

Human Rights Statement

At Regions, we believe that what we do as a business should benefit everyone we serve: our associates, our customers, our shareholders, and our surrounding communities. Our corporate values define what we aspire to be collectively as a company and what we expect of ourselves as individuals. These values guide us in our daily activities and help us make ethical business decisions:

- **Put people first.** Have respect for every person. Listen. Care. Serve others before yourself. Build the best team. Be inclusive. Work as one team. Balance work in a full life. Lead humanely. Set the good example. And remember to say thank you.
- **Do what is right.** Always. Be honest. Do what you say. Use common sense. Stand for quality and integrity. Take the long view. Earn trust. Be responsible and accountable.
- **Focus on your customer.** Serving the customer as one team, in an exceptional way, is our business – our only business. Know your customer. Serve your customer. Be committed. Understand needs. Meet needs. Make your customer’s life better by what you do. Create shared value.
- **Reach higher.** Grow. Our company must grow, and we must grow prudently. Raise the bar. Be energetic. Be innovative. Achieve excellence. Improve continuously. Inspire and enable others. Succeed the right way. Improve efficiency and effectiveness.
- **Enjoy life.** Have fun. We are in the business of banking. But, more importantly, we are in the business of life. Enjoy it. Laugh. Be creative. Celebrate. Recognize success.

Honoring and affirming protections for human rights is consistent with our values and, as such, is reflected in our policies. Our Code of Business Conduct & Ethics (Code), which is overseen by the Compensation and Human Resources Committee of our Board of Directors, articulates our associates’ responsibilities in representing the company with integrity, conducting ourselves ethically, and treating others with dignity and respect. Accordingly, the concepts in the Code – alongside the laws, rules, and regulations applicable to our company and our industry – provide the foundation for this Human Rights Statement (Statement).

ASSOCIATES

Regions’ corporate culture is founded on creating a work environment where every associate, at every level, can devote their full attention and best efforts to their job. This includes:

- Fully committing to equal employment opportunity and compliance with the letter and spirit of all applicable employment, safety, health, anti-discrimination, and other workplace laws
- Cultivating a safe and healthy work environment by prohibiting harassment, intimidation, retaliation, violence, and illegal drug and substance abuse in the workplace
- Maintaining multiple channels – including anonymous, 24-hour phone and online options – for associates to report suspicious behavior or violations of the law, the Code, or Regions’ other policies and procedures by customers, associates, vendors, or suppliers
- Requiring all associates and members of our Board of Directors to complete mandatory annual compliance courses, including training on the Code, and certify that they have read and understand the Code

CUSTOMERS

Banking is a relationship business that is built on a foundation of integrity and trust. To build that foundation, we focus on doing what is right for our customers to help them meet their financial needs. This includes:

- Making our financial products and services available to prospective and existing customers on a fair and responsible basis
- Treating prospective and existing customers in a manner that is consistent with consumer protection laws and regulations prohibiting unfair, deceptive, or abusive acts and practices
- Providing clarity and transparency when interacting with customers to help them make educated decisions about the products and services that best fit their needs
- Prohibiting associates from engaging in activity that threatens the confidentiality, integrity, or security of confidential information regarding current and potential customer and client relationships
- Acting diligently to prevent third parties from engaging in fraudulent use or misappropriation of our customers’ information

COMMUNITIES

We value our relationships with the communities where we work and live, which we cultivate through support for individuals, families, and businesses across our footprint. This includes:

- Promoting inclusive prosperity by investing in initiatives that reduce barriers to economic success through the Regions Foundation®
- Providing debt and/or equity financing for projects and entities with a community development purpose through the Regions Community Development Corporation®
- Supporting associates' volunteerism and participation in nonprofit, civic, and trade organizations and political activities that do not significantly detract from their work or present actual or potential conflicts of interest
- Providing timely, transparent, consistent, and accurate financial and other information to the investment community on a non-selective basis, in compliance with securities laws and regulations

This Statement is not intended to be comprehensive and should be read in conjunction with our other ESG-focused disclosures and our annual proxy statement. It is also meant to complement Regions' Supplier Code of Conduct, an aspirational statement of guiding principles for our suppliers and vendors of goods and services. The Statement is informed by fundamental human rights principles, such as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.