



TO: Regions Retirement Plan for Associates Participants and Beneficiaries

FROM: Corporate Benefits

DATE: April 30, 2021

RE: **Regions Financial Corporation Retirement Plan for Associates
Required Communication under Pension Protection Act of 2006**

As part of the Pension Protection Act of 2006 (PPA), Regions is required to provide you with the attached Annual Funding Notice. This notice contains detailed information on the assets, liabilities, and investment strategy of the Regions Financial Corporation Retirement Plan for Associates.

The notice also includes several administrative sections, including information on terminating the plan and on the guaranteed benefit that the Pension Benefit Guaranty Corporation (a government agency) provides in the event of plan insolvency. These sections of the notice are required by and written by the Department of Labor.

Participants who have not yet begun drawing their benefit may request a Pension Benefit Statement. Most participants can receive an online Pension Benefit Statement by accessing the Pension Manager at retirement.regions.com. Scroll to the bottom of the page. Under "Run Pension Estimates for Various Retirement Dates," select the link that applies to your employment history to log in.

If you have any questions after reading the enclosed notice, please call the HR Connect Team at (877) 562-8383. If you are interested in learning more about the PPA, visit www.pbgc.gov/prac/laws-and-regulations/pension-protection-act-of-2006.

ANNUAL FUNDING NOTICE
For
Regions Financial Corporation Retirement Plan for Associates

Introduction

This notice includes important information about the funding status of your pension plan (“the Plan”) and general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 (“Plan Year”).

How Well Funded Is Your Plan

Under federal law, the plan must report how well it is funded by using a measure called the “funding target attainment percentage.” This percentage is obtained by dividing the Plan’s Net Plan Assets by Plan Liabilities on the Valuation Date for the plan year. In general, the higher the percentage, the better funded the plan. Your Plan’s funding target attainment percentage for the Plan Year and each of the two preceding plan years is shown in the chart below, along with a statement of the value of the Plan’s assets and liabilities for the same period.

Funding Target Attainment Percentage			
	2020	2019	2018
1. Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
2. Plan Assets			
a. Total Plan Assets	\$690,327,310	\$971,631,563	\$983,124,089
b. Funding Standard Carryover Balance	\$107,279,230	\$133,367,720	\$140,965,775
c. Prefunding Balance	0	0	0
d. Net Plan Assets (a) – (b) – (c) = (d)	\$583,048,080	\$838,263,843	\$842,158,314
3. Plan Liabilities	\$445,386,286	\$630,250,769	\$596,838,832
4. Funding Target Attainment Percentage (2a)/(3)	130.90%	133.00%	141.10%

Plan Assets and Credit Balances

Total Plan Assets is the value of the Plan's assets on the Valuation Date (see line 2 in the chart above). Credit balances were subtracted from Total Plan Assets to determine Net Plan Assets (line 2 d) used in the calculation of the funding target attainment percentage shown in the chart above. While pension plans are permitted to maintain credit balances (also called "funding standard carryover balances" or "prefunding balances" see 2 b & c in the chart above) for funding purposes, they may not be taken into account when calculating a plan's funding target attainment percentage. A plan might have a credit balance, for example, if in a prior year an employer made contributions to the plan above the minimum level required by law. Generally, the excess contributions are counted as "credits" and may be applied in future years toward the minimum level of contributions a plan sponsor is required to make by law.

Plan Liabilities

Plan Liabilities shown in line 3 of the chart above are the liabilities used to determine the Plan's Funding Target Attainment Percentage. This figure is an estimate of the amount of assets the Plan needs on the Valuation Date to pay for promised benefits under the plan.

Year-End Assets and Liabilities

The asset values in the chart above are measured as of the first day of the Plan Year and are actuarial values. Because market values can fluctuate daily based on factors in the marketplace, such as changes in the stock market, pension law allows plans to use actuarial values that are designed to smooth out those fluctuations for funding purposes. The asset values below are market values and are measured as of the last day of the Plan Year. Market values tend to show a clearer picture of a plan's funded status as of a given point in time. As of December 31, 2020, the fair market value of the Plan's assets was \$816,929,047. On this same date, the Plan's liabilities were \$778,711,207

Participant Information

The total number of participants in the Plan, including beneficiaries, as of the Plan's valuation date was 3,232. Of this number, 3,226 were active participants, 3 were retired or separated from service and receiving benefits, and 3 were retired or separated from service and entitled to future benefits.

Funding & Investment Policies

Every pension plan must have a procedure for establishing a funding policy to carry out plan objectives. A funding policy relates to the level of assets needed to pay for promised benefits. The funding policy of the Plan is to annually fund no less than the minimum required by law. Regions may also choose to make discretionary contributions in select years.

Once money is contributed to the Plan, the money is invested by plan officials, called fiduciaries, who make specific investments in accordance with the Plan's investment policy. Generally speaking, an investment policy is a written statement that provides the fiduciaries who are responsible for plan investments with guidelines or general instructions concerning investment

management decisions. The investment policy of the Plan is to help ensure funds are available to meet current and future obligations to participants and beneficiaries by managing Plan assets and liabilities to provide the greatest probability of meeting or exceeding return objectives with the lowest possible risk.

Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations (may not add to 100% due to rounding)	Percentage
1. Cash (interest bearing and non-interest bearing)	1%
2. U.S. Government securities	4%
3. Corporate debt instruments (other than employer securities):	7%
4. Corporate stocks (other than employer securities) - Common:	4%
5. Partnership/joint venture interests	20%
6. Real estate (other than employer real property)	0%
7. Loans (other than to participants)	0%
8. Participant loans	0%
9. Value of interest in common/collective trusts	62%
10. Value of interest in pooled separate accounts	0%
11. Value of interest in master trust investment accounts	0%
12. Value of interest in 103-12 investment entities	0%
13. Value of interest in registered investment companies (e.g., mutual funds)	0%
14. Value of funds held in insurance co. general account (unallocated contracts)	0%
15. Employer-related investments:	
Employer Securities	2%
Employer real property	0%
16. Buildings and other property used in plan operation	0%
17. Other	0%

For information about the Plan’s investment in any of the following types of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities – send an e-mail to regionsretirement@regions.com.

Right to Request a Copy of the Annual Report

A pension plan is required to file with the US Department of Labor an annual report called the Form 5500 that contains financial and other information about the plan. Copies of the annual report are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. For 2009 and subsequent plan years, you may obtain an electronic copy of the Plan’s annual report by going to www.efast.dol.gov and using the Form 5500 search function. Or you may obtain a copy of the Plan’s annual report at benefits.regions.com or by making a written request to the plan administrator. Individual information, such as the amount of your accrued benefit under the Plan, is not contained in the

annual report. If you are seeking information regarding your benefits under the Plan, contact the plan administrator identified below under “Where to Get More Information.”

Summary of Rules Governing Termination of Single-Employer Plans

If a plan is terminated, there are specific termination rules that must be followed under federal law. A summary of these rules follows.

There are two ways an employer can terminate its pension plan. First, the employer can end the plan in a “standard termination” but only after showing the PBGC that the plan has enough money to pay all benefits owed to participants. Under a standard termination, the plan must either purchase an annuity from an insurance company (which will provide you with periodic retirement benefits, such as monthly, for life or for a set period of time when you retire) or, if your plan allows, issue one lump-sum payment that covers your entire benefit. If the plan purchases an annuity, your plan administrator must give you advance notice that identifies the insurance company (or companies) that your employer may select to provide the annuity. The PBGC’s guarantee ends when your employer purchases your annuity or gives you the lump-sum payment.

Second, if the plan is not fully-funded, the employer may apply for a distress termination. To do so, however, the employer must be in financial distress and prove to a bankruptcy court or to the PBGC that the employer cannot remain in business unless the plan is terminated. If the application is granted, the PBGC will take over the plan as trustee and pay plan benefits, up to the legal limits, using plan assets and PBGC guarantee funds.

Under certain circumstances, the PBGC may take action on its own to end a pension plan. Most terminations initiated by the PBGC occur when the PBGC determines that plan termination is needed to protect the interests of plan participants or of the PBGC insurance program. The PBGC can do so if, for example, a plan does not have enough money to pay benefits currently due.

Benefit Payments Guaranteed by the PBGC

When the PBGC takes over a plan, it pays pension benefits through its insurance program. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. Most participants and beneficiaries receive all of the pension benefits they would have received under their plan, but some people may lose certain benefits that are not guaranteed.

The amount of benefits that PBGC guarantees is determined as of the plan termination date. However, if a plan terminates during a plan sponsor’s bankruptcy and the bankruptcy proceeding began on or after September 16, 2006, then the amount guaranteed is determined as of the date the sponsor entered bankruptcy.

The PBGC maximum benefit guarantee is set by law and is updated each calendar year. For a plan with a termination date or sponsor bankruptcy date, as applicable in 2021, the maximum guarantee is \$6,034.09 per month, or \$72,409 per year, for a single life annuity benefit paid to a 65-year-old retiree with no survivor benefit. If a plan terminates during a plan sponsor’s

bankruptcy, and the bankruptcy proceeding began on or after September 16, 2006, the maximum guarantee is fixed as of the calendar year in which the sponsor entered bankruptcy. The maximum guarantee is lower for an individual who begins receiving benefits from PBGC before age 65; the maximum guarantee by age can be found on PBGC's website, www.pbgc.gov. The guaranteed amount is also reduced if a benefit will be provided to a survivor of the plan participant.

The PBGC guarantees "basic benefits" earned before a plan is terminated, which include:

- pension benefits at normal retirement age;
- most early retirement benefits; and
- annuity benefits for survivors of plan participants

The PBGC does not guarantee certain types of benefits:

- The PBGC does not guarantee benefits for which you do not have a vested right, usually because you have not worked enough years for the company.
- The PBGC does not guarantee benefits for which you have not met all age, service, or other requirements.
- Benefit increases and new benefits that have been in place for less than one year are not guaranteed. Those that have been in place for less than five years are only partly guaranteed.
- Early retirement payments that are greater than payments at normal retirement age may not be guaranteed. For example, a supplemental benefit that stops when you become eligible for Social Security may not be guaranteed.
- Benefits other than pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay, are not guaranteed.
- The PBGC generally does not pay lump sums exceeding \$5,000.

In some circumstances, participants and beneficiaries still may receive some benefits that are not guaranteed. This depends on how much money the terminated plan has and how much the PBGC recovers from employers for plan underfunding.

Events Having a Material Effect on Assets or Liabilities

The Plan was amended as of January 1, 2020, to transfer the assets and liabilities of participants who generally are no longer accruing benefits to the Regions Financial Corporation Retirement Plan. Transferring these assets and liabilities allows Regions to more closely align investments with each plan's associated benefit liabilities. The amendment does not affect the funding or investment policies outlined earlier in this notice, a participant's accrued benefit, nor does it affect a participant's future benefit. All benefits and entitlement to benefits remain the same as they existed before the amendment.

Where to Get More Information

For more information about this notice, you may contact Regions Corporate Benefits by either of the following methods:

- Phone: (877) 562-8383
- US Mail: 250 Riverchase Parkway East, ALBH30503B, Birmingham, AL 35244

For identification purposes, the official plan number is 013 and the plan sponsor's name and employer identification number or "EIN" are Regions Financial Corporation, EIN 63-0589368. For more information about the PBGC, go to PBGC's website, www.pbgc.gov.