our commitment to DEI starts at the top of our organization, with oversight of our initiatives provided by the Board's CHR Committee. At the management level, we believe that our work over the past three years, led by our head of DEI and their 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 and within the communities where they live.

Unbanked and Underbanked Populations

The Federal Deposit Insurance Corporation's 2019 survey, "How America Banks," found that the percentage of U.S. households that were unbanked (i.e., in which no member of the household had a bank or credit union account) had fallen to 5.4 percent, or approximately

7.1 million households, nationwide — the lowest point since the survey began in 2009. In most of Regions' footprint, however, the percentage of unbanked households is significantly higher, reaching 12.8 percent in Mississippi, 11.4 percent in Louisiana, 8.1 percent in Tennessee, and 7.6 percent in Alabama.

These individuals typically struggle to use mainstream financial products because of one or more challenges. They may have low- or volatile-income constraints, as with workers whose hours change weekly, perform seasonal work, or rely on service tips for the majority of their income. Others may have credit challenges such as subprime credit, thin credit, or no credit file at all.

To serve this population, Regions created Regions Now Banking®, an innovative way to provide unbanked and underbanked customers access to alternative financial services from a trusted financial institution, at a lower cost, while offering a pathway to becoming fully banked in the future.

For millions of households, managing money means using cash-based alternative financial services. With Regions Now Banking, we offer these services without requiring

the customer to have an existing account relationship with us, while still meeting the regulatory requirements for customer identification and verification. Regions Now Banking customers can access services such as prepaid cards, check cashing, money remittances, in-person bill payments, and money orders. In addition, Regions Now Banking customers can take advantage of Regions' financial education and other tools.

Regions' commitment to financial inclusion requires more than simply having services available. It is critical for Regions to build trust with customers who may feel intimidated by or suspicious of banks. Regions associates are trained to understand and empathize with the unbanked customer. As part of our needs-based conversation process, associates explain to potential customers how the Regions Now Banking products can meet various needs, as well as other services that can help unbanked and underbanked individuals. At the same time, Regions Now Banking products are subject to rigorous internal compliance and risk oversight. The Regions Now Banking services bring new customer households that were previously unbanked consumers to Regions, as well as existing Bank customers from all life stages and customer segments.

>> EMPLOYMENT AND WEALTH GENERATION

Regions Now Banking helps customers take control of their finances and reach their goals using products and services of their choice, with the service, security, strength, and stability of a reputable and trusted financial partner such as Regions:

- » **Regions Now Card®** — A reloadable prepaid Visa® debit card that can be used for everyday spending and ATM access; the card is safe, secure, and has no overdraft fees.
- » **Regions Now Savings** — A no-fee savings account for Regions Now Card customers that offers two different savings bonuses for making regular monthly deposits.
- » **Regions Now CheckingSM** — A Bank On-certified account that removes the worry of overdraft or returned-item fees with a low, flat monthly fee.
- » **Full-Service Check Cashing** — Ability to cash any check, for any amount, with fees lower than most check-cashing stores.
- » **Money Remittance** — Ability to send money to almost anyone for pickup as cash at over 500,000 Western Union agent locations worldwide.
- » **Money Orders** — An affordable alternative to writing personal checks.
- » **In-Person Bill Payment** — Ability to make cash payments for bills such as utilities, consumer loans, and student loans.
- » **Regions Explore® Visa Credit Card** — A savings-secured credit card that allows customers who may not otherwise qualify for a credit card to build or rebuild their credit.

In response to the COVID-19 pandemic, Regions has waived \$1.9 million in check cashing fees on over 95,000 government stimulus checks — including waivers going to Regions Now Banking customers.

In 2021, Regions Now Banking enrollment was added to our self-serve digital “join the bank” process. This new functionality was particularly helpful during the pandemic, giving our customers the ability to enroll in our services using their mobile device anytime and anywhere.



>> EMPLOYMENT AND WEALTH GENERATION

Potential Homeowners

Historically low mortgage rates continued to spur mortgage production in 2021 to near record levels. Despite high production volumes and home affordability challenges across our footprint, Regions remained focused on supporting the homeownership needs of the communities we serve. Throughout 2021, we sought to advise, guide, and educate concerning the economic benefits of homeownership to our communities, both individually and aggregately.

Regions' Consumer Banking Group took the following actions in 2021 to help our customers, the unbanked, and the underbanked achieve homeownership:

- » Created a new Community Market Sales Process Executive position whose role is to expand the Bank's focus on Community Reinvestment Act (CRA) and fair lending. Through this role, Mortgage sales, Bank Retail leadership, Community Affairs, and other stakeholders work together to ensure we meet the financial needs of customers in low- and moderate-income (LMI) markets and make life better for the communities we serve.
- » Authorized permanent funding of \$1 million annually for our Regions FirstHome Assist Down Payment Assistance grant program. Additionally, we increased the amount of the grant from \$4,000 to \$5,000 per loan. These funds are awarded to LMI borrowers in designated markets and used toward the borrowers' down payments.
- » Grew our staff of Community Mortgage Loan Officers (MLOs) by almost 16 percent. While all Regions MLOs have a responsibility and an expectation to support our lending objectives in all markets, these Community MLOs provide concentrated marketing, lending, and educational assistance in our communities to ensure

markets understand the value of and the road to homeownership. Since 2018, our team of Community MLOs has grown by 258 percent with more growth planned in 2022.

- » Enhanced the Regions Chairman's Club program to recognize and reward our top performing Community MLOs, bringing awareness to the importance of their activities and their production.
- » Adjusted credit criteria on certain affordable lending products, enabling more LMI borrowers to qualify for homeownership.
- » Strengthened the education of our sales teams so they could execute the strategies for and achieve the targeted results related to continuous improvement of home lending results in the communities.
- » Developed an improved process for capturing mortgage referrals received from our Regions Financial Wellness partners' delivery of homeownership education seminars throughout the footprint.
- » Despite the ongoing pandemic, our Mortgage sales associates continued volunteering, ultimately completing more than double the previous year's volunteer service hours.

Our Consumer Banking team supports homeownership in our emerging markets by offering a variety of products, including affordable mortgage products, which seek to meet the specific needs of LMI borrowers. Through our own Affordable Mortgage suite of portfolio products, Regions provides these borrowers the opportunity to become homeowners with a cash investment of as little as \$500, based on borrower eligibility, without the added cost of mortgage insurance.

2021 Dwelling-secured Lending



<p>Total dwelling-secured lending:</p>	
Value	Number of loans
\$13.7 billion	58,541

Dwelling-secured loans to borrowers in LMI Census Tracts:
Value
\$1.6 billion

Dwelling-secured loans to borrowers in Majority-Minority Census Tracts:
Value
\$2.0 billion

Dwelling-secured loans to LMI borrowers:
Value
\$1.8 billion

Dwelling-secured loans to minority borrowers:
Value
\$2.7 billion



Small Businesses

Regions recognizes the role small businesses play in supporting economic development and job creation, and we are committed to providing the tools and support, including financial education, that allow small businesses to grow and move forward. As part of the Regions360® approach to banking, our bankers provide small business customers with advice, guidance, and education and work to understand and uncover their needs in order to provide the best products and services to meet their financial goals. Regions’ Small Business products and services include business banking services; lending and credit opportunities; and tools for managing cash and assets, payroll, and benefits. Regions provides a variety of small business financing options, starting as low as \$2,000.

The U.S. Small Business Administration (SBA) furthers the growth and development of small businesses by guaranteeing small business loans made through lending partners nationwide. Regions is proud to be an SBA Preferred Lender and one of America’s most experienced SBA lenders. We assisted our customers through this

partnership by providing federally guaranteed loans for small businesses through the SBA’s Paycheck Protection Program (PPP). We distributed over \$6 billion in PPP loans, having forgiven 88 percent of total loans through the end of 2021.

Regions also shows support for small businesses and community cultivation through our investments. As part of our CRA investment strategy, Regions invests in Small Business Investment Companies (SBICs), which are privately owned and managed investment funds licensed and regulated by the SBA. SBICs use their own capital to make debt and equity investments in small, independently owned and operated businesses.

» **Inner City Capital Connections:** One of the ways Regions supports small businesses is through our partnership with Inner City Capital Connections (ICCC). Through these programs, entrepreneurs in or near urban or economically underserved communities receive business training, insights on management and marketing, and one-on-one

coaching to strengthen their businesses. ICCC training is provided by noted business school professors, leaders in the fields of management and finance, and our bankers. Customized coaching is also delivered by local professionals whose expertise can help small business owners develop strategies to reach more customers and, over time, create additional jobs. We have sponsored ICCC programs since 2014.

» **Financial Wellness Seminars:** Through the Regions Next Step program, our bankers conduct financial education seminars and provide other solutions for businesses seeking to foster the financial wellness of their employees, all at no cost to the employer. Regions’ financial wellness relationship managers work with small businesses and other employers to help their employees take control of their financial future, while encouraging their success in the workplace and beyond.



Service Members and Veterans

Approximately 43 percent of all U.S. veterans reside within Regions' footprint. At Regions, we are committed to supporting members of the U.S. military and their families. We understand that service members face unique challenges. Frequent moves, active-duty requirements, overseas deployment — all of these can make managing finances more complicated. Our Service Members and Veterans Affairs Manager focuses on the needs of these individuals, whether they are a customer, an employee, or a member of our community.

We are proud to help support the members of the military, veterans, and their families by offering specialized financial services, including:

- » Servicemembers Civil Relief Act benefits, including loans, lines of credit, and mortgages.
- » Focused SBA lending.
- » Veterans Affairs (VA) loans that help eligible veterans, active service members, and spouses purchase a home.

Accessibility of Services

Regions provides accommodations for Bank services, facilities, and products that empower customers with disabilities to bank independently and with ease. As a part of our commitment to accessibility, the Bank's approximately 2,000 ATMs have speech-output and voice-instruction capability, with earphone jacks for privacy.

For blind customers or customers with low vision, we offer braille, large-print, or audio CD bank statements; online PDF bank statements for savings and checking accounts; general-purpose reloadable debit cards in

a text-to-speech format; sight checks printed with raised lines; and assistance with reading, filling out, and completing forms. For customers who are deaf or hard of hearing, Regions offers the acceptance of telecommunication relay service calls, Teletype/ Telecommunications Device for the Deaf (TTY/TDD) connectivity through the Regions Contact Center, and a sign language interpreter upon request in advance. Regions' Autism Awareness Initiative, launched in 2016, strives to make our facilities accommodating to people with autism. We work to raise awareness about Autism Spectrum Disorder and to create a friendly and welcoming environment in our facilities. This initiative includes:

- » Providing information for Regions branch associates to assist in handling certain situations and communicating appropriately.
- » Offering sensory packs with a stress ball, sunglasses, and noise-canceling earbuds at branches to assist customers with autism who may experience sensory episodes due to noise, lights, and other factors.
- » Designating quiet areas in branches that guests and loved ones accompanying them can use until an episode passes.
- » Producing an instructional video to explain autism and offer suggestions to Bank associates about how to approach an individual experiencing an episode.
- » Collaborating with physicians at the University of Alabama at Birmingham and the Autism Society of Alabama to develop and build upon this initiative.

>> EMPLOYMENT AND WEALTH GENERATION

Financial Wellness Through Regions Next Step®

Regions Next Step is a Company-wide financial wellness program designed to help students, adults, and business professionals take strides toward achieving their unique financial goals. Through Regions Next Step programming, Regions creates shared value by helping associates, customers, and the communities we serve achieve financial wellness. In 2021, we achieved:

Financial education volunteer service hours:
7,000

Financial wellness workshops led by associates:
124,000

People who received financial education from Regions:
1.4 million

Page views of Regions’ digital financial education resources:
2.4 million



As a key component of how Regions makes life better, various areas of the Bank contribute to financial wellness programming. Regions Next Step serves as a unifying umbrella, connecting our many financial education offerings to various audiences. This holistic approach provides operational efficiencies, creating synergies, along with a common framework and focus for programming. Regions Next Step audience segments include students from kindergarten to college and adults at various life stages and income levels. Regions Next Step also provides resources for businesses of all sizes.

Delivering financial education with a customer-centric approach is what makes Regions’ approach to financial education unique. The accessibility of our resources to all, regardless of whether they are a Regions customer, reinforces our dedication to inspiring, motivating, and helping everyone during their individual financial wellness journey. More information on Regions Next Step content and tools are available at regions.com/nextstep.



Innovation of Better Products and Services

Through innovation, companies can and should contribute to the creation of better products and services that respond to customers' changing needs and desires. This creates economic and social value for customers.



Focus on the Customer

Relationship banking has defined Regions throughout its long history. Today these relationships are the focus of Regions360, which is our commitment to put customer needs at the center of every interaction and shapes the way we meet the full range of customer needs as a team. By taking a deliberate, prescriptive approach to identifying customer needs, our bankers work as a team to bring customers our best: our best thinking, our best products, our best services and solutions. Customers benefit from practical solutions they need and will use, and Regions benefits from broadening customer relationships that deliver long-term quality growth. Regions360 delivers shared value for customers and our Company because we are doing what is right for our customers, based on their specific needs, and helping them succeed financially by providing competitive products in a transparent and trustworthy manner.

Bank Your Way

In 2019, we launched Bank Your Way, a new approach aimed at making banking easier for our customers and ensuring that they know about the services and options available to them. Bank Your Way focuses on bankers educating customers — both new and existing — about what we offer digitally and showing them how to use our services on their mobile device, online, or at our ATMs.

Outlets for customers to bank their way:

- » Online and mobile applications
- » Contact Center
- » In-branch banking
- » ATMs
- » Chat (Live Person)

Bank Your Way is designed to capitalize on opportunities that arise every day in our branches, using these opportunities to show customers more efficient and convenient ways to meet their needs. For example, instead of simply offering to process a transaction request for a customer, our bankers will show the customer options on how to handle those

types of transactions more quickly and easily, such as taking the customer through the steps of depositing a check with the Regions Mobile App.

All branch associates are trained through our Build the Best Banker program to handle the full spectrum of customers' needs, from opening an account and cashing a check, to applying for a loan or planning for retirement. Newly designed branches do away with teller lines and instead use private workstations to allow bankers to engage in more personal conversations with customers, including discussions about their financial goals and how Regions can help them achieve those goals.



>> INNOVATION OF BETTER PRODUCTS AND SERVICES

Assisting Customers During COVID-19

To assist our customers during this difficult time, Regions draws from its established Customer Assistance Program and further relies on our bankers' experience with addressing each customer's specific needs in the face of natural disasters and market disruptions. Other COVID-19-specific efforts to assist those impacted, each of which is subject to terms and conditions, include:

- » Allowing penalty-free CD withdrawals.
- » Waiving standard fees for excessive withdrawals from all savings and money market accounts.
- » Deferring and granting extensions on loan payments with no late fees.
- » Granting extensions on payment for credit card accounts with no late fees.
- » Offering consumer mortgage payment relief for 90 days and up to 180 days for certain loans.
- » Suspending initiation of new repossessions of automobiles and other vehicles for 60 days.
- » Suspending new residential property foreclosures on consumer real estate loans for 90 days.
- » Providing an array of deposit account fee waivers, available based on customer need.
- » Offering no-fee check cashing for government stimulus (economic impact) checks for both customers and non-account holders.



A New Way to Bank

Today's customers expect to bank with us however, whenever, and wherever they choose. This drives the need for us to provide access to traditional banking channels including branches, ATMs and contact centers, as well as nontraditional banking channels such as online and mobile web applications. While more and more customers prefer to do their routine banking transactions remotely through digital channels, many still want the option of talking to a banker at a branch for more complex conversations. Regardless of the channel, our goal is to ensure that every interaction exemplifies our commitment to focus on our customers and exceed their expectations.

Regions360

Our bankers bring Regions360 to life every day by:

- » Starting from a full and detailed view of our customers' financial needs and goals.
- » Providing practical and balanced solutions to help meet those goals.
- » Introducing team expertise by bringing in the right Bank partners to help meet the full range of financial needs with a "one Bank, one team" approach.
- » Offering financial advice, guidance, and education to help customers make better financial decisions.

Regions Greenprint

In 2020, we introduced Regions Greenprint™ — a simple way for customers to work with a banker to create, track, and meet their financial goals. Since Greenprint was launched, Regions' bankers have enabled over 1 million customers to complete financial plans, including financial health scores.

With Regions Greenprint, customers receive:

- » A full and detailed view of their financial needs and goals.
- » A simple, personalized plan to help achieve those goals.
- » A Financial Health Score to provide a benchmark and target areas for improvement.
- » Financial advice, guidance, and education to help customers make better financial decisions.

Product Lifecycle Governance

Throughout the lifecycle of any product or service we offer, there are guardrails to help ensure its soundness, quality, and safety. At Regions, one of the primary mechanisms with respect to new or modified initiatives is our New Initiative Risk Assessment (NIRA) program. NIRA, which is administered by Enterprise Risk Management and reports to the NIRA Committee, is used to evaluate new, modified, and expanded products, services, strategic relationships, or new and/or innovative technology projects, as well as modification and/or expansion of existing products, services, strategic relationships, or technology projects.

In addition to the actual vetting of new initiatives, subject-matter experts in Risk Management support various business groups by attending their staff meetings and working alongside them on new initiatives.

Once a new, modified, or expanded initiative is reviewed by NIRA, it is subject to regular performance monitoring by business-level risk committees. Further, our Compliance and Internal Audit groups conduct regular compliance reviews and audits, respectively.

Community and Social Vitality

Companies contribute resources that can and should support the social fabric and vitality of the communities in which they operate. These contributions can be made directly, in the case of investment in communities, or indirectly.



Demonstrating Shared Value

As a regional bank, the relationships we form with the communities we serve are central to fulfilling our mission and purpose. We seek to cultivate inclusive growth by investing in our communities — individuals, families, and businesses — and creating more opportunities for everyone to achieve their financial goals.

We believe that shared value leads to profitable and sustainable growth through:

- » **Community impact:** For our communities, our investments reflect our mission to make life better by helping people and businesses prosper and thrive.
- » **Associate engagement:** For our associates, our commitment reflects our values of put people first and do what is right. It helps strengthen our culture, build associate affinity with Regions and in turn increase our associates' engagement.
- » **Business growth:** For our business, our active engagement leads to strong local ecosystems where our Bank grows and thrives along with our customers and communities. Increasingly, we are seeing the rise of community engagement as a lever in business success.

2021 Overview

COMMUNITY DEVELOPMENT

Total	CRA-qualified community development lending	CRA-qualified investments	CRA-qualified contributions	Small business and small farm lending
\$4.4 billion	\$1.0 billion	\$636 million	\$15.8 million	\$2.7 billion

PHILANTHROPIC AND COMMUNITY GIVING

Total	Contributions and sponsorships from Regions Bank	Grants by the Regions Foundation	Number of hours logged by our associates to make life better in our communities	Donations to United Way by Regions Bank, the Regions Foundation, and Regions associates	Support from Regions Bank for local chambers of commerce and civic organizations
\$23 million	\$17 million	\$6 million	53,400	\$7.1 million	\$6.6 million

FINANCIAL WELLNESS

Number of people who received financial education from Regions	Number of online page views via digital financial education resources	Number of financial wellness workshops led by associates	Financial education volunteer service hours performed
1.4 million	2.4 million	124,000	7,000

DWELLING-SECURED LENDING

Total	Loans to minority borrowers	Loans to borrowers in Majority-Minority Census Tracts	Loans to LMI borrowers	Loans to borrowers in LMI Census Tracts
\$13.7 billion	\$2.7 billion	\$2 billion	\$1.8 billion	\$1.6 billion



Investing in Our Communities

Our Strategic Priorities

In 2021, we continued our purpose-led and performance-driven focus in our community investment strategy. We supported programs and services that were intentional in achieving short-term outcomes and long-term impact around our three community engagement strategic priorities:

Economic and Community Development



Economic prosperity through:

- » Affordable housing
- » Job creation
- » Small business development
- » Homebuyer education and retention
- » Neighborhood revitalization and stabilization

Education and Workforce Readiness



Career prosperity through:

- » Student competency and skill-building
- » College and career readiness
- » Educational access and success
- » Credentials and employment
- » Educator training and resources

Financial Wellness



Financial prosperity through:

- » Financial education to youth, adults, and vulnerable populations
- » Financial planning tools and resources
- » Integrated asset-building

We believe that focusing on these priorities, which complement our expertise and talent, allows us to best serve our communities. By supporting initiatives where we feel that we can have a meaningful impact, we believe that we are well-positioned to continue doing more today and into the future.

Please see our 2021 Community Engagement Report, available at www.regions.com/communityengagement, for more information and stories highlighting these priorities.



Racial Equity and Economic Empowerment in Communities of Color

We recognize that not everyone has shared equally in the economic prosperity of our nation. In June 2020, Regions Bank and Regions Foundation announced a two-year, \$12 million commitment to advance programs and initiatives that promote racial equity and economic empowerment of communities of color. By December 2021, both entities had collectively invested \$14.6 million, surpassing the commitment six months early.

These investments are focused on:

- » Strengthening CDFIs and MDIs.
- » Growing minority-owned businesses.
- » Increasing minority homeownership.
- » Reducing the digital divide.
- » Promoting educational attainment and workforce success.
- » Fostering understanding among cultures and celebrating racial diversity.

Regions Foundation

The Regions Foundation, a 501(c)(3) nonprofit corporation funded primarily through contributions from Regions Bank, aims to promote inclusive prosperity by investing in initiatives aimed at reducing barriers to economic success.

- » The Foundation distributed \$6 million to our communities in 2021, with a focus on creating more inclusive prosperity.
- » In addition to grantmaking, the Foundation also made mission-related investments in 2021, including \$8 million invested in two socially responsible funds that create more economic development and affordable housing.
- » The Foundation has made \$17 million in commitments over the past three years.

Regions Community Development Corporation

Established and funded in 2020, the RCDC is a wholly-owned subsidiary of Regions Bank. The mission of the RCDC is to make life better by providing debt and/or equity financing for projects and entities with a community development purpose. Specifically, the RCDC's considerations include:

- » Providing project financing for new construction and rehabilitation.
- » Providing greater flexibility in pricing and structure than traditional bank lending.
- » Making responsible, strategic-impact equity investments.
- » Becoming a leader in supporting CDFIs in the Regions footprint.

In 2021, the RCDC invested \$33 million in new debt and equity commitments for the purposes of affordable housing development, economic revitalization, and support for LMI small businesses and individuals.

>> COMMUNITY AND SOCIAL VITALITY

Reinforcing DEI Commitments Through Community Outreach

Our commitment to DEI is reinforced through ongoing efforts to reflect, anticipate, and adapt to the changing demographics of the communities where we live and work. We work closely with local, state, and national organizations to provide financial education and community development technical assistance to diverse communities. These organizations include HBCUs and the National Urban League and its affiliates. The strength of these collaborations provides a positive impact with financial wellness, workforce development, community revitalization, and small business development.

Supporting People with Disabilities

We advocate for people with disabilities through accessible banking solutions and investments that help our communities overcome financial barriers. Regions' Disability Services and Outreach Manager maintains relationships with advocates for accessibility to stay abreast of their concerns; they also collaborate with internal Regions partners. We provide governance and leadership support to organizations such as Paraquad (Missouri), Indiana School for the Blind and Visually Impaired (Indiana), Canopy (Mississippi), and the Alabama State Rehabilitation Council (Alabama).

Money Basics for Life is a Regions financial education program designed to meet the needs of people with disabilities. Courses are taught by associates specially trained to deliver the content, including the availability of a Spanish-speaking instructor.

In 2021, we were recognized as a "Best Place to Work for Disability Inclusion" after earning a perfect score of 100 on the Disability Equality Index.

We continue to provide financial support and volunteers to organizations across our footprint that provide services such as job readiness and employment to individuals with a disability.

Supporting Veterans in the Community

Regions also seeks to serve members of the U.S. military, veterans, and their families through targeted financial guidance and education. Regions' Service Members and Veterans Affairs Manager understands their unique needs and seeks ways to help them manage their finances. This includes providing financial support, job readiness training, and opportunities to cultivate entrepreneurial activities for community organizations.

In 2021, Regions Bank placed in all four categories of the Military Friendly® ratings:

- » Military Friendly Employer, Silver Award
- » Military Friendly Brands, Top 10
- » Military Friendly Supplier
- » Military Friendly Spouse Employer

Our efforts to support veterans, service members and military spouses include:

- » BRAVE — a program that supports veterans and military spouses seeking career opportunities at the Bank.

- » Membership in the MSEP program for military spouses.
- » Working with Hiring our Heroes to connect transitioning service members and their families with career opportunities.

Regions Bank, in collaboration with the Association of Military Banks of America, has an agreement with the U.S. Veterans Benefit Administration to provide banking and financial services to VA beneficiaries. In addition, Regions Bank's Service Members and Veterans Affairs Manager serves on the organization's board.

The 2022 World Games

In 2022, Birmingham, Alabama, will host the World Games 2022. The 11-day international multi-sport event will have positive social, environmental, and economic impacts on the community where our corporate headquarters are located. To aid in these efforts, many Regions associates are volunteering with the Games; the event's chief financial officer is a loaned executive from Regions Bank.





Appendix

IN THIS SECTION:

External Resources →

Appendix A: 2021 SASB Index →

Appendix B: 2021 GRI Index →

Appendix C: 2021 Workforce Demographics (EEO-1) Index →

External Resources



2021 Form 10-K



ESG Policies and Statements

- [Human Rights Statement](#)
- [Supplier Code of Conduct](#)
- [Environmental Sustainability Policy Statement](#)



2022 Proxy Statement



Current Reports and Disclosures

- [2021 TCFD Report](#)
- [2021 Greenhouse Gas Inventory Assurance and Verification Statement](#)
- [2021 Government Affairs Annual Report](#)
- [2021 Community Engagement Report](#)
- [2021 CDP Climate Change Questionnaire Response](#)



Corporate Governance Documents

- [Audit Committee Charter](#)
- [Compensation and Human Resources Committee Charter](#)
- [Nominating and Corporate Governance Committee Charter](#)
- [Risk Committee Charter](#)
- [Code of Business Conduct and Ethics](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Corporate Governance Principles](#)
- [Regions Financial Corporation By-Laws](#)
- [Technology Committee Charter](#)
- [Executive Committee Charter](#)



Appendix A: 2021 SASB Index

This disclosure was prepared using the SASB Standards for the Financials Sector that we have determined to be most relevant to our operations and business: Commercial Banks, Consumer Finance, and Mortgage Finance. Responses are made in accordance with SASB's Industry Standards Version 2018-10. Unless otherwise specified, all data and descriptions apply to our entire operations as of the end of each of the indicated response years. Certain information may not be provided in this disclosure if it (i) is not considered material; (ii) is deemed privileged or confidential; (iii) could cause a competitive disadvantage to our business if publicly disseminated; or (iv) is not currently collected in a manner wholly correlative with the related SASB metric. When a specified numerical metric is not currently available, we reference what we believe to be relevant qualitative disclosures and/or related metrics wherever possible. This report is not intended to be comprehensive and thus should be read in conjunction with the other documents and resources that are referenced and linked in our responses.



Commercial Banks (CB)



Code	Accounting Metric	Response
Data Security		
FN-CB-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of account holders affected	Regions did not experience any material breaches during 2021. If material breaches had occurred, they would have been addressed in our 2021 Form 10-K. Please see the response to FN-CB-230a.2 for more information about Regions' approach to information security risk management.
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Regions' approach to information security risk management is discussed in: <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct & Ethics • The Information Security Risk section of our 2021 Form 10-K • The Information Security, Business Resilience, and Data Privacy section of our 2022 Proxy Statement • The Risk & Opportunity Oversight section (subsection: Information Security, Business Resilience & Data Privacy) of our 2021 Annual Review & ESG Report
Financial Inclusion and Capacity Building		
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Regions discloses the number and amount of our loans to small businesses and small farms in Schedule RC-C Part II, Items 3 and 4, of our Call Report for 4Q21. The dollar amount of CRA-qualified community development lending, CRA-qualified investments, and CRA-qualified contributions for 2021 is provided in the Community & Social Vitality section (subsection: Demonstrating Shared Value) of the 2021 Annual Review & ESG Report. Regions' broader efforts to support small businesses, community development, and communities of color are discussed further in the Doing More for Our Communities section of our 2022 Proxy Statement and in the Employment & Wealth Generation section and the Community & Social Vitality section of our 2021 Annual Review & ESG Report.
FN-CB-240a.2	(1) Number and (2) amount of past due and non-accrual loans qualified to programs designed to promote small business and community development	Regions discloses the number and amount of our loans to small businesses and small farms in Schedule RC-C Part II, Items 3 and 4, of our Call Report for 4Q21. The dollar amount of CRA-qualified community development lending, CRA-qualified investments, and CRA-qualified contributions for 2021 is provided in the Community & Social Vitality section (subsection: Demonstrating Shared Value) of the 2021 Annual Review & ESG Report. The Aging and Non-Accrual Analysis discussion in the Allowance for Credit Losses footnote (Note 5) to our 2021 Form 10-K provides an overview of the days past due and non-accrual status for each of our portfolio segments and classes as of December 31, 2021. Regions' broader efforts to support small businesses, community development, and communities of color, are discussed further in the Doing More for Our Communities section of our 2022 Proxy Statement and in the Employment & Wealth Generation section and the Community & Social Vitality section of our 2021 Annual Review & ESG Report.
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Regions created Regions Now Banking to provide unbanked and underbanked customers access to financial services from a trusted financial institution at a lower cost, while offering a pathway to becoming fully banked in the future. The Now Banking suite of products and services was expanded in 2021 to include Regions Now Checking, a Bank On-certified account that removes the worry of overdraft or returned-item fees with a low, flat monthly fee. Offerings also include full-service check cashing. For more information on Regions Now Banking, refer to the Employment & Wealth Generation section (subsection: Expanding Access Through Financial Inclusion) of the 2021 Annual Review & ESG Report.



Code	Accounting Metric	Response
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Financial Inclusion and Capacity Building

FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	<p>The Regions Next Step® program is a Company-wide financial wellness program designed to help students, adults at various life stages and income levels, and businesses of all sizes achieve financial wellness. Our Next Step resources are available to customers and non-customers alike. In 2021, 1.4 million people received financial education education from Regions. We also make a number of financial education resources available on our website; in 2021, these digital resources received 2.4 million online page views.</p> <p>More information about Regions Next Step can be found in the Employment & Wealth Generation section (subsection: Financial Wellness Through Regions Next Step) of our 2021 Annual Review & ESG Report and at regions.com/next-step.</p>
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Incorporation of Environmental, Social, and Governance Factors in Credit Analysis

FN-CB-410a.1	Commercial and industry credit exposure, by industry	See Table 5, Loans and Related Commitments Exposure by Industry, in Regions’ Basel III Regulatory Capital Disclosures Report for 4Q21 and Table 11, Commercial Industry Exposure, in the Management’s Discussion & Analysis of Financial Condition & Results of Operations (MD&A) section of our 2021 Form 10-K. We also provide a sector-by-sector breakdown of the outstanding loan balances and total commitments in our Commercial & Industrial (C&I) portfolio, as well as each sector’s sensitivity to climate change transition risk, in the Strategy section (subsection: Assessment of Climate Risks) of our 2021 TCFD Report.
FN-CB-410a.2	Description of approach to incorporation of ESG factors in credit analysis	<p>Regions’ commitment to effectively managing ESG risks in our lending practices, and our efforts to honor that commitment, are discussed in:</p> <ul style="list-style-type: none"> • The Risk & Opportunity Oversight section (subsection: ESG Risks & Opportunities) of our 2021 Annual Review & ESG Report • The Risk Management section (subsection: Risk Mitigation Strategies) of our 2021 TCFD Report

Business Ethics

FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-CB-510a.2	Description of whistleblower policies and procedures	<p>We discuss our whistleblower protection policies and mechanisms in:</p> <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section of our Code of Business Conduct & Ethics • The Codes of Conduct section of our 2022 Proxy Statement • The Ethical Behavior section (subsection: Ethical Business Conduct) of our 2021 Annual Review & ESG Report



Code	Accounting Metric	Response
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Systemic Risk Management

FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	According to the Basel Committee on Banking Supervision's assessment methodology, Regions is not considered a G-SIB and therefore was not assessed a G-SIB score in 2021.
FN-CB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Results of Regions' supervisory stress testing can be found on the Regulatory Disclosures page of our website. An overview of how this testing influences the Company's capital adequacy assessment is provided in Table 3, Capital Adequacy, of our Basel III Regulatory Capital Disclosures Report for 4Q21.

Activity Metrics

FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Regions discloses the dollar value of our consumer deposit account products in Schedule RC-E of our Call Report for 4Q21.
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	The distribution of Regions' loan portfolio by segment and class, net of unearned income as of December 31, 2021, is disclosed in the Loans footnote (Note 4) to our 2021 Form 10-K. Table 11, Commercial Industry Exposure, and the subsequent narrative in the MD&A section of our 2021 Form 10-K further discuss commercial portfolio balances in selected industries as of December 31, 2021.

Consumer Finance (CF)



Code	Accounting Metric	Response
Customer Privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	<p>We use 100 percent of our account holders’ information for certain secondary purposes. Our Privacy Pledge, which is given to each customer when their relationship with us is established, provides a detailed description of how we collect, share, and protect our customers’ information in accordance with federal law.</p> <p>Further discussion of our privacy policies and procedures can be found in:</p> <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct & Ethics • The Information Security Risk section of our 2021 Form 10-K • The Information Security, Business Resilience, and Data Privacy section of our 2022 Proxy Statement • The Risk & Opportunity Oversight section (subsection: Information Security, Business Resilience & Data Privacy) of our 2021 Annual Review & ESG Report
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
Data Security		
FN-CF-230a.1	(1) Number of data breaches, (2) percentage involving PII, (3) number of account holders affected	Regions did not experience any material breaches during 2021. If material breaches had occurred, they would have been addressed in our 2021 Form 10-K. See the response to FN-CF-230a.3 for more information about Regions’ approach to information security risk management.
FN-CF-230a.2	Card-related fraud losses from (1) card-not-present fraud and (2) card-present and other fraud	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-CF-230a.3	Description of approach to identifying and addressing security risks	<p>Regions’ approach to information security risk management is discussed in:</p> <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct & Ethics • The Information Security Risk section of our 2021 Form 10-K • The Information Security, Business Resilience, and Data Privacy section of our 2022 Proxy Statement • The Risk & Opportunity Oversight section (subsection: Information Security, Business Resilience & Data Privacy) of our 2021 Annual Review & ESG Report



Code	Accounting Metric	Response
Selling Practices		
FN-CF-270a.1	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	Regions intentionally aligns our compensation philosophy for all associates with how we manage risk. We also reinforce our service-centric culture through a series of checks and balances that help ensure we work in our customers' best interests. Our processes to incorporate these goals into associate compensation are discussed in: <ul style="list-style-type: none"> • The Sales Practices section and the Incentive Programs section of our Code of Business Conduct & Ethics • The Relationship of Compensation Policies and Practices to Risk Management section and the Compensation Philosophy and Objectives section of our 2022 Proxy Statement • The Quality of Governing Body section (subsection: Compensation Philosophy & Objectives) and the Ethical Behavior section (subsections: Consumer Protection; Sales Practices) of our 2021 Annual Review & ESG Report
FN-CF-270a.2	Approval rate for (1) credit and (2) pre-paid products for applicants with FICO scores above and below 660	We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2021 Form 10-K. The Allowance for Credit Losses footnote (Note 5) in our 2021 Form 10-K provides FICO score data as of December 31, 2021 for components of classes of the consumer portfolio segment where such data is available. The data is disaggregated by FICO scores above and below 680.
FN-CF-270a.3	(1) Average fees from add-on products, (2) average annual percentage rate (APR), (3) average age of accounts, (4) average number of trade lines, and (5) average annual fees for pre-paid products, for customers with FICO scores above and below 660	The Allowance for Credit Losses footnote (Note 5) to our 2021 Form 10-K provides FICO score data as of December 31, 2021 for components of classes of the consumer portfolio segment where such data is available. The data is disaggregated by FICO scores above and below 680. More generally, see the MD&A section of our 2021 Form 10-K.
FN-CF-270a.4	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or non-monetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB	Data on complaints filed with the CFPB can be accessed through the CFPB's Consumer Complaint Database. Our material loss contingencies related to regulatory investigations are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Regulatory expenses are discussed in the MD&A section of that filing.
FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
Activity Metrics		
FN-CF-000.A	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	Not disclosed — see introduction.
FN-CF-000.B	Number of (1) credit card accounts and (2) pre-paid debit card accounts	The distribution of Regions' loan portfolio by segment and class, net of unearned income as of December 31, 2021, including consumer credit cards, is disclosed in the Loans footnote (Note 4) to our 2021 Form 10-K.

Mortgage Finance (MF)



Code	Accounting Metric	Response
Lending Practices		
FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option adjustable-rate mortgages (ARMs), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, by FICO scores above or below 660	The Allowance for Credit Losses footnote (Note 5) in our 2021 Form 10-K provides FICO score data as of December 31, 2021 for components of classes of the consumer portfolio segment, including residential first mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680. The Employment & Wealth Generation section (subsection: Expanding Access Through Financial Inclusion) and the Community & Social Vitality section (subsection: Demonstrating Shared Value) of the 2021 Annual Review & ESG Report provide further data on our 2021 dwelling-secured lending. This data is not disaggregated according to FICO score but does break down lending according to borrower category.
FN-MF-270a.2	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660	The Allowance for Credit Losses footnote (Note 5) to our 2021 Form 10-K provides FICO score data as of December 31, 2021 for components of classes of the consumer portfolio segment, including residential first mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680. The filing provides additional data on mortgage modifications and foreclosures that is not disaggregated by FICO scores. The Employment & Wealth Generation section (subsection: Expanding Access Through Financial Inclusion) and the Community & Social Vitality section (subsection: Demonstrating Shared Value) of the 2021 Annual Review & ESG Report provide further data on our 2021 dwelling-secured lending. This data is not disaggregated according to FICO score but does break down lending according to borrower category.
FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-MF-270a.4	Description of remuneration structure of loan originators	Regions intentionally aligns our compensation philosophy for all associates with how we manage risk. We also reinforce our service-centric culture through a series of checks and balances that help ensure we work in our customers' best interests. Our processes to incorporate these goals into associate compensation are discussed in: <ul style="list-style-type: none"> • The Sales Practices section and the Incentive Programs section of our Code of Business Conduct & Ethics • The Relationship of Compensation Policies and Practices to Risk Management section and the Compensation Philosophy and Objectives section of our 2022 Proxy Statement • The Quality of Governing Body section (subsection: Compensation Philosophy & Objectives) and the Ethical Behavior section (subsections: Consumer Protection; Sales Practices) of our 2021 Annual Review & ESG Report
We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2021 Form 10-K.		



Code	Accounting Metric	Response
Discriminatory Lending		
FN-MF-270b.1	(1) Number, (2) value, and (3) weighted average loan-to-value (LTV) ratio of mortgages issued to (a) minority and (b) all other borrowers, by FICO scores above and below 660	The Allowance for Credit Losses footnote (Note 5) to our 2021 Form 10-K provides FICO score data as of December 31, 2021 for components of classes of the consumer portfolio segment, including mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680. We also provide the dollar amount of our total dwelling-secured lending, as well as dwelling-secured lending to LMI borrowers, minority borrowers, and borrowers in LMI and majority-minority census tracts, in the Employment & Wealth Generation section (subsection: Expanding Access Through Financial Inclusion) and the Community & Social Vitality section (subsection: Demonstrating Shared Value) of the 2021 Annual Review & ESG Report. This data is not disaggregated by FICO score.
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to our 2021 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-MF-270b.3	Description of policies and procedures for ensuring nondiscriminatory mortgage origination	Regions is strongly committed to making our financial products and services available to prospective and current customers on a fair and responsible basis. Mechanisms we use to support this commitment are discussed in: <ul style="list-style-type: none"> • The Fair & Responsible Banking section of our Code of Business Conduct & Ethics • The Making Banking Easier section of our 2022 Proxy Statement • The Ethical Behavior section (subsection: Consumer Protection) and the Employment & Wealth Generation section (subsection: Expanding Access Through Financial Inclusion) of our 2021 Annual Review & ESG Report
Environmental Risk to Mortgaged Properties		
FN-MF-450a.1	(1) Number and (2) value of mortgage loans in 100-year flood zones	Not disclosed — see introduction.
FN-MF-450a.2	(1) Total expected loss and (2) loss given default (LGD) attributable to mortgage loan default and delinquency due to weather-related natural catastrophes, by geographic region	Regions discusses our qualitative scenario analysis of the impacts of climate-related physical risks on our business operations and real estate lending portfolio in the Strategy section (subsections: Scenario Analysis Framework; Assessment of Climate Risks) of our 2021 TCFD Report.
FN-MF-450a.3	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	Regions' efforts to integrate environmental risks into our broader risk management strategy can be found in: <ul style="list-style-type: none"> • The ESG Governance section of our 2022 Proxy Statement • The Risk & Opportunity Oversight section (subsection: ESG Risks & Opportunities) of our 2021 Annual Review & ESG Report • The Risk Management section (subsection: Risk Mitigation Strategies) of our 2021 TCFD Report
Activity Metrics		
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	Information on residential mortgages originated by Regions in 2021 can be found in the Financial Supplement to our Fourth Quarter and Year-End 2021 Earnings Release, which was filed as Exhibit 99.2 to our Form 8-K filed on January 20, 2022.
FN-MF-000.B	(1) Number and (2) value of mortgages purchased by category: (a) residential and (b) commercial	The distribution of Regions' loan portfolio by segment and class, net of unearned income as of December 31, 2021, is disclosed in the Loans footnote (Note 4) to our 2021 Form 10-K; this disclosure includes purchased loans in both our consumer and C&I segments.

Appendix B: 2021 GRI Index



Universal Standards

GRI Standard	Disclosure	Response/Citation(s)
101: Foundation		
101:	[GRI 101 does not include any disclosures]	
102: General Disclosures		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Regions Financial Corporation
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Business • 2022 Proxy Statement — Proxy Summary • 2021 Annual Report on Form 10-K — Business
102-3	Location of headquarters	Birmingham, Alabama
102-4	Location of operations	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Business • 2022 Proxy Statement — Proxy Summary • 2021 Annual Report on Form 10-K — Business
102-5	Ownership and legal form	<ul style="list-style-type: none"> • 2021 Annual Report on Form 10-K — Business
102-6	Markets served	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Business • 2021 Annual Report on Form 10-K — Business
102-7	Scale of the organization	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Business • 2022 Proxy Statement — Proxy Summary • 2021 Annual Report on Form 10-K — Business
102-8	Information on employees and other workers	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Appendix C: 2021 Workforce Demographics (EEO-1) Index • 2021 Annual Report on Form 10-K — Business
102-9	Supply chain	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> • 2021 Annual Report on Form 10-K — Market for Registrant’s Common Equity, Related Shareholder Matters, and Issuer Purchases of Equity Securities; MD&A



GRI Standard	Disclosure	Response/Citation(s)
102-12	External initiatives	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Human Rights Statement • Supplier Code of Conduct • Doing More Today website
102-13	Membership of associations	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices • 2021 Government Affairs Annual Report
STRATEGY		
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> • 2021 Annual Report on Form 10-K — Business
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — throughout • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 Annual Report on Form 10-K — Risk Factors; MD&A
ETHICS & INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — throughout • 2022 Proxy Statement — Letter from the Chair of the Board; Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers • Human Rights Statement • Supplier Code of Conduct • Doing More Today website
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
GOVERNANCE		
102-18	Governance structure	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Corporate Governance Principles • ir.regions.com/governance
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 TCFD Report — Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Strategy



GRI Standard	Disclosure	Response/Citation(s)
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • Corporate Governance Principles • Audit Committee Charter • NCG Committee Charter • CHR Committee Charter • Risk Committee Charter • Technology Committee Charter
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> • 2022 Proxy Statement — Corporate Governance • Corporate Governance Principles
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> • Regions Financial Corporation By-Laws • 2022 Proxy Statement — Proposal 1; Corporate Governance • Corporate Governance Principles • NCG Committee Charter
102-25	Conflicts of interest	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance; Ownership of Regions Common Stock • Corporate Governance Principles • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • Corporate Governance Principles
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> • Regions Financial Corporation By-Laws • 2022 Proxy Statement — Proposal 1; Corporate Governance • Corporate Governance Principles
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> • Regions Financial Corporation By-Laws • 2022 Proxy Statement — Corporate Governance • Corporate Governance Principles
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Governance • Human Rights Statement • Supplier Code of Conduct
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Governance



GRI Standard	Disclosure	Response/Citation(s)
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Governance • NCG Committee Charter • Audit Committee Charter
102-33	Communicating critical concerns	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Risk Factors; Note 23 — Commitments, Contingencies, and Guarantees • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
102-35	Remuneration policies	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Proxy Summary; CD&A; Compensation of Executive Officers • 2021 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters
102-36	Process for determining remuneration	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Proxy Summary; Proposal 1; Proposal 3; Ownership of Regions Common Stock; CD&A; Compensation of Executive Officers • 2021 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Proposal 3; CD&A • 2021 Annual Report on Form 10-K — Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> • 2022 Proxy Statement — Compensation of Executive Officers
102-39	Percentage increase in annual total compensation ratio	<ul style="list-style-type: none"> • 2022 Proxy Statement — Compensation of Executive Officers
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 Government Affairs Annual Report
102-41	Collective bargaining agreements	Regions associates are not subject to collective bargaining agreements.



GRI Standard	Disclosure	Response/Citation(s)
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 Government Affairs Annual Report
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — throughout • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 Annual Report on Form 10-K — Business
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — throughout • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> • 2021 Annual Report on Form 10-K — Exhibit 21, List of subsidiaries of registrant
102-46	Defining reporting content and topic Boundaries	The 2021 Annual Review & ESG Report’s content and topic boundaries were defined based on Regions’ strategy, operations, and business; stakeholder feedback; industry and economic observations; peer analysis; and various ESG disclosure standards and frameworks.
102-48	Restatements of information	Regions Financial Corporation has not been required to file any financial restatements since the publication of the 2020 Annual Review & ESG Report.
102-49	Changes in reporting	This year’s report has been updated to reflect changes we observed while determining the report’s content and topic boundaries (see GRI 102-46 above). We have also supplemented the content readily accessible within this report by adding 2 of our other ESG disclosures to the report’s Appendix: Our 2021 SASB Index (Appendix A) and our 2021 Workforce Demographics (EEO-1) Index (Appendix C). In the past we have separately issued each of these disclosures closer to year-end.
102-50	Reporting period	January 1, 2021 — December 31, 2021 (unless otherwise stated).
102-51	Date of most recent report	June 30, 2022
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	Andrew Nix, Chief Governance Officer Email: governance@regions.com Phone: 1-800-REGIONS (734-4667)
102-54	Claims of reporting in accordance with the GRI Standards	The 2021 Annual Review & ESG Report references the GRI Standards, and we issue this GRI Index as a stand-alone disclosure as well as an appendix to our 2021 Annual Review & ESG Report. It is provided on ir.regions.com/governance , along with our other ESG disclosures, and on our ESG Resource Center .
102-55	GRI content index	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Appendix B, 2021 GRI Index
102-56	External assurance	The greenhouse gas emissions discussed in the Planet section of the 2021 Annual Review & ESG Report were verified by an independent third party. This 2021 Greenhouse Gas Inventory Assurance and Verification Statement is publicly available at ir.regions.com/governance and on our ESG Resource Center .

Economic Standards



GRI Standard Disclosure Response/Citation(s)

Economic Performance

201: ECONOMIC PERFORMANCE

201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Business • 2022 Proxy Statement — Proxy Summary • 2021 Annual Report on Form 10-K — Financial Statements and Supplementary Data
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 Annual Report on Form 10-K — Forward-Looking Statements; Risk Factors • 2021 TCFD Report — throughout
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Proposal 1; Environmental & Social Practices; CD&A; Compensation of Executive Officers • 2021 Annual Report on Form 10-K — MD&A; Financial Statements and Supplementary Data; Note 17 — Employee Benefit Plans
201-4	Financial assistance received from government	<p>Regions did not receive financial assistance from any government besides the United States during the applicable reporting period. No government entities own shares in the Company at this time.</p> <p>Regions discusses its tax credit investments in the 2021 Annual Report on Form 10-K, specifically in the Business, Financial Statements and Supplementary Data, Note 2 — Variable Interest Entities, and Note 19 — Income Taxes sections of that filing.</p>

Indirect Economic Impacts

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report



GRI Standard Disclosure

Response/Citation(s)

203: INDIRECT ECONOMIC IMPACTS

203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report

Procurement Practices

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2022 Proxy Statement — Environmental & Social Practices
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Community Engagement Report
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct

204: PROCUREMENT PRACTICES

204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
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Anti-Corruption

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers

205: ANTI-CORRUPTION

205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
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GRI Standard Disclosure

Response/Citation(s)

205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers
205-3	Confirmed incidents of corruption and actions taken	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>

Anti-Competitive Behavior

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • Code of Business Conduct & Ethics

206: ANTI-COMPETITIVE BEHAVIOR

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.
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Tax

207: TAX

207-1	Approach to tax	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Annual Report on Form 10-K — MD&A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Annual Report on Form 10-K — MD&A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes
207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Annual Report on Form 10-K — MD&A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes

Environmental Standards



GRI Standard	Disclosure	Response/Citation(s)
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Materials

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets

301: MATERIALS

301-1	Materials used by weight or volume	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets
301-2	Recycled input materials used	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets

Energy

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Governance; Metrics & Targets • Environmental Sustainability Policy Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Governance; Metrics & Targets • Environmental Sustainability Policy Statement

302: ENERGY

302-1	Energy consumption within the organization	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement
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GRI Standard	Disclosure	Response/Citation(s)
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement
302-3	Energy intensity	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Strategy; Metrics & Targets
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement

Emissions

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement • 2021 Greenhouse Gas Inventory Assurance and Verification Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement • 2021 Greenhouse Gas Inventory Assurance and Verification Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement

305: EMISSIONS

305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement • 2021 Greenhouse Gas Inventory Assurance and Verification Statement
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement • 2021 Greenhouse Gas Inventory Assurance and Verification Statement



GRI Standard	Disclosure	Response/Citation(s)
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement • 2021 Greenhouse Gas Inventory Assurance and Verification Statement
305-4	GHG emissions intensity	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Strategy; Metrics & Targets • Environmental Sustainability Policy Statement
Waste		
306: WASTE		
306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement
306-3	Waste generated	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Planet • 2022 Proxy Statement — Environmental & Social Practices • 2021 TCFD Report — Metrics & Targets • Environmental Sustainability Policy Statement



GRI Standard Disclosure

Response/Citation(s)

Environmental Compliance

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Risk Management • Environmental Sustainability Policy Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Governance; Risk Management • Environmental Sustainability Policy Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • 2021 TCFD Report — Governance; Risk Management • Environmental Sustainability Policy Statement

307: ENVIRONMENTAL COMPLIANCE

307-1	Non-compliance with environmental laws and regulations	Since the issuance of our last report, Regions has not been assessed any fines for non-compliance with environmental laws and regulations that had a material adverse effect on our operations.
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Supplier Environmental Assessment

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2021 TCFD Report — Risk Management • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2021 TCFD Report — Risk Management • Supplier Code of Conduct

308: SUPPLIER ENVIRONMENTAL ASSESSMENT

308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2021 TCFD Report — Risk Management • Supplier Code of Conduct
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> • 2021 TCFD Report — Risk Management • Supplier Code of Conduct

Social Standards



GRI Standard Disclosure

Response/Citation(s)

Employment

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance; CD&A • Code of Business Conduct & Ethics • Human Rights Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance; CD&A • Code of Business Conduct & Ethics • Human Rights Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance; CD&A • Code of Business Conduct & Ethics • Human Rights Statement

401: EMPLOYMENT

401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics
401-3	Parental leave	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics

Labor/Management Relations

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement • 2021 Government Affairs Annual Report
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement • 2021 Government Affairs Annual Report
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement • 2021 Government Affairs Annual Report



GRI Standard Disclosure

Response/Citation(s)

402: LABOR/MANAGEMENT RELATIONS

402-1	Minimum notice periods regarding operational changes	Regions follows all applicable state and federal employment requirements, including those found in the federal Worker Adjustment and Training Notification (WARN) Act.
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Occupational Health and Safety

403: OCCUPATIONAL HEALTH AND SAFETY

403-1	Occupational health and safety management system	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
403-2	Hazard identification, risk assessment, and incident identification	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
403-3	Occupational health services	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; CD&A • Code of Business Conduct & Ethics
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
403-6	Promotion of worker health	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; CD&A • Code of Business Conduct & Ethics • Human Rights Statement
403-10	Work-related ill health	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices; CD&A • Code of Business Conduct & Ethics



GRI Standard Disclosure

Response/Citation(s)

Training and Education

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement

404: TRAINING AND EDUCATION

404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • Code of Business Conduct & Ethics
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • Code of Business Conduct & Ethics

Diversity and Equal Opportunity

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Corporate Governance Principles • Code of Business Conduct & Ethics • Human Rights Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Corporate Governance Principles • Code of Business Conduct & Ethics • Human Rights Statement



GRI Standard Disclosure

Response/Citation(s)

103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Corporate Governance Principles • Code of Business Conduct & Ethics • Human Rights Statement
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405: DIVERSITY AND EQUAL OPPORTUNITY

405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People; Appendix C: 2021 Workforce Demographics (EEO-1) Index • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business
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Non-Discrimination

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
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103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Corporate Governance Principles • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
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103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Proxy Summary; Proposal 1; Environmental & Social Practices; Corporate Governance; CD&A • 2021 Annual Report on Form 10-K — Business • Corporate Governance Principles • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
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406: NON-DISCRIMINATION

406-1	Incidents of discrimination and corrective actions taken	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>
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GRI Standard Disclosure

Response/Citation(s)

Freedom of Association and Collective Bargaining

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	Regions associates are not subject to collective bargaining agreements. Our approach to associates in the workplace is discussed in our 2021 Annual Review & ESG Report (People); our 2022 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the People section of the 2021 Annual Review & ESG Report and our Supplier Code of Conduct.
103-2	The management approach and its components	Regions associates are not subject to collective bargaining agreements. Our approach to associates in the workplace is discussed in our 2021 Annual Review & ESG Report (People); our 2022 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the People section of the 2021 Annual Review & ESG Report and our Supplier Code of Conduct.
103-3	Evaluation of the management approach	Regions associates are not subject to collective bargaining agreements. Our approach to associates in the workplace is discussed in our 2021 Annual Review & ESG Report (People); our 2022 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the People section of the 2021 Annual Review & ESG Report and our Supplier Code of Conduct.

407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Regions associates are not subject to collective bargaining agreements. Our approach to associates in the workplace is discussed in our 2021 Annual Review & ESG Report (People); our 2022 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the People section of the 2021 Annual Review & ESG Report and our Supplier Code of Conduct.
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Child Labor

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct

408: CHILD LABOR

408-1	Operations and suppliers at significant risk for incidents of child labor	None are known at this time. For more information, please see our Human Rights Statement and Supplier Code of Conduct.
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GRI Standard Disclosure

Response/Citation(s)

Forced or Compulsory Labor

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct

409: FORCED OR COMPULSORY LABOR

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None are known at this time. For more information, please see our Human Rights Statement and Supplier Code of Conduct.
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Security Practices

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct

410: SECURITY PRACTICES

410-1	Security personnel trained in human rights policies or procedures	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People • 2022 Proxy Statement — Environmental & Social Practices • Human Rights Statement • Supplier Code of Conduct
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GRI Standard Disclosure

Response/Citation(s)

Human Rights Assessment

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct

412: HUMAN RIGHTS ASSESSMENT

412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
412-2	Employee training on human rights policies and procedures	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	See, generally, Supplier Code of Conduct



GRI Standard Disclosure

Response/Citation(s)

Local Communities

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Code of Business Conduct & Ethics • Human Rights Statement • Doing More Today website
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103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Code of Business Conduct & Ethics • Human Rights Statement • Doing More Today website
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103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Code of Business Conduct & Ethics • Human Rights Statement • Doing More Today website
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413: LOCAL COMMUNITIES

413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Code of Business Conduct & Ethics • Human Rights Statement • Doing More Today website
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413-2	Operations with significant actual and potential negative impacts on local communities	<ul style="list-style-type: none"> • 2021 Annual Report on Form 10-K — Forward-Looking Statements; Risk Factors
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GRI Standard Disclosure

Response/Citation(s)

Supplier Social Assessment

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct

414: SUPPLIER SOCIAL ASSESSMENT

414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement • Supplier Code of Conduct
414-2	Negative social impacts in the supply chain and actions taken	See, generally, Supplier Code of Conduct



GRI Standard Disclosure

Response/Citation(s)

Public Policy

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Government Affairs Annual Report
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Government Affairs Annual Report
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Government Affairs Annual Report

415: PUBLIC POLICY

415-1	Political contributions	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2021 Government Affairs Annual Report
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Customer Health and Safety

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement



GRI Standard Disclosure

Response/Citation(s)

416: CUSTOMER HEALTH AND SAFETY

416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; People; Prosperity • 2022 Proxy Statement — Environmental & Social Practices; Corporate Governance • Code of Business Conduct & Ethics • Human Rights Statement
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>

Marketing and Labeling

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement

417: MARKETING AND LABELING

417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance; Prosperity • 2022 Proxy Statement — Environmental & Social Practices • Code of Business Conduct & Ethics • Human Rights Statement
417-2	Incidents of non-compliance concerning product and service information and labeling	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>
417-3	Incidents of non-compliance concerning marketing communications	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>



GRI Standard Disclosure

Response/Citation(s)

Customer Privacy

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • Privacy Pledge • Online Privacy Notice • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics
103-2	The management approach and its components	<ul style="list-style-type: none"> • Privacy Pledge • Online Privacy Notice • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Privacy Pledge • Online Privacy Notice • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Human Rights Statement • Code of Business Conduct & Ethics

418: CUSTOMER PRIVACY

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>
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GRI Standard Disclosure

Response/Citation(s)

Socioeconomic Compliance

103: MANAGEMENT APPROACH

103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers • Corporate Governance Principles
103-2	The management approach and its components	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers • Corporate Governance Principles
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Corporate Governance • 2021 Annual Report on Form 10-K — Business • Code of Business Conduct & Ethics • Code of Ethics for Senior Financial Officers • Corporate Governance Principles

419: SOCIOECONOMIC COMPLIANCE

419-1	Non-compliance with laws and regulations in the social and economic area	<p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2021 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct & Ethics and applicable laws and regulations.</p>
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Appendix C: 2021 Workforce Demographics (EEO-1) Index

Job Categories	Hispanic or Latino		Non-Hispanic or Latino											Overall Totals	
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native		Two or More Races
Executive/Senior Officials & Managers	2	0	43	1	0	1	0	1	15	2	0	0	0	0	65
First/Mid Officials & Managers	101	89	1,058	148	2	40	4	20	837	194	3	33	4	17	2,550
Professionals	86	84	1,704	261	9	130	10	20	1,337	547	4	95	4	30	4,321
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	339	422	1,843	367	4	31	13	40	2,327	845	17	70	19	70	6,407
Administrative Support	115	428	731	262	4	28	7	13	2,813	1,849	17	83	24	88	6,462
Craft Workers	0	0	2	1	0	0	0	0	0	0	0	0	0	0	3
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	0	0	2	6	0	0	0	0	1	3	0	0	0	0	12
Total	643	1,023	5,383	1,046	19	230	34	94	7,330	3,440	41	281	51	205	19,820