Regions Human Rights Statement

At Regions, there is a simple idea behind our mission to "Make life better." It is that what we do as a business should benefit everyone we serve—customers, associates (i.e., our workforce), communities, and shareholders. So, how we achieve success is as equally important as what we achieve. To that end, two of our values are embodied throughout this document: "Put people first" and "Do what is right."

Honoring and affirming protections for human rights is consistent with our mission. It is also embodied in our company culture and our core values—put people first, do what is right, focus on your customer, reach higher, and enjoy life—Code of Business Conduct and Ethics (Code of Conduct). Regions' support of fundamental human rights is also reflected in our policies and in our everyday interactions with associates, suppliers/vendors, customers, and the communities where we do business.

In addition to our Code of Conduct, this Human Rights Statement should be read in conjunction with our Supplier Code of Conduct and our Environmental Sustainability Policy Statement and Goals, as well as our latest Environmental, Social, and Governance (ESG) Report and Proxy Statement. Each of these documents is available on the Investor Relations section of our website.

Associates and the Workplace

One of our strategic priorities is to "Build the best team." With our values, culture, and expectations, we strive to conduct our business in a manner that is consistent with fundamental human rights principles, such as those stated in the United Nations' (UN) Universal Declaration of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. Regions operates in accordance with the various applicable health and safety laws. We are also committed to maintaining a work environment where every associate at every level is treated with dignity and respect, free from discrimination and harassment, and can devote their full attention and best efforts to the job.

Regions has workplace policies that aim to promote diversity, equity, and inclusion (DEI). DEI are fundamental to our corporate strategy and human capital management, and Regions values and benefits from the diversity of our associates, our customers and the communities we serve. Further, we have adopted additional policies that outline a zero tolerance for harassment, intimidation, retaliation, or workplace violence, among other topics.

Regions believes in fairly compensating our associates for their work. For that reason, we meet (and in many instances exceed) federal and state minimum wage requirements. Currently, Regions' entry-level wage is $15/hour.

- Requires associates to complete Code of Conduct training upon hire and annually thereafter and to certify upon completing each training session that they have read and understand the Code of Conduct.
- Encourages associates to raise concerns, ask questions, and report potential policy violations or suspicious behaviors by associates, customers, or suppliers without fear of retaliation by providing associates access to a confidential 24-hour Report It! Hotline and Website and ability to directly contact the Ethics Program Manager or the Office of Associate Conduct.
- Conducts business in accordance with all applicable labor, safety, health, anti-discrimination, and other workplace laws and has multiple policies setting forth Regions' expectation of appropriate workplace behavior.
- Offers equal employment opportunity to all and is committed to diversity, inclusion, and accessibility.

Suppliers

The standards we strive to hold our associates to also apply to our how we interact with customers and others with whom we do business, including suppliers, vendors, contractors, and subcontractors. Regions expects that the entities with which we do business similarly respect individual human rights and conduct their business operations free from human rights abuses, such as forced or child labor, human trafficking, and slavery as further discussed in Regions' Supplier Code of Conduct. Suppliers are also expected to meet or exceed local wage requirements and comply with local working hour laws.

- Provides suppliers with access to report actual or suspected illegal or unethical conduct by a Regions associate or by a Regions supplier or other individual(s) acting on behalf of and/or for the benefit of Regions.
- Expects suppliers to establish a process through which their employees can raise workplace concerns without fear of retaliation.

Customers and Communities

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 unfair, deceptive or abusive acts or practices. We strive to have all Regions associates 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. The standards to which we hold our associates also apply to our interactions with customers. For instance, our No-Harassment Policy applies to associates and customers alike.

Further, Regions supports the communities in which we operate through our commitment to financial inclusion. Regions has displayed a commitment to providing all customers—from the unbanked and underbanked to the very wealthy, and from small businesses to corporate clients—access to the preferred financial tools, industry-leading products, and the expert advice and guidance we have to offer.

- Commits to fair and responsible lending by incorporating these elements throughout the product lifecycle, including product development, advertising, marketing, training and our Customer Assistance Program.
- Supports our communities through financial inclusion and community engagement, including philanthropic giving, community service, community development, and financial education.