

## Diversity FAQs

### **Q: Is the composition of the Regions board of directors culturally and ethnically diverse?**

**A:** Yes. The composition of the board of directors is guided by the Regions Financial Corporation board selection process and philosophy – to seek members from diverse professional backgrounds who combine a broad spectrum of experience and expertise with a reputation for integrity. Among the members of the board, there is minority and women representation.

### **Q: Do you have a senior officer responsible for diversity?**

**A:** Yes. The Chief Diversity Officer, a senior vice president in the corporation, provides management and oversight to the organization's diversity strategy.

### **Q: Is there diversity among the top senior executives at Regions?**

**A:** Yes. Regions newly created Operating Committee, which works with the Executive Council to ensure a strong connection between geographic leadership, the lines of business leaders and key support functions, illustrates Regions' diversity among top senior executives, as two of the core members are women. In addition, other top senior executives – including several women and minorities – report directly to members of the Operating Committee.

### **Q: Does Regions have an EEO Policy?**

**A:** It is the policy and practice of Regions Financial and its subsidiaries to provide equal employment for all employees and prospective employees without regard to race, color, national origin, sex, religion, age, disability, veteran status or any other characteristic protected by law. All employment decisions are made and are consistent with the principle of equal employment opportunity, and only job-related qualifications. All personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc. are administered without regard to race, color religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. Regions Financial has designated an officer to administer and monitor EEO practices, and will not tolerate associates who violate EEO Guidelines.