

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



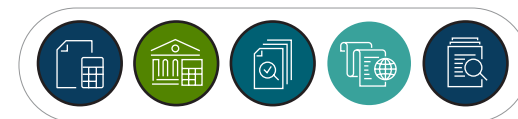
GRI Standard	Disclosure	Response/Citation(s)
102-12	External initiatives	<ul style="list-style-type: none"> • 2021 Annual Review & ESG Report — Principles of Governance • 2022 Proxy Statement — Environmental & Social Practices • 2021 Community Engagement Report • Human Rights Statement • Supplier Code 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
-------	---	---

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
-------	---	---



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.
-------	---	---

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)
--------------	------------	----------------------

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
-------	--	---



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.
-------	--	---

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.
-------	--	--

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
-------	---------------------------------------	--

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
-------	--	---

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
-------	--	---

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
-------	--	--

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
-------	---------------------------------------	--

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>
-------	--	--



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.
-------	--	--

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.
-------	---	--



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.
-------	--	--

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
-------	---	---



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
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
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

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
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



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
-------	-------------------------	---

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>
-------	--	--



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>
-------	--	--