



# 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>