



# Making Life Better

2022 ESG Report

At Regions, we have our own, customized approach to environmental, social, and governance (ESG) that, at its heart, is about making life better for the people and places we serve. Our commitment to ESG is thoughtfully tailored to align with our business strategies focusing on soundness, profitability, and growth. Further, this commitment complements Regions' daily initiatives to support our full range of stakeholders, including customers, communities, associates, and shareholders. In an environment where the term "ESG" can be used in a variety of ways, we want to be clear: ESG at Regions is about operating in a way that fortifies our strategic goals, balances risk and reward, and ultimately benefits all of our stakeholders.





# Our Vision:

To be the premier regional financial institution in America.

# Our Mission:

To 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.



A photograph of a man in a dark jacket carrying a young boy in a green jacket on his shoulders. They are on a beach with other people in the background. A large green triangle is overlaid on the right side of the image, containing text and a list of values.

# Our Values:

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

We believe that delivering shared value starts with sound **governance** practices, where our ESG-related risks and opportunities are overseen and managed in line with our broader business strategy.

At the same time, we understand that many of our **customers** are evaluating their own ESG-related risks and opportunities. So, for us, sharing value also means supporting our customers by providing products and services that align with their unique goals and strategies in these areas.

We view our **associates** as our most valuable assets, providing best-in-class advice, guidance, and education across all channels. For that reason, we look to build our best team: an informed, engaged workforce that is diverse like the communities we serve.

As a regional bank, the relationships we form with our surrounding **communities** are integral to fulfilling our mission and purpose. We seek to cultivate inclusive growth by investing in the development and financial wellness of the communities we serve.



# Principles of Governance

## 2022 Highlights

### 46%

overall diversity across our Board of Directors, including 31% female and 31% racially or ethnically diverse\*

### 5

key ESG areas covered in Directors' annual self-evaluations, with 100% of Directors identifying themselves as having "considerable" or "extensive" experience in at least 1 area

### 7 years

average Director tenure

### 92%

of our Directors are independent

### 244,134

hours of Mandatory Annual Compliance (MAC) training completed by Regions associates

\* "Overall" includes gender, race/ethnicity, and sexual orientation; represents Board composition as of the 2023 Annual Meeting of Shareholders held on April 19, 2023.

- We apply our robust governance practices to our ESG decision-making on an ongoing basis, putting ESG into perspective for our internal experts as they carry out various oversight and execution responsibilities. This has included identifying ESG considerations within our broader business and operations, including our strategic planning and risk framework.
- To that end, our Board of Directors and each of its 5 standing committees oversee various aspects of ESG, which are formalized in our Corporate Governance Principles and separate Board committee charters. Members of management further enable effective Board-level ESG oversight by providing the Board and its committees with regular updates on our ESG-related initiatives.
- Our Board's new Technology Committee was formed in February of 2022 to enable Board-level oversight of Regions' transformation and modernization efforts, including central organizational changes.
- We also welcomed 3 new Directors in 2022, deepening the diverse range of skills, experience, and perspectives that we believe contribute to an engaged, well-balanced Board.
- As part of our broader commitment to transparency and accountability, we continuously strive to enhance the processes we use to compile and control our ESG-focused disclosures — including this report. Those improvements include leveraging internal expertise to support both narrative quality and data integrity.
- We provide our associates with directed educational opportunities to help them better understand the business of banking, the risks Regions faces, and our responsibilities to our customers. In addition to job-specific training, each Regions associate is required to complete 6 MAC courses that cover topics such as business ethics, fundamental risk management, fair and responsible banking, financial crimes risk management, information security, and privacy.

# People

## 2022 Highlights

### 72%

diverse representation (gender and minority) across workforce, including 62% female and 36% members of a minority demographic

### \$18 million

investment in talent management and development programs

### >90%

of associates participate in our 401(k) Plan

### 70+

undergraduate degree programs available tuition-free to associates through our Guild program

### 4.44/5

grand mean for 2022 Associate Engagement Survey

### 19

Diversity, Equity, & Inclusion (DEI) Networks representing 71% of associates across 25 markets

- We recognize that a diverse, equitable, and inclusive workforce is essential to maintaining a thriving company and serving an increasingly diverse marketplace. To support this effort, in 2022, we introduced our 3 DEI Areas of Impact — Marketplace, Workplace, and Workforce — to help align our DEI strategic priorities in an easily translatable way.
- Our associates reported year-over-year improvements across all of the areas evaluated in our 2022 Associate Engagement Survey, including those related to performance management, wellbeing, and DEI. We use our engagement framework to empower our people leaders through our Associate Engagement Champions community of practice.
- We believe every associate can be a leader. Our new leadership competency framework, the RegionsLEADS Cornerstones of Leadership, focuses on building and deepening leadership skills for associates in any position, within any business unit. This model was constructed using a culture study, associate focus groups, listening tours, and executive input.
- Our associates are able to further their education while building their career through our new relationship with Guild. The Guild program provides associates with the opportunity to attend classes, tuition-free, from their first day of employment with Regions.
- We have established a DEI Executive Council to help us drive the Company's overall success by linking our DEI priorities to broader business strategies.



# Prosperity

## 2022 Highlights

### 2.1 million

people received financial education through Regions Next Step®

### 3.3 million

online page views of Regions' digital financial education resources

### \$2.4 billion

in Community Reinvestment Act (CRA)-qualified community development lending & investments

### \$53 million

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

### \$22 million

in combined grants & contributions from Regions Bank and the Regions Foundation®

### 74,000

volunteer service hours logged by Regions associates in our communities

- We provide consumers with access to alternative financial services from a trusted financial institution through our Regions Now Banking® suite of products and services. These services do not require a consumer to have an existing account relationship with us while offering a pathway to becoming fully banked in the future.
- Our Regions Next Step program promotes financial wellness by providing free and widely available financial education resources, including workshops and online tools. These resources are based on a common framework to support students and adults at various life stages and income levels, as well as businesses of all sizes.
- To support homeownership within the communities we serve, we continue to expand our Community Lending Program and Affordable Mortgage lending. Our Affordable Mortgage suite of portfolio products seeks to meet the needs of low- and moderate-income (LMI) borrowers within our emerging markets.
- Through Regions Bank and the Regions Foundation, we more than doubled our initial 2-year, \$12 million commitment to programs and initiatives that promote racial equity and economic empowerment of communities of color. These investments focused on objectives such as strengthening community development financial institutions (CDFIs) and minority depository institutions (MDIs); growing minority-owned businesses; and reducing the digital divide.
- We promote inclusive prosperity through the Regions Foundation, which provides grants and contributions towards initiatives that reduce barriers to economic success.
- The Regions Community Development Corporation provides debt and equity financing for projects and entities that serve a community development purpose, such as those geared towards affordable housing development, economic revitalization, and support for LMI small businesses and individuals.

# Planet

## 2022 Highlights

### 36%

reduction in our gross Scope 1 and Scope 2 greenhouse gas (GHG) emissions since 2019, with the goal to reach 50% reduction by 2030

### \$493 million

in customized financings committed or closed by our Energy & Natural Resources Group (ENRG)

### \$224.8 million

in funding for photovoltaic (PV) solar projects provided through our Solar Tax Equity Finance Team

### \$1.4 billion

in energy efficient consumer home improvement projects financed by EnerBank

### 54

funds available through the Multi-Asset Solutions group classified as "Impact," "Sustainable," or "Responsible"

### 6 million

trees planted through the coordination of our Natural Resources & Real Estate (NRRE) group

### \$4.43 million

in energy efficiency investments

- We seek to operate our business responsibly through opportunities to increase our operational efficiency. Accordingly, we continue to demonstrate progress towards our goal to reduce our operational GHG emissions. We are leveraging a number of ongoing initiatives, including optimizing our real estate portfolio, to help us achieve this target.
- Providing exceptional customer service includes offering products and services that our customers and clients can use to meet their own sustainability goals. We offer lease financing for utility scale and commercial solar projects through our Solar Tax Equity Finance Team, in addition to ENRG's tailored financings and credit facilities. Regions also serves sustainability-minded clients through asset management products and services, including those available through our NRRE group.
- A significant portion of our footprint lies in parts of the U.S. that are susceptible to severe weather events, which have the potential to disrupt our own operations and adversely impact our stakeholders. For the past 3 years, we have performed an annual geospatial analysis to assess the potential impact of acute and chronic physical risks on our business operations and real estate portfolios. We discuss this analysis and our findings in our 2022 Task Force on Climate-related Financial Disclosures (TCFD) Report.
- Our strategic emphasis on digital acceleration and omnichannel delivery has translated into broader adoption of our eSignature functionality and ongoing enhancements to our mobile and digital banking. The increased convenience and security of these opportunities has also enabled us to reduce expenses tied to paper use.

# About Regions

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 conducts its banking operations through its wholly owned subsidiary, Regions Bank, a state-chartered commercial bank and member of the Federal Reserve System. Regions is headquartered in Birmingham, Alabama and serves customers across the South, Midwest, and Texas.

**20,073**  
associates

**\$131.7B**  
total deposits

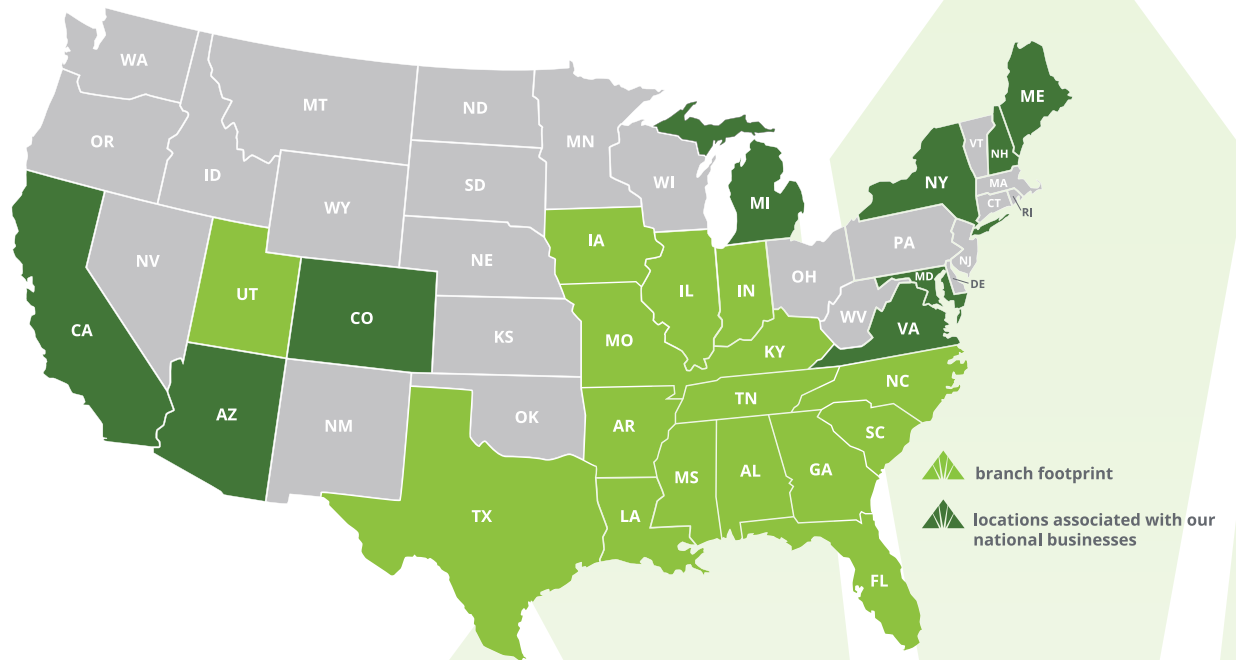
**2,000+**  
ATMs

**\$155.2B**  
total assets

**1,200+**  
branches

**16**  
state footprint

## OUR BANKING FRANCHISE



## PERFORMANCE

### Corporate Banking

**\$64.5B**  
average assets

**\$970M**  
net income

[Learn More](#)

### Consumer Banking

**\$36.6B**  
average assets

**\$922M**  
net income

[Learn More](#)

### Wealth Management

**\$2.1B**  
average assets

**\$147M**  
net income

[Learn More](#)

All figures are as of December 31, 2022.

# Our Strategic Plan



Regions believes that local, relationship banking, powered by great technology, sets us apart in the markets we serve. Our strategic plan focuses on three goals: **soundness, profitability, and growth**. It is how we differentiate ourselves, drive transformative change, and become the undisputed customer experience leader in the industry.

## Soundness

Protecting our strong foundation so that we will be in a position to further enhance the customer experience by modernizing operating systems, managing risk, and strengthening our balance sheet.

## Profitability

Delivering value to all stakeholders by making strategic investments, maintaining high credit standards, and continuously improving how we operate and produce results.

## Growth

Innovating and transforming every area of the organization to build our future bank by changing how we go to market, providing customers with greater convenience and access, and empowering all associates to work together, smarter, and better.

**John M. Turner, Jr.**  
President and Chief Executive Officer

# About This Report

Regions publishes this annual ESG Report to keep our stakeholders apprised of our progress around ESG and our mission to deliver shared value. We have used the Stakeholder Capitalism Metrics framework to structure our report, as the framework's focus on sustainable value creation through Principles of Governance, People, Prosperity, and Planet complements our own shared value mission. The appendix also contains indexes that identify how our Company's reports and disclosures, including this report, align with the International Sustainability Standards Board's (ISSB) Sustainability Accounting Standards Board (SASB) Standards and the Global Reporting Initiative's (GRI) Guidelines.

The goals discussed in our ESG disclosures are aspirational; as such, no guarantees or promises are made that these goals will be met. Furthermore, certain 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, 2022.

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, 2022 (particularly the "Forward-Looking Statements" and "Risk Factors" sections) and our Quarterly Report on Form 10-Q for the quarter ended March 31, 2023 (particularly the "Forward-Looking Statements" section), 2023 Proxy Statement, 2022 TCFD Report, and 2022 Shared Value Report. We also plan to provide our workforce demographics, or EEO-1, data later in 2023 once that data has been filed with the U.S. Equal Employment Opportunity Commission (EEOC). All of the aforementioned documents can be accessed through our ESG Resource Center, linked at [ir.regions.com/governance](https://ir.regions.com/governance).



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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](mailto:governance@regions.com)

## Investor Relations

Attention: Investor Relations  
[investors@regions.com](mailto: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](mailto:governance@regions.com)

## Office of Customer Satisfaction

Attention: Office of Customer Satisfaction  
[ocs@regions.com](mailto:ocs@regions.com)

## Media Relations

1-205-264-4551

## Customer Service

1-800-REGIONS (734-4667)

## Social Media



[@askRegions](https://twitter.com/askRegions)



[@RegionsNews](https://twitter.com/RegionsNews)



[Regions Bank](https://www.linkedin.com/company/regions-bank)



[Regions Bank](https://www.facebook.com/RegionsBank)

# Principles of Governance

## In this section

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- Governing Purpose
- Quality of Governing Body
- Stakeholder Engagement
- Ethical Behavior
- Risk & Opportunity Oversight

# Governing Purpose



Regions' Board of Directors and executive management work together to comply with laws and regulations, as well as to provide guidance for sound decision-making and accountability. Maintaining legal and regulatory compliance is, however, a minimum standard, and we endeavor to exceed this by keeping pace with the constantly evolving governance landscape. We maintain an environment of openness and strive to protect our culture by promoting Regions' values. We do this because it is the right thing to do, and we believe that our customers, shareholders, associates, and communities expect it if they are to continue giving us their trust and confidence.

Keeping our core value "Do What is Right" in mind, we believe that Regions has implemented a strong corporate governance program that incorporates many leading practices. This program is founded on our Corporate Governance Principles. The Board adopted the principles to further its long-standing goal of providing effective governance of Regions' business and affairs for the long-term benefit of shareholders. The principles are reviewed at least annually and revised from time to time to ensure they remain effective.

Our Corporate Governance Principles address multiple important governance matters, including:

- Structure of the Board and its leadership
- Director qualification standards
- Nomination and selection of new Directors
- Director responsibilities and expectations
- Board operations, including scheduling meetings and selecting agenda items for meetings
- Director access to management, associates, and independent advisors
- Director orientation and continuing education
- Management succession planning and Chief Executive Officer (CEO) evaluation
- Annual performance evaluation of the Board, committees, and individual Directors
- Interaction with investment managers and the press and shareholder engagement

# Quality of Governing Body



## Messages from Board Committee Chairs



*Audit Committee Chair:  
José Suquet*

During 2022, 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' continued integration activities related to the acquisitions of EnerBank USA, Sabal Capital Partners, LLC,

and ClearSight Advisors, Inc. were monitored by the Audit Committee during 2022. 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 cyber security, including ransomware and software supply chain security; cryptocurrency; data analysis and modeling, including the use of Artificial Intelligence (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



*Compensation & Human Resources (CHR) Committee Chair: Sam DiPiazza*

In 2022, the CHR Committee welcomed two new members, Joia Johnson, who was an existing Director, and Tom Hill, who joined the Board in the summer of 2022. Both Directors bring to the Board a diverse range of skills and experiences that provide a distinct perspective on the Committee's responsibilities and have allowed them to immediately contribute to the Committee. Additionally, the onboarding process provided the new Committee members with extensive training on the Company's compensation programs and an opportunity for existing Committee members and management to review them with a fresh set of eyes.

Over the past year, 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.

Due to Regions' mandatory retirement age policy for Directors, I retired from the Board effective as of the 2023 annual meeting. Accordingly, and with the support of my fellow Directors, I have spent the past several months transitioning and preparing Joia Johnson to assume her role as the new Chair of the CHR Committee. It has been a pleasure serving Regions and its stakeholders in this capacity and overseeing management's strong progress toward the Company's compensation and human capital goals.

In light of the ever-evolving corporate governance landscape, the Nominating and Corporate Governance (NCG) Committee has continued to diligently fulfill and enhance its oversight responsibilities in order to meet the heightened expectations from stakeholders around Board governance, Board composition, and ESG.

The NCG Committee was pleased to recommend to the Board the additions of Mark Crosswhite, Noopur Davis, and Tom Hill as new Directors in the summer of 2022. Noopur has brought a deep knowledge of technology and cyber security, priority areas of focus for the Board, particularly considering the Board's new

Technology Committee and the Company's ongoing technology transformation initiatives. The extensive experience of Mark and Tom as CEOs of large, regulated companies allowed each to begin contributing to the Board immediately. These new Directors have further contributed to a Board that is engaged, well-balanced, and effectively overseeing management in its execution of Regions' strategy. In view of recent and upcoming retirements in light of Regions' mandatory retirement age policy for Directors, the Committee remains focused on Board refreshment and diversity. As it contemplates the Board's future composition, the Committee will maintain a commitment to ensuring

the Board's membership represents a wide variety of backgrounds, skills, and experiences.

With respect to ESG, the NCG Committee continues to actively execute its oversight responsibilities through regular updates from management on ESG matters that are of significance to the Company and its stakeholders, as well as reviewing the Company's ESG-related disclosures prior to publication. As stakeholder perspectives around ESG evolve, the Company continues to seek to align ESG practices and reporting with Regions' strategy, maintaining a focus on our shared value mission — to achieve superior economic value for our shareholders over time by making life better for

our customers, our associates, and our communities. Through this lens, the Committee supports continued progress around the Company's ESG initiatives and transparent disclosure of those initiatives, in 2023 and beyond.



*Nominating & Corporate Governance (NCG) Committee Chair: Ruth Ann Marshall*

## ▶ QUALITY OF GOVERNING BODY



*Risk Committee Chair:  
Johnny Johns*

Over the past year, the Risk Committee effectively monitored parameters and tolerances for risk-taking by the Company to ensure the Company remains in alignment with our established risk appetite during times of both economic prosperity and distress. The Risk Committee has provided consistent, focused oversight of credit risk in response to negative economic headwinds, such as record inflation and increasing interest rates. Similarly, the Risk Committee has monitored capital adequacy, business resiliency, model performance, the control environment, and our preparation for a potential recession.

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, heightened regulatory compliance scrutiny, core infrastructure modernization, asset/liability management, 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. Further, the

Risk Committee has monitored the ongoing integration of acquisitions in alignment 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.

After many rewarding years serving Regions, I will be retiring from the Board, effective as of the 2024 annual meeting, per Regions' mandatory retirement age policy for Directors. I will work with the incoming Chair of the Risk Committee to promote an orderly transition and the continuation of sound risk oversight. As always, 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 throughout the dynamic operating environment for financial services.

Since the formation of the Technology Committee in February 2022, the Committee has continued to oversee and support key transformation and modernization efforts at Regions, as well as several strategic organizational changes.

The Technology Committee was pleased to oversee the appointment of Scott Peters as the Chief Transformation Officer and the subsequent creation of the Transformation Office. Additionally, the placement of Dan Massey as the Chief Enterprise Operations and Technology Officer,

coupled with additional strategic and organizational changes to the Technology, Operations, Digital, and Data Team, has created alignment within the deposit and lending modernization efforts and supported Regions in delivering on key business strategies.

In 2023, the Committee will continue to provide oversight with respect to the overall role of technology in executing business strategy and will provide continued support to Regions' deposit and lending modernization project.



*Technology Committee Chair:  
Zhanna Golodryga*

▶ QUALITY OF GOVERNING BODY

## Board Profile\*

NAME	AGE	INDEPENDENT?	DIRECTOR SINCE	BOARD COMMITTEE(S)	PRINCIPAL OCCUPATION	TOTAL NUMBER OF PUBLIC COMPANY BOARDS
Mark A. Crosswhite	60	Y	2022	Audit NCG	Retired Chairman, President, and CEO, Alabama Power Company	1
Noopur Davis	61	Y	2022	Risk Technology	Corporate Executive Vice President, Chief Information Security & Product Privacy Officer, Comcast	1
Zhanna Golodryga	67	Y	2019	Risk Technology (C) Executive	Executive Vice President, Emerging Energy & Sustainability, Phillips 66	2
J. Thomas Hill	64	Y	2022	CHR Risk	Chairman, President, and CEO, Vulcan Materials Company	2
John D. Johns <sup>1</sup>	71	Y	2011	Risk (C) Technology Executive	Retired Chairman, President, and CEO, Protective Life Corporation	3
Joia M. Johnson	63	Y	2021	CHR NCG	Retired Chief Administrative Officer, General Counsel, and Corporate Secretary, Hanesbrands, Inc.	3
Ruth Ann Marshall	68	Y	2011	CHR NCG (C) Executive	Retired President, The Americas, MasterCard International, Inc.	3
Charles D. McCrary	71	Y	2001	Independent Chair of the Board	Retired Chairman, President, and CEO, Alabama Power Company	1
James T. Prokopanko	69	Y	2016	Audit NCG	Retired President and CEO, The Mosaic Company	3
Lee J. Styslinger III	62	Y	2003	NCG Risk	Co-Chairman, Altec, Inc.	4
José S. Suquet <sup>2</sup>	66	Y	2017	Audit (C) Technology Executive	Chairman and CEO, Pan-American Life Insurance Group	1
John M. Turner, Jr.	61	N	2018	Executive	President and CEO, Regions Financial Corporation and Regions Bank	1
Timothy Vines <sup>2</sup>	57	Y	2018	Audit CHR	President and CEO, Blue Cross and Blue Shield of Alabama	1

(1) Risk Management Expert

(2) Audit Committee Financial Expert

(C) Committee Chair

\* Information in this "Board Profile" subsection reflects the Board's composition as of April 19, 2023, the date of our 2023 Annual Meeting of Shareholders. Immediately prior to that meeting, Director Sam DiPiazza retired from the Board and did not stand for re-election.

▶ QUALITY OF GOVERNING BODY

## 2022 BOARD SNAPSHOT

Diversity



**46%**  
overall diversity — gender, race/ethnicity, and sexual orientation (LGBTQ+)



**31%**  
gender diversity



**31%**  
racial/ethnic diversity



**92%**  
independence



**7 years**  
average tenure



**65**  
average age



**Independent**  
Chair of the Board

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

**None**

Mandatory retirement age (with rare exceptions in specific situations)

**72**

Engagement with institutional shareholders

**Year-round**

## ▶ QUALITY OF GOVERNING BODY

# Board Leadership

Governance and independent Board oversight serve critical roles at Regions. The Board assumes an active role in providing oversight of, and guidance to, our executive management team and maintaining a strong system of checks and balances. As part of this system, the Board is responsible for determining the proper Board leadership structure to ensure independent and effective Company oversight.

Elements considered when evaluating the Board's leadership structure:

- Comprehensive Corporate Governance Principles that promote independent Board oversight
- Corporate governance trends regarding board independence and leadership structure
- Independence of Directors and standing committee Chairs and members
- Responsibilities of the independent Chair or Lead Independent Director
- Shareholder input

We have not adopted a policy mandating the separation of the Chair and CEO positions. Rather, the Board 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. The Board carefully considers its leadership structure and composition each year in consultation with the NCG Committee as part of its continuous succession planning process.

One 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 this year, the Board continues to believe that the Company's interests are best served at this time by having an independent Chair provide leadership to the Board. Separating the roles of Chair and CEO is a beneficial and effective option for the Company at this time because it capitalizes on the previous Board experience and knowledge of the Company possessed by our current Chair, Mr. Charles McCrary, while simultaneously



providing independent oversight of management and maintaining clear accountability to Regions' shareholders, customers, and associates concerning the performance of the Company. Additionally, the Board has determined that the Company benefits from having Mr. John Turner, its CEO, who is intimately involved with and responsible for managing the Company's operations and strategy, also serve on the Board and represent the Company to our customers, shareholders, associates, regulators, communities, and the public. Mr. Turner provides a critical link between the Board's oversight and the day-to-day operations of the Company. This continuity allows management and the Board to function efficiently and to collaborate in fulfilling the Company's goals and strategies.

Some of the key responsibilities of our independent Chair or Lead Independent Director include:

- Presiding at the annual meeting of shareholders, Board meetings, and executive sessions of the Board's independent Directors
- Engaging with Regions' institutional shareholders
- Providing leadership to the Board in times of emergency or crisis
- Acting as a sounding board and advisor to our CEO

▶ QUALITY OF GOVERNING BODY

## Board Self-Evaluations

Our Directors believe that appropriate Board refreshment, accompanied by meaningful, annual self-evaluations that include honest and thought-provoking conversations, is conducive to an environment in which Directors are independent, engaged, and productive. Each year, the NCG Committee oversees our Board's self-evaluation process, which includes the full Board as well as its individual committees and Directors. The results of this process are considered when determining the slate of Director nominees for each annual meeting of shareholders.

The Board's self-evaluation program assesses the Board's and its committees' performance in areas such as Board composition and refreshment, ability to carry out oversight responsibilities, oversight of corporate strategy, and interactions between the Board and management and key stakeholders.

The process includes:

- Continual enhancements to prior-year evaluations
- Feedback on Board operational matters
- One-on-one discussions between the Board's Chair and each independent Director
- Topic-specific self-evaluations by each committee
- Self-evaluation by the full Board, facilitated by the Board's Chair and the NCG Committee Chair, focusing on risk management oversight, refreshment, and independence
- Openness to ongoing discussion throughout the year



► QUALITY OF GOVERNING BODY

## Compensation Philosophy & 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



We believe that engaging with our stakeholders should be a long-term, ongoing, and two-way communication process. We proactively seek out mutual learning opportunities with stakeholders that allow us to exchange information about our 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"> <li>• Corporate governance events</li> <li>• Investor Day</li> <li>• Director-shareholder engagement</li> <li>• Board presentations from shareholders</li> <li>• Sell-side sponsored conferences</li> <li>• Roadshows</li> </ul>	<ul style="list-style-type: none"> <li>• Investor calls and visits</li> <li>• Quarterly earnings calls</li> <li>• Annual shareholder meeting</li> <li>• Virtual and in-person meetings</li> <li>• Outreach calls</li> <li>• Update emails</li> </ul>	<ul style="list-style-type: none"> <li>• Financial performance</li> <li>• Strategy</li> <li>• Executive compensation</li> <li>• ESG</li> <li>• Human capital management</li> <li>• Climate change</li> <li>• DEI</li> </ul>
Customers	<ul style="list-style-type: none"> <li>• Personal banking relationships</li> <li>• Internal and external customer surveys</li> <li>• Digital banking channel</li> <li>• Social media</li> </ul>	<ul style="list-style-type: none"> <li>• Centralized Customer Complaint (CCC) Program</li> <li>• Annual event with Board at off-site meeting</li> <li>• Selected quarterly client events</li> </ul>	<ul style="list-style-type: none"> <li>• Customer access to banking solutions</li> <li>• Fair and responsible banking</li> <li>• Product needs, characteristics, and limitations</li> <li>• Financial literacy</li> <li>• ESG</li> </ul>



## STAKEHOLDER ENGAGEMENT

STAKEHOLDER	HOW WE ENGAGE	ENGAGEMENT TOPICS	
Associates	<ul style="list-style-type: none"> <li>• Engagement surveys</li> <li>• Front Page News, a multimedia internal news website for associates</li> <li>• HR Connect, an internal website for associates</li> <li>• Professional development tools through Degreed Learning</li> <li>• Quarterly earnings Webex for senior leaders and discussion guide for managers</li> <li>• Evergreen Week, a week dedicated to showing management's appreciation of associates</li> <li>• DEI Networks across the footprint</li> <li>• RegionsLEADS monthly learning content to invest in development and learning for all associates</li> <li>• Business group newsletters</li> </ul>	<ul style="list-style-type: none"> <li>• Doing More Today®, an external website focusing on Regions' community engagement and timely Company announcements</li> <li>• Annual Week of Understanding, focused on Inclusion and Belonging</li> <li>• Tuition-free education benefits through Guild Education</li> <li>• <i>Report It!</i> Hotline and portal that allows associates to share concerns and complaints anonymously</li> <li>• Share the Good®, an associate community engagement campaign</li> <li>• What a Difference a Day Makes<sup>SM</sup>, a paid day off for associates to volunteer</li> <li>• Two Inclusion Observance Days, to be taken for celebrations relevant to an associate's cultural or community passion</li> </ul>	<ul style="list-style-type: none"> <li>• Associate engagement</li> <li>• Associate wellbeing</li> <li>• Company strategy</li> <li>• DEI</li> <li>• Financial performance</li> <li>• Learning and development opportunities</li> <li>• Continuous improvement focus</li> <li>• Organizational changes</li> </ul>
Regulators, Policymakers, State and Federal Legislators, and Agencies	<ul style="list-style-type: none"> <li>• Management meetings and briefings</li> <li>• Management and committee reports</li> <li>• Targeted exams</li> <li>• Continuous monitoring meetings with management</li> <li>• Management and committee report submissions</li> </ul>	<ul style="list-style-type: none"> <li>• Responding to proposed rules through comments during the notice-and-comment rulemaking process, either directly or through an intermediary, such as a trade association</li> </ul>	<ul style="list-style-type: none"> <li>• Capital planning and positions</li> <li>• Liquidity management and positions</li> <li>• Interest rate risk management</li> <li>• Governance and controls</li> <li>• Regulatory compliance</li> <li>• Trade association engagement on legislation and regulatory policy</li> <li>• Risk management (Credit, Model, Operational, etc.)</li> </ul>
Communities and Nonprofit Organizations	<ul style="list-style-type: none"> <li>• Funding support of community programs and initiatives</li> <li>• Volunteer, community service, and board membership by associates</li> <li>• Relationships with local market executives and bankers</li> </ul>	<ul style="list-style-type: none"> <li>• Partnerships with local community relations officers and community development managers</li> <li>• Collaborations with Regions' Disability Services and Outreach Manager and Regions' Service Members and Veterans Affairs Manager</li> </ul>	<ul style="list-style-type: none"> <li>• Economic and community development</li> <li>• Education and workforce readiness</li> <li>• Financial wellness</li> <li>• Disaster relief and recovery</li> <li>• DEI</li> </ul>

## ▶ STAKEHOLDER ENGAGEMENT

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 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.

For our outreach this year, we contacted many of our institutional shareholders to solicit their feedback on our practices and disclosures with

respect to ESG, corporate governance, and compensation. These invitations resulted in discussions with shareholders representing approximately 24% of our outstanding share ownership. We summarized and discussed the feedback and views expressed during these engagement sessions with both senior management and our Board. Many of the enhancements we have made to our corporate governance and ESG programs, which we highlight throughout this report, have resulted from valuable conversations we have had with our shareholders.

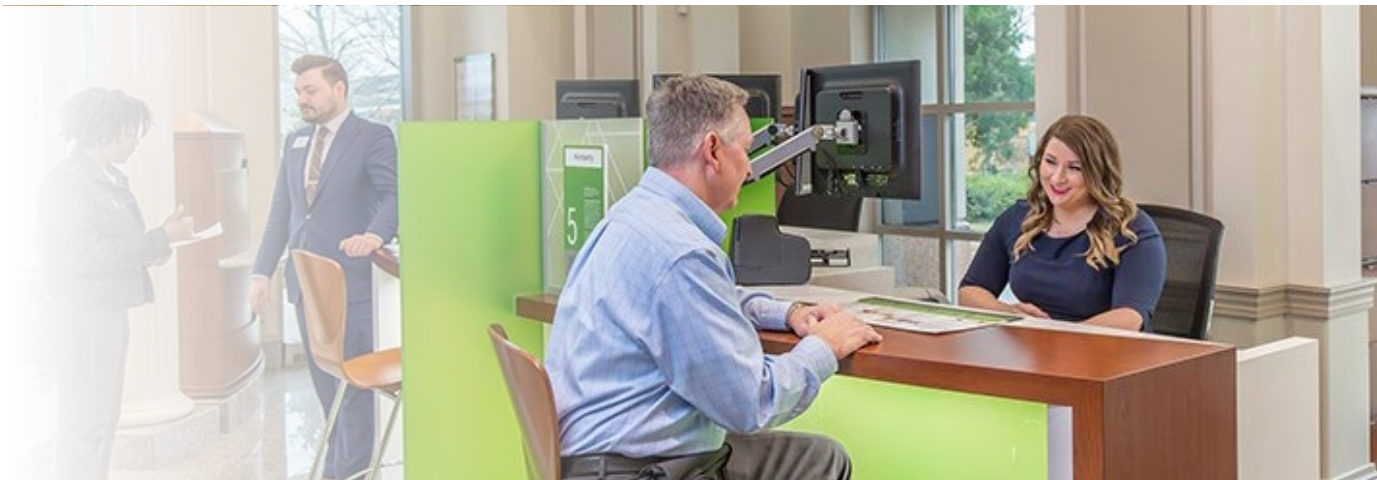
To further broaden the perspectives we receive, we also engage with a variety of other stakeholder groups through both direct and group-based interactions. Throughout the past year, we:

- Held calls and participated in sessions with standards-setting organizations
- Discussed ESG perspectives with policymakers representing constituencies across our footprint
- 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
- Obtained insight from customers and clients on the ESG-related risks and opportunities they have identified
- Collaborated with local, state, and national organizations with the common goal of supporting our communities
- Consulted with Ceres, a sustainability nonprofit organization, for insight regarding 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. We appreciate that these opportunities not only afford 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.



# Ethical 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 Business Conduct and Ethics (Code of Conduct) is designed to identify resources and provide 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.

### Oversight & Administration

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, U.S. Securities and Exchange Commission (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.

 ETHICAL BEHAVIOR**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.

**Anti-Bribery & Anti-Corruption**

Regions prohibits associates from engaging in bribery or corruption of any type. Our Code of Conduct sets forth restrictions on gifts and other items of value and provides guidance to assist associates in determining whether giving or receiving a gift or other item of value is appropriate.

Our Anti-Bribery and Anti-Corruption Policy, which incorporates the guidance contained in our Code of Conduct, requires associates to conduct business activity in an honest and ethical manner and establishes a zero-tolerance approach to bribery and corruption. Regions also has an Anti-Bribery and Anti-Corruption Officer who reports through Financial Crimes Risk Management.

Our associates are required to comply fully with all applicable anti-bribery and anti-corruption laws, including the Bank Bribery Act, the Foreign Corrupt Practices Act, and all federal, state, and local 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 the law and/or Regions' policies are required to immediately report the incident to the Ethics Program Manager.

## ▶ ETHICAL BEHAVIOR

### 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 six channels through which associates and others may raise such concerns, including:

- Direct reporting to our HR Connect team via telephone or using the HR Connect online messaging function
- The *Report It!* Hotline and the *Report It!* website, which are administered by a third party and are available 24 hours a day, seven days a week, to enable associates to report concerns anonymously
- The Raise the Red Flag online form, which allows associates to immediately refer potentially suspicious activity or behavior to internal investigators
- Anonymous reporting by sending 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.



### 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 and policy guidelines.

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.

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.

## 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 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 2022, Regions associates completed 244,134 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 activities), 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

# Financial Crimes Risk Management

Financial Crimes Risk Management includes BSA/AML, OFAC, and Anti-Bribery and Corruption (ABAC) Compliance. 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, OFAC, and ABAC Compliance oversight, an operational Financial Crimes Unit within Operations and Technology, a Corporate BSA/AML Officer, an OFAC Officer, an ABAC Officer, and a BSA/AML and OFAC Committee (BAOC), which is a management-level special purpose committee 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 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. All employees are responsible for putting the customer first, and the second line of defense helps 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 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.



## FAIR & RESPONSIBLE BANKING OBJECTIVES

- Inform customers about products and services that meet their needs and give them the information they need 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.

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.



## ▶ ETHICAL BEHAVIOR

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.

### 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.

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



## ETHICAL BEHAVIOR

# Sales Practices

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. 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 our policy changes, including:

- 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 2022, we introduced additional future policy changes and milestones, including:

- Eliminating overdraft protection transfer fees
- Eliminating non-sufficient funds fees
- Lowering caps on daily overdraft fees
- Providing early access to certain direct deposits
- Launching a new line of credit which eligible customers can use for overdraft protection

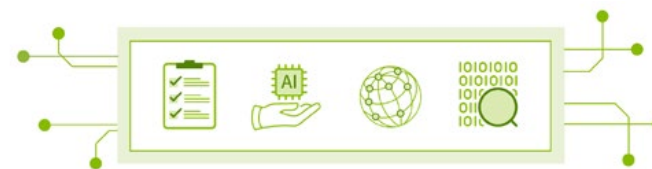
## ▶ ETHICAL BEHAVIOR

# 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 from fraud, connecting customers with the products and services that will best suit their needs, 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.

We are committed to strong AI ethics and 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 an initial standard, Regions will abstain from using any AI models unless our risk management function can perform rigorous testing and 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. Part of how Regions seeks to achieve these aims is by developing diverse and inclusive analytical teams that reflect the diversity of the communities we serve. These teams provide clear insights into using AI in a manner that offers consistent benefit throughout our customer base. The 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.

**ETHICAL BEHAVIOR**

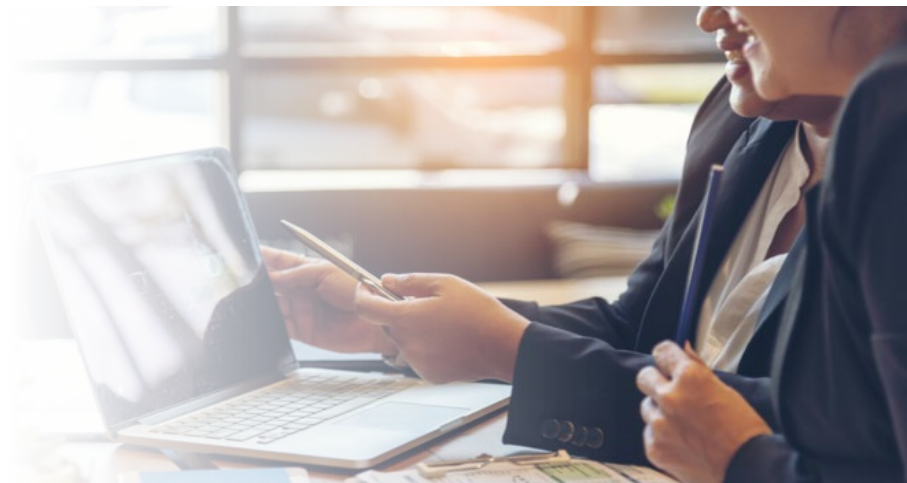
## Human Rights Statement

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.



# Risk & Opportunity Oversight



## Risk Management & 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 all identified risks, including 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 which better allows us to reach our full potential as risk managers.

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, are included in the first line of defense. They identify and address risks ranging from fraud to credit decisions. Risk Management forms the second line of defense, coaching, guiding, and challenging 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 & OPPORTUNITY OVERSIGHT

# ESG Risks & Opportunities

Delivering on our commitment to shared value means that we have identified ESG considerations in 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 decision-making on an ongoing basis, putting ESG into perspective for our internal experts as they carry out various oversight and execution responsibilities.



## ► RISK & OPPORTUNITY OVERSIGHT

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 practices, 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.



## ▶ RISK & OPPORTUNITY OVERSIGHT

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 during 2022 included:



### ENVIRONMENTAL

- Regulatory developments around the disclosure of environmental risks
- Achievements through our ESRM Program
- Progress around our commitment to measure our portfolio-related GHG emissions



### SOCIAL

- Associate health, wellbeing, and engagement
- Associate and executive compensation and benefits
- Information and cyber security, business resilience, and related assessments
- Creation of stronger and more effective teams through DEI efforts
- Agility around connectivity, including remote/hybrid work and digital/mobile banking
- Disclosure of our EEO-1 data



### GOVERNANCE

- 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
- Board composition, including diverse representation, tenure, and refreshment
- Director independence determinations, including conflicts of interest

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 2022 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 Directors have identified themselves as having "considerable" or "extensive" experience in the following key ESG areas:



Corporate Governance  
**11 Directors**



Customer Focus and  
Community Engagement  
**12 Directors**



Environmental Sustainability  
Practices  
**8 Directors**



Executive Compensation and Benefits  
**11 Directors**



Human Capital Management  
**13 Directors**



## ► RISK & OPPORTUNITY OVERSIGHT

### ESG Data Governance

Regions recognizes that accuracy and transparency are critical to maintaining the trust of our shareholders and other stakeholders. As such, we believe the value of our ESG disclosures is strengthened by our ongoing efforts to enhance the quality of the information that those disclosures provide. Such efforts leverage our strong governance principles and practices, combined with extensive partnerships with internal stakeholders, to foster a culture of accountability. As the number and scope of our ESG disclosures have continued to grow, we have made corresponding improvements to the processes through which those various disclosures are compiled and controlled, such as:

- Engagement with internal subject-matter experts to assess report coverage and relevancy to the Company
- Collaborative data collection and validation efforts focused on accuracy and consistency of data utilized across different reports
- Internal certification of quantitative data and broader narrative elements in disclosures
- Subjecting disclosures to multiple reviews by internal stakeholders and other cross-functional groups
- Presentation to and review of the report by our ESG Leadership Council and our Disclosure Review Committee, the latter of which is also responsible for the review of our SEC filings and certain regulatory disclosures
- Continued collaboration with our Internal Audit function focused on data accuracy, integrity, and reliability
- Ongoing, cross-functional monitoring of ESG data trends and best practices through participation in trade industry groups and information-sharing groups, which are then disseminated internally through various collaborative forums

We supplement these internal efforts by obtaining independent third-party assurance for our 2022 GHG Inventory Management Plan. For enhanced transparency, we make the Letter of Assurance available on our website once it is complete. For information about our 2022 GHG emissions data, see the Planet section of this report and our 2022 TCFD Report.



## ► RISK & OPPORTUNITY OVERSIGHT

### Environmental & 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.

We maintain an ESRM Program supported by 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. Our environmental and social risk management working group meets periodically and provides updates to senior leadership. We also maintain a cross-functional commitment to an ESRM-focused portfolio of initiatives. In addition to risk framework considerations, a few efforts underway include:

- Monitoring strategic initiatives designed to align with our definition of sustainable finance, including but 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 creation and delivery, agriculture lending, carbon sequestration, and carbon offsets (such as timberland).
- Monitoring customer demand for activity that meets our institutional definition of sustainable finance.

## CLIMATE-RELATED RISKS



### PHYSICAL RISKS

- Risks associated with the physical effects of climate change
- May be acute (i.e., single events) or chronic (i.e., broader gradual change)
  - Examples: hurricanes and tornadoes (acute); sea level rise (chronic)



### TRANSITION RISKS

- Risks associated with the transition to a lower-carbon economy
- Entail policy, legal, technology, and market changes
  - Examples: new or updated policies and regulations, development of new technologies, changes in consumer preference



- Focusing on our supplier diversity program to strengthen our communities and drive economic prosperity.
- 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.
- Continuously improving our obligor-level climate risk and opportunity due diligence and looking for ways to support our customers in their climate transition objectives.

## ► RISK & OPPORTUNITY OVERSIGHT

- Elevating internal awareness and expertise around 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.
- Actively engaging in and benefiting from knowledge-sharing opportunities facilitated by our membership with the Partnership for Carbon Accounting Financials (PCAF), which we initiated in January of 2022.
- Designing and managing a cross-functional program to measure Scope 3 GHG emissions arising from our portfolio (also characterized as “financed” emissions).
- Participating in various industry forum working groups such as the Risk Management Association (RMA) Climate Consortium to gain industry insights and understand evolving practices.
- Leveraging the themes and key issues of the Committee of Sponsoring Organizations' (COSO) Framework for Social Risk by reviewing Regions' risk library and validating the relevance of numerous existing risks and risk drivers to the COSO Framework. Any issues with reputational implications are referred to our Reputation Management team.

During 2022, we refreshed 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 acute and chronic physical risks on our business operations and real estate portfolios. We also updated our industry analysis to explore vulnerabilities and opportunities from transition risks should a disruptive acceleration of the transition to a lower carbon economy occur. As in past years, we shared the results of our third annual climate change workshop analysis related to physical and transition risk considerations among our risk leadership. Details of this climate change assessment and risk management practices can be found in our TCFD Report.

## Capital Planning Process

Effectively managing and deploying capital is essential to meeting our strategic and financial objectives, as well as the expectations of our stakeholders. 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.

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, 2022, dated February 24, 2023.



► RISK & OPPORTUNITY OVERSIGHT

## 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 other 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 state-wide 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 and the Risk Committee receive 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 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](https://regions.com/about-regions).



► RISK & OPPORTUNITY OVERSIGHT

## Information Security, Business Resilience, & 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 cyber security 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 (IS) Program. One integral component of the IS Program is our IS Policy, which aligns with standards promulgated by the National Institute of Standards and Technology (NIST). The IS Policy establishes technical, administrative, and physical control directives to protect our informational assets from reasonably foreseeable risks and threats. The IS Program is supplemented by security operations that protect the integrity and availability of our information systems.

To effectuate the goals articulated in our policies and programs, we invest heavily in our technology, tools, people, and security processes. IS 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).

We recognize the growing risk associated with highly sophisticated actors targeting corporations and maintain a Cyber Incident Response Plan, which is part of our broader business continuity planning and Crisis Management



Program. These 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. Internally, we regularly provide our associates with cyber security training and education.

### 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 resumption of service, and limiting related losses in times of crisis.

Regions' Business Resilience (BR) Program facilitates a process that aligns with regulatory requirements of the Federal Financial Institutions Examination Council (FFIEC). The BR Program is supported by our BR Policy and BR Framework, which provide for resilience planning and emergency management (e.g., planning to continue operations during a loss of associates, facilities, critical systems, and key third parties), and our Pandemic Response Guide, which seeks to protect associates and customers during a pandemic, while maintaining normal operations when possible. Our Crisis Management Team ensures efficient triage, evaluation, communication, mitigation, and response to significant

## ► RISK & OPPORTUNITY OVERSIGHT

events and incidents that could impact the Company or our customers. The crisis team is supported by Crisis Management Response Guides that describe planned response activities for crises originating from different sources. The BR Program, BR Policy, BR Framework, and Pandemic Response Guide, along with the overall work of the Crisis Management Team, are overseen by the Board's Risk Committee.

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 BR Team within Cloud Engineering and Infrastructure assists these business units in developing their business unit-specific continuity plans. Lastly, the BR team 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



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 information security matters, including to management and the Board. Our Board considers both 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 updates on the Company's enterprise services, which includes 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 reports on the information security Program and approves the information security Policy. The Technology Committee provides additional oversight of the role of technology in executing the Company's business strategy, including with respect to specific projects like deposit and lending modernization. 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.

# People

## In this section

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- Dignity & Equality
- Health & Wellbeing
- Skills for the Future

# Dignity & Equality



## Diversity, Equity, & Inclusion

At Regions, we recognize that a diverse, equitable, and inclusive workforce is essential to achieving and maintaining a thriving company. It is similarly critical in serving an increasingly diverse marketplace, which supports business growth. Since 2018, Regions has been on an evolving journey towards fostering greater DEI throughout the enterprise. Our commitment to DEI starts with our Board, with oversight of our initiatives provided by the Board's CHR Committee. We believe that our intentional focus on DEI has made Regions a stronger organization. As we strive to enhance our foundational culture of DEI, we encourage associates to move along this journey with us by feeling empowered to drive change.

### Our DEI Journey

Prior to the launch of Regions' DEI Center of Expertise (COE), much of this work was compliance focused. Regions' DEI journey has since evolved to emphasize leader accountability and conceptual clarity — where every associate understands our DEI strategic priorities and our DEI vision.

In 2022, to support this effort, three DEI Areas of Impact were introduced. They are:



**Marketplace:** Utilize DEI and social responsibility focus to strengthen our relationships with communities, clients, customers, and external stakeholders.



**Workplace:** Create a work environment that is inclusive and equitable, where associates are encouraged to collaborate across differences.



**Workforce:** View diverse talent as a competitive advantage, with the goal of attracting, developing, and retaining diverse talent.

The 'areas of impact' help align the DEI strategic priorities in a manner that associates can easily understand and better translate into the work that they do every day.



► DIGNITY & EQUALITY

## DIVERSE REPRESENTATION

We seek to create an environment where our associate population reflects the communities we serve. As of December 31, 2022, our associates self-identified as follows:



**62%**  
female



**36%**  
minority  
demographic



**72%**  
overall diverse  
representation  
(gender and minority)



Other DEI milestones in 2022 include:

- Maintaining **19 DEI Networks** representing approximately 71% of our associate population
- Notable increases in both **Disability and LGBTQ+ self-identification rates**, which aligns with building a culture of trust and psychological safety
- Executing the third annual **Week of Understanding**, a dedicated time for leader-led conversations on a predetermined, enterprise-wide inclusion topic
- Introducing the first internal **DEI Certificate Program**, focused on equipping identified 'strategic influencers' who can utilize the knowledge and experiences gained in the program to further support Regions' DEI objectives. The program was designed to:
  - Familiarize participants with industry best practices in the field of DEI
  - Increase DEI acumen in the areas of intercultural competence, allyship, unconscious bias, emotional intelligence, racial equity, and other emerging trends in the growing DEI field of study
  - Strengthen leader accountability by equipping participants with tools needed to build confidence in speaking and acting on DEI issues impacting our associates and/or customers
  - Build a peer network of DEI advocates to serve as an ongoing resource and support system
- Launching our **DEI Executive Council**, chaired by CEO John Turner, with the purposes of:
  - Providing input and guidance over the DEI strategic priorities
  - Supporting the success of DEI programs and priorities
  - Holding key stakeholders accountable for results
  - Driving the Company's overall success by linking the DEI priorities to broader business-focused and results-oriented strategies
- Hosting the inaugural **Women of Regions Symposium** for 165 women across the Bank who participated in developmental workshops and other forums for engagement

## ► DIGNITY & EQUALITY

### Commitments in Our Marketplace

Our commitment to DEI is reflected in the external commitments we have made and recognition we have received. Key highlights for 2022 include:

- In 2020, Regions Bank and the Regions Foundation, a 501(c)(3) nonprofit corporation funded through contributions from Regions Bank, announced a two-year, \$12 million commitment to advance programs and initiatives that promote racial equity and economic empowerment in communities of color. Over the subsequent two-year period, Regions made commitments totaling \$31.7 million, including \$23.6 million from Regions Bank and \$8.1 million from Regions Foundation — more than doubling our initial goal. These investments focused on strengthening CDFIs and MDIs, growing minority-owned businesses, increasing minority homeownership, reducing the digital divide, and promoting educational attainment and workforce success.
- Regions received a score of 100 on the 2022 Disability Equality Index for the third consecutive year. The Index is 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.”
- Regions was recognized as a 2022 Military Friendly Employer, Spouse Employer, and supporter of Supplier Diversity Programs by Military Friendly®, an organization that measures the commitment of companies to create professional opportunities that leverage military experience.
- 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 2022, becoming one of 500 corporate members. The MSEP helps military spouses find employment to achieve their career goals, despite the challenges of frequent relocation.



## Cultivating A More Diverse & Inclusive Workplace

Regions’ DEI Networks are associate-led groups established to help build deeper connections, greater understanding, and a stronger sense of belonging among associates. They are organized around location, representing more than 14,500 associates across 25 markets and every business group.

This model was developed as an alternative to organizing affinity groups based on shared characteristics like race or gender identity. By organizing DEI Networks geographically, the Bank can bring together more associates in an inclusive way. The first nine DEI Networks were established in 2019, and in 2022, Regions had 19 DEI Networks dispersed across the Bank’s footprint. The DEI Network mission is to serve as culture ambassadors in local markets and infuse the corporate DEI strategy, and related business priorities, deeper into the organization. The DEI Network vision is to foster a culture of inclusion and belonging via interactive programming that supports our three areas of impact: workforce, workplace, and marketplace.

## ► DIGNITY & EQUALITY

### Intentionally Investing in Our Workforce

The DEI COE partners with the Talent Management and Talent Acquisition teams on talent strategies around succession planning, internal mobility, and diverse talent retention, acquisition, and development. These efforts are applied across the Company through:

- Continuing our partnerships with diverse community organizations, including Historically Black Colleges and Universities (HBCUs) and state vocational rehabilitation agencies
- Driving manager accountability in the hiring process through an open role acknowledgment notification and encouraging hiring managers to have diverse representation on candidate slates and interview panels
- Identifying, developing, and providing visibility to internal diverse talent
- Making meaningful progress in diverse talent attraction, acquisition, development, and retention
- Activating the DEI Networks 'Workforce' strategic pillar focused on supporting associate career progression and development
- Ensuring diverse representation in all formal leadership development programs
- Implementing internal mobility strategies that promote development and career growth opportunities for all associates, including diverse talent
- Continuing peer mentoring circles, an initiative connecting associates across the organization to promote career planning, enrich work experiences, and reinforce a positive organizational culture
- Focusing on growing cross-cultural competencies by leveraging the intercultural development inventory (IDI) and understanding the intercultural development continuum (IDC)

### Disability Inclusion, Services, & Outreach

In 2022, 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 by 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.



## ► DIGNITY & EQUALITY

### Supporting Military Service Members & 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. Regions also has a dedicated Service Members and Veterans Affairs Manager whose relationships within the military community maintain an open line of communication among Regions, service members, and veterans' groups.

In 2019, we launched BRAVE, or 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 that was expanded to include military spouses in 2021
- 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](https://regions.com/BRAVE)



Regions was recognized as a 2022 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 U.S. Department of Defense's 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.



# Health & Wellbeing



## Fostering A Culture of Equity, Engagement, & Wellbeing

At Regions, we remain committed to creating a workplace where associates can thrive. Engaged associates care about the organization's success and work with enthusiasm and dedication to make life better for our customers and the communities we serve. They consistently generate creativity, innovation, and growth, paving a path for outstanding performance. We are committed to building a workplace culture that positions us to attract top talent and offers professional development opportunities for every associate. We celebrate the contributions and achievements of all associates at Regions and reward exemplary performance.

In 2022, our Associate Engagement strategy continued to focus on leveraging engagement to better understand and meet the needs of every associate. Tools and resources to help leaders lead and inspire their teams using the engagement framework were created and distributed throughout the Company. The topics of wellbeing, performance, and DEI were also included in the survey's custom questions, continuing our focus on building and supporting culture through engagement.

At Regions, we enjoy a unique culture. 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



### 2022 ENGAGEMENT HIGHLIGHTS

Launched the **Associate Engagement Champions** community of practice



**Gallup  
Exceptional  
Workplace  
Award Winner**  
*(our 8th consecutive  
award)*



**2022 Great  
Place to Work  
Designation**

evolve to meet their needs. In turn, this understanding strengthens us as a company and enables us to better serve our customers and communities.

Based on our strategic focus on engagement, Regions was awarded with our eighth consecutive Gallup Exceptional Workplace Award in 2022. This distinguished recognition is awarded by Gallup to organizations that cultivate a culture of engagement and put people at the heart of their business strategy. Regions was one of only 57 companies around the world to receive this prestigious distinction.

## HEALTH & WELLBEING

### 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 Team-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, known as the Q12, includes questions designed by Gallup to indicate the level of team engagement and compare progress year over year. Regions also includes additional, custom questions to measure associate perceptions of key indicators of our Company's culture, like inclusion and belonging, wellbeing, and resources for individual development. The 2022 survey also included two open-ended questions where associates could provide a verbatim response. 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 improve 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 2022 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.

In 2022, as Gallup reported a nationwide decline in engagement, we found Regions associates were more engaged than they've ever been. Our survey results indicated improvement in overall associate engagement, with the Grand Mean increasing to 4.44 (an increase of .09 from 2021). Regions saw increases in the results for all of the Q12 items, with meaningful improvement



### 2022 ENGAGEMENT SURVEY HIGHLIGHTS

- Grand Mean increased to **4.44** (+ 0.09), in the **94th percentile** in Gallup's Finance and Insurance Company Level Database
- **73%** of Regions' associates are engaged, whereas only 4% feel actively disengaged
- Every element of the Q12 increased year over year, with **five** elements improving meaningfully
- **Individual contributor engagement** drove Regions' overall improvement (+.11 from 2021)

in five of those items. We also saw year-over-year improvement in responses to our custom questions related to Regions' commitment to DEI; performance management; and associate wellbeing. While there is always work to do, this year's survey results are encouraging in indicating that our strategic focus continues to resonate with our associates; they demonstrate the resiliency of our associates and our corporate culture as the new post-pandemic workplace continues to evolve.

To further support and empower our people leaders to manage through the framework of engagement, this year we launched the Associate Engagement Champions community of practice. Any leader who is passionate and enthusiastic about associate engagement can join and take advantage of exclusive content designed to provide leaders with tips and tactics they can employ to improve engagement on their team. They are also encouraged to share what they've learned with other leaders within their business group or sphere of influence. To date, we have 246 active Champions participating in the program.

## ▶ HEALTH & WELLBEING

### 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 2022, the theme was "Regions United. Better Together." Teams were able to celebrate in new and different ways that were socially distanced or virtual, providing flexibility and options to virtual teams. Each associate, whether remote or onsite, 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.



## HEALTH & WELLBEING

# Benefits & Wellbeing

We believe that supporting communities and maintaining a sustainable business begins with contributing positively to our associates' wellbeing. We strive to make life better for associates by offering a comprehensive benefits package including health benefits, wellness resources, financial health tools, and work/life benefits. Additionally, we offer wellbeing programs and incentives that encourage associates to make healthy choices.

### Helping Associates Balance Personal Responsibilities & 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 assistance program providing associates with tuition-free access to more than 70 degree programs
- 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
- Paid parental leave for eligible associates becoming parents through birth or adoption
- Family Building Benefits, an inclusive program that supports associates and their partners in the journey to and through parenthood

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. We also offer subsidized childcare options to support associates in our Birmingham-area offices.

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.

Through our partnership with Guild, Regions has launched a new tuition assistance program that provides associates with tuition-free access to 15 schools, colleges, and universities, including more than 70 degree programs in areas such as business management, software engineering, and data analytics. Unlike the tuition reimbursement program, Regions pays tuition directly to the academic provider. The only out-of-pocket costs to the associate are books and fees, which are submitted to Regions for reimbursement.





## ▶ HEALTH & WELLBEING

### Supporting Associates Navigating Parenthood

Regions' support of parents begins before their child's birth with a prenatal wellbeing 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. Regions provides 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. Approximately 440 associates — mothers and fathers — took advantage of maternity and bonding leave programs during 2022. Our support for parents does not end after a child's birth or adoption. Our Family Building Benefits program is an inclusive program that supports our associates and their partners throughout parenthood.

### Cultivating Associate Health & Wellbeing

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 wellbeing programs and incentives that encourage associates to make healthy choices.

The Regions Corporate Wellbeing program, Wellness@Regions, gives associates access to multiple options for improving and maintaining a healthy lifestyle. The program includes initiatives in the six dimensions of wellbeing — physical, mental, financial, career, work-life, and social and community — providing associates with resources to enjoy life to the fullest with a focus on overall wellbeing. Examples include:

- **Vitality:** a comprehensive, interactive, and personalized wellbeing platform that rewards associates and their dependents covered by Regions medical plan for making healthy choices.
- **Baby Yourself:** a prenatal wellbeing 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, and network doctors' offices; and the cost is reimbursed for associates not covered by Regions' medical plan.
- **Digital health coaching:** smartphone app available 24/7 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.

## HEALTH & WELLBEING

### Preparing Associates for Retirement

Over 90% of Regions associates participate in our 401(k) Plan. To encourage participation and account growth, new hires are automatically enrolled at a 2% contribution, and contributions annually increase by 1% up to 10%, with the ability to opt out or change it at any time. 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% contribution to their 401(k) Plan, regardless of whether they contribute themselves. We also increased our associate match contributions from 4% to 5% beginning in 2019.

## Workplace Health & Safety

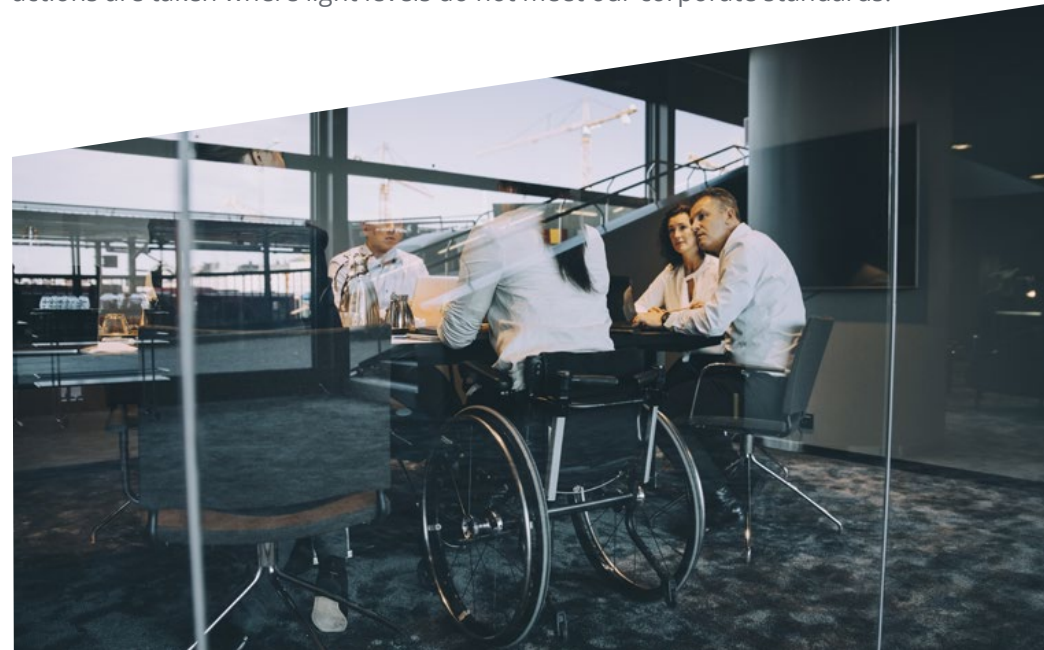
Regions is committed to providing a safe and secure work environment in accordance with applicable employment, safety, health, anti-discrimination, and other workplace laws.

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

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. On an annual basis, Regions associates are required to complete training which 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 & WELLBEING

# 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. Our associates logged 74,000 hours in support of their communities.

### Share the Good

Each year we look to identify creative and meaningful ways to make a difference with our Share the Good campaign. This year's theme was "Back to School," where the teams worked to ensure students, teachers, and parents were prepared to start the new school year. The teams developed initiatives tailored to the specific needs in their markets as we focused on one of our top priorities of advancing education.

### 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 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.



### 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 the 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 2022, Regions Bank, Regions associates, and the Regions Foundation supported more than 150 United Way chapters across our footprint and donated \$7.2 million (including \$5.1 million from associates, \$2.1 million from the Bank, and \$75,000 from the Foundation).

# Skills for the Future



## Building the Best Team: Source, Hire, & Retain the Best

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 shares 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 & Development

Regions internships are hosted through the Emerging Talent Program and are hired through the University Recruiting Team's Talent Acquisition process. Interns cannot be hired outside of these established guidelines unless approval and funding is attained from the Senior Leader of the Business Unit, the Human Resources (HR) Business Partner, and Talent Acquisition leadership. At Regions, the Emerging Talent Program is a career development program designed to refine technical knowledge, enhance personal talents, encourage collaboration and networking, and demonstrate Regions values. Entry into the Emerging Talent Program is through either an internship or a full-time, line-of-business development program.

### Building a Diverse Workforce

At Regions we believe diverse and inclusive teams are better teams in serving a diverse marketplace. Accordingly, we are committed to hiring and promoting candidates with diverse backgrounds and experience. We make a concentrated effort to attract and develop diverse talent through various talent initiatives and collaborative efforts. Our Talent Acquisition and Talent Management teams partner closely with our DEI COE to execute our strategies to attract and develop diverse talent at 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. Since 2020 the Talent Acquisition group has leveraged its 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 goals of supporting their future sustainability, increasing career prospects for their students, and advancing diversity and inclusion within all sectors

## ▶ SKILLS FOR THE FUTURE

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. To support our efforts, a resource was added to the DEI COE team in 2022 to help refresh our HBCU talent strategy.

Regions also works closely with National Pan-Hellenic Council (NPHC) organizations to attract their membership to our Emerging Talent Programs. For example, we engage with undergraduate students to offer leadership development and demonstrate career paths in banking through our relationship with the Kappa Alpha Psi® Fraternity, Inc. and its national programs, including Lead Kappa and the Undergraduate Leadership Institute.

We work 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. Regions has been a proud community partner of the Birmingham Promise program since it piloted in 2019, when City of Birmingham's Mayor

Randall Woodfin launched this 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. Regions has continued to expand the Birmingham Promise apprenticeship since 2019. In 2022, Regions hosted four apprentices with plans to increase that number by 10 in 2023.

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. We engage with this group of talent through military-focused career programs, fellowships, and on-base recruiting. Regions was recognized as a 2022 Military Friendly Employer, Spouse Employer, and supporter of Supplier Diversity Programs by Military Friendly® for creating professional opportunities that leverage military experience.

We are equally committed to supporting employment for individuals with disabilities. Regions received a score of 100 on the 2022 Disability Equality Index, the leading nonprofit resource for business disability inclusion worldwide, thus earning a designation as one of the 2022 Best Places to Work for Disability Inclusion.

### Deploying New Recruitment Strategies

We are continuing to capitalize on our investment in a new Talent Experience Platform by adding new functionality. Phase II of this project, which focused on our internal career site, was completed in 2022, and Phase III began shortly thereafter. This next project phase will allow us to provide candidates a best-in-class experience by simplifying and integrating the application process into the Talent Experience Platform.

Regions was recognized by our vendor as their 2022 Partner of the Year. This award recognizes our commitment to recruiting innovation by leveraging a strategic mix of their product offering.



▶ SKILLS FOR THE FUTURE

# Investing Broadly in the Development & Success of Associates, Leaders, & Teams

## Our Investments in Talent

Regions' Talent Management and development programs strive to empower all associates to thrive by providing tools and resources for associates to own their careers and development, broadening access to growth opportunities, and launching programs, technologies, 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 and associate skills 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.



## TALENT INVESTMENTS FOR 2022

**\$18 million**  
total investment

**776,497**  
training hours

BY CATEGORY

**451,513**  
skills-based

**281,976**  
compliance

**21,109**  
leadership

**21,898**  
professional development

## ▶ SKILLS FOR THE FUTURE

Engaging in talent assessments 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 to the current and prospective needs of the business and associates.

Additionally, talent and succession planning ensures that experienced, diverse, 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 HR 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.

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 own careers by providing updated information about their experience, career interests, and skills before having a career conversation with their manager. These career conversations provide an opportunity to build collaborative development plans toward an 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.

### Reward & Recognize Based on Performance

Regions believes rewarding and recognizing our associates is foundational to building and maintaining the best team. Regions is committed to investing in the lives of our associates by providing a competitive and comprehensive total

rewards program. We utilize strong pay practices that include competitive base salaries and, for select roles, short-term and long-term incentive programs. These compensation programs are designed to be balanced, incenting sustainable, profitable growth without encouraging unreasonable risks, and to reward individual contribution to Regions' overall success.

Base salary ranges and short- and long-term incentive targets are set at the job level and are competitive with current market standards. Regions reviews established job values annually, accounting for several factors, including job function, necessary skills, and experience levels. Additionally, Regions conducts annual holistic pay reviews with our most senior executive leaders and their management teams. During this review, job roles, market data and trends, position of pay in job-specific pay ranges, total compensation, and general observations regarding pay equity or inequity (including actual and perceived) are discussed. This conversation occurs prior to and during the Regions Performance Management (RPM) and incentive processes so any necessary adjustments can be considered as decisions are being finalized.

RPM is the formal performance evaluation process. The purpose of performance management is to engage, develop, empower, and reward associates as we drive shared value to Regions, customers, and shareholders. The RPM process includes setting individual performance goals aligned with Regions' strategic priorities.

Managers and associates assess and discuss performance against these goals via performance check-ins throughout the year. The process culminates with a year-end assessment based on achievement of individual goals and core leadership competencies.

Compensation data and performance management results are evaluated during an annual consolidated compensation process, where managers are asked to review all elements of associate compensation and performance in order to make recommendations regarding base salary and incentives for eligible associates.

## SKILLS FOR THE FUTURE

### RegionsLEADS Cornerstones of Leadership: Leadership Development for All

Regions believes every associate can be a leader. In 2022, we developed a new leadership competency framework to redefine what successful leadership means at Regions and to enhance the Leadership Development for All Associates program. RegionsLEADS Cornerstones of Leadership offer a unique, innovative way to show every associate how to effectively lead from any position, in any business unit, in everything they do. It provides a common language across the organization, focuses on building and deepening associate leadership skills, aligns future leadership program elements, and shapes the ultimate strategy for leadership development at Regions.

RegionsLEADS Cornerstones of Leadership was created in partnership with business leaders from across the Company. This model was built from a culture study, executive input, associate focus groups, and listening tour feedback on what competencies and behaviors were needed for future success. RegionsLEADS Cornerstones were also designed in partnership with stakeholders from each Human Resources Center of Expertise. This ensured talent, performance, and DEI themes were embedded into the Cornerstones' best practice behaviors and that these were also embedded throughout our talent management and performance processes.

All Regions associates have access to learn leadership development skills, when and how it makes sense for them, through multiple learning experience types. Some of these learning experiences include podcasts, self-paced learning through curated learning pathways, and hands-on experiential learning sessions. Each experience includes a framework that provides content, learner knowledge checks, aided learner application, and learning activities at three levels:

- Individual Contributor/LEADS Self
- People Manager/LEADS Team
- Senior Leader/LEADS the Organization

The key performance indicators measured in 2022 showed successful results, including increased year-over-year content consumption, increased career mobility and retention, and meaningful improvements in core Associate Engagement questions. This foundation will continue to strengthen the positive impact of Regions' leaders for many years to come.





## ► SKILLS FOR THE FUTURE

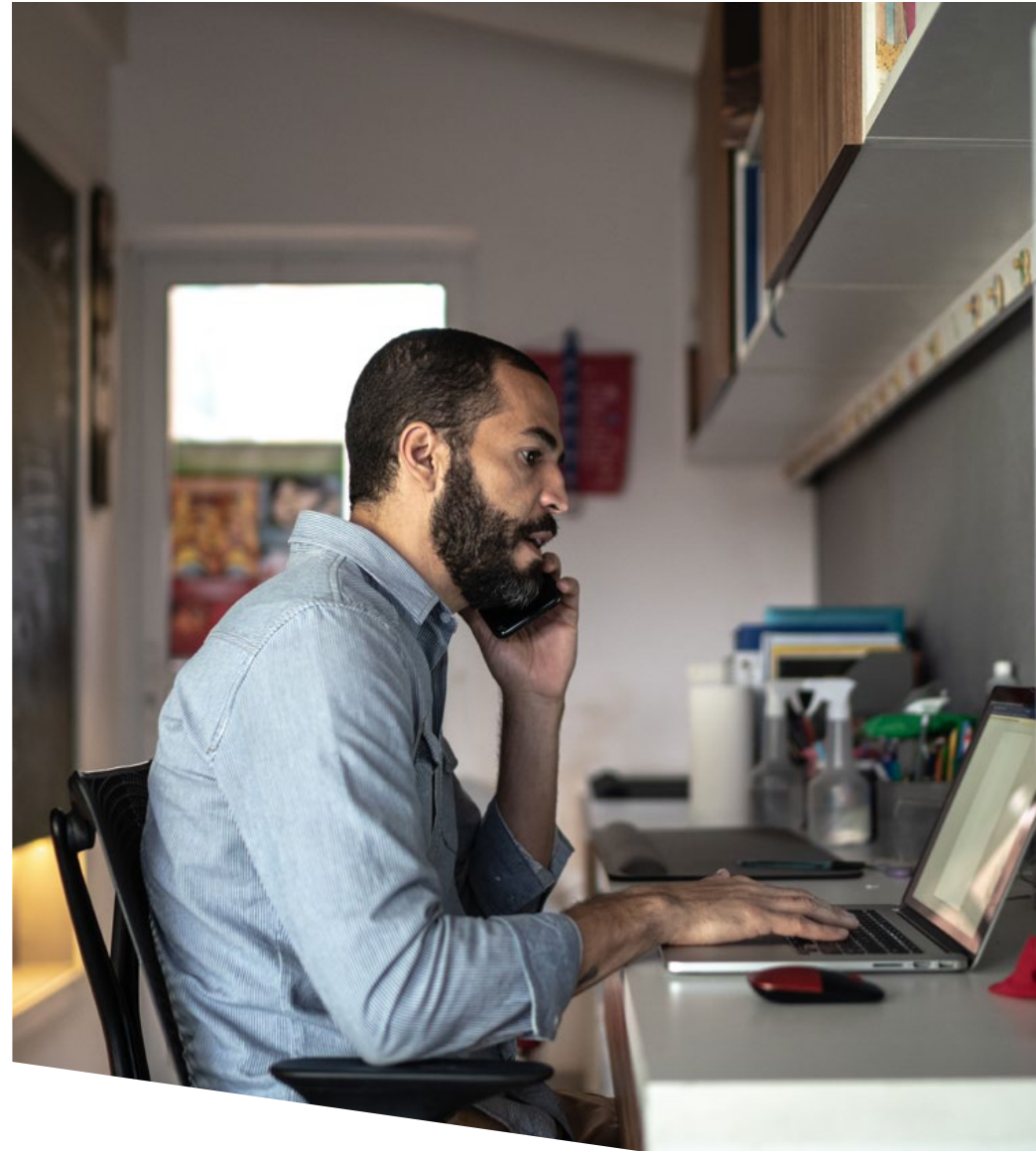
### Preparing for A Changing Work Environment

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.

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, Harvard Business Publishing, and SS&C Technologies 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 on-demand courses that offer intensive learning in application development, Information Technology operations, information security, and technology architecture.



 SKILLS FOR THE FUTURE**Assessing Skills for Future Business Needs**

In the fall of 2022, 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, reskill, and fill knowledge gaps within our associate population. Our approach to accomplish these goals uses the following process:

- Using current associates' skills by job family, we assessed the proficiency level of the top skills to create a baseline.

- We captured analysis data for select roles and compared that information to competitor financial institutions to understand where Regions ranks against those organizations, and where there is potential to upskill, reskill, or fill gaps.
- Finally, we isolated the top rising, stable, and declining skills and then used this data as one of our methods for determining upskilling potential for the future.

Regions continues focusing on the current needs of our associates, as well as planning for their future needs.



## SKILLS FOR THE FUTURE

### College & 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 maintained a tuition reimbursement program through November 2022. Through the existing program, all associates were eligible for up to \$5,000 each year in reimbursement for business-related undergraduate degree courses. In 2022, associates were reimbursed approximately \$299,000 through the historical reimbursement program.

In November 2022, Regions transformed our approach to providing associates with tuition-free education benefits by launching a new relationship with Guild, whose mission is to unlock opportunity for America's workforce through education and upskilling. Through this new Guild program, Regions now offers associates tuition-free access to 15 schools, colleges, and universities, including more than 70 undergraduate degree programs in areas like business management, software engineering, and data analytics. Unlike the tuition reimbursement program, Regions is able to pay tuition directly to the academic provider; the only out-of-pocket costs to the associate are books and fees, which are submitted to Regions for reimbursement. The collegiate and vocational training opportunities offered through the Guild program are available to all eligible associates from their first day of employment.

In just the first 1.5 months of the program being live, over 3,000 associates engaged with the benefit through creating Guild accounts and exploring their education options.



### SUPPORTING HISTORICALLY BLACK COLLEGES & 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 ways that connect 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.

GUILD

 REGIONS

# Prosperity

## In this section

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- Employment & Wealth Generation
- Innovation of Better Products & Services
- Community & Social Vitality

# Employment & Wealth Generation

## Expanding Access Through Financial Inclusion

The financial needs of the communities that Regions serves are as diverse as the tools required to meet those needs. Regions' commitment to financial inclusion requires more than simply having services available. Regions is committed to providing all customers — including the unbanked and underbanked, small businesses, and corporate clients — access to the preferred financial tools, industry-leading products, and expert advice and guidance we offer.

### Unbanked & Underbanked Populations

For millions of households, managing money means using cash-based alternative financial services. 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. With Regions Now Banking, we offer these services without requiring a consumer to have an existing account relationship with us. Regions Now Banking customers can access services such as prepaid cards, check cashing, money remittances, in-person bill payments, and money orders, as well as our broadly available financial tools and resources. Regions Now Banking enrollment is possible via our self-serve digital “join the bank” process, allowing the ability to enroll in these services at any time, anywhere, through a mobile device.

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. These include:

- **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 Checking<sup>SM</sup>:** 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

## ► EMPLOYMENT & WEALTH GENERATION

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. Regions Now Banking products are also subject to rigorous internal compliance and risk oversight. These risk management efforts support our regulatory requirements related to customer identification and verification.

### Potential Homeowners

Through our needs-based approach, we seek to advise, guide, and educate our communities on the economic benefits of homeownership, not only to the homeowner individually but to their broader community as well. In 2022, mortgage production nationwide fell approximately 49% from the historic highs of 2021, due to dramatic increases in interest rates that caused contraction in refinance originations and additional home affordability challenges. However, by focusing on serving our customers through a needs-based approach, our total origination volume fell only approximately 42%, and our overall market share held steady despite very challenging market conditions.

Regions' Consumer Banking group took the following proactive measures in 2022 to help our customers, the unbanked, and the underbanked achieve homeownership:

- Through our Regions Next Step® financial wellness education seminars, many of which are virtually conducted, over 1,200 Next Step referrals were made to Mortgage Loan Officers (MLOs) identifying prospective borrowers who wanted more information about the process of attaining homeownership.
- We continued the expansion of our Community Lending Program, which provides concentrated marketing, lending, and educational assistance to the communities we serve. In 2022, the number of Community MLOs grew to 9.8% of our MLO staff, up from 7.9% in 2021. Additionally, we hired dedicated Community Lending Production Managers in Charlotte, North Carolina, Atlanta, Georgia, and Jacksonville, Florida, who will oversee activities in these strategic markets.
- Regions authorized permanent funding of \$3 million annually for our Regions FirstHome Assist Down Payment assistance program which offers grants of \$5,000 to homeowners in designated markets. Since the inception of the program in 2020, Regions has provided 863 grants totaling over \$3.95 million.
- We increased the number of markets eligible for expanded underwriting guidelines on our Regions Affordable 100 Mortgage to deepen our support of homeownership in those communities. In fact, Affordable lending now accounts for \$1.64 billion or about 8.9% of total lending by Regions Mortgage.



## ► EMPLOYMENT & WEALTH GENERATION

- Our Community Market Sales Process Executive hosted market workshops throughout our footprint. These workshops provided a forum for all stakeholders (e.g., Community Affairs, Community Development, Retail and Mortgage Banking) to work together to identify tactics and strategies that spur lending in minority and LMI communities and to give more people the chance to build wealth and stability through homeownership.
- In the fourth quarter of 2022, we launched a pilot to test new processes aimed at improving the soundness, customer experience, approval rate, and overall response time for digitally originated fixed-term Equity loans. Results from the pilot at year-end were encouraging, with pilot results published in 2023.

- Our Mortgage sales associates continued their commitments to their communities by volunteering more than 10,000 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 borrower-paid mortgage insurance.



## 2022 DWELLING-SECURED LENDING

### TOTAL DWELLING-SECURED LENDING

**\$10.2 billion**  
value

**43,054**  
number of loans

Dwelling-secured loans to borrowers in LMI Census Tracts

**\$1.5 billion**  
value

Dwelling-secured loans to borrowers in majority-minority census tracts (MMCTs)

**\$2.3 billion**  
value

Dwelling-secured loans to LMI borrowers

**\$1.3 billion**  
value

Dwelling-secured loans to minority borrowers

**\$2.0 billion**  
value

## ► EMPLOYMENT & WEALTH GENERATION

### Small Businesses

Regions recognizes the role small businesses serve 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.

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.

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.

One of the ways Regions supports small businesses is through our relationship 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. Financial support from Regions and other community partners helps ICCC provide these training and coaching opportunities to entrepreneurs on a tuition-free basis. We have sponsored ICCC programs since 2014.

Regions also supports small businesses through our **Regions Next Step** program. Through Regions Next Step, 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. We provide more information about Regions Next Step in the dedicated section of this report.

“  
When small businesses  
thrive, so do  
their communities.”



## ► EMPLOYMENT & WEALTH GENERATION

### Service Members & Veterans

Approximately 44% 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, including frequent moves, active-duty requirements, and overseas deployment, that 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 Administration (VA) loans that help eligible veterans, active service members, and spouses purchase a home

### Accessibility of Services

Regions provides accommodations for certain 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 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, Teletypewriter/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 the condition 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 & 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 2022, we achieved:

- Financial education volunteer service hours: **9,842**
- Financial wellness workshops led by associates: **1,663**
- People who received financial education from Regions: **2.1 million**
- Page views of Regions' digital financial education resources: **3.3 million**
- Financial education courses taken online: **53,872**
- Podcasts, worksheets, and other resources downloaded: **146,769**

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' free Next Step content and tools are available at [regions.com/nextstep](https://regions.com/nextstep).

\*Total diverse spend consists of both direct and indirect spend with certified diverse vendor.



## Supplier Diversity

Regions strives every day to create the best teams through a commitment to DEI. The same is true for our supply chain. Seeking relationships with diverse suppliers is the right thing to do for Regions. It allows us to stay connected to the people we serve and contribute to economic development in the communities where we operate. Our supplier inclusivity is one more way Regions is helping make life better.

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. This approach brings more entrepreneurs to the table, enabling us to create additional shared value in ways that support and uplift qualified companies that can contribute to the Bank's services.

Through our efforts to actively seek certified diverse suppliers to support our business strategy, Regions achieved total spend of 10% with diverse businesses in 2022\*. Regions' goal is to continue our intentional focus on growing a diverse supplier base to drive diversity and inclusion across our enterprise.

# Innovation of Better Products & Services



## 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 which 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.

## 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 electronic 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 any customer's 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 2 million customers to complete financial plans, including financial health scores.

## ▶ INNOVATION OF BETTER PRODUCTS & SERVICES

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
- The option to receive their Financial Health Score to provide a benchmark and target areas for improvement

### Empowering by Innovation

Our approach seeks to make banking easier for our customers and ensure that they know about the services and options available to them. Our bankers focus on 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
- By phone through our Contact Center
- In-branch banking
- ATMs
- Chat (Live Person)

Our approach 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.

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.

The Consumer Banking group's new hire training program provides learning solutions that prepare bankers to help customers make better financial decisions through consistent advice, guidance, and education. This series includes training on providing personalized recommendations that align with the customer 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. This training program equips bankers to meet customer needs, both today and in the future.



 INNOVATION OF BETTER PRODUCTS & SERVICES

## 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 Investment 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 to 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 & Social Vitality

## 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.

## 2022 OVERVIEW

CATEGORY	SUBCATEGORY	VALUE
<b>Community Development</b>	CRA-qualified community development lending	\$1.4 billion
	CRA-qualified investments	\$1.0 billion
	CRA-qualified contributions	\$18.8 million
	Small business and small farm lending	\$1.1 billion
<b>Philanthropic and Community Giving</b>	<b>TOTAL</b>	<b>\$22.0 million</b>
	Contributions and sponsorships from Regions Bank	\$18.8 million
	Contributions from the Regions Foundation	\$3.2 million
	Donations to United Way by Regions Bank, the Regions Foundation, and Regions associates	\$7.2 million
	Support from Regions Bank for local chambers of commerce and civic organizations	\$5.1 million
	Number of hours logged by our associates to make life better in our communities	74,000
	<b>Financial Wellness</b>	Number of people who received financial education from Regions
	Number of online page views via digital financial education resources	3.3 million
	Number of financial wellness workshops led by associates	1,663
	Financial education volunteer service hours performed	9,842
<b>Dwelling-Secured Lending</b>	Loans to minority borrowers	\$2.0 billion
	Loans to borrowers in MMCTs	\$2.3 billion
	Loans to LMI borrowers	\$1.3 billion
	Loans to borrowers in LMI Census Tracts	\$1.5 billion

► COMMUNITY & SOCIAL VITALITY

# Investing in Our Communities

## Our Strategic Priorities

In 2022, 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 2022 Shared Value Report, available at [www.regions.com/communityengagement](http://www.regions.com/communityengagement), for more information and stories highlighting these priorities.

### Racial Equity & Economic Empowerment in Communities of Color

We recognize that not everyone has shared equally in the economic prosperity of our nation. In 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 the end of that two-year period, both entities had collectively invested \$31.7 million, more than double the commitment (\$23.6 million from Regions Bank and \$8.1 million from Regions Foundation).

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

## COMMUNITY & SOCIAL VITALITY

### Regions Foundation

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

- The Foundation distributed \$3.2 million to our communities in 2022, with a focus on creating more inclusive prosperity.
- In addition to grantmaking, the Foundation also made mission-related investments in 2022, including \$5.4 million invested in two socially responsible funds that create more economic development and affordable housing.
- The Foundation has made \$19.4 million in commitments over the past four 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 2022, the RCDC invested \$53 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 & 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. 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 the Indiana School for the Blind and Visually Impaired (Indiana), Canopy (Mississippi), Starkloff Disability Institute (Missouri), Disability Rights and Resources (Alabama), 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 2022, 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 Service Members & Families

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 2022, 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, a Department of Defense career 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 board.

# Planet

## In this section

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- Climate Change
- Solid Waste
- Resource Availability

# Climate Change

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:

## Scope 1 Emissions

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

## Scope 3 Emissions

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



## Scope 2 Emissions

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

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 sustainable capital allocation, 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 for operational emissions that we can share with the public. By continuing to gather the data and monitor trends, we can deepen our own internal risk management and strategic efforts.

▶ CLIMATE CHANGE

# Energy Use & Emissions

## Goals & Commitments

We are committed to operating our business responsibly, understanding that doing so will help us create long-term, sustainable value for our stakeholders. This commitment, and how we plan to act on it, is articulated in our Environmental Sustainability Statement, which was initially approved by management in 2018 and is now overseen by the Board’s NCG Committee. The Statement contains a number of pledges that, as this report demonstrates, we have since made considerable progress to effectuate. Importantly, the 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.

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 after 2023. We also 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, and we continue to work on achieving that goal.

TARGET AREA	SCOPE	UNIT OF MEASUREMENT	REDUCTION TARGET	YEAR-END 2022 REDUCTION PERCENTAGE FROM 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	36%	On Track

## CLIMATE CHANGE

To achieve this progress, we continued our execution of many existing initiatives, including:

- Energy-efficient LED lighting and automatic controls
- HVAC and mechanical efficiency upgrades and improvements
- Building intelligence and remote controls
- High-performance building envelope upgrades

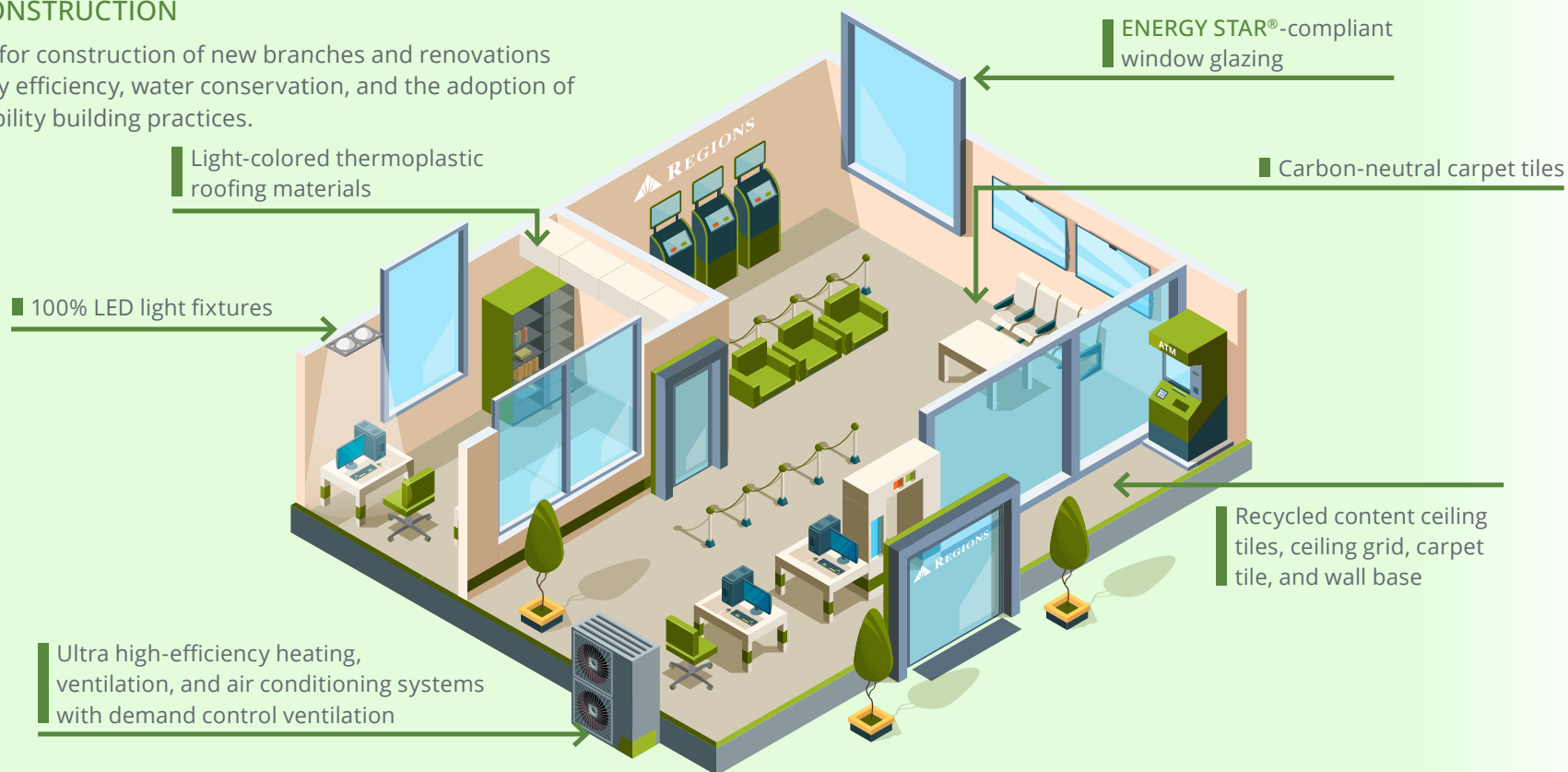
- Education and awareness for continuous improvement of control processes
- Real estate portfolio optimization
- Renewable energy procurement



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

## BUILDING CONSTRUCTION

Our standards for construction of new branches and renovations focus on energy efficiency, water conservation, and the adoption of other sustainability building practices.



Our commitments also extend to disclosures around our value chain emissions. We are working towards reporting our emissions in additional Scope 3 categories, which includes financed emissions, in the future. These efforts will help us in our endeavors to mitigate our exposure to environmental risk and support the commitment we have made by joining PCAF.

## CLIMATE CHANGE

### Metrics

At the end of 2022, Regions operated 1,286 banking offices and 2,039 ATMs, primarily spread across the South, the Midwest, and Texas. Since developing our Environmental Sustainability 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 GHG Protocol's absolute methodology.

#### ENERGY (as of December 31, 2022)

	2022	2021	2020	2019	2018
Energy Efficiency Investments (\$ millions)	4.43	4.50	2.70	2.20	n/a
Building Energy Purchased from Grid (%)	89	90	91	91	n/a
Total Energy Consumption* (MWh)	166,777	170,935	190,225	206,056	225,454
» Electricity (MWh)	140,505	153,812	174,076	186,622	204,073
» Natural Gas (MWh)	16,853	15,992	15,117	19,434	21,381
» Other Combustion** (MWh)	8,912	833	914	n/a	n/a
» Self-Generated Renewables (MWh)	507	298	119	n/a	n/a
» Per 1,000 Square Feet (MWh)	15.62	15.53	16.13	18.96	20.31
» Per Associate*** (MWh)	8.31	8.71	9.80	10.53	11.29
» Per Revenue (MWh)	23.12	26.55	30.26	35.16	39.18

#### SCOPE 1 + SCOPE 2 EMISSIONS (Metric tons CO2e) (as of December 31, 2022)

	2022	2021	2020	2019	2018
Total Scope 1 Emissions	5,341	4,800	4,274	6,032	6,164
» Natural Gas	3,054	2,899	2,740	3,508	3,860
» Other Scope 1 Sources	2,287	1,901	1,534	2,524	2,304
Total Scope 2 Location-Based Emissions	58,050	60,517	75,606	92,321	102,979
Total Scope 2 Market-Based Emissions	54,545	56,715	72,563	92,321	102,979
Total Scope 1 + Scope 2 Location-Based Emissions	63,391	65,317	79,863	98,353	109,143
» Per 1,000 Square Feet*	5.94	5.93	6.77	9.00	9.83
» Per Associate***	3.16	3.33	4.12	5.03	5.47
» Per Revenue	8.79	10.15	12.70	16.78	18.97

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

\*\*The other combustion amount for 2022 includes jet fuel and fleet gasoline consumption. If these amounts would have been included in 2021, the comparable other combustion value would have been 7,942 MWh.

\*\*\*All per-associate figures in this report are based on the number of full-time equivalent (FTE) employees at year-end.

Scope 2 GHG 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.

## CLIMATE CHANGE

The Scope 3 emissions we currently capture are calculated using the GHG 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. We have disclosed our Scope 3, category 6 (business travel) emissions for the past several years. This year, we are pleased to further our commitment to transparency by enhancing our value chain emissions disclosure with metrics quantifying our fuel- and energy-related emissions (Scope 3, category 3) and the emissions arising from waste generated in our operations (Scope 3, category 5).

Specifically, "Solid Waste-Landfill" emissions result from the disposal and treatment of waste in a landfill owned or operated by a third party; "Electric Power — T&D" (or Transportation & Distribution) emissions result from generating electricity that is consumed in the transportation and distribution system. "Well-to-Tank Fuel Delivery" emissions are those that result from the extraction, production, and transportation of fuel for end use. For comparability purposes, the inclusion of these emissions in 2021 would have increased Regions' total Scope 3 emissions by 8,242 metric tons CO<sub>2</sub>e.

### SCOPE 3 EMISSIONS (as of December 31, 2022)

	UNITS	2022	2021	2020	2019	2018
Total Scope 3 Emissions	Metric tons CO <sub>2</sub> e	<b>11,925</b>	2,452	2,440	8,444	9,095
» Per Associate*	Metric tons CO <sub>2</sub> e	<b>0.59</b>	0.12	0.13	0.43	0.46
Total Business Travel	Metric tons CO <sub>2</sub> e	<b>3,616</b>	2,452	2,440	8,443	9,096
» Air Travel	Metric tons CO <sub>2</sub> e	<b>1,718</b>	635	631	2,765	2,898
» Car Travel (Rental Vehicle)**	Metric tons CO <sub>2</sub> e	<b>1,425</b>	747	800	2,802	2,890
» Car Travel (Personal Vehicle)	Metric tons CO <sub>2</sub> e	<b>473</b>	1,070	1,009	2,876	3,308
Total Fuel- and Energy-Related Activities***	Metric tons CO <sub>2</sub> e	<b>3,772</b>	n/a	n/a	n/a	n/a
» Electric Power — T&D***	Metric tons CO <sub>2</sub> e	<b>2,730</b>	n/a	n/a	n/a	n/a
» Well-to-Tank Fuel Delivery***	Metric tons CO <sub>2</sub> e	<b>1,042</b>	n/a	n/a	n/a	n/a
Solid Waste — Landfill***	Metric tons CO <sub>2</sub> e	<b>4,537</b>	n/a	n/a	n/a	n/a

\* All per-associate figures in this report are based on the number of FTE employees 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.

\*\*\* These Scope 3 emissions categories were added in 2022.

### Third-Party Assurance & Verification

To continue improving our transparency and the quality of our data, as we have done for the past two reporting years, we are pursuing a Letter of Assurance from a third-party consultant to verify our 2022 GHG Inventory Management Plan. The scope of this assurance, which will also be detailed in the letter itself, includes the Scope 1, Scope 2, and Scope 3 emissions metrics provided in this section. As in past years, we will make the Letter of Assurance available on our website once the process is completed.

# Solid Waste

## Office Supplies & Digital 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 6.9%, including purchasing 79% 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 providing electronic delivery of completed documents. In 2022, we expanded the eSignature functionality to 3 additional teams and 3 new forms. Following these additions, 40 Regions teams now utilize the eSignature functionality across 395 different 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 3% from last year, with 3.3 million active digital customers and more than 1.1 billion digital logins in 2022. Additionally, 2022 active mobile users were up 6% compared to prior year, and Regions finished the year with a mobile app rating at 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. When internal reassignment is not feasible, we recycle using approved hardware disposition vendors that are both Sustainable Electronics Recycling International R2:2013 and Environmental Management System ISO 14001 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, 2022)

	UNITS	2022	2021	2020	2019	2018
Pages of Copy Paper Purchased (millions)	Pages	<b>74.9</b>	80.5	87.2	128.9	158.3
Pounds of Paper Recycled (millions)	Pounds	<b>6.5</b>	13.7	11.9	8.3	10.1





# Resource Availability

## 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 or financing offerings related to their transition to a 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 have piloted. Our definition of Sustainable Finance relies first and foremost on meeting customer demands. We continue to support business and investment decisions for the long-lasting benefit of customers/clients, employees, shareholders, and communities, while creating positive, differentiated economic value. For Sustainable Finance, this can come in the form of supporting the environment and climate transition and supporting community development and inclusive growth.

As a financial institution, we understand our role 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 expect our work in this area to grow in the future. As part of our strategic focus, we continue to support the development of climate and transition finance competency for our bankers to ensure we can support and enable our customers through their growing and dynamic needs.

### Tailored Financings

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

The Regions Solar Tax Equity Finance Team provides lease financing for utility scale and commercial PV solar projects across the U.S. Since completing its first transaction in 2016, the team has funded 83 different projects, in excess of \$1.78 billion. In 2022, the Solar Tax Equity Finance Team provided \$224.8 million in funding for PV solar projects located across the country. The aggregate capacity of the projects in the portfolio exceeds 1,229 megawatts DC which in 2022 generated 1,536 gigawatt hours.

## ▶ RESOURCE AVAILABILITY

ENRG specializes in customized financing products and services for solar/renewable energy products. In 2022, ENRG committed or closed over \$493 million in tailored financings, including:

- \$187.5 million of sustainability-linked corporate financings
- \$48.5 million in solar project financings
- \$257 million in corporate credit facilities for companies specializing in renewable energy and resources

ENRG also served as a co-manager in \$1.8 billion senior notes offerings supporting clean water/wastewater infrastructure and sustainability notes.

Regions' acquisition of EnerBank in October 2021 created a significant opportunity to capture additional solar and energy efficient home improvement financing options for homeowners nationwide. Utilizing industry leading point-of-sale capabilities, EnerBank financed over \$1.4 billion in energy-efficient consumer home improvement projects in 2022. Projects included high-efficiency HVAC systems, solar panel installations, and new window and door installations that provide homeowners improved efficiencies.



## ▶ RESOURCE AVAILABILITY

### Tailored Asset Management

Regions also provides opportunities to serve our sustainability-minded clients through various asset management products and services, including those offered by Regions' Asset Management (RAM) business group and the NRRE group.

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.

RAM developed a firm-wide responsible investing philosophy in late 2020. The list of funds available for client investment that the team classifies as "Impact," "Sustainable," or "Responsible," which are actively managed/recommended by the Multi-Asset Solutions (MAS) group, continues to grow. At year-end 2022, the number of funds stood at 54, with \$2.9 billion in assets under management; prior to the implementation of the firm-wide philosophy, only four funds were classified as such. The MAS group also launched a sustainable model in February of 2021, populated by third-party mutual funds and exchange traded funds (ETFs); that model had \$10.3 million in assets as of year-end 2022. The team's efforts over recent years highlights Regions' commitment to providing responsible and impact-focused investment opportunities in response to growing customer interest in these product sets.



The NRRE group consists of 40 natural resource professionals who are charged with the responsibility of prudently managing hard assets owned by our banking and trust clients. 15 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 2022 Forestry Management Standard or the American Tree Farm 2021 Standard of Sustainability Certification 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. Beginning in 2022, the NRRE group coordinated the planting of approximately 6 million trees that was completed in early 2023. This great achievement highlights how our teams and associates across the bank are contributing to Regions' commitment to operate in environmentally sound ways that make life better for all.

# Appendix

## In this section

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- External Resources
- 2022 SASB Index
- 2022 GRI Index

# External Resources



## SEC FILINGS & REGULATORY DISCLOSURES

- [2022 Annual Report on Form 10-K](#)
- [2023 Proxy Statement](#)
- [Call Report for 4th Quarter of 2022](#)



## OTHER ESG DISCLOSURES & DOCUMENTS

- [2022 TCFD Report](#)
- [2022 Shared Value Report](#)
- [Government Affairs Reports](#)
- [Human Rights Statement](#)
- [Environmental Sustainability Statement](#)
- [Supplier Code of Conduct](#)



## CORPORATE GOVERNANCE DOCUMENTS

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



## 2022 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.

### COMMERCIAL BANKS

Code	Accounting Metric	Response
<b>DATA SECURITY</b>		
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 2022. If material breaches had occurred, they would have been addressed in our 2022 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"> <li>• The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct &amp; Ethics</li> <li>• The Information Security Risk discussion in our 2022 Form 10-K</li> <li>• The Information Security, Business Resilience, and Data Privacy subsection of our 2023 Proxy Statement</li> <li>• The Risk &amp; Opportunity Oversight subsection of our 2022 ESG Report</li> </ul>
<b>FINANCIAL INCLUSION &amp; CAPACITY BUILDING</b>		
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, 4, 7, and 8 of our Call Report for 4Q22. Additional data, including Community Reinvestment Act (CRA)-qualified support and lending to LMI and minority borrowers, is provided in the Employment & Wealth Generation subsection and the Community & Social Vitality subsection of our 2022 ESG Report.  Regions' broader efforts to support small businesses, community development, and communities of color are discussed further in the Employment & Wealth Generation subsection and the Community & Social Vitality subsection of our 2022 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, 4, 7, and 8 of our Call Report for 4Q22. Additional data, including CRA-qualified support and lending to LMI and minority borrowers, is provided in the Employment & Wealth Generation subsection and the Community & Social Vitality subsection of our 2022 ESG Report.  The Aging and Non-Accrual Analysis discussion in the Allowance for Credit Losses footnote to our 2022 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, 2022.  Regions' broader efforts to support small businesses, community development, and communities of color are discussed further in the Employment & Wealth Generation subsection and the Community & Social Vitality subsection of our 2022 ESG Report.



Code	Accounting Metric	Response
<b>FINANCIAL INCLUSION &amp; CAPACITY BUILDING (continued)</b>		
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 <sup>SM</sup> , 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 Now Banking, refer to the Employment & Wealth Generation subsection of the 2022 ESG Report.
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	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. In 2022, 2.1 million people received financial education from Regions. We also make a number of financial education resources available on our website; during 2022, these digital resources received 3.2 million online page views. Our Next Step resources are available to customers and non-customers alike.  More information about Regions Next Step can be found in the Employment & Wealth Generation subsection of our 2022 ESG Report and at <a href="https://regions.com/next-step">regions.com/next-step</a> .
<b>INCORPORATION OF ENVIRONMENTAL, SOCIAL &amp; GOVERNANCE FACTORS IN CREDIT ANALYSIS</b>		
FN-CB-410a.1	Commercial and industrial (C&I) credit exposure, by industry	See Table 5b, Loans and Related Commitments Exposure by Industry, in Regions' Basel III Regulatory Capital Disclosures Report for 4Q22 and Table 11, Commercial Industry Exposure, in the Management's Discussion & Analysis of Financial Condition & Results of Operations (MD&A) section of our 2022 Form 10-K. We also provide a sector-by-sector breakdown of the outstanding loan balances and total commitments in our C&I portfolio, as well as each sector's sensitivity to climate change transition risk, in the Strategy section of our 2022 TCFD Report.
FN-CB-410a.2	Description of approach to incorporation of ESG factors in credit analysis	Regions' commitment to effectively managing ESG risks in our lending practices, and our efforts to honor that commitment, are discussed in: <ul style="list-style-type: none"> <li>• The Risk &amp; Opportunity Oversight subsection of our 2022 ESG Report</li> <li>• The Risk Management section of our 2022 TCFD Report</li> </ul>
<b>BUSINESS ETHICS</b>		
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 to our 2022 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	We discuss our whistleblower protection policies and mechanisms in: <ul style="list-style-type: none"> <li>• The Raising Issues and Reporting Violations section of our Code of Business Conduct &amp; Ethics</li> <li>• The Codes of Ethics subsection of our 2023 Proxy Statement</li> <li>• The Ethical Behavior subsection of our 2022 ESG Report</li> </ul>



Code	Accounting Metric	Response
<b>SYSTEMIC RISK MANAGEMENT</b>		
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 2022.
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 4Q22.
<b>ACTIVITY METRICS</b>		
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, Memoranda Part I, of our Call Report for 4Q22.
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, 2022, is disclosed in the Loans footnote to our 2022 Form 10-K. Table 11, Commercial Industry Exposure, and the subsequent narrative in the MD&A section of our 2022 Form 10-K further discuss commercial portfolio balances in selected industries as of December 31, 2022.





## CONSUMER FINANCE

Code	Accounting Metric	Response
<b>CUSTOMER PRIVACY</b>		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	<p>We use 100% 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"> <li>• The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct &amp; Ethics</li> <li>• The Information Security Risk discussion in our 2022 Form 10-K</li> <li>• The Information Security, Business Resilience, and Data Privacy subsection of our 2023 Proxy Statement</li> <li>• The Risk &amp; Opportunity Oversight subsection of our 2022 ESG Report</li> </ul>
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 to our 2022 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
<b>DATA SECURITY</b>		
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 2022. If material breaches had occurred, they would have been addressed in our 2022 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 to our 2022 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 data security risks	<p>Regions' approach to information security risk management is discussed in:</p> <ul style="list-style-type: none"> <li>• The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct &amp; Ethics</li> <li>• The Information Security Risk discussion in our 2022 Form 10-K</li> <li>• The Information Security, Business Resilience, and Data Privacy subsection of our 2023 Proxy Statement</li> <li>• The Risk &amp; Opportunity Oversight subsection of our 2022 ESG Report</li> </ul>



Code	Accounting Metric	Response
<b>SELLING PRACTICES</b>		
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"> <li>• The Sales Practices section and the Incentive Programs section of our Code of Business Conduct &amp; Ethics</li> <li>• The Risk Management Oversight subsection and the Compensation Philosophy and Objectives subsection of our 2023 Proxy Statement</li> <li>• The Quality of Governing Body subsection and the Ethical Behavior subsection of our 2022 ESG Report</li> </ul> We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2022 Form 10-K.
FN-CF-270a.2	Approval rate for (1) credit and (2) pre-paid products for applicants with FICO scores above and below 660	The Allowance for Credit Losses footnote in our 2022 Form 10-K provides FICO score data as of December 31, 2022 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 to our 2022 Form 10-K provides FICO score data as of December 31, 2022 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 2022 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 to our 2022 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 to our 2022 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
<b>ACTIVITY METRICS</b>		
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, 2022, including consumer credit cards, is disclosed in the Loans footnote to our 2022 Form 10-K.



## MORTGAGE FINANCE

Code	Accounting Metric	Response
<b>LENDING PRACTICES</b>		
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 in our 2022 Form 10-K provides FICO score data as of December 31, 2022 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.
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 to our 2022 Form 10-K provides FICO score data as of December 31, 2022 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.
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 to our 2022 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"> <li>• The Sales Practices section and the Incentive Programs section of our Code of Business Conduct &amp; Ethics</li> <li>• The Risk Management Oversight subsection and the Compensation Philosophy and Objectives subsection of our 2023 Proxy Statement</li> <li>• The Quality of Governing Body subsection and the Ethical Behavior subsection of our 2022 ESG Report</li> </ul> We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2022 Form 10-K.
<b>DISCRIMINATORY LENDING</b>		
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 to our 2022 Form 10-K provides FICO score data as of December 31, 2022 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 discuss our mortgage and dwelling-secured lending in the Employment & Wealth Generation subsection and the Community & Social Vitality subsection of our 2022 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 to our 2022 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"> <li>• The Fair &amp; Responsible Banking section of our Code of Business Conduct &amp; Ethics</li> <li>• The Focusing on the Customer subsection of our 2023 Proxy Statement</li> <li>• The Ethical Behavior subsection and the Employment &amp; Wealth Generation subsection of our 2022 ESG Report</li> </ul>



Code	Accounting Metric	Response
<b>ENVIRONMENTAL RISK TO MORTGAGED PROPERTIES</b>		
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 of our 2022 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"> <li>• The Managing ESG Risks and Opportunities subsection of our 2023 Proxy Statement</li> <li>• The Risk &amp; Opportunity Oversight subsection of our 2022 ESG Report</li> <li>• The Risk Management section of our 2022 TCFD Report</li> </ul>
<b>ACTIVITY METRICS</b>		
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 2022 can be found in the Supplemental Financial Information to our Fourth Quarter and Year-End 2022 Earnings Release, which was filed as Exhibit 99.2 to our Form 8-K filed on January 20, 2023.
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, 2022, is disclosed in the Loans footnote to our 2022 Form 10-K; this disclosure includes purchased loans in both our consumer and C&I segments.



# 2022 GRI INDEX

## UNIVERSAL STANDARDS

GRI Standard	Disclosure	Response / Citation(s)
<b>102: GENERAL DISCLOSURES</b>		
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Regions Financial Corporation
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-3	Location of headquarters	Birmingham, Alabama
102-4	Location of operations	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-5	Ownership and legal form	<ul style="list-style-type: none"> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-6	Markets served	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-7	Scale of the organization	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-8	Information on employees and other workers	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-9	Supply chain	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> </ul>
102-10	Significant changes to the organization and its supply chain	<ul style="list-style-type: none"> <li>• 2022 Annual Report on Form 10-K — Market for Registrant's Common Equity, Related Shareholder Matters, and Issuer Purchases of Equity Securities; MD&amp;A</li> </ul>
102-12	External initiatives	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Shared Value Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> <li>• Doing More Today® website</li> </ul>
102-13	Membership of associations	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>102: GENERAL DISCLOSURES (continued)</b>		
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	<ul style="list-style-type: none"> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 Annual Report on Form 10-K — Risk Factors; MD&amp;A</li> </ul>
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Letter from the Chair of the Board; Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> <li>• Doing More Today website</li> </ul>
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
<b>GOVERNANCE</b>		
102-18	Governance structure	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Corporate Governance Principles</li> <li>• <a href="https://ir.regions.com/governance">ir.regions.com/governance</a></li> </ul>
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Governance</li> </ul>
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Strategy</li> </ul>
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Corporate Governance Principles</li> <li>• Audit Committee Charter</li> <li>• CHR Committee Charter</li> <li>• NCG Committee Charter</li> <li>• Risk Committee Charter</li> <li>• Technology Committee Charter</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>102: GENERAL DISCLOSURES (continued)</b>		
<b>GOVERNANCE (continued)</b>		
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Corporate Governance Principles</li> </ul>
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li>• Regions Financial Corporation By-Laws</li> <li>• 2023 Proxy Statement — Proposal 1; Corporate Governance</li> <li>• Corporate Governance Principles</li> <li>• NCG Committee Charter</li> </ul>
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices; Ownership of Regions Common Stock</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Corporate Governance Principles</li> </ul>
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> <li>• Regions Financial Corporation By-Laws</li> <li>• 2023 Proxy Statement — Proposal 1; Corporate Governance</li> <li>• Corporate Governance Principles</li> </ul>
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> <li>• Regions Financial Corporation By-Laws</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Corporate Governance Principles</li> </ul>
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> </ul>
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance</li> </ul>
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance</li> <li>• Audit Committee Charter</li> <li>• NCG Committee Charter</li> </ul>
102-33	Communicating critical concerns	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>102: GENERAL DISCLOSURES (continued)</b>		
<b>GOVERNANCE (continued)</b>		
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Risk Factors; Note 23 — Commitments, Contingencies, and Guarantees</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
102-35	Remuneration policies	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Compensation Discussion &amp; Analysis (CD&amp;A); Compensation of Executive Officers</li> <li>• 2022 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters</li> </ul>
102-36	Process for determining remuneration	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Proposal 3; Ownership of Regions Common Stock; CD&amp;A; Compensation of Executive Officers</li> <li>• 2022 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters</li> </ul>
102-37	Stakeholders' involvement in remuneration	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proposal 3; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Security Ownership of Certain Beneficial Owners and Management and Related Shareholder Matters</li> </ul>
102-38	Annual total compensation ratio	<ul style="list-style-type: none"> <li>• 2023 Proxy Statement — Compensation of Executive Officers</li> </ul>
102-39	Percentage increase in annual total compensation ratio	<ul style="list-style-type: none"> <li>• 2023 Proxy Statement — Compensation of Executive Officers</li> </ul>
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
102-41	Collective bargaining agreements	Regions associates are not subject to collective bargaining agreements.
102-42	Identifying and selecting stakeholders	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
102-43	Approach to stakeholder engagement	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>
102-44	Key topics and concerns raised	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> </ul>





GRI Standard	Disclosure	Response / Citation(s)
<b>102: GENERAL DISCLOSURES (continued)</b>		
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	<ul style="list-style-type: none"> <li>2022 Annual Report on Form 10-K — Exhibit 21, Regions Financial Corporation Subsidiaries December 31, 2022</li> </ul>
102-46	Defining reporting content and topic Boundaries	The 2022 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.
102-47	List of material topics	[omitted]
102-48	Restatements of information	Regions Financial Corporation has not been required to file any financial restatements since the publication of the 2021 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).
102-50	Reporting period	January 1, 2022 — December 31, 2022 (unless otherwise stated)
102-51	Date of most recent report	June 30, 2023
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	<p>Andrew Nix, Chief Governance Officer</p> <p>Email: <a href="mailto:governance@regions.com">governance@regions.com</a></p> <p>Phone: 1-800-REGIONS (734-4667)</p>
102-54	Claims of reporting in accordance with the GRI Standards	The 2022 ESG Report references the GRI Standards, and we issue this GRI Index as a stand-alone disclosure as well as in the appendix to our 2022 ESG Report. It is provided on <a href="https://ir.regions.com/governance">ir.regions.com/governance</a> , along with our other ESG disclosures, and on our ESG Resource Center.
102-55	GRI content index	<ul style="list-style-type: none"> <li>2022 ESG Report</li> </ul>
102-56	External assurance	The greenhouse gas emissions discussed in the Planet section of the 2022 ESG Report and the 2022 TCFD Report were verified by an independent third party. We provide the Letter of Assurance on our ESG Resource Center once that process is completed.



## ECONOMIC STANDARDS

GRI Standard	Disclosure	Response / Citation(s)
<b>ECONOMIC PERFORMANCE</b>		
<b>201: ECONOMIC PERFORMANCE</b>		
201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary</li> <li>• 2022 Annual Report on Form 10-K — Financial Statements and Supplementary Data</li> </ul>
201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Annual Report on Form 10-K — Forward-Looking Statements; Risk Factors</li> <li>• 2022 TCFD Report — throughout</li> </ul>
201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proposal 1; Environmental &amp; Social Practices; CD&amp;A; Compensation of Executive Officers</li> <li>• 2022 Annual Report on Form 10-K — MD&amp;A; Financial Statements and Supplementary Data; Note 17 — Employee Benefit Plans</li> </ul>
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 2022 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>
<b>INDIRECT ECONOMIC IMPACTS</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Shared Value Report</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Shared Value Report</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Shared Value Report</li> </ul>
<b>203: INDIRECT ECONOMIC IMPACTS</b>		
203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Shared Value Report</li> </ul>
203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>PROCUREMENT PRACTICES</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Shared Value Report</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 Shared Value Report</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>204: PROCUREMENT PRACTICES</b>		
204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>ANTI-CORRUPTION</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
<b>205: ANTI-CORRUPTION</b>		
205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> </ul>
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>



GRI Standard	Disclosure	Response / Citation(s)
<b>ANTI-COMPETITIVE BEHAVIOR</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
<b>206: ANTI-COMPETITIVE BEHAVIOR</b>		
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 2022 Annual Report on Form 10-K.
<b>TAX</b>		
<b>207: TAX</b>		
207-1	Approach to tax	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Annual Report on Form 10-K — MD&amp;A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes</li> </ul>
207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Annual Report on Form 10-K — MD&amp;A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes</li> </ul>
207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Annual Report on Form 10-K — MD&amp;A; Note 1 — Summary of Significant Accounting Policies; Note 2 — Variable Interest Entities; Note 19 — Income Taxes</li> </ul>



## ENVIRONMENTAL STANDARDS

GRI Standard	Disclosure	Response / Citation(s)
<b>MATERIALS</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
<b>301: MATERIALS</b>		
301-1	Materials used by weight or volume	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
301-2	Recycled input materials used	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
<b>ENERGY</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
<b>302: ENERGY</b>		
302-1	Energy consumption within the organization	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report: Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
302-3	Energy intensity	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>ENERGY (continued)</b>		
<b>302: ENERGY</b>		
302-4	Reduction of energy consumption	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
<b>EMISSIONS</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
<b>305: EMISSIONS</b>		
305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
305-4	GHG emissions intensity	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Strategy; Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>WASTE</b>		
<b>306: WASTE</b>		
306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> </ul>
306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
306-3	Waste generated	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
306-4	Waste diverted from disposal	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Metrics &amp; Targets</li> <li>• Environmental Sustainability Statement</li> </ul>
<b>ENVIRONMENTAL COMPLIANCE</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Risk Management</li> <li>• Environmental Sustainability Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance; Risk Management</li> <li>• Environmental Sustainability Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• 2022 TCFD Report — Governance; Risk Management</li> <li>• Environmental Sustainability Statement</li> </ul>
<b>307: ENVIRONMENTAL COMPLIANCE</b>		
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.



GRI Standard	Disclosure	Response / Citation(s)
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Risk Management</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Risk Management</li> <li>• Supplier Code of Conduct</li> </ul>
<b>308: SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 TCFD Report — Risk Management</li> <li>• Supplier Code of Conduct</li> </ul>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>• 2022 TCFD Report — Risk Management</li> <li>• Supplier Code of Conduct</li> </ul>





## SOCIAL STANDARDS

GRI Standard	Disclosure	Response / Citation(s)
<b>EMPLOYMENT</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
<b>401: EMPLOYMENT</b>		
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> </ul>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
401-3	Parental leave	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
<b>LABOR/MANAGEMENT RELATIONS</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>LABOR/MANAGEMENT RELATIONS (continued)</b>		
<b>402: LABOR/MANAGEMENT RELATIONS</b>		
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.
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>		
<b>403: OCCUPATIONAL HEALTH &amp; SAFETY</b>		
403-1	Occupational health and safety management system	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
403-2	Hazard identification, risk assessment, and incident identification	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
403-3	Occupational health services	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices; CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
403-6	Promotion of worker health	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices; CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
403-10	Work-related ill health	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — CD&amp;A</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>TRAINING &amp; EDUCATION</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
<b>404: TRAINING &amp; EDUCATION</b>		
404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>DIVERSITY &amp; EQUAL OPPORTUNITY</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
<b>405: DIVERSITY &amp; EQUAL OPPORTUNITY</b>		
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>NON-DISCRIMINATION</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Environmental &amp; Social Practices; CD&amp;A</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Corporate Governance Principles</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>406: NON-DISCRIMINATION</b>		
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>



GRI Standard	Disclosure	Response / Citation(s)
<b>FREEDOM OF ASSOCIATION &amp; COLLECTIVE BARGAINING</b>		
<b>103: MANAGEMENT APPROACH</b>		
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 2022 ESG Report; our 2023 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the 2022 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 2022 ESG Report; our 2023 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the 2022 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 2022 ESG Report; our 2023 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the 2022 ESG Report and our Supplier Code of Conduct.
<b>407: FREEDOM OF ASSOCIATION &amp; COLLECTIVE BARGAINING</b>		
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 2022 ESG Report; our 2023 Proxy Statement (Environmental & Social Practices); and our Human Rights Statement. On suppliers, see the 2022 ESG Report and our Supplier Code of Conduct.
<b>CHILD LABOR</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>408: CHILD LABOR</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	None is known at this time. For more information, please see our Human Rights Statement and Supplier Code of Conduct.



GRI Standard	Disclosure	Response / Citation(s)
<b>FORCED OR COMPULSORY LABOR</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>409: FORCED OR COMPULSORY LABOR</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None is known at this time. For more information, please see our Human Rights Statement and Supplier Code of Conduct.
<b>SECURITY PRACTICES</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>410: SECURITY PRACTICES</b>		
410-1	Security personnel trained in human rights policies or procedures	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>HUMAN RIGHTS ASSESSMENT</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>412: HUMAN RIGHTS ASSESSMENT</b>		
412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
412-2	Employee training on human rights policies and procedures	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
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)
<b>LOCAL COMMUNITIES</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Shared Value Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Doing More Today website</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Shared Value Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Doing More Today website</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Shared Value Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Doing More Today website</li> </ul>
<b>413: LOCAL COMMUNITIES</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• 2022 Shared Value Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Doing More Today website</li> </ul>
413-2	Operations with significant actual and potential negative impacts on local communities	<ul style="list-style-type: none"> <li>• 2022 Annual Report on Form 10-K — Forward-Looking Statements; Risk Factors</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>SUPPLIER SOCIAL ASSESSMENT</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
<b>414: SUPPLIER SOCIAL ASSESSMENT</b>		
414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> <li>• Supplier Code of Conduct</li> </ul>
414-2	Negative social impacts in the supply chain and actions taken	See, generally, Supplier Code of Conduct.
<b>PUBLIC POLICY</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>
<b>415: PUBLIC POLICY</b>		
415-1	Political contributions	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2022 Government Affairs Semi-Annual Report</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>CUSTOMER HEALTH &amp; SAFETY</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
<b>416: CUSTOMER HEALTH &amp; SAFETY</b>		
416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance; Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>
<b>MARKETING &amp; LABELING</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>



GRI Standard	Disclosure	Response / Citation(s)
<b>MARKETING &amp; LABELING (continued)</b>		
<b>417: MARKETING AND LABELING</b>		
417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Environmental &amp; Social Practices</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Human Rights Statement</li> </ul>
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; 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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>
<b>CUSTOMER PRIVACY</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• Privacy Pledge</li> <li>• Online Privacy Notice</li> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• Privacy Pledge</li> <li>• Online Privacy Notice</li> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• Privacy Pledge</li> <li>• Online Privacy Notice</li> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> </ul>
<b>418: CUSTOMER PRIVACY</b>		
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>



GRI Standard	Disclosure	Response / Citation(s)
<b>SOCIOECONOMIC COMPLIANCE</b>		
<b>103: MANAGEMENT APPROACH</b>		
103-1	Explanation of the material topic and its boundary	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> <li>• Corporate Governance Principles</li> </ul>
103-2	The management approach and its components	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> <li>• Corporate Governance Principles</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>• 2022 ESG Report</li> <li>• 2023 Proxy Statement — Corporate Governance</li> <li>• 2022 Annual Report on Form 10-K — Business</li> <li>• Code of Business Conduct &amp; Ethics</li> <li>• Code of Ethics for Senior Financial Officers</li> <li>• Corporate Governance Principles</li> </ul>
<b>419: SOCIOECONOMIC COMPLIANCE</b>		
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 2022 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct &amp; Ethics and applicable laws and regulations.</p>

