

2024

Shared Value Report





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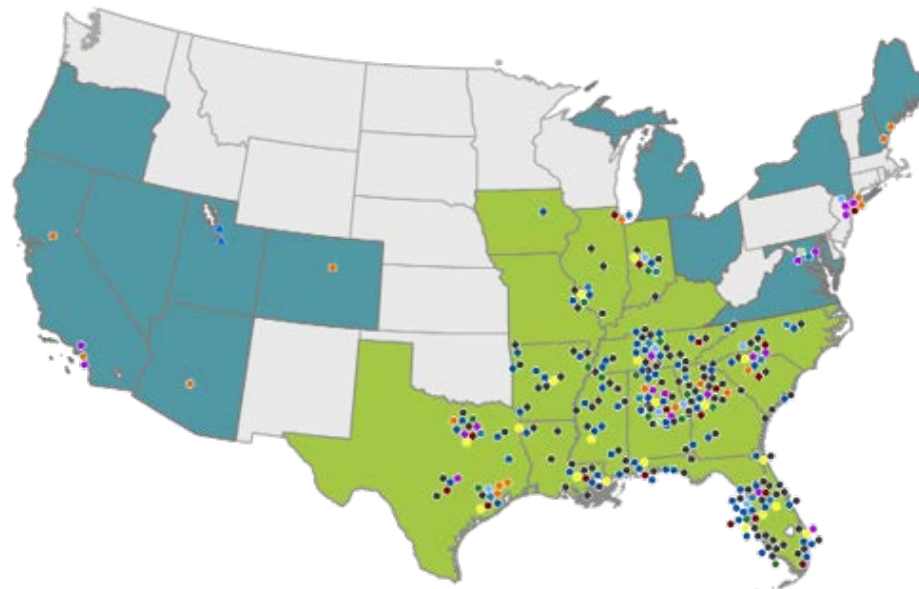
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About Regions

Regions Financial Corporation (NYSE:RF) is a financial holding company and member of the S&P 500 Index. Regions provides financial solutions for a wide range of clients, including retail and mortgage banking, commercial banking, and wealth management and investment services. Regions is headquartered in Birmingham, Alabama, and operates in the South, Midwest, and Texas. Regions and its subsidiaries also provide national advisory and specialty lending offerings, including merger and acquisition advisory services, capital markets solutions, and home improvement lending, through offices in New York, Washington, D.C., Chicago, Salt Lake City, and other locations. Regions operates through its wholly owned subsidiary, Regions Bank, an Alabama state-chartered bank and member of the Federal Reserve System.

Line of business coverage:

- Ascentium Capital
- ▲ HIFI
- First Sterling
- Business Capital
- Capital Markets
- Commercial Banking
- Corporate Banking
- Equipment Finance
- Government/Institutional
- Institutional Services
- Private Wealth
- Real Estate
- Specialized Industries



19,644
associates

1,200+
branch outlets

\$127.6B
total deposits

2,011
ATMs

\$157.3B
total assets

16
state footprint

Segment Performance

Corporate Banking	Consumer Banking	Wealth Management
\$69.2B average assets	\$37.9B average assets	\$2.1B average assets
\$815M net income	\$900M net income	\$153M net income

All figures are as of December 31, 2024.

Our Strategic Plan

Regions believes that local relationship banking powered by great technology sets us apart in the markets we serve. Our strategic plan focuses on three goals: **soundness**, **profitability**, and **growth**. It is how we differentiate ourselves, drive transformative change, and become the undisputed customer experience leader in the industry.

Soundness:

Protecting our strong foundation so we will be in a position to further enhance the customer experience by modernizing operating systems, managing risk, and strengthening our balance sheet.

Profitability:

Delivering value to all stakeholders by making strategic investments, maintaining high credit standards, and continuously improving how we operate and produce results.

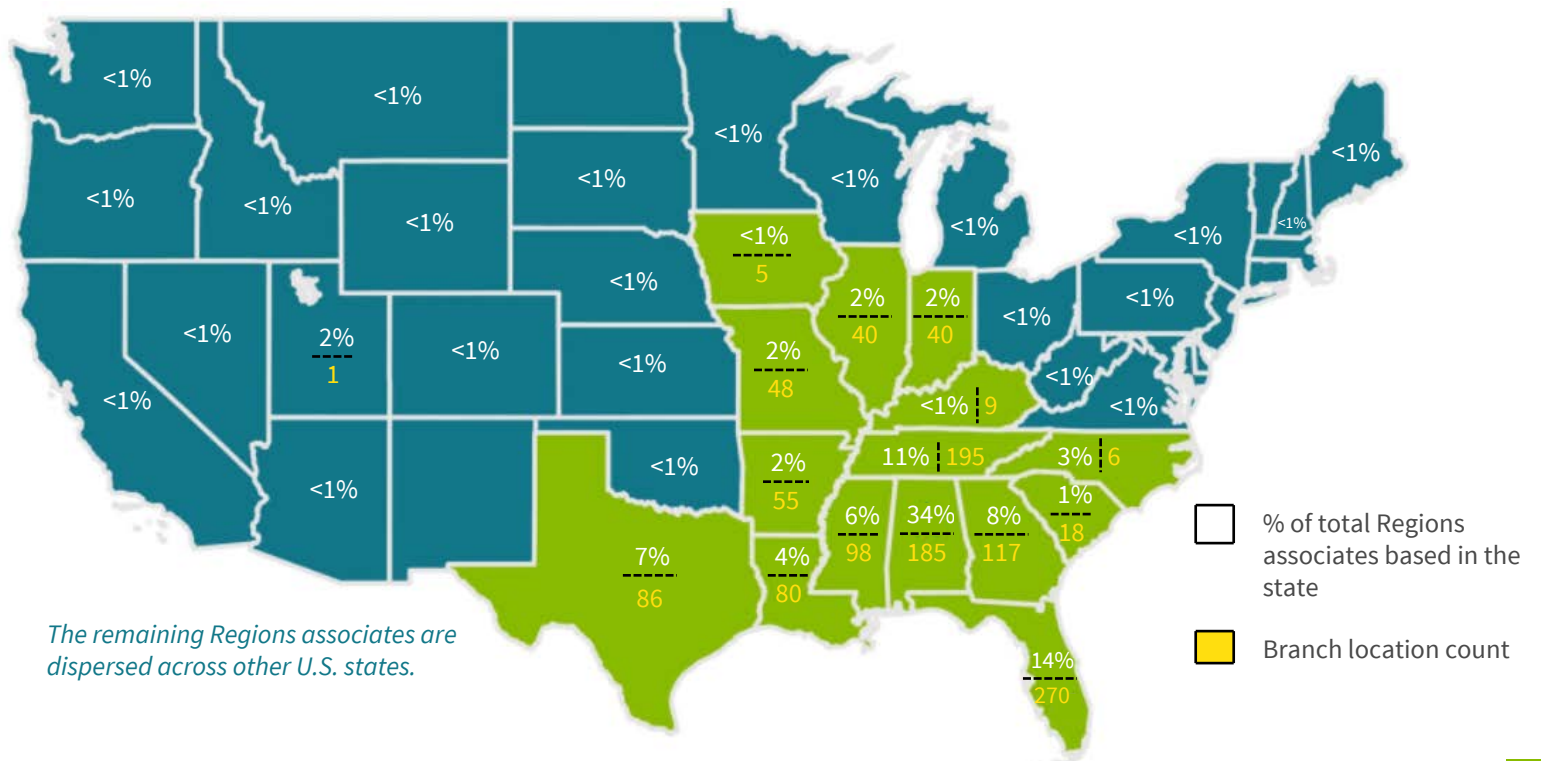
Growth:

Innovating and transforming every area of the organization to build our future bank by enhancing how we go to market, providing customers with greater convenience and access, and empowering associates to work together, smarter, and better.

At Regions, we believe that six **key advantages will drive growth** for years to come:

- A proven strategy built on the pillars of soundness, profitability, and growth
- The most dynamic growth markets in the U.S.
- A low-cost and relationship-driven consumer deposit base
- Innovations in technology, service, and customer-centered relationships
- Associates who are among the finest relationship bankers in the country
- Deep investments in the communities we serve

As a regional bank, our core execution model is built on the relationships we build with the people and communities in our footprint. We are also banking in places where more and more people are choosing to live, work, and create wealth. Accordingly, as part of our broader growth strategy, we are investing in our associates to align our talent with key areas of opportunity across our footprint.



Creating Shared Value

At Regions, we focus on what best serves our customers, our associates, our communities, our shareholders, and our business. When we prioritize governing responsibly, operating efficiently, treating others with respect, and serving our communities in powerful ways, we believe that we can execute our business strategies in a way that creates greater value for everyone.

OUR MISSION:

To achieve superior economic value for our shareholders over time by making life better for our customers, associates, and communities while creating shared value as we help them meet their financial goals and aspirations.

OUR VALUES:

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.



Delivering Shared Value

Regions has always believed that all people and businesses should be provided equal and fair consideration by the banking system. That belief, alongside our vision to be the premier regional financial institution in America, means cultivating relationships with our stakeholders — including our shareholders, the customers we serve, the associates we employ, and the communities where we live and work — that are built on trust, respect, and fair treatment. This commitment has been, and will remain, critical in shaping our path forward as we operate within a complex, dynamic, and highly regulated environment.

We strive to excel in all of these respects by pursuing our strategic priorities in an intentional way that promotes fair access to our products and services. In seeking to generate consistent, sustainable long-term performance, we:

... **strengthen our financial performance** by grounding our decisions in prudent banking practices and intentional, customer-focused business strategies — upholding our fiduciary duties by making financially sound decisions without regard to political or social viewpoint.

... **enhance our risk management** by treating our current and potential customers in a manner consistent with consumer protection laws and regulations prohibiting unfair, deceptive, or abusive acts or practices — using our products and services to create merit-based opportunity.

... **focus on our customer**, whether prospective or existing, by making our financial products and services available to them on a fair and responsible basis — supporting access to financial services for law-abiding citizens and businesses.

... **build the best team** by equipping our associates to provide clarity and transparency when interacting with our customers and clients, helping them make educated decisions about the products and services that might best fit their needs — serving every person, regardless of their political or religious ideologies or affiliations, equally and with dignity and respect.

... and **continuously improve** in a manner that remains true to our mission: to help our stakeholders meet their financial goals and aspirations by providing preferred financial tools, industry-leading products, and expert advice and guidance.

A Message From Our Chairman of the Board, President, and Chief Executive Officer

It's been said that the true sign of character is the way you conduct yourself in times of challenge and uncertainty.

Every year presents its own set of challenges and changes. Our operating environment over the past year has been characterized by continued economic and geopolitical pressures. Despite these challenges, our Regions team did an outstanding job delivering solid financial results with a business plan focused on soundness, profitability, and growth. Our results reflect the strength and diversity of our balance sheet, solid capital and liquidity, and prudent risk management. And we believe that our combined investments in talent, technology, products, and services, along with the markets in our footprint, create an enterprise that's uniquely positioned to continue generating top-quartile returns.



Our results were strong in 2024 because people – our shareholders, customers, associates, and communities – remained at the center of everything we do. We believe that banking is, first and foremost, a people business. To us, this means protecting our shareholders' hard-earned investment in our company by generating consistent, sustainable, long-term performance; providing personalized guidance and tools to our customers through our branch network, digital channels, contact centers, and mortgage loan offices; fostering a culture where our knowledgeable and dedicated associates are empowered to thrive; and serving as an integral part of local economies and communities across our footprint. In other words, we strive to make life better for our stakeholders – an objective that's been at the heart of our mission for over a decade.

We believe that this year's Shared Value Report demonstrates how we remain committed to our shared value mission, regardless of the changes and challenges we may face. We are proud to share that story with you.

Sincerely,

John M. Turner, Jr.

Chairman of the Board, President, and Chief Executive Officer

June 2025

A Message From Our Head of Corporate Responsibility

We're pleased to share with you our 2024 Shared Value Report.

Each year, we develop this report with the same goal in mind: to provide our stakeholders with meaningful insight into our shared value mission and strategy – to demonstrate accountability and transparency, in line with our strong governance practices. Because our mission is central to what we do, it serves as the foundation of efforts being undertaken across the enterprise; this means that cross-functional collaboration and partnerships are essential to creating a more informed report. The core team who compiles this report gathers qualitative and quantitative information from hundreds of associates in groups and functions throughout the company, with additional input and guidance from members of leadership. Our Finance, Legal, and Internal Audit functions also continue our team endeavor to evolve the process of collecting, validating, and certifying the metrics in the report. These cumulative efforts serve as a testament to our corporate culture and foundational mission to make life better for our stakeholders.

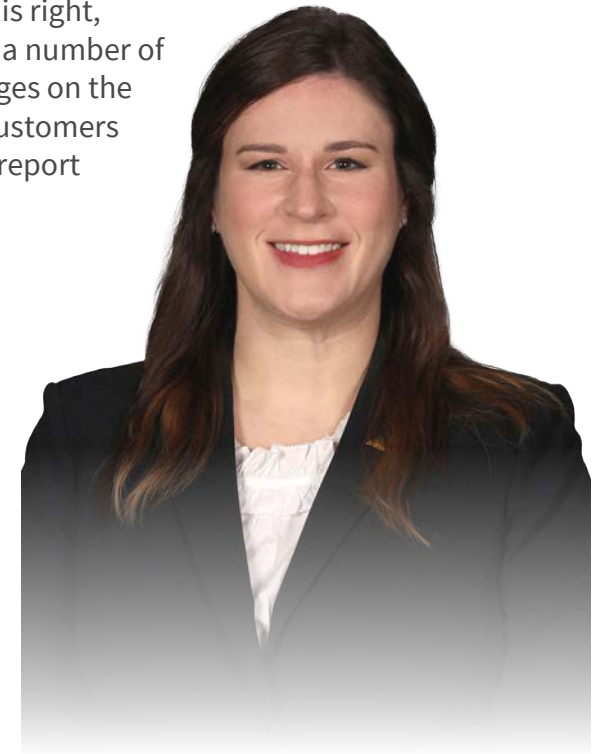
To that same end, we've also enhanced the report to more strongly demonstrate how we translate the concepts in our mission and values into action. Over the course of each year, we publish numerous stories on regions.com and doingmoretoday.com that illustrate how our efforts and initiatives embody our values in doing what is right, putting people first, focusing on our customer, reaching higher, and enjoying life. You will find links to a number of these stories incorporated throughout the report. The report also includes hyperlinks to dedicated pages on the Regions website where you can learn more about various products and services we offer to help our customers meet their financial goals. We believe that connecting these other resources to the information in our report paints a fuller picture of what delivering shared value truly means to us.

Thank you for your interest in our report. I'm proud to have been a part of the many accomplishments it describes.

Sincerely,

Mary C. Wheeler

Senior Vice President, Assistant General Counsel & Head of Corporate Responsibility
June 2025



2024 Shared Value Report Highlights

AWARDS & ACCOLADES



Best Place to Work for Disability Inclusion™



GOVERNANCE

Year-round and ongoing **stakeholder engagement**

Commitment to **wide-ranging skills and perspectives** on our Board of Directors

Formal oversight of Bank Secrecy Act/Anti-Money Laundering (BSA/AML), Office of Foreign Assets Control (OFAC), and Anti-Bribery and Anti-Corruption (ABAC) compliance

93% Director independence, including Lead Independent Director and independent Board committee chairs

Realization of **operational efficiencies** by targeting a 50% reduction in our operational greenhouse gas (GHG) emissions

201,288 total hours of Compliance Training Courses completed by Regions associates

CUSTOMERS

39,175 financial education courses taken online through Regions Next Step®

3.4 million active digital customers and **nearly 1.4 billion** digital logins

Origination of over **\$99.5 million** in affordable lending mortgages

\$2.9 billion in small business and small farm lending

Investments in **personalization and modernization**

Creation of personalized financial plans for **over 331,000** customers with Regions Greenprint®

ASSOCIATES

COMMUNITIES

6
Compliance Training Courses required for every associate to complete

Programs under **Build the Best Team** designed to empower associates to connect, belong, grow, achieve, and thrive

6
channels through which associates can raise ethical concerns or report violations or suspected violations of laws, regulations, Regions' policies, or potentially unlawful or illegal conduct

3
Inclusion, Belonging, and Impact focus areas: Workforce Workplace Marketplace

\$936
invested in the learning and development of each full-time equivalent (FTE) associate, on average

Expansion of **Annual Talent Process (ATP)** to additional levels within the enterprise

“Connected with Confidence”
theme for this year's Evergreen Week

20
voluntary, associate-led Impact Networks organized around Regions' geographic market structure

Over 400
associates enrolled and **over 100**
associates graduated from the Guild Education® program

121,200
hours of community service logged by associates

\$24.8 million
in total philanthropic and community giving by Regions Bank and the Regions Foundation®

\$859.2 million
in CRA-qualified community development lending

More than 150
United Way® chapters supported by Regions associates and Regions Bank through donations totaling **\$7.8 million**

17,292
financial education volunteer service hours by Regions associates

\$550,000
in low-cost loans to support small business development made by the Regions Foundation

“Helping Students Build Financial Confidence”
theme for this year's Share the Good® campaign

\$41.5 million
in new debt and equity commitments made by the Regions Community Development Corporation® (RCDC)

2.8 million
page views of Regions' digital financial education resources



Governance

- *Stakeholder Engagement*
- *Our Board of Directors*
- *Risks and Opportunities*
- *Operating Efficiently*

Stakeholder Engagement

We believe engaging with our stakeholders should entail ongoing, constructive, and meaningful dialogue. To demonstrate this commitment, we engage with our various stakeholders in a variety of ways, using multiple methods of outreach. The continuous nature of these communications reinforces the value we place on our stakeholders' perspectives, regardless of timing, which we view as imperative. We believe that this approach enhances the value of the resulting dialogue and, ultimately, contributes to stronger relationships with our stakeholders.



How We Engage

Shareholders



- Corporate governance events
- Director-shareholder engagement
- Board presentations from shareholders
- Sell-side sponsored conferences
- Roadshows
- Investor calls and visits
- Quarterly earnings calls
- Annual shareholder meeting
- Virtual and in-person meetings
- Outreach calls
- Update emails

Sample Engagement Topics

- Financial performance and strategy
- Governance of risks and opportunities related to our mission
- Board skills and composition
- Climate-related risk management
- Human capital management

Customers



- Personal banking relationships
- Internal and external customer surveys
- Digital banking channels
- Social media
- Greenprint conversations
- Customer Complaint Program
- Annual event with Board at off-site meeting
- Selected quarterly client events

- Customer access to banking solutions
- Fair and responsible banking
- Product needs, characteristics, and limitations
- Financial literacy and wellness

Regulators, Policymakers, State and Federal Legislators, and Agencies



- Management meetings and briefings
- Management and committee reports
- Targeted exams
- Work with elected officials and relevant staff to convey the impact of legislative proposals affecting the banking industry
- Respond to proposed rules with comments through the notice-and-comment rulemaking process, either directly or through an intermediary, such as a trade association
- Engage with stakeholders across the spectrum to ensure a robust dialogue that represents the viewpoints of consumers, covered entities, and other third parties
- Capital planning and positions
- Liquidity management and positions
- Interest rate risk management
- Governance and controls
- Consumer finance
- Regulatory compliance
- Trade association engagement on legislation and regulatory policy
- Risk management (credit, model, operational, etc.)
- BSA / AML / OFAC

How We Engage

Sample Engagement Topics

Associates



- Engagement surveys
- The Front Page, a multimedia internal news and information site for associates
- HR Connect, an internal website for associates
- Professional development tools through Degreed Learning
- Quarterly earnings Webex® for all associates, with supplementary discussion guides for managers
- Evergreen Week, a week dedicated to showing management's appreciation of associates
- Regions Impact Networks across the footprint
- RegionsLEADS monthly learning content to invest in the development and learning for all associates
- Business group newsletters
- **Doing More Today®**, an external website focusing on Regions' community engagement, business growth, and timely Company announcements
- Annual Week of Understanding, focused on Inclusion and Belonging
- Tuition-free education benefits through Guild Education
- *Report It!* Hotline and portal that allows associates to share concerns and complaints anonymously
- Share the Good, an associate community engagement campaign
- What a Difference a Day Makes®, a paid day off for associates to volunteer
- 2 Inclusion Observance Days, to be taken for celebrations relevant to an associate's cultural or community passion
- Frontline First, a week focused on celebrating and honoring the dedication of frontline associates
- Associate engagement
- Associate wellbeing
- Company strategy
- Inclusion, Belonging, and Impact
- Financial performance
- Learning and development opportunities
- Continuous Improvement focus
- Organizational changes

Communities and Nonprofit Organizations



- Funding support of community programs and initiatives
- Volunteer, community service, and board membership by associates
- Relationships with local market executives and bankers
- Partnerships with local community relations officers and community development managers
- Collaborations with Regions' Disability Services and Outreach Manager and Regions' Service Members and Veterans Affairs Manager
- Economic and community development
- Education and workforce readiness
- Financial wellness
- Disaster relief and recovery

Our long-term engagement approach mirrors our commitment to long-term value. One example is our **corporate governance shareholder engagement program**. We believe that dialogue with our shareholders is critically important to ensuring that our strategy aligns with their interests. Accordingly, we leverage outreach throughout the year to determine the priority areas of focus for our investors. We seek broader perspectives by not limiting our outreach based on the size of the shareholder's holdings. Our resulting program has received positive feedback and national recognition.

Over the course of 2024, we reached out to over 70 of our institutional shareholders to invite their engagement and ensure their awareness of our various disclosures. As a result of this outreach, our team engaged with shareholders representing over 20 percent of Regions' outstanding shares during the year. These engagements allowed us to solicit feedback on our corporate governance, compensation, and mission-driven practices and disclosures through both holistic and targeted follow-up conversations. We summarized the feedback and views expressed during these engagement sessions for discussion with both senior management and the Board. Our corporate governance shareholder engagement program is supplemented by additional shareholder engagements with our executive management team and Investor Relations group representing the Company. These separate engagements can occur during investor roadshows, shareholder conferences, one-on-one meetings, and earnings calls, and typically focus on strategy, financial results, and related topics. Over the past several years, many of the enhancements to our corporate governance program, voluntary disclosures, and mission-driven initiatives — such as those described in this report — have resulted from these valuable conversations.

Corporate Political Activity

Regions' **Statement on Political Contributions** and **Code of Business Conduct and Ethics (Code of Conduct)** collectively govern and promote the highest standards of behavior by our Company and our associates with regard to political activities. These policies also support our compliance with all applicable federal and state campaign finance laws. Like most public companies, Regions recognizes decisions made by governmental agencies and lawmakers can have a significant impact on our operations, customers, shareholders, and associates. Accordingly, we monitor and track issues that affect our business and express our views to lawmakers and regulators.

Regions may make corporate political contributions in states where doing so is permissible. These contributions may be directed to state party organizations and candidates for state-wide offices, state legislatures, and, in rare instances, local offices. Also, where legally permitted, Regions may make independent expenditures or corporate contributions in connection with state and local ballot initiatives, and referenda on important policy issues likely to impact our business and our stakeholders.

Regions' corporate political contributions are subject to a tiered approval process based on the amount of the anticipated contribution. The full Board and the Risk Committee receive a report on the Company's annual corporate contributions and non-deductible portions of trade association dues. Reports are reviewed and certified to be in compliance with the Statement by Regions' Chief Legal Officer.

The Company believes transparency regarding our political contributions is important to our stakeholders. Since 2014, we have published Government Affairs Reports on a semi-annual basis that contain the Company's Statement on Political Contributions and our related activities. In each report, we describe our oversight process for political contributions and a summary of independent expenditures and corporate political giving over the report's covered period. The report also discloses trade associations to which Regions paid more than \$25,000 in annual dues and the portion of those dues that were non-deductible under the Internal Revenue Code (IRC) as attributable to lobbying expenses.

The Company believes these disclosures offer transparency with respect to the Company's public policy advocacy, which benefits our shareholders, the Company, our associates, and our customers. Our current Government Affairs Political Activities Report can be found on ir.regions.com/governance.

Our Board of Directors

Regions’ Board of Directors and executive management work together to comply with laws and regulations, provide guidance for sound decision-making and accountability, and keep pace with the constantly evolving governance landscape. We maintain an environment of openness and strive to protect our culture by promoting Regions’ values. We do this because it is the right thing to do, and we believe that our customers, shareholders, associates, and communities expect it if they are to continue giving us their trust and confidence.

Board Oversight of Our Shared-Value Approach

We believe that creating shared value must begin with effective governance. Treating our mission and values as foundational considerations in Board-level oversight of Regions’ short- and long-term strategic objectives enables us to apply robust governance processes to our mission-driven decision-making on an ongoing basis. As a result, our objectives to make life better and create shared value are seamlessly integrated into our operations and business strategies as business-as-usual concepts.



As the ultimate steward of long-term enterprise value, our Board guides Regions' business and affairs based on what our Directors believe to be in the best interests of the Company. The Board is also responsible for reinforcing, demonstrating, and communicating a "tone at the top" that exemplifies the Company's values and culture. The intersection of these mandates is built into the oversight responsibilities carried out by the Board and its committees, which are intentionally distributed to empower groups of Directors to consider risks and opportunities through the lens of the relevant committee's expertise. These responsibilities are also formalized through our Corporate Governance Principles and individual Board committee charters, which are available on ir.regions.com/governance.

- The **Board of Directors** is ultimately responsible for overseeing and governing Regions' business and affairs for the long-term benefit of shareholders. This includes reviewing, approving, and overseeing management's creation and implementation of the Company's short- and long-term strategic objectives. The Board also assures appropriate enterprise-wide risk management by overseeing the processes used to evaluate the Company's internal controls, risk management, financial reporting, governance processes, significant environmental and social matters, human capital management, and legal and regulatory compliance.
- The **Nominating and Corporate Governance (NCG) Committee** leads the Board and its committees in overseeing the Company's mission-driven practices and reporting, including reviewing the Company's shared-value strategy, initiatives, and policies and receiving updates from members of management responsible for those activities. The committee also oversees the establishment and maintenance of effective corporate governance policies and practices, including the documents in the Company's corporate governance framework, along with Company and Director engagement with institutional shareholders and other interested parties.
- The **Compensation and Human Resources (CHR) Committee** approves the Company's overall compensation philosophy and oversees

the Company's compensation plans and programs, including alignment with strategic and financial objectives. The committee also oversees the Company's broader human capital management, including associate conduct, engagement, and career progression; corporate culture and inclusion; performance management; talent management; management succession; total rewards; and employment practices.

- The **Risk Committee** approves the Risk Management Framework, which outlines Regions' approach to effective risk management practices, as well as the risk tolerances established in the Enterprise Risk Appetite Statement. The committee further oversees policies designed to address the Company's primary risks, including any significant environmental and social risks identified within those risk stripes.
- The **Audit Committee** oversees the integrity of the Company's financial statements and the financial reporting process; the relationship with our independent auditor; performance of the Internal Audit division; and compliance with legal and regulatory requirements. Any significant environmental or social elements of our financial reporting and audit activities fall within the scope of these responsibilities.
- The **Technology Committee** oversees technology, digital, and innovation strategy, performance, and operations; significant technology investments and expenditures;

project management; and emerging trends in technology and digital transformation. Decisions in these areas have impacts across our stakeholder groups.

Shared Value in Action

Transparency and accountability are critical elements of robust corporate governance. We voluntarily publish mission-focused disclosures to support these objectives. In the spirit of Continuous Improvement, we are always looking to make our voluntary disclosures more meaningful through the processes we use to develop them. These efforts include:

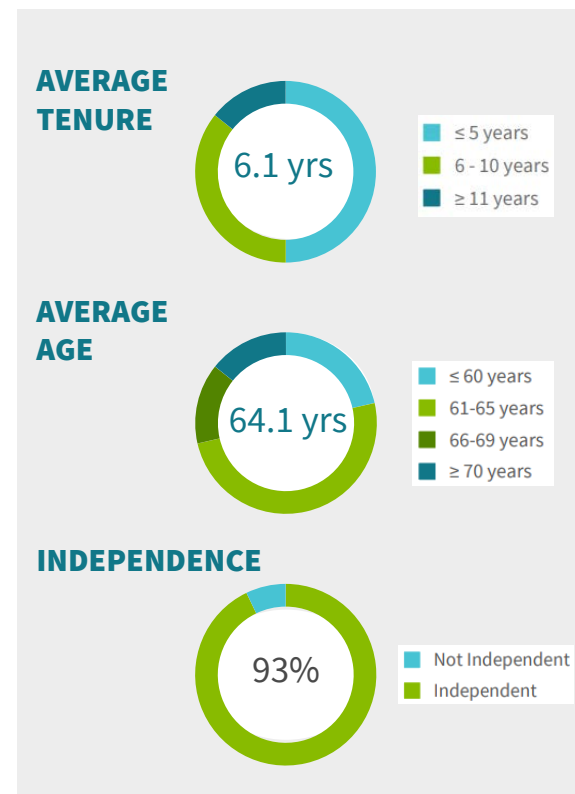
- **Engaging with our internal and external stakeholders** to understand their priorities and expectations
- **Collaborating across our Finance, Legal, and Internal Audit functions** to strengthen the control environment for our voluntary disclosures, including data quality processes
- **Leveraging internal expertise** in report development via a cross-functional, multi-stage review process that incorporates management- and Board-level guidance
- **Aligning our voluntary and mandatory disclosures**, as well as monitoring regulatory and legal developments at the state and federal levels to help maintain such alignment, to promote clear communication

Our most recent mission-related disclosures are available on Regions' website at regions.com/about-regions/our-shared-value-approach.

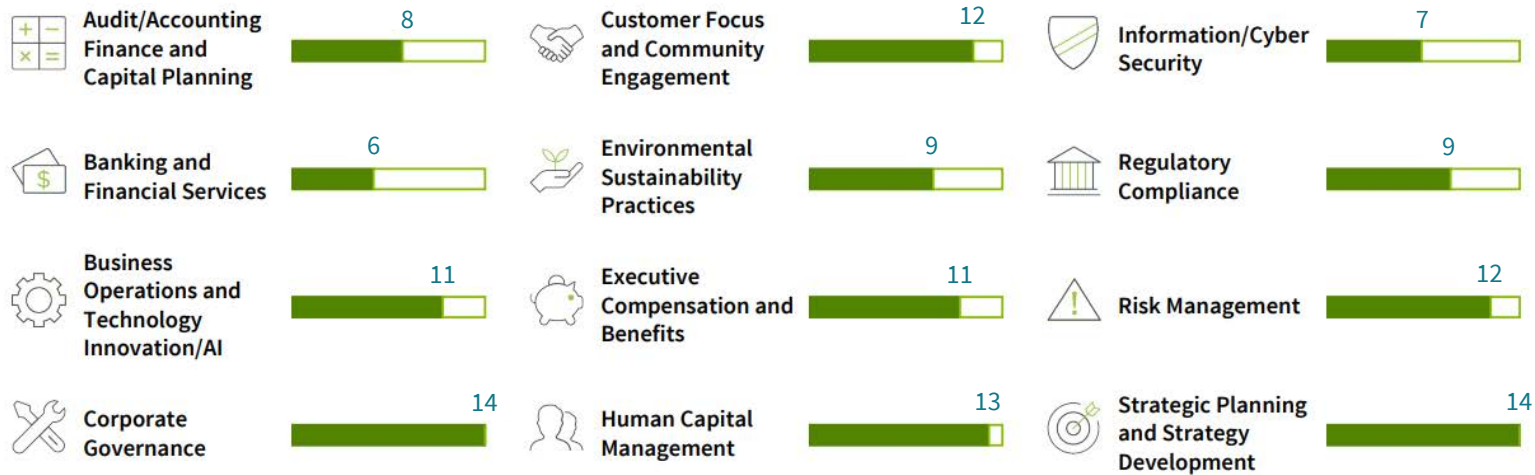
Board Composition

Regions' Corporate Governance Principles provide that the Board will seek members who combine a broad spectrum of experience and expertise with a reputation for integrity. The NCG Committee selects candidates who possess the highest personal and professional ethics, integrity, and values, and candidates must be committed to representing the long-term interests of Regions' shareholders. Directors should have experience in positions with a high degree of responsibility, serve as leaders in the companies or institutions with which they are affiliated, and be selected based upon contributions they can make to the Board and the Company. The following provides a high-level overview of the 14 Directors comprising Regions' Board as of March 3, 2025:

Name	Age (yrs.)	Indep.	Tenure (yrs.)	Primary Industry Expertise	No. Public Co. Boards	Gender	Minority
Mark A. Crosswhite	62	✓	2	Energy	1	M	
Noopur Davis	63	✓	2	Technology	1	F	✓
Zhanna Golodryga	69	✓	6	Energy	1	F	
J. Thomas Hill	65	✓	2	Manufacturing	2	M	
Roger W. Jenkins	63	✓	<1	Oil and Gas	1	M	
Joia M. Johnson	64	✓	3	Consumer Products, Manufacturing, and Retail	3	F	✓
Ruth Ann Marshall	70	✓	13	Financial Services	3	F	
James T. Prokopanko	71	✓	8	Chemicals, Mining, and Agriculture	3	M	
Alison S. Rand	57	✓	1	Financial Services	2	F	
William C. Rhodes, III	59	✓	1	Retail	2	M	
Lee J. Styslinger III	64	✓	21	Manufacturing and Transportation	2	M	
José S. Suquet	68	✓	8	Insurance	1	M	✓
John M. Turner, Jr.	63	CEO	6	Financial Services	1	M	
Timothy Vines	59	✓	6	Healthcare and Insurance	1	M	✓



The NCG Committee strives for the Board to reflect a range of talents, ages, skills, backgrounds, and expertise sufficient to provide sound and prudent guidance and oversight with respect to Regions' operations and strategy. In addition to the items specified in the Corporate Governance Principles, the NCG Committee considers the technical and professional skills that Directors have gained through their professional and leadership roles. Based on information provided in response to our 2024 year-end Director questionnaires, the following graphs highlight the number of Directors with considerable or extensive experience in areas critical to Regions' operations:



Refreshment

The Board and NCG Committee maintain a robust refreshment and recruitment process in which Directors focus on identifying, considering, and evaluating potential candidates based on the Board’s current and expected needs. The NCG Committee has a variety of tools at its disposal to evaluate the need for refreshment at any given time, including the results of the Board’s self-evaluation process; point-in-time statistics; the Board Skills and Composition Matrices; and a refreshment timeline that is reviewed and updated regularly. Over the last several years, the NCG Committee has spent considerable time focusing on intentional, long-term Board refreshment, which we believe has resulted in a Board that is well-balanced, fully engaged, and equipped to provide sufficient guidance and oversight with respect to Regions’ operations and strategy.

Identification	The NCG Committee reviews candidates identified by independent Directors; an independent search firm; associates and management; shareholders; and self-recommendations, among other sources.
Assessment, Interviews, and Discussions	The NCG Committee considers each candidate’s qualifications and attributes in light of Board needs; due diligence research conducted on the candidate; the candidate’s independence; input from other Directors following interviews with the candidate; and the candidate’s other commitments.
Recommendation and Appointment	Upon the recommendation of the NCG Committee, the Board determines whether to appoint the candidate and optimal Board committee placement.
Onboarding	Regions’ comprehensive onboarding program involves a combination of presentations, meetings with management, and Director mentorship.

Shared Value in Action

*In 2024, Regions’ Board appointed **two new Directors**: Bill Rhodes, the Executive Chairman of AutoZone, and Roger Jenkins, the retired CEO of Murphy Oil Corporation.*



Bill Rhodes



Roger Jenkins

Read more about Mr. Rhodes’ appointment [here](#) and Mr. Jenkins’ appointment [here](#).

Self-Evaluations

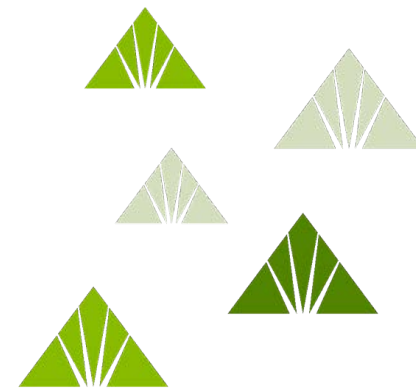
Each year, the NCG Committee oversees the self-evaluation process for our Board, its committees, and individual Directors. This process ensures the Board and its committees are functioning effectively to create shared value for the Company's stakeholders, and the results are considered when determining the slate of Director nominees for each annual meeting. The self-evaluation program assesses the Board's and committees' performance in areas such as Board composition and refreshment, Board and committee oversight and ability to carry out their responsibilities, oversight of corporate strategy, and interactions between the Board and management and key stakeholders. Elements of this process include:

- Continual enhancements
- Electronic evaluation questionnaire
- Detailed reporting and analysis
- 1-on-1, committee, and full Board discussions
- Focus on outcomes
- Ongoing evaluations throughout the year

At Regions, our Directors believe that appropriate Board refreshment, accompanied by meaningful annual Director evaluations that include frank dialogue, creates an environment where Board members are independent, engaged, and productive and have the relevant experience and expertise to oversee Regions as it executes on its strategy. In an effort to pursue continuous improvement of our governance practices, we integrated our existing self-evaluation process into a web-based platform in late 2024. With the oversight of the NCG Committee, we utilized electronic questionnaires and engaged a third-party board advisory service to assist in compiling, assessing, and interpreting Director feedback. This shift to an electronic questionnaire provided an opportunity to modernize the evaluation process while creating more constructive and actionable outcomes.

Leadership Structure

The Board carefully considers its leadership structure and composition in consultation with the NCG Committee as part of the ongoing refreshment and succession planning process. To ensure independent and effective Company oversight, the Board determines its leadership structure based on the requirements of the New York Stock Exchange (NYSE) listing standards, our Corporate Governance Principles, corporate governance trends and expectations, and an assessment of current needs. The Board believes an appropriate leadership structure includes a substantial majority of independent Directors with a broad range of characteristics, backgrounds, and experiences; extremely capable and independent standing Committee Chairs; and strong independent leadership provided by either an independent Chair or a Lead Independent Director. The latter is intended to accommodate different approaches based on the Board's evaluation of the best interests of the Company and its stakeholders at any given time, as the Board believes its approach to risk oversight is effective under various leadership structures.



Board Committees in 2024

AUDIT COMMITTEE

<p>Chair: José Suquet⁽¹⁾</p> <p>Members: Mark Crosswhite Alison Rand⁽¹⁾ Bill Rhodes⁽¹⁾ Tim Vines⁽¹⁾</p> <p>2024 Meetings: 9 (plus 1 joint meeting with Risk)</p> <p><small>(1) - Audit Committee Financial Expert</small></p>	<p>In 2024, the Audit Committee continued its oversight of the Company's financial statements and the financial reporting process, including matters related to internal accounting and financial controls. The Chair meets regularly with the leadership team from internal audit, executives, and other members of management, as well as our independent auditing firm, to preview meeting topics and materials and to gain valuable insight into the scope and results of audit activities.</p> <p>Also during 2024, the Audit Committee members benefited from educational sessions provided to the full Board that have facilitated the Committee's oversight of current and emerging matters. These sessions covered topics such as the state of the banking industry, balance sheet hedging, cybersecurity, Regulation O, BSA/AML and OFAC regulations, as well as annual trainings on corporate security and the Code of Conduct. Additionally, the Audit Committee received regular updates on critical accounting estimates, including the allowance for credit losses, fair value measurements, intangible assets including goodwill, residential mortgage servicing rights, and income taxes.</p> <p>The Audit Committee's composition is strong, consisting of members who bring valuable experience to the Committee, including Ms. Rand's and Mr. Rhodes' significant financial and accounting backgrounds and Mr. Crosswhite's, Mr. Rhodes', and Mr. Vines' experience as chief executives. Their skills and perspectives further contribute to an Audit Committee that is well-positioned to provide robust oversight of the Company's financial reporting and audit processes, while ensuring the Company is prepared to respond to and manage risks and regulatory developments in 2025 and beyond.</p>
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COMPENSATION AND HUMAN RESOURCES COMMITTEE

<p>Chair: Joia Johnson</p> <p>Members: Tom Hill Ruth Ann Marshall Bill Rhodes Tim Vines</p> <p>2024 Meetings: 6 (plus 1 joint meeting with Risk)</p>	<p>Over the past year, the CHR Committee oversaw the Company's executive compensation and human capital management efforts. The Committee worked with management to review the Company's compensation plans and establish corporate performance incentive goals that support the Company's strategy and directly impact executive compensation. The Committee believes that 2024 incentive compensation outcomes nicely aligned with the Company's strong performance for the year. The Committee also continued its oversight of total rewards, corporate culture, talent management, management succession planning, and associate conduct. In addition, the Committee oversaw the preparation of the 2025 Long Term Incentive Plan and associated proposed share authorization, which was submitted to shareholders at the 2025 Annual Meeting of Shareholders, and enables the Company to provide equity-based incentives intended to align the long-term interests of associates and non-management Directors with those of our shareholders.</p> <p>The Committee was pleased to welcome Mr. Rhodes to the Committee in 2024, whose significant experience as a chief executive has allowed him to fully engage in his first year of service to the Committee. Overall, the members' wide-ranging skills and experiences continue to bring distinct perspectives to the Committee's responsibilities and the Company's compensation programs as it oversees management's progress towards the Company's compensation and human capital goals.</p>
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NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Chair:

Ruth Ann Marshall

Members:

Mark Crosswhite
Tom Hill
Joia Johnson
Jim Prokopanko

2024 Meetings:

5

The last year has presented many challenges for governance committees, as the need to monitor the governance landscape and balance the varying perspectives of many stakeholders emerged as critical priorities for companies. In this respect, it is important that Regions employ corporate governance practices that align with Regions' strategy and its mission to create shared value for its stakeholders. Due to many years of strategic and intentional Board refreshment, led by the NCG Committee, the Board is well-positioned to oversee the Company's response to these challenges.

The NCG Committee welcomed Mr. Hill as a member in 2024 and has benefited from his commitment to governance practices that support Regions' mission. To support actionable feedback, the Committee also oversaw the implementation of electronic questionnaires as an enhancement to the Board's self-evaluation program. Facilitated by aggregated reporting and detailed analysis of Director responses, Directors were able to more effectively highlight what was done well, alongside opportunities for future improvement of Board practices. The Committee looks forward to building on this initiative in 2025. With support from members of management, who remain focused on staying ahead of the evolving governance landscape, the NCG Committee is confident in its abilities to effectively execute its oversight responsibilities in any environment.

RISK COMMITTEE

Chair:

Jim Prokopanko

Members:

Noopur Davis
Zhanna Golodryga
Roger Jenkins
Lee Styslinger
José Suquet⁽²⁾

2024 Meetings:

4 (plus 1 joint meeting with Audit and 1 joint meeting with CHR)

(2) - Risk Mgmt. Expert

In Mr. Prokopanko's first year as its Chair, the Risk Committee oversaw management's strong progress towards the Company's risk management goals. During 2024, the Committee effectively monitored parameters and tolerances for risk-taking by the Company to ensure alignment with its established risk appetite. Following the turmoil in the banking industry in early 2023, the Risk Committee has remained focused on ensuring that Regions is effectively managing market and liquidity risk exposures. The Committee has continued to provide oversight of credit risk in response to economic headwinds, particularly for portfolios of heightened risk, and monitored capital adequacy, enterprise compliance, cybersecurity and financial crimes (including fraud and BSA/AML/OFAC), and the overall internal control environment.

Notwithstanding these significant risks, the Risk Committee also effectively monitored other key risks to the Company, including, among others, heightened regulatory compliance scrutiny and evolving regulations, core infrastructure modernization, asset/liability management, business resilience, model performance, customer complaints, and third-party risk management. Further, the Risk Committee monitored the ongoing integration of acquisitions in alignment with the Company's enterprise risk management framework and preparations to meet resolution planning requirements.

The Risk Committee will continue to work with management and outside experts with the goal of ensuring prudent and effective risk oversight within the fast-paced and ever-changing financial services industry.

TECHNOLOGY COMMITTEE

Chair:

Zhanna Golodryga

Throughout 2024, the Technology Committee continued to oversee and support key transformation and modernization efforts at Regions, as well as several strategic organizational changes to align to the business and modernize the structure of the Technology organization, all while remaining focused on technology trends and their potential impact on Regions.

Members:

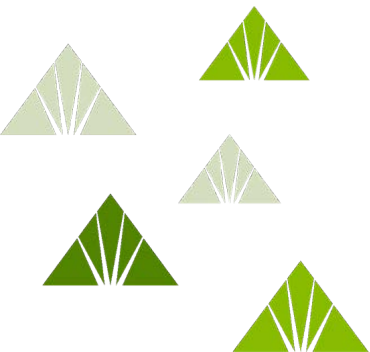
Noopur Davis
Roger Jenkins
Alison Rand
Lee Styslinger

The Committee continued to oversee the collective efforts of the Transformation Office, the Technology Group, and the business groups toward delivering on core deposits and lending modernization outcomes, as well as omnichannel, personalization, and other innovative capabilities that can be leveraged more broadly by the enterprise. In connection with these projects and others, the Committee reviewed and approved related investments, oversaw the management of internal resources, and provided guidance with respect to Regions' change management efforts. In coordination with the Risk Committee, the Technology Committee also closely monitored activities and risks associated with information technology and security, including cybersecurity and data privacy.

2024 Meetings:

5

In January 2025, the Technology Committee was pleased to welcome new Board member Roger Jenkins to the Committee, and we are already benefiting from Roger's insights. Throughout the year, the Committee will remain focused on providing oversight with respect to the overall role of technology in executing business strategy and Regions' enterprise business transformation.



Risks and Opportunities

Risk Management and Compliance

Regions' mission and business strategy are based on the concept of shared value — what we do as a business should benefit both our Company and our stakeholders. This commitment to shared value requires effective management of financial and non-financial risks and opportunities, which aligns with our long-held strategic priority to enhance risk management. Our Risk Management Framework outlines our approach for managing risk, which includes four components:



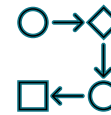
Collaborative Risk Culture

A strong, collaborative risk culture demonstrated by our values, attitudes, and behaviors is fundamental to our Core Values and operating principles. A healthy risk culture must be in place to drive the execution of our approach to risk management, which is ultimately evidenced by prudent risk-taking within the bounds of our risk appetite, supported by sustainable risk processes and overseen through responsible risk governance. Sustaining a collaborative risk culture is critical to our success and is a clear expectation of executive management and the Board of Directors.



Sound Risk Appetite

Regions is in the business of taking and managing risks. Accurately identifying and documenting the types and levels of risk that we as a business are willing to take to achieve our strategic objectives and business plans — our risk appetite — is vital to the Company's sustainability and profitability. Our risk appetite must stay within the bounds of the Company's risk capacity, which is the maximum amount of risk (for all types of risk) that Regions is able to support in pursuit of its business objectives before it breaches regulatory constraints (e.g., solvency or liquidity requirements) or other stakeholder constraints (e.g., pension obligations). The risk appetite must also be consistent with Regions' mission and values.



Sustainable Risk Processes

Regions' overarching risk management cycle, known as IMMMR (Identify, Measure, Mitigate, Monitor, and Report), serves as a foundation that our associates leverage to successfully manage risk, thus protecting the interests of all stakeholders. It is the responsibility of every associate to review and understand their role in each component of the risk management cycle.



Responsible Risk Governance

Our risk governance framework aids in the prudent pursuit of the Company's strategic objectives through monitoring of performance and evaluation of risk and reward. It is designed to align the interests of the Board and management with those of our shareholders and to foster integrity throughout the Company. Our risk governance framework establishes oversight responsibilities for the risks we face and the activities that we perform to mitigate these risks. Additionally, it provides a robust challenge process, which allows for transparency and action.

Clearly defined roles and responsibilities are critical to the effective management of risk. This clarity helps to ensure differentiation of activities across the Three Lines of Defense and between organizational units, which include Front Line Units, Enterprise Support Units, Risk Management, and Assurance Functions. The 1st Line of Defense refers to associates, activities, and processes designed to generate revenue, reduce expense, and/or provide operational support or servicing, including technology services, to any organizational unit or function. The 2nd Line of Defense refers to the associates responsible for the development and deployment of enterprise tools and processes designed to identify, measure, monitor, or assess aggregate risks of the Company. The 3rd Line of Defense refers to organizations and activities designed to independently evaluate the adequacy of, and compliance with, policies, standards, programs, procedures, and processes.

Financial Crimes Risk Management

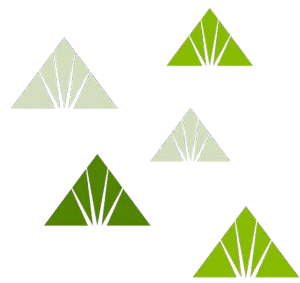
Financial Crimes Risk Management at Regions includes BSA/AML, OFAC, and ABAC compliance oversight. Regions is committed to complying with both the letter and the spirit of the laws and regulations that govern sanctions and prohibit money laundering, terrorist financing, bribery and corruption, and other financial crimes. We continuously review our Financial Crimes Risk Management policies and procedures and update them as needed. Regions remains committed to ensuring not only that all our policies and procedures fully comply with rules and regulations, but also that these policies and procedures are clearly communicated and accessible to our associates.

Our comprehensive, company-wide, Corporate BSA/AML and OFAC Programs consist of corporate policies and standards applicable to all Regions associates, management, affiliates, subsidiaries, and business units. The Corporate BSA/AML and OFAC Policies and Standards, as well as Business Unit BSA/AML/OFAC Procedures are posted on our intranet site. Additionally, as part of our effort to ensure that the BSA/AML and OFAC Programs are widely understood and observed, we track participation in Regions' mandatory BSA/AML/OFAC training programs. We also provide targeted, supplemental training for associates in certain positions.

BSA/AML and OFAC risk governance are accomplished through formal oversight by the Board and its Risk Committee, which approve both the BSA/AML and OFAC Programs. The Risk Committee receives reports related to BSA/AML and OFAC from management on at least a quarterly basis. We also have a Financial Crimes Risk Management Department responsible for BSA/AML, OFAC, and ABAC Compliance oversight, an operational Financial Crimes Unit within Operations and Technology, a Corporate BSA/AML Officer, an OFAC Officer, an ABAC Officer, and a BSA/AML and OFAC Committee (BAOC), which is a management-level special purpose committee intended to oversee and monitor the effectiveness of the controls and processes in place to identify, measure, mitigate, monitor, and report on BSA/AML, OFAC, and ABAC risks.

The effectiveness of the BSA/AML and OFAC Programs, as well as associates' adherence to the requirements of these programs are subject to ongoing testing by our Internal Audit division. Regions is also subject to periodic BSA/AML- and OFAC-focused regulatory examinations. Our Board and senior management receive regular reports on regulatory submissions filed by Regions as required by various laws and regulations and by our BSA/AML and OFAC Programs.

Individual recognition and accountability are paramount to the success of our BSA/AML and OFAC Programs. Accordingly, Regions has a program that is administered by our Corporate Security Department, with oversight by the BAOC, to reward associates for exceptional efforts in monitoring and referring potentially suspicious activity. Additionally, adherence to the requirements of the BSA/AML and OFAC Programs is built into associates' performance evaluations.



Empowerment Through Innovation

Banking Your Way

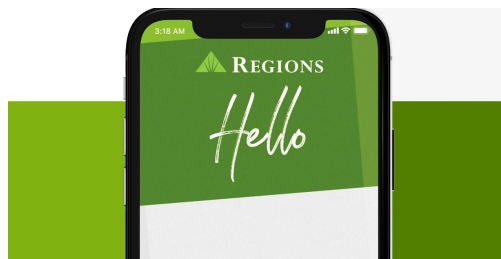
Our approach seeks to make banking easier for our customers and ensure that they know about the services and options available to them. Our bankers focus on educating customers — both new and existing — about what we offer digitally and showing them how to use our services on their mobile device, online, or at our ATMs.

Options for customers to bank their way include:

- In-branch banking
- Online and mobile applications
- ATMs
- By phone through our Contact Center
- Chat

Our approach is designed to capitalize on opportunities that arise every day in our branches, using these opportunities to show customers more efficient and convenient ways to meet their needs. For example, instead of simply offering to process a transaction request for a customer, our bankers will show the customer options on how to handle those types of transactions more quickly and easily, such as taking the customer through the steps of depositing a check with the Regions Mobile App.

Newly designed branches do away with teller lines and instead use private workstations to allow bankers to engage in more personal conversations with customers, including discussions about their financial goals and how Regions can help them achieve those goals. The Consumer Banking Group's new hire training program provides learning solutions that prepare bankers to help customers make better financial decisions through consistent advice, guidance, and education. This series includes training on providing personalized recommendations that align with customers' needs and aspirations. Regions' digital capabilities are featured prominently in the holistic view of understanding and meeting customer needs, which is imperative given consumers' increasing engagement in technology-driven transactions. We believe teaching our bankers to use technology enhances the value of a personal, trusted relationship between the customer and banker. This training program equips bankers to meet customers' needs, both today and in the future.



Digital Acceleration

Investing in digital capabilities is another way we seek to make banking easier for our customers. Numerous enhancements to our mobile platform that we have implemented over the last several years have enabled us to deliver more innovative features and functionalities. As a direct result of these investments, our digital users are up 1.3 percent from last year, with 3.4 million active digital customers and nearly 1.4 billion digital logins in 2024. Additionally, 2024 active mobile users were up 2.2 percent compared to prior year, and Regions finished the year with a mobile app rating at 4.8¹ out of 5.

Shared Value in Action

*Regions was recognized by FORTUNE as one of **America's Most Innovative Companies for 2024**, selected based on product innovation, process innovation, and innovation culture. [Read more here.](#)*

*Regions ranked first among regional banks in J.D. Power's **2024 U.S. Online Banking Satisfaction Study**. The study measures overall satisfaction with the features and content of online properties based on navigation, speed, visual appeal, and information/content. [Read more here.](#)*

¹Rating is for the Apple® iOS version of the Regions Mobile app only.

Information Security

As a company that deals with large volumes of sensitive customer information and financial transactions, Regions treats cybersecurity risk as a key operational risk within its enterprise-wide Risk Management Framework. As part of this framework, Regions utilizes the "Three Lines of Defense" concept to clearly designate risk management activities within Regions, and this concept is applicable to cybersecurity risk. To manage cybersecurity risk, Regions has designed and implemented an Information Security (IS) Program that is led by our Chief Information Security Officer, who has close to two decades of experience in the cybersecurity field, including leadership roles at multiple financial services organizations. The IS Program includes information security policies, procedures, and controls designed to prevent, detect, limit, and respond to cyberattacks or other similar incidents which might impact Regions' technologies, systems, and networks. Regions' IS Program is designed and implemented to substantially align with standards promulgated by the National Institute of Standards and Technology (NIST). The Information Security Policy establishes technical, administrative, and physical control directives that are

implemented to protect informational assets from reasonably foreseeable risks and threats. The IS Program is supplemented by cybersecurity operations that protect the integrity and availability of information systems. Regions' Third-Party Risk Management (TPRM) function also conducts due diligence and ongoing oversight of Regions' third-party vendors. Regions maintains a Cyber Incident Response Plan, which is part of broader business continuity planning and the Crisis Management Program, to help the Company respond to a possible data breach.

Regions engages with external experts and advisors, as needed, to review, enhance, and support our IS Program. For example, third parties may be used to assist in the event of a breach or to mitigate certain threats to Regions' environment. Internally, Regions regularly provides associates with cybersecurity training and education. To bolster these practices, Regions maintains cybersecurity insurance, which is reviewed annually, to cover potential financial losses from cyber events. In addition, Regions participates in information sharing organizations to gather and share information with peer banks and other financial institutions to better prepare and protect its information systems from attack, as well as topics including fraud.

Business Resilience

Business resilience and contingency planning are integral components of our operations. Regions is committed to supporting our customers and associates by providing essential business and technology services, minimizing disruptions of service, ensuring timely resumption of service, and limiting related losses in times of crisis.

Regions' Business Resilience (BR) Program facilitates a process that aligns with regulatory requirements of the Federal Financial Institutions Examination Council (FFIEC). The BR Program is supported by our BR Policy and BR Framework, which provide for resilience planning and emergency management (e.g., planning to continue operations during a loss of associates, facilities, critical systems, and key third parties), and our Pandemic Response Guide, which seeks to protect associates and customers during a pandemic while maintaining normal operations when possible.

Our Crisis Management Team ensures efficient triage, evaluation, communication, mitigation, and response to significant events and incidents that could impact the Company or our customers. The crisis team is supported by Crisis Management Response Guides that describe planned response activities for crises originating from different sources. The BR Program, BR Policy, BR Framework, and Pandemic Response Guide, along with the overall work of the Crisis Management Team, are overseen by the Board's Risk Committee.

In addition to enterprise-wide efforts, all Regions' business units are responsible for developing and maintaining their own business continuity plans protecting critical business functions in the face of business interruptions related to local events such as weather. The BR Team within Cloud Engineering and Infrastructure assists these business units in developing their business unit-specific continuity plans. Lastly, the BR team coordinates with application system owners to ensure that plans are developed for recovering Regions' systems. Yearly testing is performed to ensure these systems can recover to Regions' secondary data center.

Data Privacy

Data privacy is critical to the collection and use of our customers' and associates' personal information for business purposes. Our Privacy Policy states our commitment to controlling and mitigating privacy risks. In addition, the [Regions Privacy Pledge](#) (or "privacy notice") is to be provided to all customers upon establishing a new consumer relationship or account with Regions. It explains how we collect, use, and share information. The Privacy Pledge also provides customers with instructions on how they can limit certain types of information-sharing. We post the Privacy Pledge, along with other helpful privacy, security, and fraud prevention resources, on our website.

These privacy programs and policies are overseen by the Enterprise Privacy Compliance Department. The Office's main objectives include effective, annual associate training; establishment of the Privacy Policy; oversight of our adherence to legal and regulatory requirements; and prompt escalation of privacy issues and incidents for attention and resolution.



Responsible Use of Artificial Intelligence

Regions believes there are certain aspects of banking that should never change: trust, security, service, value, and convenience. At the same time, however, banking should constantly evolve in ways that better meet — and even anticipate — individuals' needs. One of the ways that Regions is tackling this dual challenge is through investing in, building, and using artificial intelligence (AI) solutions to help ensure a more consistent, efficient, and secure banking experience for our customers. We utilize AI solutions to help us perform multiple important functions, such as protecting our customers from fraud, connecting customers with the products and services that will best suit their needs, and developing an “AI-ready” workforce. The importance of these resources only underscores the need to use them in a responsible way. Regions makes it a priority to use AI in a manner that is consistent with our values as an organization, and, as a result, the responsible use of AI receives significant attention at Regions.

To demonstrate our commitment to practicing responsible AI, we have developed and adhere to a set of “Guiding Principles for the Responsible Use of AI at Regions”, which includes our SAFEST principles. SAFEST, an acronym representing Soundness, Accountability, Fairness, Effectiveness, Security and privacy, and Transparency, is the set of foundational principles guiding our responsible development, deployment, use, and monitoring of AI systems at Regions.

Soundness - Prioritizing the comprehensive design, development, and validation of AI systems to ensure they are robust and meet business objectives

Accountability - Clearly defining roles and responsibilities for all AI-related activities within the organization to establish accountability and oversight

Fairness - Upholding fairness in AI-driven decisions

Effectiveness - Evaluating the effectiveness of AI systems based on measurable outcomes that align with business objectives and goals

Security and privacy - Implementing stringent security measures to safeguard sensitive information and ensure data integrity. Privacy values guide choices for AI system design, development, and deployment

Transparency - Having transparency in AI systems by providing clear explanations of decision-making processes, open communication about capabilities and limitations, and accessible information on algorithms and data sources

The SAFEST principles apply to all AI systems implemented at Regions, both those built in-house, as well as those procured or accessed from external vendors and third parties.

SAFEST is informed by applicable laws, standards, regulations, and guidance, including NIST’s AI Risk Management Framework.

By adhering to SAFEST, and through active participation in the U.S. AI Safety Institute Consortium — of which Regions became a founding member in January 2024, unique among its peers — Regions aims to harness the potential of AI while proactively mitigating risks.

Regions pairs its commitment to innovative and responsible AI use with a focus on strong AI governance. Our “Integrated AI Risk Management Framework” formalizes Regions’ commitment to adhering to the SAFEST principles by connecting relevant policies and procedures to ensure a cohesive risk management approach that encompasses the distinctive characteristics and risks of AI. This approach includes effective oversight, reporting, and controls to ensure successful execution against the Framework. To facilitate oversight, the Framework outlines a cross-functional AI Risk Working Group along with multiple management-level committees who work together to mitigate the risks inherent in developing, deploying, using, and monitoring AI systems, including but not limited to operational, compliance, legal, strategic, and reputational risks.

Environmental Risk Management

Effective governance driven by shared value entails both addressing the risks that our Company faces, as well as capitalizing on opportunities we identify. This inherently necessitates monitoring for any significant environmental risks and opportunities related to our business.

Accordingly, as environmental considerations continue to evolve, we maintain our Risk Management Framework in a way that properly captures and addresses these risks in line with our broader strategic goals. We identify any environmental risks in our Risk Inventory and address them in accordance with our existing enterprise-wide framework of risk management tools and programs, which facilitates responsible decision-making regardless of the underlying risk stripe(s) where they might arise. For example, severe weather events across our footprint may drive operational risk; our approach allows us to manage the risks related to these events in a manner consistent with other operational risks. The dynamic impacts and relevance of these factors — both now and in the future — necessitate ongoing, cross-functional monitoring.

To that end, we maintain a program-led portfolio of initiatives to continue advancing our risk management understanding and practices. These initiatives are informed by feedback from our stakeholders, industry best practices, and legal and regulatory activity requirements, among other inputs. Cross-functional leaders meet regularly to discuss prioritization, progress, and the ever-changing landscape surrounding these topics. These efforts include:

- Continuing to monitor the impacts of natural hazard trends and the potential impact to our assets and overall portfolio through geospatial analysis
- Monitoring the development of state- and federal-level regulatory obligations related to environmental risk and related reporting as part of our broader compliance risk management
- Discussing emerging risks arising from insurance industry trends that might impact our customers, communities, associates, and operational business resilience
- Monitoring adoption of credit policy enhancements to strengthen environmental risk management in the underwriting process

- Exploring data needs and maturing methods and data capture to improve our risk insights for internal reporting and leadership awareness (e.g., capturing building square footage and engineering data to assess physical risk implications)
- Participating in topical discussions and knowledge-sharing on industry best practices with groups such as the Risk Management Association, Partnership for Carbon Accounting Financials (PCAF), Bank Policy Institute, American Bankers Association, Consumer Bankers Association, Commercial Real Estate Finance Council, International Association of Credit Portfolio Managers, and Urban Land Institute
- Selectively maturing our scenario analysis capabilities to assess physical and transition risk, including guided discussions with internal and external scenario design and economic experts to pilot pragmatic enhancements
- Promoting internal awareness around environmental risks and opportunities, including regulatory expectations and industry best practices
- Continuously improving the efficiency and scope of our customer-level physical and transition risk and opportunity due diligence to help our customers achieve their strategic objectives



Scenario Analysis

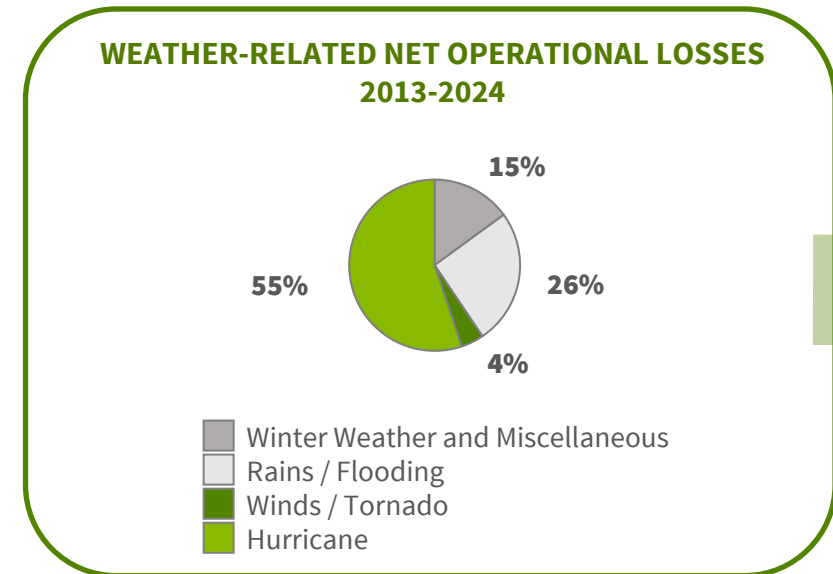
As an existing risk management practice, Regions utilizes scenario analysis, which is a systematic process to explore the uncertainty inherent in various risks and to evaluate the potential impacts. We continue to improve our scenario analysis data and methodologies so that we may remain well-positioned with regard to developing industry standards in risk and opportunity identification, as well as dynamic policy developments.

Considering the uncertainty and the longer time horizons associated with climate-related risks, we have leveraged scenario analysis to frame our climate change risk assessments and have incorporated this as a recurring exercise within our risk management programs. Applying a set of hypothetical climate scenarios that depict different potential future states, Regions assessed the possible impacts to the Company over different time horizons. Regions continues to use industry-leading scenario frameworks that include different transition paths representing various scenario assumptions and timeframes. These scenarios are consistent with the scenarios selected by Regions in previous years and reflect varying transition pathways, including the nature and timing of hypothetical policy and other assumptions. These scenarios do not represent Regions’ expectations but have been constructed to assist in the evaluation of potential impacts across a broad range of potential outcomes.

Impact of Weather-Related Physical Risks on Our Business

When evaluating Regions’ own business operations, acute and chronic physical risks primarily impact operational risk areas for business operations and continuity, including physical and human resource management and third-party vendor/supply chain management. These operations-related topics are well-managed through Regions’ existing risk management programs as outlined in the Risk Management Framework.

Types of Climate-Related Risk	
<p>Transition Risk</p> <p>Risk associated with the transition to a lower-carbon economy, which may manifest legally, technologically, or through the market</p> <p><i>Examples:</i> new/updated policies and regulations; new technologies; changes in consumer preference</p>	<p>Physical Risk</p> <p>Risk associated with the physical effects of climate change, which may be acute (single events) or chronic (more gradual changes)</p> <p><i>Examples:</i> hurricanes, wildfires, and tornadoes (acute); sea-level rise (chronic)</p>



Summary Findings

- Weather-related operational losses averaged \$3.5 million per year between 2013 - 2024, with approximately 55% of those losses being hurricane-related.
- We continue to utilize our internally-developed geospatial and data analytics tools to evaluate natural hazard impacts to various aspects of our operations, such as affected branches, corporate facilities, associates, and third-party vendor locations.
 - In addition to sea-level rise projections, Regions continues to leverage the Federal Emergency Management Agency’s (FEMA) **National Risk Index** (NRI) data to evaluate assets across eighteen natural hazards in its geospatial data and analytics methodology.
 - Based on FEMA’s NRI data, tornadoes and lightning have the highest potential to impact our footprint’s branches, critical facilities, and associates.

Takeaways and Next Steps

- Continue investment in technology and digitalization as risk mitigating tools.
- Continue to monitor and assess the community and lending impacts of branch location decisioning when integrating weather-related impacts into the decision models, as well as incorporating geospatial data and analytics enhancements and climate change elements into business resilience assessments.
- Continue monitoring weather events' impacts to operational losses and insurance premiums.
- Continue gathering data to improve risk evaluations (e.g., locations of third-party suppliers' critical facilities).

Impact of Physical Risks on Our Real Estate Portfolios

In recent years, Regions has assessed the physical risk of sea level rise to our real estate portfolios under various scenarios and determined that risk to be low in the short, medium, and long terms. This assessment is subject to change as our analysis capabilities continue to mature, the composition of our real estate portfolios changes, and the industry's understanding of the financial implications of climate phenomena progresses.

While remaining mindful of long-term, "chronic" physical risks like sea level rise, Regions also continues to be vigilant of near-term, "acute" physical risks to the portfolio. Because a significant portion of our operations is located in areas of the United States that are susceptible to hurricanes, tornadoes, flooding, and other natural phenomena, Regions has experience in handling the risks presented by these events while supporting our customers. When acute phenomena like hurricanes or wildfires occur, Regions utilizes geospatial and other tools to monitor situations as they unfold. We scope the impact zone and conduct outreach to our customers to understand their circumstances and offer assistance where needed.

Utilizing publicly available datasets, we regularly assess our portfolio exposure to different hazards, including but not limited to tornadoes, hurricanes, lightning, wildfire, and riverine and coastal flooding. We have also explored the potential impacts of non-weather-related events, such as the possibility of earthquakes in the New Madrid Seismic Zone, in the Southern and Midwestern United States. These analyses inform our views regarding relevant mitigants of acute physical risks, the most important of which is insurance, which has been highly effective in mitigating physical risk to bank portfolios. We have conducted analyses of our exposures in areas where the insurance market is experiencing significant changes in price or availability, and we regularly discuss these observations and continuous improvement opportunities in governance forums.

We are confident that our strong risk management practices, including scenario analyses and appropriate insurance requirements and monitoring, work together to keep our overall exposure to physical risks low. Regions closely observes the dynamic insurance landscape across the markets we serve so that we can continue to mitigate physical risks and operate safely and soundly. We also continue to follow emerging best practices in the analysis of physical risks, including new datasets, models, methodologies, and other risk management tools.

Shared Value in Action

*In January 2024, tornadoes impacted people and businesses in northwest Florida and parts of Alabama, Georgia, and South Carolina. In October, parts of the Regions footprint were ravaged by Hurricane Helene and Hurricane Milton. From **grant funding to disaster-recovery financial services**, Regions Bank and the Regions Foundation launched a comprehensive community response to each of these severe weather events.*



More information about Regions' response to the January tornadoes is available [here](#). To read more about Regions' hurricane relief efforts, please visit [here](#), [here](#), and [here](#).

Next Steps

- Continue supporting our customers in the achievement of their strategic goals.
- Explore emerging datasets, models, methodologies, and other risk management tools to assess the impact of acute and chronic physical risks on our real estate and other portfolios.
- Continue monitoring weather-related and other physical risk events to understand the impact to our portfolios and assist our customers.
- Enhance our geospatial capabilities to expand the assessment of physical risks on relevant portfolios.
- Monitor the dynamic insurance market, including issues of affordability and availability.
- Maintain awareness of industry standards in physical risk mitigation strategies to ensure safe and sound operation.

Impact of Transition Risks on Our Commercial and Industrial (C&I) Portfolio

As part of the analysis of transition risks in our portfolio, Regions continues to expand its capabilities and techniques to provide additional insights. In conjunction with the selected scenarios, Regions leverages an internal, qualitative assessment of transition risk at the North American Industry Classification System (NAICS) code level to develop portfolio, sector, and industry views of potential incremental expected losses under various scenarios, assuming a portfolio composition similar to that of the present state. This internal NAICS assessment is refreshed on a regular basis.

As a general proposition, we have found that as risk layers accumulate, probabilities of default rise even in the absence of hypothetical transition stress. Consequently, our scenario analysis process contemplates that as transition stresses manifest, risk layer accumulation could incrementally impact those stresses. We believe that the inclusion of these stressors in our scenario analysis provides nuanced differentiation in the potential impacts of transition risks in the portfolio and provides value to management in their consideration of these risks.

In conducting our analysis, we focused on the scenario designated as “Delayed Transition,” assessing that type of scenario to be relevant to the consideration of hypothetical transition risks in our C&I portfolio. In this hypothetical scenario, transition risks manifest in the medium term. Overall, we qualitatively assess the sensitivity of our C&I portfolio to transition risks as moderate in the medium term, if events occurred in a manner similar to the selected scenario. We believe that our strategy, including deploying bankers with expertise in specialized industries, allows us to remain vigilant to emerging risks while working together with our clients to support their objectives. To read more about these specialized products and services, see the [Products and Services](#) discussion within this report’s Customers section.



Takeaways and Next Steps

- Enhance methodologies to quantify the impact of transition risks in scenario analysis processes and remain aware of and aligned with emerging industry standards in this field.
- Continue to perform obligor-level due diligence appropriate to the industries we serve, to deepen client relationships and promote sound and profitable growth.
- Continue engaging with our customers and supporting them in achieving their strategic goals.

Operating Efficiently

Energy Use and Emissions

We are committed to operating our business responsibly, recognizing that this approach fosters the creation of long-term, sustainable value for our stakeholders. At the end of 2024, Regions operated 1,271 banking offices and 2,023 automated teller machines (ATMs) spread primarily across the South, the Midwest, and Texas. To help deliver shared value, we utilize practical decision-making that helps us operate these facilities more efficiently.

Our **operational GHG emissions** include Scope 1 and Scope 2 emissions. Under the definitions used by the Environmental Protection Agency (EPA), direct emissions that occur from sources that we control or own are classified as Scope 1 emissions. This might include, for example, emissions associated with fuel combustion in boilers, furnaces, or vehicles. Scope 2 emissions are the indirect emissions associated with the electricity, steam, heat, or cooling we purchase. While Scope 2 emissions physically occur at the facility where they are generated, they are considered our emissions because they result from our energy use.

We utilize the GHG Protocol's Corporate Accounting and Reporting Standard in measuring our operational emissions. Using the GHG Protocol's absolute methodology, we assess our operational emissions based on real estate square footage where we maintain operational control and are responsible for paying utilities. For additional transparency, we report our Scope 2 emissions in terms of both location and market. According to the GHG Protocol, location-based emissions represent our emissions based on emissions factors from the geographic region and/or utility grid in which a specific asset is operated. In addition to those emissions, market-based emissions also account for contractual instruments such as renewable energy credits, carbon offsets, or other energy procurement mechanisms that may come with supplier-specific emissions factors. If a company does not use any of those instruments within a reporting year, then its market-based and location-based Scope 2 emissions will be the same. During 2024, Regions invested in renewable energy credits to show our commitment to environmental sustainability by purchasing credits through our participation in Florida Power & Light's **FPL SolarTogether program**.

In 2018, we established initial **environmental targets** to achieve a 30% reduction in both our operational (Scope 1 and Scope 2) greenhouse gas emissions and our energy use by the year 2023. We surpassed both of these targets early. To support continuous improvement, we set another, more ambitious target for ourselves. We are pursuing a 50% reduction of our gross Scope 1 and Scope 2 (location-based) emissions by the year 2030, and deductions for carbon offsets or other carbon removal efforts are therefore not included. This reduction, which pertains to real estate where we are responsible for paying utilities and maintain operational control, is measured in relation to our 2019 emissions. In 2024, Regions sold properties necessitating a rebaselining of the 2019 target year Scope 1 & 2 (location-based) emissions used to track our reduction progress. As of year-end 2024, we have achieved a 38% reduction against this revised baseline.



Third-Party Assurance and Verification

As we have done for the past four years, we are seeking limited assurance of our 2024 GHG Inventory Management Plan from a third-party consultant. This assurance will apply to our Scope 1 and Scope 2 GHG emissions, as well as our disclosed Scope 3 GHG emissions (which we discuss later in this section of the report). We will make the Letter of Assurance available on our website once the process has been completed.

We are on track to meet our 2030 goal to reduce our operational GHG emissions.

Operational Emissions and Energy Use (as of December 31, 2024)

	Units	2024	2023	2022	2021	2020
Scope 1 Emissions						
Total	Metric tons CO ₂ e	6,004	6,027	5,341	4,800	4,274
> Natural Gas	Metric tons CO ₂ e	3,014	2,965	3,054	2,899	2,740
> Other Scope 1 Sources	Metric tons CO ₂ e	2,991	3,062	2,287	1,901	1,534
Scope 2 Emissions						
Total (Location-Based)	Metric tons CO ₂ e	50,724	59,555	58,050	60,517	75,606
Total (Market-Based)	Metric tons CO ₂ e	51,457	59,699	54,545	56,715	72,563
Scope 1 + Scope 2 Emissions						
Total (Location-Based)	Metric tons CO ₂ e	56,729	65,582	63,391	65,317	79,863
> Per 1,000 square feet	Metric tons CO ₂ e	6.32	6.20	5.94	5.93	6.77
> Per Associate (at year-end)	Metric tons CO ₂ e	2.89	3.26	3.16	3.33	4.12
> Per Revenue	Metric tons CO ₂ e	8.01	8.66	8.79	10.15	12.70
Energy Use						
Total Energy Consumption	MWh	156,113	168,098	166,777	170,935	190,225
> Electricity	MWh	131,004	143,596	140,505	153,812	174,076
> Natural Gas	MWh	16,628	16,359	16,853	15,992	15,117
> Other Combustion*	MWh	8,146	7,767	8,912	833	914
> Self-Generated Renewables	MWh	334	376	507	298	119
> Per 1,000 square feet	MWh	17.96	15.89	15.62	15.53	16.13
> Per Associate (at year-end)	MWh	8.21	8.36	8.31	8.71	9.80
> Per Revenue	MWh	22.77	22.19	23.12	26.55	30.26

*The other combustion amount for 2024, 2023, and 2022 includes jet fuel and fleet gasoline consumption. If these amounts would have been included in 2021, the comparable other combustion value would have been 7,942 megawatt-hours (MWh).

We have looked increasingly toward investments in energy efficiency, which contribute to our broader commitments to lower our operational GHG emissions and energy use. We pursue these reductions through strategic efforts to optimize our real estate portfolio, procure renewable energy, and promote control processes. These are underpinned by a number of long-term initiatives deployed across our operations, such as installing energy-efficient light-emitting diode (LED) lighting and window glazing; upgrading our heating, ventilation, and air conditioning (HVAC) and mechanical efficiency; utilizing building materials made from recycled content; and implementing high-performance building envelope upgrades. Our standards for constructing new branches and renovating existing branches consider energy efficiency, water conservation, and the adoption of other sustainable building practices.

In 2024, we made \$4.5 million in energy efficiency investments and purchased 88% of our building energy from the grid.

Creating sustainable value for our stakeholders necessitates strong risk management. Understanding our Scope 3 **value chain GHG emissions** helps us provide transparency that facilitates such risk management. As defined by the EPA, Scope 3 emissions are the result of activities from assets we do not own or control, but that we

indirectly affect in our value chain. We calculate our Scope 3 emissions using the GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard, which defines 15 categories of Scope 3 emissions.

We have deemed the three following categories of Scope 3 emissions to be both relevant to our business and estimable using established methodologies, subject to external assurance:

- Category 3 (fuel- and energy-related activities) includes electric power (transmission and distribution) and well-to-tank fuel delivery
- Category 5 (total waste generated in operations) includes solid waste (landfill) and recycling
- Category 6 (business travel) includes air travel and car travel (via rental or personal vehicle)

The following table represents an estimate of emissions within these three categories, as of December 31, 2024:

Other Indirect Emissions (as of December 31, 2024)

	Units	2024	2023	2022	2021	2020
Category 3 - Fuel- and Energy-Related Activities*	Metric Tons CO ₂ e	10,605	3,742	3,772	n/a	n/a
Category 5 - Waste Generated in Operations	Metric Tons CO ₂ e	8,093	8,250	4,537	n/a	n/a
Category 6 - Business Travel	Metric Tons CO ₂ e	4,823	3,965	3,616	2,452	2,440

*The Category 3 amount for 2024 includes Well-to-Tank - Electric Power emissions. If these amounts would have been included in 2023 & 2022, the comparable Category 3 values would have been 11,525 & 11,387 Metric Tons CO₂e, respectively.

Transparency related to our Scope 3, Category 15 (investments) emissions, which are commonly referred to as “financed” emissions, is an area of strong interest among many of our stakeholders. We believe that the value of such transparency depends on the quality of information being shared. However, obtaining the data necessary to calculate estimated financed emissions in a reliable, meaningful way has proven to be particularly challenging for us, as well as for other financial institutions, which has unavoidably led to a lack of standardization and comparability in the financed emissions metrics currently available to the public. To help address these challenges, Regions and a number of our peers participate in PCAF, which encourages financial institutions to advance their capabilities related to financed emissions. We have sought to maximize our understanding of PCAF-sourced data and methodologies through a cross-functional team that brings together associates with expertise related to specific industries, asset classes, and products, as well as data and analytics. The progress made by this team since we joined PCAF in 2022 has been significant, and we continue to monitor the external environment for evolving guidance and practices that improve the quantity and quality of the data available to us. Such improvements, we believe, are necessary to meaningfully address our stakeholders’ interest in financed emissions.

Resource Management

Paper Use and Recycling (as of December 31, 2024)

	Units	2024	2023	2022	2021	2020
Pages of Copy Paper Purchased (millions)	Pages	67.6	69.9	74.9	80.5	87.2
Pounds of Paper Recycled (millions)	Pounds	6.6	6.7	6.5	13.7	11.9

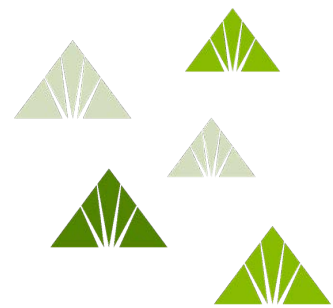
Along with lowering our energy and emissions impact on the environment, our operations have also enabled us to decrease our reliance on **paper use**. Over the past year, we have reduced internal copy paper purchased by 3.4%, including purchasing 99.5% of our paper from Forest Stewardship Council-certified suppliers. Though these efforts were amplified by the need to operate remotely during the pandemic, our digital innovation and expansion were integral in facilitating the transition away from paper while also maintaining multiple channels for us to provide safe and secure customer service.

Regions strives to reuse **electronic equipment** whenever possible. When internal reassignment is not feasible, we recycle using approved hardware disposition vendors that are both Sustainable Electronics Recycling International R2v3- and RIOS-certified, as well as Environmental Management System International Organization for Standardization (ISO) 14001 Standard-certified. These certified vendors ensure that our electronic waste is properly managed and that valuable raw materials are recovered and reused.

Local Sourcing

Seeking relationships with small and local suppliers is the right thing to do for Regions. This allows us to stay connected to the people we serve and contribute to economic development in the communities where we operate. Our local sourcing practice is one more way Regions is helping make life better.

We view our vendors and suppliers of goods and services as extensions of Regions. We expect them to maintain our same high standards of integrity, operate responsibly, and support our mission to create shared value. Regions is committed to creating supply chain opportunities for small and local suppliers by providing access and opportunities to earn our business. This approach brings more entrepreneurs to the table, enabling us to create additional shared value in ways that support and uplift qualified companies that can contribute to the Bank's services.



Customers

- *Financial Inclusion*
- *Fair and Responsible Banking*
- *Products and Services*



Financial Inclusion

The financial needs of the customers that Regions serves are as wide-ranging as the tools required to meet those needs. Regions' commitment to financial inclusion requires more than simply having services available. Regions is committed to providing all customers — including the unbanked and underbanked, small businesses, and corporate clients — access to the preferred financial tools, industry-leading products, and expert advice and guidance we offer.

Regions Next Step

Regions Next Step is a Company-wide financial wellness program designed to help students, adults, and business professionals — regardless of whether they are a Regions customer — make progress toward achieving their unique financial goals. Through Regions Next Step programming, Regions creates shared value by helping associates, customers, and the communities we serve achieve financial wellness. In 2024, we achieved:

- Financial education volunteer service hours: **17,292**
- Financial wellness workshops led by associates: **924**
- Financial education courses taken online: **39,175**
- People who received financial education from Regions: **1.5 million**
- Page views of Regions' digital financial education resources: **2.8 million**



Shared Value in Action

In 2024, the Regions Next Step program was recognized by the American Bankers Association Foundation as part of its **Community Commitment Awards**. The awards recognize financial institutions for extraordinary corporate social responsibility efforts in categories ranging from affordable housing to economic inclusion; Regions was selected as a winner in the Financial Education category.



Read more about our recognition [here](#).

As a key component of how Regions makes life better, various areas of the Bank contribute to financial wellness programming. Regions Next Step serves as a unifying umbrella, connecting our many financial education offerings to various audiences. This holistic approach provides operational efficiencies by creating synergies, along with a common framework and focus for programming. Regions Next Step audience segments include students from kindergarten through college and adults at various life stages and income levels. Regions Next Step also provides resources for businesses of all sizes.

Delivering financial education with a customer-centric approach is what makes Regions' approach to financial education unique. The accessibility of our resources to all, regardless of whether they are a Regions customer, reinforces our dedication to inspiring, motivating, and supporting everyone during their individual financial wellness journey. More information on Regions' free Next Step content and tools is available at regions.com/nextstep.

Unbanked and Underbanked Populations

For millions of households, managing money means using cash-based alternative financial services. To serve this population, Regions offers **Regions Now Banking®**, an innovative way to provide unbanked and underbanked customers with access to alternative financial services from a trusted financial institution and a pathway to becoming fully banked in the future. With Regions Now Banking, we offer these services without requiring a consumer to have an existing deposit or credit relationship with us. Regions Now Banking customers can access services such as prepaid cards, check cashing, money orders, and services provided by Western Union®, such as money transfers and in-person bill payments, as well as our standard financial tools and resources. Regions Now Banking enrollment is possible via our self-serve digital “join the bank” process, allowing the ability to enroll in these services at any time, anywhere, through a mobile device.

Regions helps customers take control of their finances and obtain their goals using products and services of their choice, with the service, security, strength, and stability of a reputable and trusted financial partner.

It is critical for Regions to build trust with customers who may feel intimidated by or suspicious of banks. Regions’ associates are trained to understand and empathize with the unbanked customer. As part of our needs-based conversation

process, associates explain to potential customers how the Regions Now Banking products can meet various needs, as well as other services that can help unbanked and underbanked individuals. Regions Now Banking products are also subject to rigorous internal compliance and risk oversight. These risk management efforts support both our regulatory requirements related to customer identification and verification and our commitment to provide fair and responsible banking products to all our customers.



FINANCIAL SERVICES FOR UNBANKED AND UNDERBANKED POPULATIONS



Regions Now Card®: A reloadable prepaid Visa® debit card that can be used for everyday spending and ATM access; the card is safer than carrying cash and has no overdraft fees



Regions Now Savings®: A savings account exclusively for the primary cardholder of a Regions Now Card that has no monthly fee and offers the opportunity to earn monthly and annual savings bonuses



Regions Now Checking®: A Bank On-certified account that removes the worry of overdraft fees with a low, flat monthly fee



Full-Service Check Cashing: Ability to cash any check, for any amount, with fees lower than most check-cashing stores



Money Transfers: Ability to send or receive money to almost anyone for pickup as cash at hundreds of thousands of Western Union locations worldwide



Money Orders: An affordable alternative to writing personal checks



In-Person Bill Payment: Ability to use Western Union’s service to make payments for bills such as utilities, consumer loans, and student loans



Regions Explore® Visa Credit Card: A savings-secured credit card that allows customers who may not otherwise qualify for a credit card to build or rebuild their credit

Potential Homeowners

The mortgage market in 2024 continued to face headwinds due to affordability concerns. Interest rate levels, along with rising home prices and increasing homeowners' insurance costs, continued to challenge many homebuyers who sought affordable housing.

Regions Mortgage, a part of our Consumer Banking Group, supports homeownership in our emerging markets by offering a variety of products, including affordable mortgage products like our **Affordable 97** and **Affordable 100 Mortgages** to help meet the specific needs of low- and moderate-income (LMI) borrowers. Through our Affordable Mortgage suite of portfolio products, Regions provides these borrowers the opportunity to become homeowners with a cash investment of as little as 1% of the property sales price, based on borrower eligibility, and without the added cost of borrower-paid mortgage insurance. Additionally, the investment can come from a gift, grant, or other down payment assistance programs that do not require a borrower payment.

In 2024, we originated over \$99.5 million in affordable lending mortgages. As of year-end, Affordable lending accounted for \$1.7 billion or about 8.4% of Regions Mortgage total loan volume on the balance sheet.

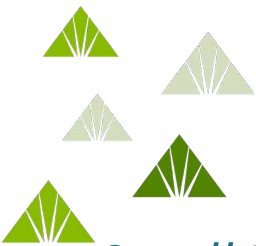
Through our needs-based approach, which seeks to advise, guide, and educate the economic benefits of homeownership throughout our footprint, Regions Mortgage assisted just over 9,700 borrowers with mortgage financing, of which almost 83% were purchase-money transactions. First-time homebuyers comprised 71% of closed purchase-money loans, which is evidence of our commitment to help applicants achieve homeownership.

Regions Mortgage took the following proactive measures in 2024 to help our customers, the unbanked, and the underbanked overcome affordability barriers to achieve homeownership:

- Through the Regions Next Step program, the bank offers a variety of financial resources, including a **Homeownership Resource Center**. This site provides calculators, podcasts, and other educational tools to prepare individuals for homeownership.
- Additionally, the Next Step program team partners with our staff of mortgage loan officers (MLOs) to deliver virtual seminars and workshops in the markets we serve. Last year, Next Step webinars generated 3,674 registrant requests for follow-up from a Regions MLO, a year-over-year increase of over 18%.
- We made several enhancements to our suite of mortgage products:
 - The **Regions FirstHome Assist** down payment assistance (DPA) program offers grants of up to \$5,000 to homeowners in designated markets. In 2024, we expanded the use of the grant to include not only down payments but also closing costs. In 2024, we approved 299 applicant requests totaling over \$1.5 million.
 - During the summer of 2024, we launched the Regions MortgageAssist DPA/grant program in select markets. Through this grant, Regions provides: (i) \$10,000 toward down payment and/or closing costs and (ii) a 1% concession in rate to income-qualifying borrowers who are purchasing a home located in a majority-minority census tract. During 2024, we approved 22 grants totaling \$220,000.



- We reduced minimum credit score requirements for certain first-time homebuyer programs, thereby easing qualifying hurdles to homebuyers with past credit issues.
- We continued leveraging our community mortgage loan officers to work closely with credit counseling agencies, community organizations, advocacy groups, and individuals to help prepare potential homebuyers for homeownership.
- Our mortgage sales associates continued their commitments to their communities by volunteering almost 7,000 service hours, achieving an amazing 175% of the team’s annual goal!



Small Businesses

Regions recognizes the role small businesses serve in supporting economic development and job creation, and we are committed to providing tools and support, including financial guidance, that allow small businesses to grow and move forward. As part of the Regions360® approach to banking, our bankers provide small-business customers with advice, guidance, and education and work to understand and uncover their needs to provide solutions and services to meet their financial goals. Regions’ Small Business solutions and services include tools for managing cash, cash flow, payroll, and benefits along with credit solutions. The U.S. Small Business Administration (SBA) furthers the growth and development of small businesses by guaranteeing small-business loans made

DWELLING-SECURED LENDING

\$8.8 billion total value	29,337 total number of loans
\$694.3 million Dwelling-secured loans to LMI borrowers	\$1.3 billion Dwelling-secured loans to minority borrowers
\$1.7 billion Dwelling-secured loans to borrowers in LMI Census Tracts	
\$2.8 billion Dwelling-secured loans to borrowers in Majority-Minority Census Tracts (MMCT)	

All figures as of December 31, 2024.

through lending partners nationwide. We are proud to be an **SBA Preferred Lender** and one of America’s most experienced SBA lenders. During 2024, Regions provided \$2.9 billion in small business and small farm lending.

Regions also shows support for small businesses and community cultivation through our investments. As part of our Community Reinvestment Act (CRA) investment strategy, Regions invests in **Small Business Investment Companies (SBICs)**, which are privately owned and managed investment funds licensed and regulated by the SBA. SBICs provide an alternative source of financing for small businesses for their growth, expansion, and modernization.

Another way Regions supports small businesses is through our relationship with **Inner City Capital Connections (ICCC)**. Through these programs, entrepreneurs in or near urban or economically underserved communities receive no-cost business training, insights on management and marketing, and one-on-one coaching to strengthen their businesses. ICCC training is provided by noted business school professors, leaders in the fields of management and finance, and our bankers. Customized coaching is also delivered by local professionals whose expertise can help small-business owners develop strategies to reach more customers and, over time, create additional jobs. Financial support from Regions and other community partners helps ICCC provide these training and coaching opportunities to entrepreneurs on a tuition-free basis. We have sponsored ICCC programs since 2014.

Regions also supports small businesses through our **Regions Next Step** program. Through this program, our bankers conduct financial education seminars and provide other solutions for businesses seeking to foster the financial wellness of their employees, all at no cost to the employer. Regions works with small businesses and other employers to help their employees take control of their financial future, while encouraging their success in the workplace and beyond. We provide more information about Regions Next Step on page **37** of this report.

Learn more about our products and services tailored for small businesses at regions.com/small-business.

Shared Value in Action

*In 2024, Regions held **Regions Celebration Week**, a weeklong event that included bringing a transformative program to help small businesses and providing financial contributions to community partners in our footprint. Read more about May's Celebration Week [here](#) and December's Celebration Week [here](#).*

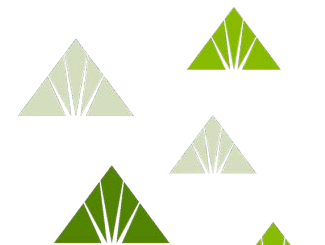
Service Members and Veterans

At Regions, we are committed to supporting members of the U.S. military and their families. We understand service members face unique challenges, including frequent moves, active-duty requirements, and overseas deployment, that can make managing finances more complicated. Our Service Members and Veterans Affairs Manager focuses on the needs of the military community, which includes our customers and employees.

We are proud to help support members of the military, veterans, and their families by offering specialized financial services, including:

- Servicemembers Civil Relief Act benefits, including loans, lines of credit, and mortgages
- Focused SBA lending
- U.S. Department of Veterans Affairs (VA) loans that help eligible veterans, active service members, and spouses purchase a home

For more details on the various ways we seek to make banking easier for members of the U.S. Armed Forces and their families, visit the **Regions Military Commitment page** on the Regions website. We also provide more information about our commitments to supporting this population in the Associates and Communities sections of this report.



Fair and Responsible Banking

Regions' customers and communities are at the heart of our business, 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 policies against engaging in any predatory or unfair, deceptive, or abusive acts or practices (UDAAP) activities. All Regions associates are expected to 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.

Regions established a **Fair and Responsible Lending (FRL) Policy** to which all business groups involved directly or indirectly in the lending process are required to adhere. Additionally, Regions is strongly committed to providing our financial products and services to both prospective and existing customers on a fair and responsible basis. All associates are responsible for putting the customer first. The second line of defense helps promote a culture of compliance with regulatory requirements, internal policies, and industry guidance impacting consumer and business products and services.

All Regions associates must complete training courses, which include modules on fair and responsible banking, as well as business ethics.

Every associate also has a responsibility to adhere to Regions' FRL Policy and to ensure all aspects of the lending process, including application, underwriting, closing, servicing, and beyond, are executed consistently, fairly, and accurately without regard to any specific characteristic or basis as prohibited by law.

Regions' commitment to FRL is incorporated throughout the product lifecycle, including product development, advertising, marketing, training, and the established Customer Assistance Program. Regions has also established credit policies, procedures, and product guidelines that direct all phases of the lending process and govern activities such as pricing, product eligibility, servicing, and other functions of offering and extending credit.

What does “fair and responsible banking” mean to Regions?

- Inform customers about products and services that meet their needs and give them the information they need to use these solutions appropriately
- Share product communications and disclosures in a clear, transparent way
- Deliver financial education to customers and communities
- Improve customer satisfaction and loyalty through fair and responsible banking practices
- Comply with all regulations and laws related to fair and responsible banking
- Provide clarity and transparency to help customers make more educated decisions about the products and services that best fit their needs. The **Regions Quick Guides**[®] support our Regions Simplicity Pledge[®], which is our commitment to providing customers with the information they need to make sound financial decisions and to understand how their accounts and our services work — simply, clearly, and using plain language.

In an effort to better understand our customers, Regions captures concerns and feedback to identify opportunities to improve our products, services, and processes. This includes capturing issues raised by our customers in the **Centralized Customer Complaint (CCC) Database**. In addition, we conduct customer surveys and participate in nationally-syndicated studies, and then use this information to measure satisfaction and further enhance our customer service.

Our Mortgage team, for example, has a programmatic focus on meeting Regions' fair and responsible banking commitment. The program includes a needs-based, customer-focused strategy designed to increase transparency and clarity throughout the loan process. Our online mortgage application, along with the consumer portal, creates increased efficiency and allows borrowers to track their loan progress and receive the necessary information to make informed decisions during the origination process. A communication and training plan also helps ensure that all Mortgage associates understand our fair and responsible banking/lending commitment.

Regions' **Customer Complaint Program** is one of our many Voice of the Customer programs and is designed to consistently record customer complaints to help us measure and enhance our products and processes, services, and overall customer experience. All associates, regardless of their role, are trained on the Customer Complaint Program and have access to and a responsibility to record customer complaints in the CCC Database.

Through the Customer Complaint Program, we can more thoroughly document and address each individual customer complaint; further, the Customer Complaint Program allows us to identify friction points, emerging trends, and areas for improvement. Key components of the program include:

- A centralized application, the CCC Database, that is used to record customer complaints and any actions taken to resolve the customer's concerns
- A process to ensure every customer complaint is reviewed for timely and thorough resolution
- Root cause analysis that is performed by leadership and subject-matter experts throughout the Company — analysis is used to identify and correct friction points and find ways to enhance our products and services and our customers' experience



Sales Practices

A company can be successful in a variety of ways, but how it achieves that success is just as important as the success itself. At Regions, our values and our culture serve as the foundation for how we want to be successful — by listening to our customers, understanding their needs, and meeting those needs. Placing the customer first ensures that we are furthering their interests and helping them reach their unique financial goals. This customer-centric culture is reinforced through a series of communications and controls that help to ensure we work in our customers' best interests. Examples include:

- **Branch incentive plan design:** The Consumer Banking Group is committed to administering an incentive plan that rewards associates whose behaviors promote growth of the organization and sound risk management by utilizing a customer-focused, needs-based approach. Branch bankers only receive incentives for opening products or providing services that meet certain customer usage or balance requirements. One quality metric excludes closing an active account and reopening a new account; another excludes accounts that close before predetermined timeframes. All incentive plans are governed through the Incentive Compensation Oversight Committee.
- **Retail Integrity Team:** Our team proactively monitors sales practices of branch bankers using data analytics. Potential concerns regarding failure to adhere to the needs-based process and/or deviation from the spirit and intent of the incentive plan are escalated to the Office of Associate Conduct (OAC) for further investigation. The Retail Integrity Team's processes continue to evolve as the environment changes.
- **Routes for protection:** Information from our Customer Complaint Program, service quality survey program, and our internal *Report It!* Hotline and *Report It!* website are several of the numerous channels used to help identify potential instances of sales practices that are not aligned with our needs-based approach. Such identified activity is escalated to the OAC for further investigation and appropriate action.
- **Training:** All branch associates and leaders are required to complete a semiannual Banker Integrity training that reinforces our needs-based approach to serving and acting in the best interest of our customers. Completion of this semiannual training is a requirement for incentive plan participation.

Products and Services

Relationship banking has defined Regions throughout its long history. Today, these relationships are the focus of **Regions360**, which is our commitment to put customer needs at the center of every interaction and shapes the way we meet the full range of customer needs as a team. By taking a deliberate, prescriptive approach to identifying customer needs, our bankers work as a team to bring



customers our best: our best thinking, our best products, and our best services and solutions. Customers benefit from practical solutions they need and will use, and Regions benefits from broadening customer relationships that deliver long-term quality growth. Regions360

delivers shared value for customers and our Company because we are doing what is right for our customers, based on their specific needs, and helping them succeed financially by providing competitive products in a transparent and trustworthy manner.

Today's customers expect to bank with us whenever, wherever, and however they choose. This expectation drives the need for us to provide access to traditional banking channels, including branches, ATMs, and contact centers, as well as electronic banking channels such as online and mobile web applications. While more and more customers prefer to do their routine banking transactions remotely through digital channels, many still want the option of talking to a banker at a branch for more complex conversations. Regardless of the channel, our goal is to ensure that every interaction exemplifies our commitment to focus on our customers and exceed their expectations.

Our bankers bring Regions360 to life every day by:

- Starting from a full and detailed view of our customers' financial needs and goals
- Providing practical and balanced solutions to help meet those goals
- Introducing team expertise by bringing in the right Bank partners to help meet the full range of any customer's financial needs with a "one Bank, one team" approach
- Offering financial advice, guidance, and education to help customers make better financial decisions



Regions Greenprint

In 2020, we introduced **Regions Greenprint** — a dynamic conversation tool allowing customers to work with bankers to create, track, and meet their financial goals. In 2024, Regions' bankers served over 331,000 customers to create a personalized plan that provides guidance and solutions to manage their short- and long-term financial goals. With Regions Greenprint, customers receive:

- A personalized experience that aligns to each customer's specific circumstances
- A simple, personalized plan to help achieve articulated needs and goals
- Recommended solutions which systematically consider all available options based on the customer's input

For more information on Regions Greenprint, we welcome you to visit regions.com/personal-banking/greenprint-financial-planning.



Shared Value in Action

In April 2024, Regions hosted **flash Greenprint plan events** in Chattanooga, TN and Houston, TX where members of the public could enjoy food and fun while completing free, personalized Greenprint plans. Read more [here](#).

Accessibility of Services

Regions is **dedicated to inclusivity and accessibility**, and we work to listen to our customers and educate our associates on the needs and concerns of all our customers with disabilities. To help everyone bank independently, we continue to prioritize the availability of accessible products, services, and options in our branches and offices, online through digital banking, and at our ATMs.

For those banking with us in-person, we routinely review our facilities for accessibility, paying careful attention to parking spaces, curbs, ramps, doors, entrances, safe deposit features, lobby areas, and more. Additionally, all locations offer an atmosphere friendly to service animals and guide dogs. We are also committed to delivering an optimized web experience to ensure online and mobile banking is accessible and usable for everyone.

Our commitment extends to both auditory and visual aspects of our products and services. Our more than 2,000 ATMs offer braille, speech-output and voice-instruction capabilities, and phone jacks for earphones to ensure privacy. For blind customers or customers with low vision, we offer braille, large-print, or audio CD bank statements; online PDF bank statements for savings and checking accounts; general-purpose reloadable debit cards in a text-to-speech format; sight checks printed with raised lines; and assistance with reading, filling out, and completing forms. For customers who are deaf or hard of hearing, Regions offers the acceptance of telecommunication relay service calls, Teletypewriter/Telecommunications Device for the Deaf (TTY/TDD) connectivity through the Regions Contact Center, and a sign language interpreter upon request in advance.

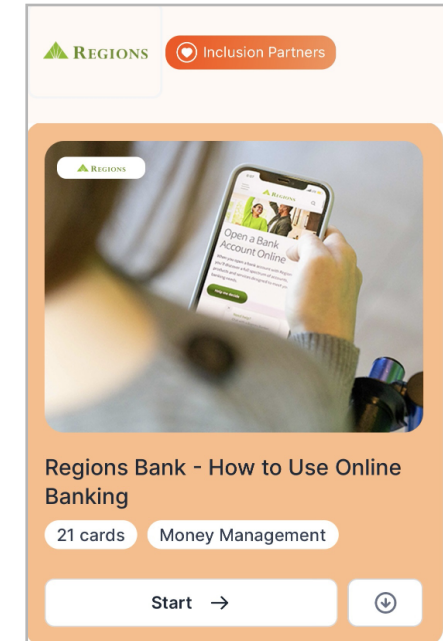
Regions' **Autism Awareness Initiative**, launched in 2016, strives to make our facilities accommodating to people with autism. We work to raise awareness about the condition and to create a friendly and welcoming environment in our facilities. This initiative includes:

- Providing information for Regions' branch associates to assist in handling certain situations and communicating appropriately
- Offering sensory packs with a stress ball, sunglasses, and noise-canceling earbuds at branches to assist customers with autism who may experience sensory episodes due to noise, lights, and other factors
- Designating quiet areas in branches that guests and loved ones accompanying them can use until an episode passes
- Producing an instructional video to explain autism and offer suggestions to Regions' associates about how to approach an individual experiencing an episode
- Collaborating with physicians at the University of Alabama at Birmingham and the Autism Society of Alabama to develop and build upon this initiative

Shared Value in Action

*Regions seeks to help our customers with neurodivergent abilities gain more financial confidence with **MagnusCards**, a product we offer through our inclusion partnership with Magnusmode. MagnusCards is an easy-to-use, app-based solution that provides step-by-step audiovisual guidance to our customers in meeting their everyday banking needs, including using a debit card, ATM, or online banking services.*

Read more about Regions MagnusCards [here](#).



Product Lifecycle Governance

Our core values and strategic priorities are conveyed to our customers through delivery of products and services through various capabilities and channels. The Risk Management Framework and its underlying programs support the effective delivery of products to customers.

Throughout the lifecycle of any product or service we offer, there are guardrails to help ensure soundness, quality, and safety. At Regions, our **New Initiative Risk Assessment** (NIRA) program is the primary mechanism to risk assess new or modified initiatives. Enterprise Risk Management administers the NIRA program, which in turn reports into the NIRA Committee. This program evaluates new, modified, or expanded products, services, strategic relationships, and innovative technology projects. In addition to the actual vetting of initiatives, subject-matter experts from across the Risk Management division collaborate with applicable business units. Once an initiative is approved, it is subject to regular performance monitoring through established governance, including risk management programs and appropriate risk committees.

Tailoring Our Offerings to Customers' Goals

As a financial institution, we understand our role in helping our customers achieve the strategic objectives that they have identified to manage their own unique risks. In addition to their self-identified risks, Regions actively works to support clients in identifying and addressing risk-informed opportunities. Our strategy relies first and foremost on meeting customers' needs. This includes offering financing products and services aimed at supporting customers' and clients' unique transition planning- or investment-related goals. We are also committed to equipping our associates with the appropriate awareness and education necessary to effectively support our customers within a dynamic marketplace. Ultimately, we believe these efforts provide long-lasting benefits to customers, clients, employees, shareholders, and communities by creating positive, differentiated economic value.

Regions directly supports our customers' and clients' development and implementation of clean energy solutions through multiple avenues, including our Solar Tax Equity Finance Team; our Energy and Natural Resources Group (ENRG); energy-efficient home improvement lending through Regions Home Improvement Financing (HIFi); and asset management through the Natural Resources and Real Estate (NRRE) Group.

The **Regions Solar Tax Equity Finance Team** provides lease financing for utility-scale and commercial photovoltaic (PV) solar projects across the U.S. Since completing its first transaction in 2016, the team has funded 97 different projects, worth \$2.5 billion. In 2024, the Solar Tax Equity Finance Team provided \$378.3 million in funding for PV solar projects located across the country.

The aggregate generation capacity of the projects in this portfolio exceeds 1,413 megawatts of Direct Current (DC) power, which in 2024 generated 1,848 gigawatt hours of electricity.

The **ENRG** specializes in customized financing products and services for solar/renewable energy companies. In 2024, ENRG closed \$176.7 million in solar project financings.

ENRG also served as a co-manager in \$1.4 billion senior notes offerings supporting clean water/wastewater infrastructure and sustainability initiatives.

Regions HIFi, formerly known as EnerBank, provides energy efficient home improvement financing options for homeowners nationwide. Utilizing industry-leading point-of-sale capabilities, HIFi financed \$159.9 million in energy-efficient consumer home improvement projects in 2024. Projects ranged from high-efficiency HVAC systems and solar panel installations to new window and door installations that provide homeowners improved efficiencies.

Regions also provides opportunities to serve our sustainability-minded clients through asset management products and services, including those offered by the **NRRE Group**. The NRRE Group consists of 39 natural resource professionals who are charged with the responsibility of prudently managing real assets owned by our banking and trust clients. Seventeen of these professionals are foresters responsible for the sustainable management of our clients' timberland located across Regions' footprint. Regions manages every acre of timberland in accordance with state-by-state Forestry Best Management Practices (BMPs). Regions' forestry management efforts leverage these BMPs to benefit water quality, carbon sequestration, and wildlife habitat.

In addition to BMP management, a portion of the timberland acres managed by Regions' foresters are certified under the Sustainable Forestry Initiative 2022 Forest Management Standard or the American Tree Farm System 2021 Standards of Sustainability for Forest Certification. Both third-party certification systems promote sustainable forestry operations and practices aimed at protecting water quality, flora and fauna biodiversity, wildlife habitats, species at risk, and forests with exceptional conservation value.

Regions' foresters take pride in and are committed to the sustainable forestry management of our clients' timberland assets. The NRRE Group coordinated the planting of approximately 2.8 million seedlings, which was completed during the winter of 2024-2025. This great achievement highlights how our teams and associates across the bank are contributing to Regions' commitment to operate in environmentally sound ways that make life better for all.

\$2.5 billion

total solar lease projects since 2016

\$555.0 million

total solar project financing provided by the Solar Tax Equity Finance and ENRG teams in 2024

\$159.9 million

total HIFi financing in energy-efficient consumer home improvement projects in 2024

2.8 million

seedlings planted by Regions' natural resource professionals in winter 2024-2025

Associates

- *Regions' Culture*
- *Build the Best Team*
- *Empower to Connect*
- *Empower to Belong*
- *Empower to Grow*
- *Empower to Achieve*
- *Empower to Thrive*



Regions' Culture

Ethics and Integrity

We value our relationships with associates, customers, vendors, and the communities where we work and live. In every interaction, Regions must be regarded as trustworthy, honest, and fair. The **Code of Conduct** is designed to identify resources and provide guidance to help ensure, among other matters, that:

- Regions and its associates remain in compliance with all applicable laws and regulations.
- Regions is a safe and nondiscriminatory place to work and conduct business.
- Confidential and proprietary information is protected.
- Inappropriate gifts or favors are not accepted or given.
- Conflicts of interest are avoided.

The Code of Conduct is about more than compliance; it is about what is expected of each associate and how we maintain trust with each other and those we serve. All associates are required to complete annual Business Conduct and Ethics training and attest they have read and understand the Code of Conduct. The CHR Committee reviews and approves all substantive revisions to the Code of Conduct, as well as receives an annual report on the status of Regions' ethics objectives.

Oversight and Administration

Allegations of associate misconduct are investigated by the OAC, with assistance from other business units as appropriate. The OAC, led by our Associate Conduct Officer, serves as the daily oversight function of all matters involving associate misconduct. The OAC provides balanced consultation and effective solutions on associate conduct matters, and the cross-functional Associate Conduct Roundtable monitors complaints, trends, and emerging issues. Investigations protect confidentiality to the extent possible, and remedial action is taken when appropriate.



Our executive-level Ethics Council is responsible for enforcing Regions' standards of conduct and considering all potential violations of the Code of Conduct that could have a material effect on Regions, including matters alleging violations of the Sarbanes-Oxley Act of 2002, U.S. Securities and Exchange Commission (SEC) reporting violations, internal insider trading policy violations, and matters involving significant Code of Conduct violations by executive-level associates. The Council meets on a quarterly basis, or more frequently if necessary, and provides quarterly reports to the CHR Committee on all matters presented.

Compliance Training

Regions strives to remain a leader in the banking industry, and for us, leadership and learning go hand-in-hand. Continuing education is a critical component of our culture, so we provide our associates with directed educational opportunities to better understand the business of banking; the risks Regions faces; and our responsibilities to protect our customers and comply with laws and regulations.

In addition to job-specific training, we require that associates complete enterprise-wide Compliance Training Courses. These courses are required for associates based on their business units, roles, and functions. All of Regions' online Compliance Training Courses are reviewed and updated as necessary in response to regulatory changes, industry events, and evolving risks. Completion of these training courses is a condition of continued employment at Regions; new hires must complete this training within 30 calendar days of their start date, and then again annually. In 2024, Regions associates completed 201,288 total hours of Compliance Training Courses.

The following Compliance Training Course descriptions highlight the major topics required of every Regions associate.

Business Conduct and Ethics emphasizes every associate's responsibility and accountability in the areas of conflicts of interest, insider trading/insider information, incentive program ethics, fair and consistent treatment, and discrimination and harassment prevention. Associates are also required to certify that they have read and understand the Code of Conduct and the General Policy on Insider Trading.

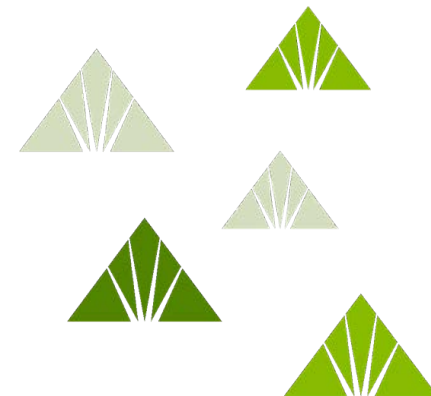
Fair and Responsible Banking explains the importance of providing Regions' customers with a fair and responsible banking experience. Associates are provided with the tools to identify and apply key aspects of fair and responsible banking regulations and policies and to understand how they apply to Regions and our customers. This course also provides guidelines for avoiding discrimination and UDAAP activities, and for properly reporting customer complaints through the CCC Database.

Fundamentals of Risk Management reminds associates how sound risk management affects our ability to best serve our customers and protect Regions. This course explains the three lines of defense concept, the importance of a strong risk culture, and how shared value helps build and support that culture.

Financial Crimes: BSA/AML and OFAC covers the purpose of the BSA, the USA PATRIOT Act, and Customer Due Diligence requirements as they relate to recognizing, reporting, and reducing money laundering and other financial crimes. In addition, this course covers OFAC's requirements, how to comply with OFAC, and Regions' OFAC compliance strategy.

Information Security provides associates with training and information on Regions' information security and protection strategy. This course explains user identification and passwords, personal computers, mainframe, e-mail, internet and intranet, remote access, and business recovery. It also provides training on social engineering and records administration.

Privacy explains **Regions' Privacy Pledge** and when to provide it to our customers, as well as associates' responsibilities related to customer privacy and preferences, which includes how and when we communicate with customers. In addition, this course discusses the red flags for potential identity theft and appropriate associate responses.



Anti-Competitive Behavior

Antitrust laws prohibit agreements among competitors to restrict competition. Regions strictly prohibits associates from conspiring with any of Regions' competitors to fix prices, allocate markets and customers, or refuse to deal with particular suppliers or customers. When in contact with Regions' competitors, associates must avoid discussing how Regions conducts its business.

Anti-Bribery and Anti-Corruption

Regions prohibits associates from engaging in bribery or corruption of any type. Our Code of Conduct sets forth restrictions on gifts and other items of value and provides guidance to assist associates in determining whether giving or receiving a gift or other item of value is appropriate.

Our ABAC Policy, which incorporates the guidance contained in our Code of Conduct, requires associates to conduct business activity in an honest and ethical manner and establishes a zero-tolerance approach to bribery and corruption. Regions also has an ABAC Officer, who reports up through the Financial Crimes Risk Management Department.

Our associates are required to comply fully with all applicable ABAC laws, including the Bank Bribery Act, the Foreign Corrupt Practices Act, the Foreign Extortion Prevention Act, and all federal, state, and local laws regarding the provision of gifts and/or other items of value to government officials. Associates who are offered a gift or other item of value that would result in a violation of the law and/or Regions' policies are required to immediately report the incident to the Ethics Program Manager.

Whistleblower Protections

All associates must abide by the laws, regulations, and policies impacting the financial services industry, as well as other more broadly applicable federal and state laws and regulations, including employment laws, antitrust laws, privacy laws, insider trading laws, and criminal laws governing fraud, embezzlement, sanctions, anti-corruption, and anti-bribery.

Regions encourages and expects all associates to voice ethical concerns about matters such as accounting, internal controls, auditing, discrimination, and harassment; to report violations or suspected violations of laws or regulations, the Code of Conduct, or other Regions policies or procedures; and to report potentially unlawful or illegal conduct by customers, associates, or vendors. We offer six channels through which associates and others may raise such concerns, including:

- Direct reporting to our HR Connect team via telephone or using the HR Connect online messaging function
- The Report It! Hotline and the Report It! website, which are administered by a third party and available 24 hours a day, seven days a week to enable associates to report concerns anonymously
- The Raise the Red Flag online form, which allows associates to immediately refer potentially suspicious activity or behavior to internal investigators
- Anonymous reporting by sending a letter directly to the Associate Conduct Officer

We also recognize the important role our customers can play in ensuring we are meeting the obligations of our Code of Conduct. The Regions Customer Complaint Program is used to identify opportunities to enhance our products, services, and the customer experience. This enterprise-wide program helps us ensure that each individual customer complaint is timely addressed, and it also allows us to identify complaint trends and areas for improvement.

No Retaliation Policy

Regions considers retaliation to be a serious violation of the Company's values and the Code of Conduct. Regions prohibits retaliation of any kind for good-faith reports of alleged ethical violations or unlawful or illegal conduct. Regions' No Retaliation Policy is set forth in the Code of Conduct, as well as in other Company policies, rules, and standards.

We want associates to be comfortable reporting potential Code of Conduct and other policy violations, and we protect the confidentiality of complaints we receive to the extent possible. When complaints regarding associates are reported, the OAC is notified so that potential retaliation and all other associate misconduct complaints are investigated promptly and, if appropriate, remedial action is taken. Oversight by the OAC helps ensure that our preventive measures, complaint handling, and resolution efforts are effective. Complaints alleging retaliation by an executive level officer are immediately referred to Regions' Ethics Council.

At Regions, do what is right is not just a platitude; it is at the heart of all we do. We believe that our actions have yielded positive results in the form of a culture that reflects our values, and we will continue to review our processes and policies to ensure their effectiveness in reinforcing that culture.

Workplace Safety and Security

Regions is committed to providing a safe and secure work environment in accordance with applicable employment, safety, health, anti-discrimination, and other workplace laws. Furthermore, we have the following Policy Guidelines that are accessible to all associates and provide instructions and guidance on workplace safety and/or workplace violence issues:

- Workplace Violence Policy Guideline
- Threatening Conduct, Workplace Violence, and Prohibition of Weapons Policy Guideline
- Safety at Work Policy Guideline

Our well-established workplace safety and security procedures and protocols help to provide a governance framework for associate and customer safety, including but not limited to worksite opening and closing procedures, restricted access, weather monitoring, comprehensive security monitoring, and an extensive facilities maintenance and work order system. Both the Regions Corporate Security Department and the Corporate Real Estate Group serve integral roles in maintaining a safe and secure working environment.

Corporate Security oversees annual inspections of our branch facilities for any security needs or enhancements, including after-hours depository reviews and assessments of incidents at Regions ATMs. Regions has security investigators throughout the footprint who, in addition to their scheduled branch assessments, are able to provide advice on both emergency and non-emergency safety issues. Any reports of workplace safety issues or workplace violence threats are promptly investigated by Corporate Security and the OAC.

Annual exterior lighting inspections are conducted to provide well-lit areas around ATMs and night deposit boxes, and mitigation actions are taken where light levels do not meet our corporate standards.

We use a rapid notification system named **Regions Alert**, which allows leadership to quickly and efficiently send direct messages to targeted groups of associates. Regions Alert is used to communicate during business disruptions, such as severe weather, system outages, or security threats.

On an annual basis, Regions associates are required to complete training, which focuses on best practices in active aggressor situations. The training takes associates through real-world scenarios to advise them on how to react to an active aggressor based on their circumstances. In addition to this mandatory training, associates who are assigned to work in a branch environment are required to complete an additional annual training on branch security.

The Corporate Real Estate Group works closely with our branches and third-party vendors to help ensure all of Regions' locations are not only clean and functioning but are also safe for associates. This group also inspects Regions' facilities throughout the year for any workplace hazards, including potential life safety and personal liability risks, as a part of the Corporate Real Estate Risk Mitigation Program. Examples of issues that may arise include slip/fall hazards, trip hazards, and property damage. After a potential risk is identified, documentation is collected and a plan for resolution is created.



Build the Best Team

“At its core, our ability to build the best team rests on the culture we’ve created at Regions, one in which we empower associates at all levels to be their best every day.”

John Turner, Chairman of the Board, President, and CEO

The phrase “Build the Best Team” has been a central part of the Regions culture and one of our enduring strategic priorities since 2012. Initially, Build the Best Team was strongly tied to our annually assessed Associate Engagement and StrengthsFinder programs. However, as our organization has matured, we have broadened Build the Best Team to include processes, programs, experiences, and meaningful moments throughout the full associate lifecycle. Programs under Build the Best Team are designed to empower our associates to **connect, belong, grow, achieve, and thrive** during their time with Regions.

Build the Best Team requires more than words. It requires intentionality and action. It is at the core of how we empower our greatest company asset, our people. We remain committed to providing managers and associates the resources needed to succeed and build a culture where everyone can thrive.

To ensure we are achieving these objectives, we inspect what we expect by leveraging our partnership with Gallup® to conduct an anonymous annual assessment designed to measure the engagement, culture, and wellbeing of our workforce. Through this survey, associates answer questions on how they feel about key factors in their workplace experience including their manager, their team, inclusion and belonging, and wellbeing. This allows us to hear the voice of our associates, track progress year over year, and implement strategies for continuous improvement.

We know that engagement and inclusion are closely linked, and can positively impact associates’ feelings of belonging, wellbeing and performance. Our goal is to ensure that every Regions associate is empowered and confident in bringing their full self to work every day.



Empower to Connect

Source, Hire, and Retain the Best

Regions' centralized Talent Acquisition team strives to identify and implement innovative talent solutions that support an inclusive and engaged workforce. Our associates are a key element of our success, and we seek to recruit talent who share our values and mission to make life better. We offer performance-driven individuals a place where they can build a career — a place to expect more opportunities.

Internships at Regions are hosted through the **Emerging Talent Program** and are hired through the University Recruiting Team's Talent Acquisition process. Our hiring process of interns is required to follow these established guidelines unless approval and funding is attained from the Senior Leader of the Business Unit, the Human Resources (HR) Business Partner, and Talent Acquisition leadership. At Regions, the Emerging Talent Program is a career development program designed to refine technical knowledge, enhance personal talents, encourage collaboration and networking, and demonstrate Regions' values. Entry into the Emerging Talent Program is through either an internship or a full-time, line-of-business development program.

Learn more about our Emerging Talent Program [here](#).



We are continuing to capitalize on our investment in our new **Talent Experience Platform** by adding new functionality. Phase IV of this transformation, which focused on creating a best-in-class candidate experience by automating and enhancing the interview scheduling experience, was completed in 2024.

For the 2nd year in a row, Regions was recognized by our vendor as the recipient of a Talent Experience Award (Talent Acquisition Team of the Year). This particular award recognizes a talent acquisition team that has achieved outstanding success in recruiting top talent by demonstrating excellence in strategy, execution, and collaboration to meet organizational hiring goals.

Empower to Belong

At Regions, we recognize that an inclusive workforce is essential to achieving and maintaining a thriving company. We understand that people perform their best work when they can be authentic. More importantly, we recognize that creating a workplace where everyone, regardless of background, can do their best work is the right thing to do. Accordingly, we are committed to hiring and promoting candidates with broad backgrounds and experience. We make a concentrated effort to attract and develop talent through various inclusive talent initiatives and collaborative efforts. We intentionally focus on recruiting a wide range of talent and are aware of the importance of where we advertise open positions with the Company. We have continued our partnership with DirectEmployers, a nonprofit association that offers recruitment-related services, to post jobs on a variety of job boards.

Regions has made a commitment to enrich education and foster opportunities that extends across a wide spectrum of colleges and universities, each serving communities with distinct needs and aspirations. We proudly support institutions that are dedicated to providing exceptional educational experiences, ensuring that every student, regardless of background, has the tools and resources necessary to succeed. This approach allows us to contribute meaningfully to the development of future leaders across various sectors and communities. Regions also works closely with National Pan-Hellenic Council (NPHC) organizations to attract their membership to our Emerging Talent Programs. We engage with undergraduate students to offer leadership development and demonstrate career paths in banking.

We work closely with community organizations in our footprint to present job readiness programs, mock interview sessions, and resume-building workshops in an effort to support our communities while attracting new talent to Regions. In addition to our work with community organizations and educational initiatives, Regions is committed to employing U.S. military veterans and active service members who are seeking opportunities in the financial services industry. We engage with this group of talent through military-focused career programs, fellowships, and on-base recruiting. Regions was recognized as a 2024 Military Friendly® Employer, highlighting the bank's steadfast commitment to advancing career opportunities for veterans, service members, and military spouses. We are equally committed to supporting employment for individuals with disabilities. Regions received a score of 90 on the 2024 Disability Equality Index, the leading nonprofit resource for business disability inclusion worldwide, thus earning a designation as one of the 2024 Best Places to Work for Disability Inclusion.

Inclusion, Belonging, and Impact

Make Life Better. Stand Out. Stand Together.

What is Inclusion, Belonging, and Impact (IBI) at Regions? At Regions, we recognize that an inclusive workforce is essential to achieving and maintaining a thriving company.

Inclusion

Inclusion at Regions allows us to stand together and create a culture of belonging. It is the extent to which the unique characteristics of everyone are welcomed, respected, supported, valued, and encouraged to remain. Inclusion is collaborating across differences to make life better for our teammates, our customers, and our communities.

Belonging

Our Core Values in action as we build a workplace for all and our shared perspectives and experiences can help us identify with the needs of our customers, stakeholders, and the communities that we serve.

Impact

Through Impact, we utilize our inclusion and belonging efforts to enhance the experiences of our associates, our culture, and the communities where we live and work. To facilitate Impact, Regions offers voluntary networks where associates are able to connect, serve, and learn from each other.

Our commitment to Inclusion and Belonging starts with our Board, with oversight of our initiatives provided by the Board's CHR Committee. We believe that our intentional focus on inclusion has made Regions a stronger organization.

Regions has three inclusion, belonging, and impact focus areas: Workforce, Workplace, and Marketplace. These areas of focus help align our strategic priorities in a manner that associates can easily understand and better connect to the work they do every day.

Workforce:

View inclusion as a competitive advantage that enhances business performance and generates innovative solutions by fostering a broader range of perspectives and ideas

“Regions is committed to building the best team. Having inclusive teams enhances our performance, helps us build broader customer connections, and increases our ability to create innovative solutions.”

Dave Keenan, Chief Administrative and Human Resources Officer



“We strive to create a strong culture of inclusion and belonging. We want our associates to understand that we see them as individuals and that their unique gifts, experiences, and talents bring value to the work they do and the success of our organization.”

Clara Green, Head of Inclusion, Belonging, and Impact

Workplace:

Create and maintain a work environment that is inclusive and where associates are encouraged to collaborate across differences

“We are committed to inclusive growth because we know our business is only as successful as the communities we serve — that when they succeed, we succeed. We are focused on using our time, talents, and resources in ways where we, as a bank, can make the most meaningful difference.”

Leroy Abrahams, Head of Community Engagement



Marketplace:

Leverage inclusion and belonging as shared values to deepen our connections with communities, clients, customers, and external stakeholders

Nurturing Engagement Inclusively

We believe that high performance is the product of an engaged and inclusive workforce. As of December 31, 2024:

- **73 percent** of our associates identified themselves as part of a minority group, including
- **61 percent** of our associates who identified themselves as female and
- **39 percent** of our associates who identified themselves as a member of a minority demographic

Our Inclusion and Belonging Journey

Regions’ Inclusion and Belonging journey emphasizes leader accountability and conceptual clarity — where we are confident every associate understands our strategic priorities and our vision. Milestones in 2024 include:

- Maintaining **20 Regions Impact Networks** (explained below) in markets that represent approximately 70% of our associate population
- Increasing **rates of associate self-identification**, which aligns with building a culture of trust and psychological safety
- Executing the fifth annual **Week of Understanding**, a dedicated time for leader-led conversations on a predetermined, enterprise-wide inclusion topic

“One of the things that makes Regions excellent is our people, and that’s exactly what our Impact Network Workplace subcommittee focuses on.

One thing we are proud of in Nashville is we ensure there is network presence at every new hire breakfast. It is important that associates know that Regions is a place they belong and where they will be celebrated.”

—
David Johnson, Branch Manager, Nashville, TN
Nashville Impact Network Chair



Commitments in Our Marketplace

Our commitment to Inclusion and Belonging is reflected in the external commitments we have made and recognition we have received. Key highlights for 2024 include:

- Regions received a score of 90 on the **2024 Disability Equality Index**. The Index is the leading nonprofit resource for business disability inclusion worldwide.

**DISABILITY
INDEX**

Best Place to Work for
Disability Inclusion™

This index is a joint initiative of the American Association of People with Disabilities (AAPD) and Disability:IN, and is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions that they can take to achieve disability inclusion and equality.

- Regions was recognized as a **2024 Military Friendly Employer** by Military Friendly, an organization that measures the commitment of companies to create professional opportunities that leverage military experience.



- The **Military Spouse Employment Partnership (MSEP)** is a U.S. Department of Defense career program connecting military spouses with hundreds of partner employers who commit to recruit, hire, promote, and retain military spouses. Regions was inducted into the partnership in 2020, becoming one of 500 corporate members, and continued this partnership in 2024. The MSEP helps military spouses find employment to achieve their career goals despite the challenges of frequent relocation.



Cultivating a Workplace Where All Can Belong and Thrive

The **Regions Impact Networks** are voluntary associate-led groups established to help build deeper connections, greater understanding, and a stronger sense of belonging among associates. They are organized around the Regions market structure, which represents more than 70% of our associate population.

By organizing the Impact Networks geographically, the Company can bring together more associates. Regions currently has 20 Regions Impact Networks dispersed across its footprint. With 2,910 total members and 220 associates serving in Network leadership roles, our Impact Networks hosted 193 events supporting inclusion and belonging.

“When I think about Inclusion, I align it to the marketplace that we serve. Living in a city full of cultural representation, and as someone who is bilingual, I have developed a passion for promoting financial wellness across the different communities we serve. What makes it special for me is being able to educate all different groups of people on how Regions can make life better and help them achieve their financial dreams.”

—
Eddie Lopez, Consumer Banking Manager, Miami, FL
South Florida Impact Network Workplace Subcommittee Leader



Disability Inclusion, Services, and Outreach

In 2024, we continued to provide our associates with the opportunity to self-identify as having a disability. To ensure an inclusive environment that embraces all associates, we celebrate National Disability Employment Awareness Month each year as one of our inclusion observances by hosting a series of educational events.

Our disability-related efforts extend beyond associates to customers and communities. Regions has a dedicated Disability Services and Outreach Manager who manages our external and internal outreach efforts by maintaining relationships with advocates for accessibility, staying abreast of their concerns, and working alongside Regions’ internal partners to address those concerns so that we can ensure we are providing accessible banking services. Our commitment includes raising awareness of autism spectrum disorders and creating an autism-friendly environment in our branches, as well as investing in programs that both promote independent living and increase access to job readiness and employment.

Supporting Military Service Members and Veterans

We understand U.S. service members face unique challenges that can make managing finances more complicated. Regions seeks to serve members of the U.S. military and their families by providing targeted financial guidance and education. We provide financial support, job readiness training, and opportunities to cultivate entrepreneurial activities within this population. Regions also has a dedicated Service Members and Veterans Affairs Manager whose relationships within the military community maintain open lines of communication among Regions, service members, and veterans' groups.

Our **BRAVE program**, or Building Regions Associate Veterans Experience, helps transitioning military service members build a successful career at Regions by matching the service members' talents and experience to job postings that best fit their career goals and interests while also supporting the challenges they may face. BRAVE program benefits include:



- Hiring, onboarding, and training support
- Resources to help ease the transition, including Wellbeing resources, military leave, and accommodations for disabled veterans
- Community engagement opportunities through Regions Impact Networks
- Updated Military Careers Page which includes a Military Skills Translator, a tool that matches interested potential job candidates with open opportunities at Regions based on their Military occupation code

Regions also continued offering Skillbridge fellowships in collaboration with Hiring Our Heroes, supporting veterans' successful transitions and hiring.



Shared Value in Action

Regions seeks to build the best team through hiring and developing military members, military veterans, and military spouses.

Read more about Regions hiring veterans, serving our customers, and strengthening our teams [here](#).

Empower to Grow

Investing Broadly in the Development and Success of Associates, Leaders, and Teams

Regions' talent management programs strive to empower all associates to grow by providing the tools and resources for associates to own their careers and development, broadening access to growth opportunities, and continuously improving technologies and initiatives to develop and deploy talent to fulfill our highest business needs. We offer a range of solutions to help associates find the best roles for each step of their careers, while building talent pipelines and associate skills to meet the future demands of our business. Regions employs a consistent and continuous approach to talent identification, assessment, and development. We believe our associates are our most critical and valuable asset, and as such, should be invested in every day to maximize their potential. We guide managers in identifying events and actions throughout the year that are

appropriate for setting expectations, assessing performance, engaging in impactful conversations, and providing productive feedback.

Engaging in talent assessments and reviews regularly throughout the year provides frequent opportunities for managers and executives to discuss and align efforts to support talent within the organization. Each business unit focuses talent discussions and reviews on the current and prospective needs of the business and associates.

In 2024, we expanded our **ATP** to additional levels within the enterprise. This process consists of three phases: Talent Assessment, Talent Review, and Talent Planning. Each of the three phases builds on the prior resulting in the insights needed to intentionally connect talent to development and succession plans. The primary focus of this process is to ensure our most critical roles are filled by the right talent with the right capabilities at the right time. Hosting a structured process simultaneously across all businesses allows us to:

- Gather the data required to create comprehensive views of the organization
- Assess and calibrate our talent's strengths, opportunities, potential, and performance
- Facilitate forward-focused conversations connecting business strategy to people

- Validate, update, and align succession plans and determine next steps and development

Additionally, talent and succession planning happens on an ongoing basis throughout the year to ensure that succession and development plans are maintained and talent is being prepared to assume and perform in critical roles as needed. Succession plans that match our best talent to our most critical positions allows us to prioritize resources and effort into generating the greatest return for associates, the organization, and shareholders.

In order to best evaluate and support talent decisions and internal mobility, Regions uses technology to assist managers and HR in routinely assessing associate performance, behaviors, competencies, and skills, while associates regularly update their career interests, mobility preferences, prior experience, training, education, and certifications. To better support associates interested in exploring internal career moves and opportunities, our technology systems are integrated and leverage data to offer career path guidance and resources, develop skills needed, and recommend jobs through our internal career site and campaigns. We continue to launch and enhance resources to help associates understand how to navigate these systems.

One of our guided processes is the **Associate Career Check-In**. As part of the annual Performance Management cycle, during the Spring Check-In, managers and associates at all levels are encouraged to dedicate time to discussing their career goals. Associates are empowered to own their own careers by providing updated information about their experience, career interests, and skills before having a career conversation with their manager. These career conversations provide an opportunity to build collaborative development plans toward an associate's career goals.

Learning and development

421,328 hours

of total training completed, including:

» **201,288 hours**

compliance

» **178,320 hours**

new hire

» **41,720 hours**

professional development

» **\$936**

average amount spent per FTE

RegionsLEADS Cornerstones of Leadership: Leadership Development for All

Regions believes every associate can be a leader. Our strong leadership competency framework, RegionsLEADS Cornerstones of Leadership, offers a unique, innovative way to show every associate how to effectively lead from any position, in any business unit, in everything they do. It provides a common language across the organization, focuses on building and deepening associate leadership skills, aligns future leadership program elements, and shapes the ultimate strategy for leadership development at Regions. The RegionsLEADS Cornerstones are Leads with Vision and Purpose, Empowers Transformative Change, Acts with Integrity, Develops Self and Others, and Strengthens Performance Results.

RegionsLEADS Cornerstones:

- Leads with Vision and Purpose
- Empowers Transformative Change
- Acts with Integrity
- Develops Self and Others
- Strengthens Performance Results



In the spirit of Develops Self and Others, Regions launched the RegionsLEADS in Action learning series. Available enterprise-wide for all associates, this ongoing series delivers concise, actionable guidance on essential skills such as building trust, soliciting feedback, driving incremental improvements, and celebrating success.

In addition to content focused on developing leadership skills and behaviors, Regions remains committed to fostering a skilled and resilient workforce prepared for the evolving demands of the future. Through targeted training and upskilling initiatives, associates are provided opportunities to develop critical capabilities needed to succeed in a rapidly changing business landscape. This approach integrates continuous learning, ensuring associates have access to relevant training programs that align with emerging technologies and industry advancements.

Preparing for a Changing Work Environment

Automation, cognitive technologies, and the open talent economy are reshaping the future of work. While we recognize the importance of technology to enrich the customer experience, we believe our associates remain our greatest competitive advantage and serve as a resource to our customers that cannot be matched. For these reasons, we continue to invest in associates so that they are empowered with the best skills and tools, including digital technologies, to more efficiently and effectively meet customers' needs.

We commit to preparing our workforce for a rapidly changing environment and understand that reskilling and upskilling are crucial to staying competitive and retaining valued associates. To support this need, Regions leverages Degreed — a customized learning experience platform that provides the tools to measure, build, and communicate skills inside the organization. This tool is designed to empower associates to drive their careers through associate-led personalization of learning plans based on their roles and interests. Degreed provides a wide variety of learning experiences: articles, podcasts, online training, online coursework, and peer-to-peer interactions that create an inclusive, robust learning experience.

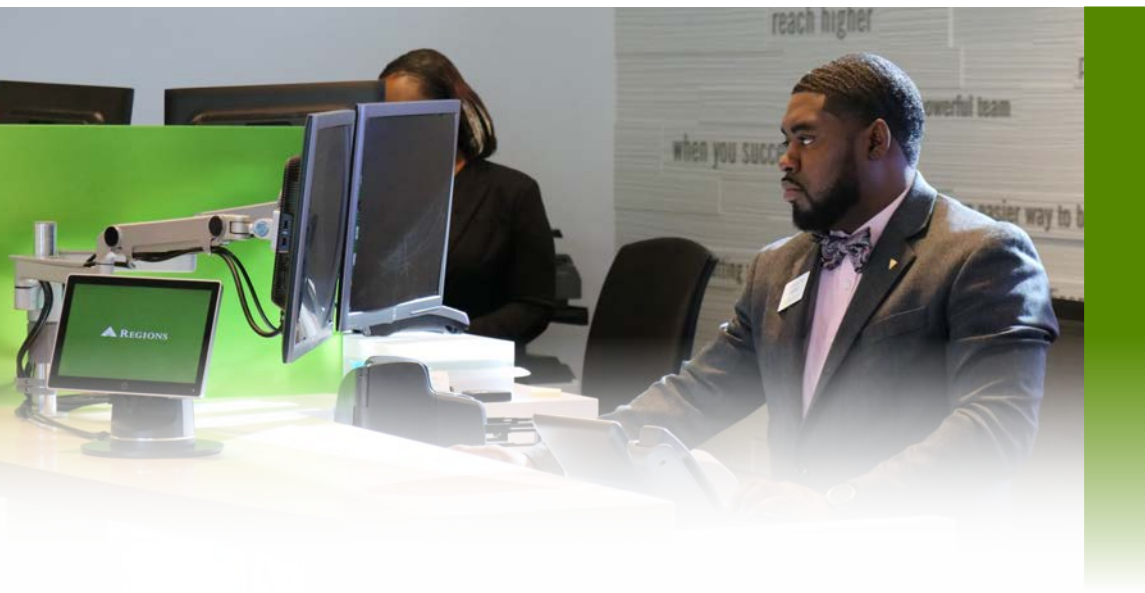
Organizationally, Degreed provides the ability to inventory associates' skills and target development efforts toward specific areas where elevated skills are needed now and in the future. Regions leverages a combination of internally developed Regions-specific learning assets along with content developed and curated by key subject-matter experts throughout the organization.

Additionally, strategic relationships with training vendors such as LinkedIn Learning, Harvard Business Publishing, and SS&C Technologies offer more learning opportunities across a wide variety of subjects. Recognizing the importance of technology, we engaged Pluralsight and other specialized technology training vendors to provide on-demand courses that offer intensive learning in application development, information technology operations, information security, and technology architecture.

Award Winning New-Hire Training Programs for Consumer and Contact Center

Like many other financial services institutions, Regions needed to quickly shift training experiences from in-person to virtual in response to the 2020 pandemic. In addition, with the influx of turnover across the industry, experienced retail bankers moved into new positions while new associates were hired without previous banking experience. With fewer experienced mentors in branches and the contact center to onboard them, new hires were struggling to onboard, which impacted both associate and customer experiences.

In 2022-2023, Regions partnered with retail and contact center partners to reimagine the new-hire learning experiences with both businesses. In 2024, the first phase of the reimagined content was launched followed by phased implementations of more content as it was ready for new hires. As a result of this partnership, Regions' new-hire training was awarded two **Gold Brandon Hall Group™ HCM Excellence Awards®** to recognize the outstanding design, which included the development of engaging virtual facilitator-led courses, interactive infographics, self-paced courses, realistic simulations, and virtual peer cohorts.



Shared Value in Action

To celebrate and recognize the service of our branch associates, Regions celebrated the fourth annual **Frontline First Week** from April 15-19, 2024. Read more [here](#).



Tuition Assistance

Through the continued partnership with **Guild**, Regions provides **tuition assistance** to eligible associates pursuing an undergraduate degree program within a curated learning marketplace. Program availability is determined by business need with the goal of connecting talented associates with skills needed across the Company.

In 2024, over 400 associates enrolled in a Guild program and over 100 associates graduated, bringing Regions' total graduate count to 277 associates. The most common areas of study for program graduates were Data & Analytics and Business Administration. Key benefits of the program include retention and opportunities for internal mobility. Regions is continuing to equip associates with valuable skills, drive career growth, and strengthen retention, all while fostering a more engaged and capable workforce. For associates who may need additional support or want to test the college experience before enrolling, Regions has created a College Readiness plan that grants associates access to entry-level collegiate coursework.

Empower to Achieve

Compensation Philosophy

Our compensation and benefits programs operate under the guidance and oversight of the Board's CHR Committee. The CHR Committee is responsible for approving Regions' compensation objectives and ensuring that the compensation programs and policies of the Company support the business goals and strategic plans approved by the Board.

We operate in a highly competitive and regulated environment. Our ability to successfully compete and grow our business depends on the skills, acumen, and motivation of our associates and their ability to develop and execute a dynamic strategic plan. With this in mind, the CHR Committee established the guiding principles of compensation shown below to serve as the foundation of our compensation philosophy.

Guiding Principles of Compensation

▶ **Set competitive targets:** Compensation targets should be transparent and set at competitive levels.

▶ **Pay for performance based on clear and focused goals:** Actual compensation should pay for performance based on goals that are clear and focused. As an associate's business responsibilities increase, the mix of compensation should be more heavily weighted toward variable compensation that is considered "at-risk" based on corporate and individual results.

▶ **Promote shared value:** Compensation programs should promote shared value through alignment of the long-term interests of our shareholders, customers, and associates.

▶ **Balance growth and risk:** Compensation programs should be balanced, incenting sustainable, profitable growth without encouraging associates to take unreasonable risks that may damage the long-term value of the Company. To ensure programs remain consistent with the safety and soundness of the Company, compensation programs will be subject to robust risk management and governance frameworks, including oversight by the CHR Committee.

▶ **Align with corporate values:** Compensation programs should be fair, equitable, and align with our corporate values.

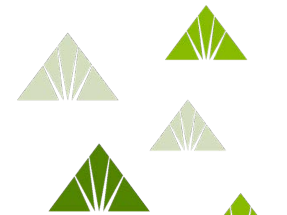
In addition to these broad guiding principles, the CHR Committee adopted a number of key practices that are consistent with our philosophy and our commitment to excellence in corporate governance. Equally as important as adopting strong practices is a commitment to refrain from certain compensation and employment practices that are inconsistent with our philosophy and goals.

Reward and Recognize Based on Performance

Regions believes rewarding and recognizing our associates is foundational to building and maintaining the best team. Regions is committed to investing in the lives of our associates by providing a competitive and comprehensive total rewards program. We utilize strong pay practices that include competitive base salaries, and for select roles, short-term and long-term incentive programs. These compensation programs are designed to be balanced, incenting sustainable, profitable growth without encouraging unreasonable risks, and to reward individual contribution to Regions' overall success.

Base salary ranges and short- and long-term incentive targets are set at the job level and are competitive with current market standards. Regions reviews established job values annually, accounting for several factors including job function, necessary skills, and experience levels. Additionally, Regions conducts annual holistic pay reviews with our most senior executive leaders and their management teams. During this review, job roles, market data and trends, position of pay in job-specific pay ranges, total compensation, and general observations are discussed. This conversation occurs prior to and during the **Regions Performance Management (RPM)** and incentive processes so any necessary adjustments can be considered as decisions are being finalized.

RPM is our formal performance evaluation process designed to engage, develop, empower, and reward associates as we drive shared value to Regions, customers, and shareholders. The RPM process includes setting individual performance goals aligned with Regions' strategic priorities and incorporates manager coaching and feedback.



Managers and associates assess and discuss performance against these goals via performance check-ins throughout the year. The process culminates with a year-end assessment based on achievement of individual goals, as well as the associate's commitment to risk management and compliance.

Compensation data and performance management results are evaluated during an annual consolidated compensation process, where managers are asked to review all elements of associate compensation and performance in order to make recommendations regarding base salary and incentives for eligible associates.

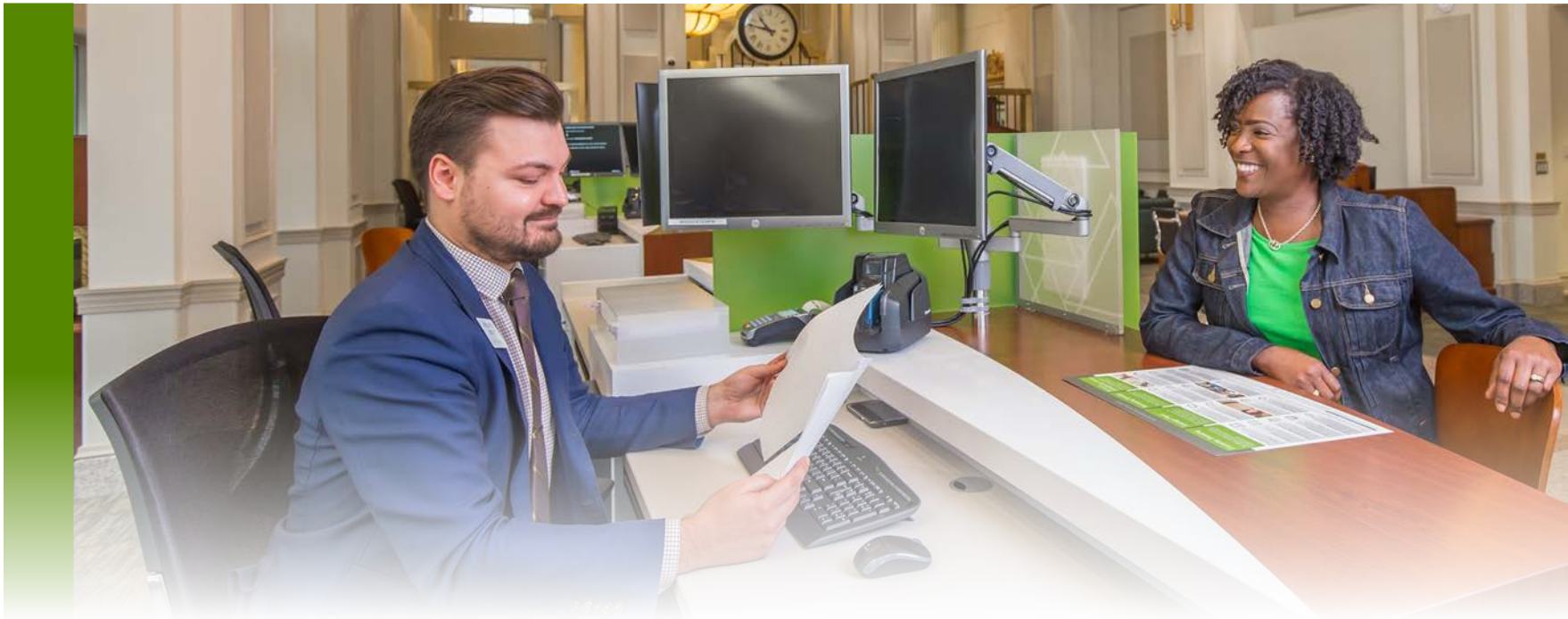
Shared Value in Action

During **2024 Evergreen Week**, associates organized in-person volunteer opportunities across ten geographic hubs in the Regions footprint, including Texas, Florida, Louisiana, Indiana, and Regions' headquarters city, Birmingham, Alabama. Read more [here](#).

Evergreen Week

Although associate appreciation takes place throughout the year, Regions specifically honors all associates every September during Evergreen Week. This week is a time when managers thank associates for their hard work and dedication, celebrate how associates work together to deliver the best results in the right way, and show appreciation for associates' unique talents and contributions to our Company. Each year, we develop a new theme that guides the activities for the week.

In 2024, the theme was "**Connected with Confidence**," which focused on the strength we have as a connected organization and how Regions' associates help provide customers and the communities we serve with the confidence to do more and reach their goals. Teams were able to celebrate in new and different ways that were offered in person or virtual, providing flexibility and options to virtual teams. Each associate, whether remote or onsite, also received a Regions gift box delivered to their home or office that included a thank-you letter from our CEO and a Regions-branded gift. All associates also received an extra day of paid vacation as part of Evergreen Week.



Empower to Thrive

We believe that supporting communities and maintaining a sustainable business begins with contributing positively to our associates' wellbeing. We strive to make life better for associates by offering a comprehensive benefits package in addition to statutorily mandated federal, state, and local benefits; this package includes health benefits, wellness resources, financial health tools, and work/life benefits. Additionally, we offer wellbeing programs and incentives that encourage associates to make healthy choices.

Fostering a Culture of Engagement and Wellbeing for All

Regions' commitment to creating a workplace that fosters engagement, respect, wellbeing, and development opportunities for every associate is unwavering. Engaged associates work with enthusiasm and passion; they are committed to making life better for Regions' customers and communities. Also, engaged associates consistently generate creativity, innovation, and growth, which pave the path to outstanding performance. At Regions, associates' contributions, achievements, and performance are celebrated.

Regions' culture of engagement earned the **Gallup Exceptional Workplace Award** for the 10th consecutive year. This prestigious recognition, rooted in high employee engagement, underscores the strength of Regions' people-first



approach. This distinguished recognition is awarded by Gallup, a global research and consulting firm, to organizations that cultivate a culture of engagement and put people at the heart of their business strategy. The award, measured through Gallup's rigorous Q12® survey, reflects how associates feel empowered, supported, and connected to their purpose — a legacy sustained at

Regions for over a decade. It is a powerful validation of Regions' environment, one where leadership and team dynamics play a pivotal role in driving organizational success.



A fundamental component of the associate experience at Regions is understanding the parts of our culture that drive associate motivation and engagement. Measuring engagement helps us recognize the things we do well and identify opportunities to continuously improve. Each year, Regions works in partnership with Gallup to administer a confidential, online **Associate Engagement Survey** designed to measure engagement and collect associate feedback on relevant topics.

Associates are invited to respond to the voluntary survey, commonly referred to as the Q12. Responses to each question indicate the level of engagement on every team in the organization and compare progress for each question year over year. Regions also includes custom questions that measure perceptions of key indicators of our Company's culture, like respect, inclusion and belonging, wellbeing, individual development, and communication.

Managers are expected to share the results with their teams and conduct team action planning sessions. Teams are encouraged to use group discussion guides to have meaningful dialogue that celebrates their accomplishments and helps identify new practices that can improve engagement and positively impact day-to-day performance.

Associate Engagement Survey

HIGHLIGHTS

The Grand Mean remained strong with a score of **4.45**, in the **66th** percentile in Gallup's Finance and Insurance Company Level Database.

73% of Regions' associates are engaged, whereas only **4%** feel actively disengaged.

In 2024, survey results remained strong and steady, with a slight increase in overall engagement from the previous year. Perceptions of equitable advancement opportunities improved year over year with 75% of associates strongly agreeing they feel respected at work. Additionally, associate perceptions around "In the last seven days, I have received recognition or praise for doing good work" and "I have a best friend at work" continued to show year-over-year increases.

While there is always work to do, this year's survey results continue to validate our strategic focus on people. They also show how Regions' workforce remains resilient, engaged, and strongly positioned to meet the challenges of the ever-evolving workplace and banking and finance industry.

Wellbeing

We provide a range of programs to help associates and their families **get more out of life**. Some examples include:

- Mental Health support program via Headspace Employee Assistance Program (EAP)

- Associate financial fitness program
- Tuition assistance program providing associates with tuition-free access to numerous degree programs
- Regions Dependent Scholarship Program
- Adoption assistance
- Company match for eligible charitable contributions of up to \$1,000 a year
- \$5,000 forgivable loan to make it easier for qualifying associates to purchase a home
- TeamGreen Banking, which provides associates with discounts on home equity loans, mortgage loans, and other banking services
- Free flu shots
- Chronic condition support through Virta, Lark, Pack Health, and Credence Blue Cross and Blue Shield (BCBS)
- Telehealth through Doctor on Demand
- Paid parental leave for eligible associates becoming parents through birth or adoption
- Family Building Benefits, an inclusive program that supports associates and their partners in the journey to and through parenthood

Regions further supports work-life balance through a range of work schedules and remote working situations dependent on position, eligibility, and suitability. Alternatives include flexible work schedules, compressed work weeks, alternative daily work schedules, and telecommuting.

Our corporate workplace model has evolved to suit associates' needs and preferences. Our updated

workspaces include assigned desks, unassigned desks for those associates with flexible work arrangements, social centers, and more small conference rooms. This work environment offers associates the opportunity to choose the environment where they can be most productive. These opportunities create multiple benefits for Regions as well, including operational efficiencies and savings, more options for hiring new talent and retaining existing talent, and a more productive, devoted workforce.

Through our partnership with **Guild**, Regions offers a tuition assistance program that provides associates pursuing banking careers with tuition-free access to schools, colleges, and universities including degree programs in areas such as business management, software engineering, and data analytics. Unlike the former tuition reimbursement program, Regions pays tuition directly to the academic provider. The only out-of-pocket costs to the associate are books and fees, which are submitted to Regions for reimbursement.

Regions' support of parents begins early in the family building stages by offering compassionate support to families facing fertility challenges through a program called **WINFertility**. WIN offers a variety of resources to help associates understand their options, maximize their benefits, and choose the best course of treatment.

For pregnant associates, Regions offers a prenatal wellbeing program called **Baby Yourself**. This service provides expectant parents covered by a Regions medical plan with support and educational materials, including access to a personal nurse whom they can call with questions or concerns throughout their pregnancy.

Regions also offers a program called **Ovia Health** to all associates and their spouses or domestic partners. Ovia meets associates wherever they are

in their journey of family building through a suite of apps for fertility, pregnancy, parenting, and menopause. Participants have access to daily tips and in-app private messaging with registered nurses who focus on fertility, labor and delivery, lactation, postpartum conditions, return to work, and so much more.

We recognize that the birth or adoption of a child can be a stressful time of transition financially and from a work-life balance perspective. As a result, we expanded parental leave benefits to reflect our commitment to support associates and their growing families. Regions provides 12 weeks of fully paid leave for birth mothers and 6 weeks of fully paid leave for birth parents, including domestic partners and adoptive parents.

Approximately 377 associates — mothers and fathers — took advantage of maternity and bonding leave programs during 2024. Our support for parents does not end after a child’s birth or adoption. Our Family Building Benefits program is an inclusive program that supports our associates and their partners throughout parenthood. For instance, Regions offers a subsidized childcare program for our Birmingham-area associates through a partnership with **TodayCare** Children's Centers. The brightly colored facility offers an enriching, age-appropriate curriculum in a safe and nurturing environment. Staffed by qualified childcare providers, they are fully licensed with small child-to-caregiver ratios and offer full-time care for children ages 6 weeks to pre-K.

Regions also believes in helping prepare associates for retirement. Over 97% of Regions associates participate in our **401(k) Plan**. To encourage participation and account growth, new hires are automatically enrolled at a 2% contribution, and contributions annually increase by 1% up to 10% with the ability to opt out or change it at any time. For eligible associates who are not accruing a

benefit in the Regions Financial Corporation Retirement Plan, a defined benefit plan closed to new participants, we make an annual 2% contribution to their 401(k) Plan, regardless of whether they contribute themselves. We also increased our associate match contributions from 4% to 5% beginning in 2019.

Cultivating Associate Health and Wellbeing

We provide access to health insurance coverage to associates working at least 30 hours per week that is both comprehensive and affordable to them and their families. Associate health insurance costs are progressively aligned with compensation so that entry-level associates pay the lowest available out-of-pocket premiums. We also offer wellbeing programs and incentives that encourage associates to thrive at work, home, and beyond.

The Regions Corporate Wellbeing program, **Wellbeing@Regions**, gives associates access to a wide range of benefits, programs, and services to support all dimensions of associate wellbeing. The program includes initiatives in five dimensions of wellbeing — physical, mental, financial, professional, and social — providing associates with resources to enjoy life to the fullest with a focus on overall wellbeing.



In 2024, Regions launched **Well**, an application that serves as a gateway to all of our wellbeing programs. Well suggests personalized actions and small steps that you can take to improve your health and wellbeing. Associates can chat with real people called Well Guides to ask questions about their health plan, to find an in-network provider, or for tips for healthy living. The more associates interact with the program, the more personalized it becomes, and each health action earns them points that can be redeemed for gift cards.

Regions also introduced a new mental health support program in 2024 called **Headspace**. Headspace offers resources to take care of mental health on a daily basis. The program includes hundreds of meditation and mindfulness videos for all ages, in the moment and 24/7 text-based coaching, and short-term in-person or virtual counseling for all associates and five family or friends.

Volunteerism and Giving

Our associates serve a crucial role in building thriving and dynamic communities where we live and work. They generously share their time, talent, and treasures, and we are proud to be their partners in making life better for our communities.

Launched in 2023, the Company established the **Regions Making Life Better Institute® (MLBI)** to have a strategic and intentional approach to associate volunteerism and financial education. Its key components include: Regions Associates in Action® (extra hands/group volunteering), Regions Skills in Service® (skills-based/pro bono technical assistance), nonprofit board service, financial education, and associate recognition programs. In 2024, our associates logged 121,200 hours of volunteer service and financial education delivery across our footprint, the highest in Regions' history. MLBI is committed to supporting our associates and ensuring that community service, especially to support our LMI communities, continues to be a strategic priority in fulfilling our mission to create shared value and make life better for our communities, customers, and associates.

The **What a Difference a Day Makes program** provides associates with the opportunity to take 1 paid day off each year to make life better by volunteering with nonprofit organizations in their communities. Offered to all associates, this program allows us to help these organizations in helping others. We feel confident that this benefit aligns with associate and community expectations of corporate citizenship. In addition, we believe it assists us in attracting and retaining talent while making life better.

Shared Value in Action

To complement the Bank's **Financial Literacy Month** activities, in April 2024, our associates worked with community organizations, youth programs, and schools to deliver *Regions Next Step* curriculum, teach financial education workshops, and more. Read more [here](#).

121,200

hours of community service
logged in 2024

1 paid day off

provided to associates to
volunteer with a nonprofit
organization in their
community



Available to all full-time Regions associates and recent retirees (within the past five years), the **Matching Gifts program** provides its participants the opportunity to make an even greater impact on communities by matching their tax-deductible contributions to their favorite qualifying nonprofit organizations. Regions matches gifts of \$25 or more to eligible nonprofit organizations, up to \$1,000 per participant annually.

In addition to volunteering with agencies funded by **United Way**, Regions associates are long-term financial supporters of these organizations through personal giving to local United Way chapters throughout our footprint. Associates come together annually for our United Way fundraising campaign that supports United Way and its network of member agencies in their efforts focused on the health, education, and financial stability in the communities we serve. Associates can elect to have United Way allocate their donations based on the organization's strategic programming or focus their donations in areas associates are interested in supporting. In 2024, Regions Bank and Regions associates supported more than 150 United Way chapters across our footprint, donating \$7.8 million (including \$5.4 million from associates and \$2.3 million from the Bank).

Each year we look to identify creative and meaningful ways to make a difference with our **Share the Good campaign**. This year's theme was "Helping Students Build Financial Confidence," where associates from across the footprint were encouraged to volunteer in classrooms to teach students the importance of building positive money habits. Teams worked with local schools, youth programs, and community organizations to reach kids of all ages.



Communities

- *2024 Community Impact*
- *Our Strategic Priorities*
- *Financial Inclusion Through Community Outreach*

2024 Community Impact

As a regional bank, the relationships we form with the communities we serve are central to fulfilling our mission and purpose. We seek to cultivate inclusive growth by investing in our communities — individuals, families, and businesses — and creating more opportunities for everyone to achieve their financial goals.

We believe that shared value leads to profitable and sustainable growth through:

- Community impact:** For our communities, our investments reflect our mission to make life better by helping people and businesses prosper and thrive.
- Associate engagement:** For our associates, our commitment reflects our values of put people first and do what is right. It helps strengthen our culture, build associate affinity with Regions, and, in turn, increase our associates' engagement.
- Business growth:** For our business, our active engagement leads to strong local ecosystems where our Company grows and thrives along with our customers and communities. Increasingly, we are seeing the rise of community engagement as a driver in business success.

Community Development	Philanthropic and Community Giving	Financial Wellness
\$859.2 million CRA-qualified community development lending	\$24.8 million Total contributions	1.5 million Number of people who received financial education from Regions
\$662.2 million CRA-qualified investments	\$18.6 million Contributions and sponsorships from Regions Bank	2.8 million Number of online page views via digital financial education resources
\$19.9 million CRA-qualified contributions	\$6.2 million Contributions from the Regions Foundation	924 Number of financial wellness workshops led by associates
\$2.9 billion Small business and small farm lending	\$7.8 million Donations to United Way by Regions Bank and Regions' associates	17,292 Financial education volunteer service hours performed
	121,200 Number of hours logged by our associates to make life better in our communities	

Our Strategic Priorities

In 2024, we continued our mission-led and performance-driven focus in our community investment strategy. We supported programs and services that were intentional in achieving short-term outcomes and long-term impact around our three community engagement strategic priorities.

We believe that focusing on these priorities, which complement our expertise and talent, allows us to best serve our communities. By supporting initiatives where we feel that we can have a meaningful impact, we believe that we are well-positioned to continue doing more today and into the future.

Please see our 2024 Shared Value Report: Community Engagement Highlights, available at regions.com/communityengagement, for more information and stories highlighting these priorities.



Economic and Community Development

Economic prosperity



- Affordable housing
- Job creation
- Small business development
- Homebuyer education and retention
- Neighborhood revitalization and stabilization

Education and Workforce Readiness

Career prosperity



- Student competency and skill-building
- College and career readiness
- Educational access and success
- Credentials and employment
- Educator training and resources

Financial Wellness

Financial prosperity



- Financial education to youth, adults, and vulnerable populations
- Financial planning tools and resources
- Integrated asset-building

The **Regions Foundation**, a 501(c)(3) nonprofit corporation funded through contributions from Regions Bank, aims to promote inclusive prosperity by investing in initiatives that reduce barriers to economic success.

- The Foundation distributed \$6.2 million to our communities in 2024, with a focus on supporting programs in economic and community development, education and workforce readiness, and financial wellness.
- In addition to grantmaking, the Foundation also made program-related investments (PRI) in 2024, including \$550,000 in low-cost loans to support small business development.
- The Foundation has made \$28.2 million in commitments in grants and PRIs since its inception in 2018.



Shared Value in Action

In 2024, Regions continued hosting events designed to lift up community leaders across Regions' footprint:

- **Important Insights**, a free learning series for nonprofit leaders that Regions has hosted since 2020. Read more [here](#).
- Our third annual **Regions Bank CDFI Convening** of CDFI leaders. Read more [here](#).

Established and funded in 2020, the **RCDC** is a wholly owned subsidiary of Regions Bank. The mission of the RCDC is to make life better by providing debt and/or equity financing for projects and entities with a community development purpose. Specifically, the RCDC's considerations include:

- Providing project financing for new construction and rehabilitation
- Providing greater flexibility in pricing and structure than traditional bank lending
- Making responsible, strategic-impact equity investments
- Becoming a leader in supporting Community Development Financial Institutions (CDFIs) in the Regions footprint

In 2024, the RCDC invested \$41.5 million in new debt and equity commitments reaching a total of \$119 million in four years in support of affordable housing development, economic revitalization, and support for LMI small businesses and individuals.

Financial Inclusion Through Community Outreach

Regions is dedicated to advancing financial inclusion through our continuous efforts to anticipate and adapt to the evolving demographics of the communities we serve. We collaborate closely with local, state, and national organizations to provide financial education, promote economic growth, and offer technical assistance for community development across diverse communities.

The strength of these enduring collaborations allows us to make a positive impact on financial wellness, workforce development, community revitalization, and small business growth.

We advocate for **people with disabilities** through accessible banking solutions and investments that help our communities overcome financial barriers. Regions' Disability Services and Outreach Manager maintains relationships with advocates for accessibility to stay abreast of their concerns; they also collaborate with Regions' external partners. We provide governance and leadership support to organizations such as the Indiana School for the Blind and Visually Impaired (Indiana), Starkloff Disability Institute (Missouri), Disability Rights and Resources (Alabama), and Alabama State Rehabilitation Council (Alabama).

Money Basics for Life is a Regions financial education program designed to meet the needs of people with disabilities. Courses are taught by associates, including the availability of a Spanish-speaking instructor, specially trained to deliver the content.

In 2024, we were recognized as a "Best Place to Work for Disability Inclusion" after earning a score of 90 on the Disability Equality Index.

We continue to provide financial support and volunteers to organizations across our footprint that provide services such as job readiness and employment to individuals with a disability.

Regions also seeks to serve **members of the U.S. military, veterans, and their families** through targeted financial guidance and education. Regions' Service Members and Veterans Affairs Manager understands their unique needs and seeks ways to help them manage their finances. This includes providing financial support, job readiness training, and opportunities to cultivate entrepreneurial activities for community organizations.

In 2024, Regions Bank placed in all four categories of the Military Friendly ratings:

- Military Friendly Employer, Silver Award
- Military Friendly Spouse Employer

Our efforts to support veterans, service members, and military spouses include:

- BRAVE, a program that supports veterans and military spouses seeking career opportunities at the Bank
- Membership in the MSEP, a Department of Defense career program for military spouses
- Working with Hiring our Heroes to connect transitioning service members and their families with career opportunities

Regions Bank, in collaboration with the Association of Military Banks of America, has an agreement with the U.S. Veterans Benefit Administration to provide banking and financial services to VA beneficiaries. In addition, Regions' Service Members and Veterans Affairs Manager serves on the board.

Shared Value in Action

Regions is proud to be a part of the **Regions Tradition**, an annual golf tournament held at Birmingham's Greystone Golf and Country Club.

During the 2024 Tradition, Regions associates facilitated a **Reality Check** — an interactive budgeting workshop designed to help students to build financial confidence — for a class of local high school students. Read more [here](#).

The Tradition also supports **Folds of Honor**, a nonprofit organization dedicated to providing educational scholarships to spouses and children of America's fallen or disabled service members and first responders. Read more [here](#).



Regions Bank and the Regions Foundation are committed to advancing education and workforce readiness by working with a wide range of community partners. Among the many colleges and universities supported by the Bank and Foundation are several **Historically Black Colleges and Universities (HBCUs)** that serve a vital role in our nation's education ecosystem. In collaboratively engaging with these institutions, our goal is to use our resources in ways that connect more students with the opportunity to complete their education and pursue rewarding careers. Such efforts include:

- Helping cover tuition needs and fund scholarship opportunities for current and recent former students
- Delivering financial education seminars to students
- Attending on-campus career fairs to hold one-on-one conversations with students about career opportunities at Regions
- Hosting professional development workshops and participating in panel discussions geared toward students

- Enabling HBCUs to fund and expand digital access for students
- Building and developing an inclusive workforce through strategic recruiting partnerships

Associates also serve as a vital source of support for HBCUs through their participation in various volunteer opportunities that serve these institutions. In addition, several of our associates hold positions on HBCU boards of trustees and advisory boards.

For more information about how we advance educational opportunities for students, please see the **Empower to Grow** section within this report.





Appendix

- *About This Report*
- *Glossary of Terms and Acronyms*
- *Other Resources*
- *2024 TCFD Index*
- *2024 SASB Index*
- *2024 GRI Index*

About This Report

Regions voluntarily publishes this annual Shared Value Report to keep our stakeholders apprised of our progress around our mission to deliver shared value. We have structured our report with a focus on sustainable value creation through the stakeholders identified in our corporate mission: shareholders, customers, associates, and communities. The report's appendix also contains indexes that identify how Regions' reports and disclosures, including this report, align with the Task Force on Climate-Related Financial Disclosures' (TCFD) Recommendations, the International Sustainability Standards Board's (ISSB) Sustainability Accounting Standards Board (SASB) Standards, and the Global Reporting Initiative's (GRI) Guidelines.

The terms "Regions," the "Company," the "Bank," "we," "us," and "our" are used in this report to refer collectively to Regions Financial Corporation, a Delaware corporation, together with its subsidiaries, including Regions Bank (the Bank) where appropriate. Unless otherwise stated, all information disclosed in this report represents Regions' activity during the fiscal year ended December 31, 2024. This report does not address the performance or operations of our suppliers, contractors, or partners.

This report is informed by external disclosure frameworks, recommendations, and guidelines and utilizes corresponding terminology, such as "material" and "priority" topics, to indicate the issues of greatest importance to our company and stakeholders. These terms are distinct from the terms "material" and "materiality" as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting. Accordingly, inclusion of information in this report should not be interpreted as an indication that such information is material to our financial statements and reporting. Further, this report represents our current activities and is not intended to create legal rights or obligations.

This report also contains forward-looking statements, including objectives, plans, goals, targets, metrics, and commitments. Such statements are based on management's current estimates, expectations, projections, circumstances, results, aspirations, and assumptions, which are subject to significant risks and uncertainties that are difficult to predict and may be beyond our control. Actual future results could differ, potentially materially, from our projections. As such, any forward-looking statements in this report should not be unduly relied upon. All information in this report is current as of the date of publication; we undertake no obligation to update the information in this report or otherwise notify the reader in the event that any views, opinions, or facts in this report change or subsequently become inaccurate.

This report is not comprehensive and, for that reason, it should be read in conjunction with our Annual Report on Form 10-K for the year ended December 31, 2024 (particularly the "Forward-Looking Statements" and "Risk Factors" sections), our Quarterly Report on Form 10-Q for the quarter ended March 31, 2025 (particularly the "Forward-Looking Statements" section), and our 2025 Proxy Statement. These documents can be accessed through ir.regions.com. We also plan to provide our workforce demographics, or EEO-1, data later in 2025. This and other disclosures related to our shared-value mission can be accessed at <https://www.regions.com/about-regions/our-shared-value-approach>. No documents or websites that are cited or referred to in this report shall be deemed to form part of the report; their inclusion does not represent endorsement of any product or service.

Contact Us

With teams across the Company dedicated to maintaining relationships, we interact with multiple stakeholder groups on a regular basis to respond to issues and concerns. If you would like to provide us with feedback, here are a few ways that you can contact us:

Regions Financial Corporation

1900 Fifth Avenue North
Birmingham, AL 35203

Chief Governance Officer

Attn: Chief Governance Officer
governance@regions.com

Investor Relations

Attn: Investor Relations
investors@regions.com

Board of Directors

c/o Office of the Corporate Secretary
Attn: Board Communication
governance@regions.com

Office of Customer Satisfaction

Attn: Office of Customer Satisfaction
ocs@regions.com

Media Relations

1-205-264-4551

Customer Service

1-800-REGIONS (734-4667)

Social Media



[@RegionsBank](https://twitter.com/RegionsBank)



[Regions Bank](https://www.linkedin.com/company/RegionsBank)



[Regions Bank](https://www.facebook.com/RegionsBank)



[Regions Bank](https://www.instagram.com/RegionsBank)

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Glossary of Terms and Acronyms

Term	Meaning
AAPD	American Association of People with Disabilities
ABAC	Anti-Bribery and Anti-Corruption
AI	Artificial Intelligence
APR	Annual Percentage Rate
ARM	Adjustable-Rate Mortgage
ATM	Automated Teller Machine
ATP	Annual Talent Process
BAOC	BSA/AML and OFAC Committee
BCBS	Blue Cross and Blue Shield
BMPs	Best Management Practices
BR	Business Resilience
BRAVE	Building Regions Associate Veterans Experience
BSA/AML	Bank Secrecy Act/Anti-Money Laundering
C&I	Commercial and Industrial
CB	Commercial Banks
CCC Database	Centralized Customer Complaint Database
CDFI	Community Development Financial Institution
CF	Consumer Finance
CFPB	Consumer Financial Protection Bureau
CHR	Compensation and Human Resources
Code of Conduct	Code of Business Conduct and Ethics
CRA	Community Reinvestment Act
DC	Direct Current
DPA	Down Payment Assistance
EAP	Employee Assistance Program
ENRG	Energy and Natural Resources Group
EPA	Environmental Protection Agency
FEMA	Federal Emergency Management Agency
FFIEC	Federal Financial Institutions Examination Council
FRL	Fair and Responsible Lending
FTE	Full-Time Equivalent
GHG	Greenhouse Gas
GRI	Global Reporting Initiative

Term	Meaning
G-SIB	Global Systemically Important Bank
HBCU	Historically Black College or University
HIFI	Home Improvement Financing
HR	Human Resources
HVAC	Heating, Ventilation, and Air Conditioning
IBI	Inclusion, Belonging, and Impact
ICCC	Inner City Capital Connections
IMMMR	Identify, Measure, Mitigate, Monitor, and Report
IRC	Internal Revenue Code
IS	Information Security
ISO	International Organization for Standardization
ISSB	International Sustainability Standards Board
LED	Light-Emitting Diode
LGD	Loss Given Default
LMI	Low- and Moderate-Income
LTV	Loan-to-Value
MD&A	Management's Discussion and Analysis of Financial Condition and Results of Operations
MF	Mortgage Finance
MLBI	Making Life Better Institute
MLO	Mortgage Loan Officer
MMCT	Majority-Minority Census Tract
MSEP	Military Spouse Employment Partnership
MWh	Megawatt-Hour
NAICS	North American Industry Classification System
NCG	Nominating and Corporate Governance
NIRA	New Initiative Risk Assessment
NIST	National Institute of Standards and Technology
NPHC	National Pan-Hellenic Council
NRI	National Risk Index
NRRE	Natural Resources and Real Estate
NYSE	New York Stock Exchange
OAC	Office of Associate Conduct

Term	Meaning
OFAC	Office of Foreign Assets Control
PCAF	Partnership for Carbon Accounting Financials
PII	Personally Identifiable Information
PRI	Program-Related Investments
PV	Photovoltaic
RCDC	Regions Community Development Corporation
RPM	Regions Performance Management
SAFEST	Soundness, Accountability, Fairness, Effectiveness, Security and privacy, and Transparency

Term	Meaning
SASB	Sustainability Accounting Standards Board
SBA	Small Business Administration
SBIC	Small Business Investment Company
SEC	Securities and Exchange Commission
TCFD	Task Force on Climate-Related Financial Disclosures
TPRM	Third-Party Risk Management
TTY/TDD	Teletypewriter/Telecommunications Device for the Deaf
UDAAP	Unfair, Deceptive, or Abusive Acts or Practices
VA	Veterans Affairs

Other Resources

SEC Filings and Regulatory Disclosures

- 2024 Annual Report on Form 10-K
- 2025 Proxy Statement
- Call Report for 4th Quarter of 2024
- Basel III Regulatory Capital Disclosures Report for 4th Quarter of 2024

Corporate Documents

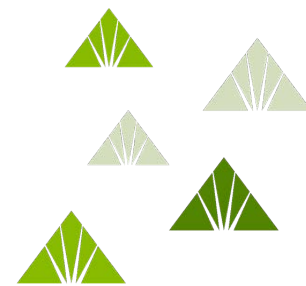
- Code of Business Conduct and Ethics
- Code of Ethics for Senior Financial Officers
- Corporate Governance Principles
- Regions Financial Corporation By-Laws
- Fair Disclosure Policy
- Government Affairs Political Activities Report

Board Committee Charters

- Audit Committee Charter
- Compensation and Human Resources Committee Charter
- Nominating and Corporate Governance Committee Charter
- Risk Committee Charter
- Technology Committee Charter
- Executive Committee Charter

Other Documents Relating to our Shared Value Mission

- 2024 Community Engagement Highlights
- Human Rights Statement
- Environmental Sustainability Statement
- Supplier Code of Conduct



2024 TCFD Index

Regions continuously seeks new ways to convey information to our stakeholders in a meaningful but efficient manner. With that goal in mind, we began reporting in line with the recommendations established by the Task Force on Climate-Related Financial Disclosures (TCFD) in 2021. In keeping with our efficiency goal, and to better demonstrate how the initiatives in our TCFD reporting fit into the broader context of our shared value mission, we opted to incorporate our TCFD-responsive disclosures into our Shared Value Report beginning in 2023; to ensure we also meet the needs of stakeholders specifically seeking information targeted in the TCFD's recommendations, we are again including this TCFD-aligned index to reflect where the relevant content now appears in the 2024 Shared Value Report.

TCFD-Recommended Disclosure Topic	Relevant Section(s) of 2024 Shared Value Report
Governance	
Board's oversight of climate-related risks and opportunities	See the "Board Oversight of Our Shared-Value Approach" subsection of the Our Board of Directors section.
Management's role in assessing and managing climate-related risks and opportunities	See the "Board Oversight of Our Shared-Value Approach" subsection of the Our Board of Directors section. Also see the "Environmental Risk Management" subsection of the Risks and Opportunities section.
Strategy	
Climate-related risks and opportunities identified over the short, medium, and long term	See both the "Risk Management and Compliance" and the "Environmental Risk Management" subsections of the Risks and Opportunities section. Also see the "Tailoring Our Offerings to Customers' Goals" subsection of the Products and Services section.
Impact of climate-related risks and opportunities on businesses, strategy, and financial planning	See the "Environmental Risk Management" subsection of the Risks and Opportunities section. Also see the "Tailoring Our Offerings to Customers' Goals" subsection of the Products and Services section.
Resilience of strategy, taking into consideration different climate-related scenarios	See the "Environmental Risk Management" subsection of the Risks and Opportunities section.
Risk Management	
Processes for identifying and assessing climate-related risks	See both the "Risk Management and Compliance" and the "Environmental Risk Management" subsections of the Risks and Opportunities section.
Processes for managing climate-related risks	See both the "Risk Management and Compliance" and the "Environmental Risk Management" subsections of the Risks and Opportunities section.
How processes for identifying, assessing, and managing climate-related risks are integrated into overall risk management	See both the "Risk Management and Compliance" and the "Environmental Risk Management" subsections of the Risks and Opportunities section.
Metrics and Targets	
Metrics used to assess climate-related risks and opportunities in line with strategy and risk management process	See the Operating Efficiently section.
Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	See the "Energy Use and Emissions" subsection of the Operating Efficiently section.
Targets used to manage climate-related risks and opportunities and performance against targets	See the "Energy Use and Emissions" subsection of the Operating Efficiently section.

2024 SASB Index

Regions began publishing disclosures aligned with the Sustainability Accounting Standards Board (SASB) Standards in 2019. We provide this SASB Index based on the SASB Standards for the Financials sector (version 2018-10) that we have deemed to be most relevant to our business: Commercial Banks, Consumer Finance, and Mortgage Finance. Unless otherwise specified, this 2024 index applies to our entire operations for the year ended December 31, 2024. Certain information may not be provided in this index if it (i) is not considered material; (ii) is deemed privileged or confidential; (iii) could cause a competitive disadvantage to our business if publicly disseminated; or (iv) is not currently collected in a manner wholly correlative with the related SASB metric.

Commercial Banks

Code	Accounting Metric	Response
Data Security		
FN-CB-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), and (3) number of account holders affected	Regions did not experience any material breaches during 2024. If material breaches had occurred, they would have been addressed in our 2024 Form 10-K. Please see the response to FN-CB-230a.2 for more information about Regions' approach to information security risk management.
FN-CB-230a.2	Description of approach to identifying and addressing data security risks	Regions' approach to information security risk management is discussed in: <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct and Ethics • The Information Security Risk discussion in our 2024 Form 10-K • The "Cybersecurity Oversight" subsection of our 2025 Proxy Statement • The "Empowerment Through Innovation" subsection of our 2024 Shared Value Report
Financial Inclusion & Capacity Building		
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	Regions discloses the number and amount of our loans to small businesses and small farms in Schedule RC-C Part II, Items 3, 4, 7, and 8, of our Call Report for 4Q24. Additional data, including Community Reinvestment Act (CRA)-qualified support and lending to LMI and minority borrowers, is provided in the Financial Inclusion and Financial Inclusion Through Community Outreach sections of our 2024 Shared Value Report. Regions' broader efforts to support small businesses, community development, and diverse communities are discussed further in the Financial Inclusion Through Community Outreach and Financial Inclusion sections of our 2024 Shared Value Report.
FN-CB-240a.2	(1) Number and (2) amount of past due and non-accrual loans qualified to programs designed to promote small business and community development	Regions discloses the number and amount of our loans to small businesses and small farms in Schedule RC-C Part II, Items 3, 4, 7, and 8, of our Call Report for 4Q24. Additional data, including CRA-qualified support and lending to LMI and minority borrowers, is provided in the Financial Inclusion and Financial Inclusion Through Community Outreach sections of our 2024 Shared Value Report. The Aging and Non-Accrual Analysis discussion in the Allowance for Credit Losses footnote to our 2024 Form 10-K provides an overview of the days past due and non-accrual status for each of our portfolio segments and classes as of December 31, 2024. Regions' broader efforts to support small businesses, community development, and diverse communities are discussed further in the Financial Inclusion Through Community Outreach and Financial Inclusion sections of our 2024 Shared Value Report.
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	Regions created Regions Now Banking [®] to provide unbanked and underbanked customers access to financial services from a trusted financial institution at a lower cost, while offering a pathway to becoming fully banked in the future. The Now Banking suite of products and services was expanded in 2021 to include Regions Now Checking [®] , a Bank On-certified account that removes the worry of overdraft or returned-item fees with a low, flat monthly fee. Offerings also include full-service check cashing. For more information on Now Banking, refer to the Financial Inclusion section of the 2024 Shared Value Report.
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	The Regions Next Step [®] program is a Company-wide financial wellness program designed to help students, adults at various life stages and income levels, and businesses of all sizes achieve financial wellness. In 2024, 1.5 million people received financial education from Regions. We also make a number of financial education resources available on our website; during 2024, these digital resources received 2.8 million online page views. Our Next Step resources are available to customers and non-customers alike. More information about Regions Next Step can be found in the Financial Inclusion section of our 2024 Shared Value Report and at regions.com/next-step .

<i>Incorporation of Environmental, Social, & Governance Factors in Credit Analysis</i>		
FN-CB-410a.2	Description of approach to incorporation of Environmental, Social, & Governance factors in credit analysis	Regions' approach to effectively managing risks, including those related to our lending practices, is discussed in: <ul style="list-style-type: none"> • The Risks and Opportunities section of our 2024 Shared Value Report
<i>Financed Emissions</i>		
FN-CB-410b.1	Absolute gross financed emissions, disaggregated by (1) Scope 1, (2) Scope 2 and (3) Scope 3	Regions addresses financed emissions in the Energy Use and Emissions subsection of our 2024 Shared Value Report.
FN-CB-410b.2	Gross exposure for each industry by asset class	Regions addresses financed emissions in the Energy Use and Emissions subsection of our 2024 Shared Value Report.
FN-CB-410b.3	Percentage of gross exposure included in the financed emissions calculation	Regions addresses financed emissions in the Energy Use and Emissions subsection of our 2024 Shared Value Report.
FN-CB-410b.4	Description of the methodology used to calculate financed emissions	Regions addresses financed emissions in the Energy Use and Emissions subsection of our 2024 Shared Value Report.
<i>Business Ethics</i>		
FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-CB-510a.2	Description of whistleblower policies and procedures	We discuss our whistleblower protection policies and mechanisms in: <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section of our Code of Business Conduct and Ethics • The "Codes of Conduct" subsection of our 2025 Proxy Statement • The "Ethics and Integrity" subsection of our 2024 Shared Value Report
<i>Systemic Risk Management</i>		
FN-CB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	According to the Basel Committee on Banking Supervision's assessment methodology, Regions is not considered a G-SIB and therefore, was not assessed a G-SIB score in 2024.
FN-CB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Results of Regions' supervisory stress testing can be found on the Regulatory Disclosures page of our website under Dodd-Frank Act Stress Test Results. An overview of how this testing influences the Company's capital adequacy assessment is provided in Table 3, Capital Adequacy, of our Basel III Regulatory Capital Disclosures Report for 4Q24.
<i>Activity Metrics</i>		
FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	Regions discloses the dollar value of our consumer deposit account products in Schedule RC-E, Memoranda Part I, of our Call Report for 4Q24.
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	The distribution of Regions' loan portfolio by segment and class, net of unearned income as of December 31, 2024, is disclosed in the Loans footnote to our 2024 Form 10-K. Table 11, Commercial and Investor Real Estate Industry Exposure, and the subsequent narrative in the MD&A section of our 2024 Form 10-K further discuss commercial portfolio balances in selected industries as of December 31, 2024.

Consumer Finance

Code	Accounting Metric	Response
Customer Privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	<p>We use 100% of our account holders' information for certain secondary purposes. Our Privacy Pledge, which is given to each customer when their relationship with us is established, provides a detailed description of how we collect, share, and protect our customers' information in accordance with federal law.</p> <p>Further discussion of our privacy policies and procedures can be found in:</p> <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct and Ethics • The Information Security Risk discussion in our 2024 Form 10-K • The "Cybersecurity Oversight" subsection of our 2025 Proxy Statement • The "Empowerment Through Innovation" subsection of our 2024 Shared Value Report
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
Data Security		
FN-CF-230a.1	(1) Number of data breaches, (2) percentage involving PII, (3) number of account holders affected	Regions did not experience any material breaches during 2024. If material breaches had occurred, they would have been addressed in our 2024 Form 10-K. See the response to FN-CF-230a.3 for more information about Regions' approach to information security risk management.
FN-CF-230a.2	Card-related fraud losses from (1) card-not-present fraud and (2) card-present and other fraud	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-CF-230a.3	Description of approach to identifying and addressing data security risks	<p>Regions' approach to information security risk management is discussed in:</p> <ul style="list-style-type: none"> • The Raising Issues and Reporting Violations section and the Protecting Confidential and/or Proprietary Information section of our Code of Business Conduct and Ethics • The Information Security Risk discussion in our 2024 Form 10-K • The "Cybersecurity Oversight" subsection of our 2025 Proxy Statement • The "Empowerment Through Innovation" subsection of our 2024 Shared Value Report
Selling Practices		
FN-CF-270a.1	Percentage of total remuneration for covered employees that is variable and linked to the amount of products and services sold	<p>Regions intentionally aligns our compensation philosophy for all associates with how we manage risk. We also reinforce our service-centric culture through a series of checks and balances that help ensure we work in our customers' best interests. Our processes to incorporate these goals into associate compensation are discussed in:</p> <ul style="list-style-type: none"> • The Sales Practices section and the Incentive Programs section of our Code of Business Conduct and Ethics • The "Risk Management Oversight" subsection and the "Compensation Philosophy and Objectives" subsection of our 2025 Proxy Statement • The Our Board of Directors section and the "Ethics and Integrity" subsection of our 2024 Shared Value Report <p>We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2024 Form 10-K.</p>
FN-CF-270a.2	Approval rate for (1) credit and (2) pre-paid products for applicants with FICO scores above and below 660	The Allowance for Credit Losses footnote in our 2024 Form 10-K provides FICO score data as of December 31, 2024 for components of classes of the consumer portfolio segment where such data is available. The data is disaggregated by FICO scores above and below 680.
FN-CF-270a.3	(1) Average fees from add-on products, (2) average annual percentage rate (APR), (3) average age of accounts, (4) average number of trade lines, and (5) average annual fees for pre-paid products, for customers with FICO scores above and below 660	The Allowance for Credit Losses footnote to our 2024 Form 10-K provides FICO score data as of December 31, 2024 for components of classes of the consumer portfolio segment where such data is available. The data is disaggregated by FICO scores above and below 680. More generally, see the MD&A section of our 2024 Form 10-K.
FN-CF-270a.4	(1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or non-monetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB	Data on complaints filed with the CFPB can be accessed through the CFPB's Consumer Complaint Database. Our material loss contingencies related to regulatory investigations are disclosed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Regulatory expenses are discussed in the MD&A section of that filing.

FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
Activity Metrics		
FN-CF-000.A	Number of unique consumers with an active (1) credit card account and (2) pre-paid debit card account	Not disclosed — see introduction.
FN-CF-000.B	Number of (1) credit card accounts and (2) pre-paid debit card accounts	The distribution of Regions' loan portfolio by segment and class, net of unearned income as of December 31, 2024, including consumer credit cards, is disclosed in the Loans footnote to our 2024 Form 10-K.

Mortgage Finance

Code	Accounting Metric	Response
Lending Practices		
FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-Rate Mortgages (ARMs), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, by FICO scores above or below 660	The Allowance for Credit Losses footnote in our 2024 Form 10-K provides FICO score data as of December 31, 2024 for components of classes of the consumer portfolio segment, including residential first mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680.
FN-MF-270a.2	(1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660	The Allowance for Credit Losses footnote to our 2024 Form 10-K provides FICO score data as of December 31, 2024 for components of classes of the consumer portfolio segment, including residential first mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680. The filing provides additional data on mortgage modifications and foreclosures that is not disaggregated by FICO scores.
FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-MF-270a.4	Description of remuneration structure of loan originators	Regions intentionally aligns our compensation philosophy for all associates with how we manage risk. We also reinforce our service-centric culture through a series of checks and balances that help ensure we work in our customers' best interests. Our processes to incorporate these goals into associate compensation are discussed in: <ul style="list-style-type: none"> • The Sales Practices section and the Incentive Programs section of our Code of Business Conduct and Ethics • The "Risk Management Oversight" subsection and the "Compensation Philosophy and Objectives" subsection of our 2025 Proxy Statement • The Our Board of Directors section and the "Ethics and Integrity" subsection of our 2024 Shared Value Report We also disclose the terms of certain incentive plans by filing those plans as exhibits to our 2024 Form 10-K.
Discriminatory Lending		
FN-MF-270b.1	(1) Number, (2) value, and (3) weighted average loan-to-value (LTV) ratio of mortgages issued to (a) minority and (b) all other borrowers, by FICO scores above and below 660	The Allowance for Credit Losses footnote to our 2024 Form 10-K provides FICO score data as of December 31, 2024 for components of classes of the consumer portfolio segment, including mortgages, where such data is available. The data is disaggregated by FICO scores above and below 680. We also discuss our dwelling-secured lending in the Financial Inclusion section of our 2024 Shared Value Report. This data is not disaggregated by FICO score.
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	Our material legal proceedings and legal contingencies are discussed in the Commitments, Contingencies, and Guarantees footnote to our 2024 Form 10-K. Our professional, legal, and regulatory expenses are discussed in the MD&A section of that filing.
FN-MF-270b.3	Description of policies and procedures for ensuring nondiscriminatory mortgage origination	Regions is strongly committed to making our financial products and services available to prospective and current customers on a fair and responsible basis. Mechanisms we use to support this commitment are discussed in: <ul style="list-style-type: none"> • The Fair and Responsible Banking section of our Code of Business Conduct and Ethics • The "Our Shared-Value Approach" subsection of our 2025 Proxy Statement • The "Ethics and Integrity" subsection, the Financial Inclusion section, and the Fair and Responsible Banking section of our 2024 Shared Value Report

Environmental Risk to Mortgaged Properties		
FN-MF-450a.1	(1) Number and (2) value of mortgage loans in 100-year flood zones	Not disclosed — see introduction.
FN-MF-450a.2	(1) Total expected loss and (2) loss given default (LGD) attributable to mortgage loan default and delinquency due to weather-related natural catastrophes, by geographic region	Regions discusses our qualitative scenario analysis of the impacts of climate-related physical risks on our business operations and our real estate lending portfolio in the “Environmental Risk Management” subsection of our 2024 Shared Value Report.
FN-MF-450a.3	Description of how climate change and other environmental risks are incorporated into mortgage origination and underwriting	Regions’ efforts to integrate environmental risks into our broader risk management strategy can be found in: • The Our Board of Directors section and the Risks and Opportunities section of our 2024 Shared Value Report
Activity Metrics		
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	Information on residential mortgages originated by Regions in 2024 can be found in the Supplemental Financial Information to our Fourth Quarter and Year-End 2024 Earnings Release, which was filed as Exhibit 99.2 to our Form 8-K filed on January 17, 2025.
FN-MF-000.B	(1) Number and (2) value of mortgages purchased by category: (a) residential and (b) commercial	The distribution of Regions’ loan portfolio by segment and class, net of unearned income as of December 31, 2024, is disclosed in the Loans footnote to our 2024 Form 10-K; this disclosure includes purchased loans in both our consumer and C&I segments.

2024 GRI Index

This 2024 index was prepared using the Global Reporting Initiative (GRI) Standards most relevant to our business that were published in February 2024, which includes guidance with effective dates between 2016 and 2021. Certain information may not be provided in this disclosure if it (i) is not considered material; (ii) is deemed privileged or confidential; (iii) could cause a competitive disadvantage to our business if publicly disseminated; or (iv) is not currently collected in a manner wholly correlative with the related GRI disclosure item.

General Disclosures

Category	Subcategory	Disclosure Number	Disclosure Name	Response / Citation(s)
2: General Disclosures	Organizational Profile	2-1	Organizational details	Regions Financial Corporation Birmingham, Alabama <ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — About Regions • 2024 Annual Report on Form 10-K — Business
2: General Disclosures	Organizational Profile	2-2	Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> • 2024 Annual Report on Form 10-K — Exhibit 21, Regions Financial Corporation Subsidiaries December 31, 2024
2: General Disclosures	Reporting Practices	2-3	Reporting period, frequency and contact point	January 1, 2024 — December 31, 2024 (unless otherwise stated) Reported annually Andrew Nix, Chief Governance Officer Email: governance@regions.com Phone: 1-800-REGIONS (734-4667)
2: General Disclosures	Reporting Practices	2-4	Restatements of information	Regions Financial Corporation has not been required to file any financial restatements since the publication of the 2023 Shared Value Report.
2: General Disclosures	Reporting Practices	2-5	External assurance	The greenhouse gas (GHG) emissions discussed in the Energy Use and Emissions subsection of the 2024 Shared Value Report are in the process of being verified by an independent third party. We will make the Letter of Assurance available on our website once this process is completed.
2: General Disclosures	Activities and Workers	2-6	Activities, value chain and other business relationships	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — About Regions • 2024 Annual Report on Form 10-K — Business; Market for Registrant's Common Equity, Related Shareholder Matters, and Issuer Purchases of Equity Securities; Management's Discussion and Analysis of Financial Condition and Results of Operations (MD&A)
2: General Disclosures	Activities and Workers	2-7	Employees	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2024 Annual Report on Form 10-K — Business
2: General Disclosures	Activities and Workers	2-8	Workers who are not employees	[omitted]
2: General Disclosures	Governance	2-9	Governance structure and composition	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Corporate Governance • Corporate Governance Principles • Audit Committee Charter • CHR Committee Charter • NCG Committee Charter • Risk Committee Charter • Technology Committee Charter • Executive Committee Charter • ir.regions.com/governance

2: General Disclosures	Governance	2-10	Nomination and selection of the highest governance body	<ul style="list-style-type: none"> Regions Financial Corporation By-Laws 2025 Proxy Statement — Proposal 1; Corporate Governance Corporate Governance Principles NCG Committee Charter
2: General Disclosures	Governance	2-11	Chair of the highest governance body	<ul style="list-style-type: none"> 2025 Proxy Statement — Corporate Governance Corporate Governance Principles
2: General Disclosures	Governance	2-12	Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Corporate Governance; Our Shared-Value Approach Human Rights Statement Supplier Code of Conduct
2: General Disclosures	Governance	2-13	Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> 2024 Shared Value Report
2: General Disclosures	Governance	2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Corporate Governance; Our Shared-Value Approach Audit Committee Charter NCG Committee Charter
2: General Disclosures	Governance	2-15	Conflicts of interest	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Corporate Governance; Ownership of Regions Common Stock Corporate Governance Principles Code of Business Conduct and Ethics Code of Ethics for Senior Financial Officers
2: General Disclosures	Governance	2-16	Communication of critical concerns	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Corporate Governance 2024 Annual Report on Form 10-K — Risk Factors; Note 23 — Commitments, Contingencies, and Guarantees Code of Business Conduct and Ethics Code of Ethics for Senior Financial Officers
2: General Disclosures	Governance	2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> 2024 Shared Value Report Regions Financial Corporation By-Laws 2025 Proxy Statement — Proposal 1; Corporate Governance Corporate Governance Principles
2: General Disclosures	Governance	2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> Regions Financial Corporation By-Laws 2025 Proxy Statement — Corporate Governance Corporate Governance Principles 2024 Shared Value Report
2: General Disclosures	Governance	2-19	Remuneration policies	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Proxy Summary; Compensation Discussion and Analysis (CD&A); Compensation of Executive Officers 2024 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters
2: General Disclosures	Governance	2-20	Process to determine remuneration	<ul style="list-style-type: none"> 2024 Shared Value Report 2025 Proxy Statement — Proxy Summary; Proposal 1; Proposal 3; Proposal 4; Ownership of Regions Common Stock; CD&A; Compensation of Executive Officers 2024 Annual Report on Form 10-K — Executive Compensation; Security Ownership of Certain Beneficial Owners and Management and Related Stockholder Matters
2: General Disclosures	Governance	2-21	Annual total compensation ratio	<ul style="list-style-type: none"> 2025 Proxy Statement — Compensation of Executive Officers

2: General Disclosures	Strategy, policies and practices	2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> • 2024 Annual Report on Form 10-K — Business • 2024 Shared Value Report
2: General Disclosures	Strategy, policies and practices	2-23	Policy commitments	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Letter from the Chair and Lead Independent Director of the Board; Corporate Governance; Our Shared-Value Approach • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers • Doing More Today® website • Human Rights Statement • Supplier Code of Conduct
2: General Disclosures	Strategy, policies and practices	2-24	Embedding policy commitments	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Letter from the Chair and Lead Independent Director of the Board; Corporate Governance; Our Shared-Value Approach • Business Conduct and Ethics Compliance Training Course • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers • Doing More Today website • Human Rights Statement • Supplier Code of Conduct
2: General Disclosures	Strategy, policies and practices	2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Codes of Conduct • Corporate Governance Principles • Code of Business Conduct and Ethics • Human Rights Statement • Supplier Code of Conduct
2: General Disclosures	Strategy, policies and practices	2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Corporate Governance • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers
2: General Disclosures	Strategy, policies and practices	2-27	Compliance with laws and regulations	<p>Since the issuance of our last report, Regions has not been assessed any fines for non-compliance with environmental or socioeconomic laws and regulations that had a material adverse effect on our operations.</p> <p>Material events are disclosed in the Commitments, Contingencies, and Guarantees footnote (Note 23) to the Consolidated Financial Statements in our 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
2: General Disclosures	Strategy, policies and practices	2-28	Membership associations	<ul style="list-style-type: none"> • 2024 Shared Value Report • Government Affairs Political Activities Report
2: General Disclosures	Stakeholder Engagement	2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Corporate Governance; Our Shared-Value Approach • 2024 Annual Report on Form 10-K — Business • Government Affairs Political Activities Report
2: General Disclosures	Stakeholder Engagement	2-30	Collective bargaining agreements	Regions' associates are not subject to collective bargaining agreements.

Material Topics

Category	Subcategory	Disclosure Number	Disclosure Name	Response / Citation(s)
3: Material Topics		3-1	3-1 Process to determine material topics	The 2024 Shared Value 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 voluntary disclosure standards and frameworks.
3: Material Topics		3-2	3-2 List of material topics	This year's report has been updated to reflect changes we observed while determining the report's content and topic boundaries (see GRI 3-1 above).
3: Material Topics		3-3	3-3 Management of material topics	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement — Proxy Summary; Proposal 1; Corporate Governance; Our Shared-Value Approach; CD&A • 2024 Annual Report on Form 10-K — Business • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers • Corporate Governance Principles • Doing More Today website • Environmental Sustainability Statement • Government Affairs Political Activities Report • Human Rights Statement • Online Privacy Notice • Privacy Pledge • Supplier Code of Conduct <p>Regions' associates are not subject to collective bargaining agreements. Our approach to associates in the workplace is discussed in our 2024 Shared Value Report; our 2025 Proxy Statement (Our Shared-Value Approach); and our Human Rights Statement. On suppliers, see the 2024 Shared Value Report (Local Sourcing) and generally, our Supplier Code of Conduct.</p>

Economic Standards

Category	Subcategory	Standard	Disclosure	Response / Citation(s)
Economic Performance	201: Economic Performance	201-1	Direct economic value generated and distributed	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - About Regions • 2024 Annual Report on Form 10-K - Financial Statements and Supplementary Data
Economic Performance	201: Economic Performance	201-2	Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach • 2024 Annual Report on Form 10-K - Forward-Looking Statements; Risk Factors
Economic Performance	201: Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - CD&A; Compensation of Executive Officers • 2024 Annual Report on Form 10-K - MD&A; Financial Statements and Supplementary Data; Note 17 - Employee Benefit Plans

Economic Performance	201: Economic Performance	201-4	Financial assistance received from government	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. Regions discusses its tax credit investments in the 2024 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.
Indirect Economic Impacts	203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach
Indirect Economic Impacts	203: Indirect Economic Impacts	203-2	Significant indirect economic impacts	<ul style="list-style-type: none"> • 2025 Proxy Statement - Our Shared-Value Approach
Procurement Practices	204: Procurement Practices	204-1	Proportion of spending on local suppliers	<ul style="list-style-type: none"> • 2024 Shared Value Report • Supplier Code of Conduct
Anti-Corruption	205: Anti-corruption	205-1	Operations assessed for risks related to corruption	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers
Anti-Corruption	205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Code of Ethics for Senior Financial Officers • Business Conduct and Ethics Compliance Training Course
Anti-Corruption	205: Anti-corruption	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
Anti-Competitive Behavior	206: Anti-competitive behavior	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 2024 Annual Report on Form 10-K.
Tax	207: Tax	207-1	Approach to tax	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2024 Annual Report on Form 10-K - MD&A; Note 1 - Summary of Significant Accounting Policies; Note 2 - Variable Interest Entities; Note 19 - Income Taxes
Tax	207: Tax	207-2	Tax governance, control, and risk management	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2024 Annual Report on Form 10-K - MD&A; Note 1 - Summary of Significant Accounting Policies; Note 2 - Variable Interest Entities; Note 19 - Income Taxes
Tax	207: Tax	207-3	Stakeholder engagement and management of concerns related to tax	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2024 Annual Report on Form 10-K - MD&A; Note 1 - Summary of Significant Accounting Policies; Note 2 - Variable Interest Entities; Note 19 - Income Taxes

Environmental Standards

Category	Subcategory	Standard	Disclosure	Response / Citation(s)
Materials	301: Materials	301-1	Materials used by weight or volume	<ul style="list-style-type: none"> • 2024 Shared Value Report
Materials	301: Materials	301-2	Recycled input materials used	<ul style="list-style-type: none"> • 2024 Shared Value Report
Energy	302: Energy	302-1	Energy consumption within the organization	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement

Energy	302: Energy	302-2	Energy consumption outside of the organization	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Energy	302: Energy	302-3	Energy intensity	<ul style="list-style-type: none"> • 2024 Shared Value Report
Energy	302: Energy	302-4	Reduction of energy consumption	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Energy	302: Energy	302-5	Reductions in energy requirements of products and services	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Emissions	305: Emissions	305-1	Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Emissions	305: Emissions	305-2	Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Emissions	305: Emissions	305-3	Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Emissions	305: Emissions	305-4	GHG emissions intensity	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Emissions	305: Emissions	305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Waste	306: Waste	306-1	Waste generation and significant waste-related impacts	<ul style="list-style-type: none"> • 2024 Shared Value Report
Waste	306: Waste	306-2	Management of significant waste-related impacts	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Waste	306: Waste	306-3	Waste generated	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Waste	306: Waste	306-4	Waste diverted from disposal	<ul style="list-style-type: none"> • 2024 Shared Value Report • Environmental Sustainability Statement
Supplier Environmental Assessment	308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	<ul style="list-style-type: none"> • 2024 Shared Value Report • Supplier Code of Conduct
Supplier Environmental Assessment	308: Supplier Environmental Assessment	308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> • 2024 Shared Value Report • Supplier Code of Conduct

Social Standards

Category	Subcategory	Standard	Disclosure	Response / Citation(s)
Employment	401: Employment	401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> • 2024 Shared Value Report
Employment	401: Employment	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<ul style="list-style-type: none"> • 2024 Shared Value Report
Employment	401: Employment	401-3	Parental leave	<ul style="list-style-type: none"> • 2024 Shared Value Report
Labor/Management Relations	402: Labor/Management Relations	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.
Occupational Health & Safety	403: Occupational Health & Safety	403-1	Occupational health and safety management system	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Human Rights Statement
Occupational Health & Safety	403: Occupational Health & Safety	403-2	Hazard identification, risk assessment, and incident identification	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Corporate Governance; Our Shared-Value Approach • Code of Business Conduct and Ethics • Human Rights Statement
Occupational Health & Safety	403: Occupational Health & Safety	403-3	Occupational health services	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Human Rights Statement

Occupational Health & Safety	403: Occupational Health & Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - CD&A • Code of Business Conduct and Ethics
Occupational Health & Safety	403: Occupational Health & Safety	403-5	Worker training on occupational health and safety	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Human Rights Statement
Occupational Health & Safety	403: Occupational Health & Safety	403-6	Promotion of worker health	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach; CD&A • Code of Business Conduct and Ethics • Human Rights Statement
Occupational Health & Safety	403: Occupational Health & Safety	403-10	Work-related ill health	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - CD&A • Code of Business Conduct and Ethics
Training & Education	404: Training & Education	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> • 2024 Shared Value Report
Training & Education	404: Training & Education	404-2	Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach
Training & Education	404: Training & Education	404-3	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> • 2024 Shared Value Report
Diversity & Equal Opportunity	405: Diversity & Equal Opportunity	405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Proxy Summary; Proposal 1; Corporate Governance; Our Shared-Value Approach; CD&A • 2024 Annual Report on Form 10-K - Business
Non-Discrimination	406: Non-discrimination	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
Freedom of Association & Collective Bargaining	407: Freedom of Association & Collective Bargaining	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 2024 Shared Value Report; our 2025 Proxy Statement (Our Shared-Value Approach); and our Human Rights Statement. On suppliers, see the 2024 Shared Value Report and our Supplier Code of Conduct.
Child Labor	408: Child Labor	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.
Forced or Compulsory Labor	409: Forced or Compulsory Labor	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.
Security Practices	410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	<ul style="list-style-type: none"> • 2024 Shared Value Report • Human Rights Statement • Supplier Code of Conduct
Human Rights Assessment	412: Human Rights Assessment	412-1	Operations that have been subject to human rights reviews or impact assessments	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Human Rights Statement • Supplier Code of Conduct
Human Rights Assessment	412: Human Rights Assessment	412-2	Employee training on human rights policies and procedures	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Human Rights Statement • Supplier Code of Conduct • Business Conduct and Ethics Compliance Training Course
Human Rights Assessment	412: Human Rights Assessment	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	See, generally, Supplier Code of Conduct.

Local Communities	413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach • Code of Business Conduct and Ethics • Human Rights Statement • Doing More Today website
Local Communities	413: Local Communities	413-2	Operations with significant actual and potential negative impacts on local communities	• 2024 Annual Report on Form 10-K - Forward-Looking Statements; Risk Factors
Supplier Social Assessment	414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	<ul style="list-style-type: none"> • 2024 Shared Value Report • Code of Business Conduct and Ethics • Supplier Code of Conduct
Supplier Social Assessment	414: Supplier Social Assessment	414-2	Negative social impacts in the supply chain and actions taken	See, generally, Supplier Code of Conduct.
Public Policy	415: Public Policy	415-1	Political contributions	<ul style="list-style-type: none"> • 2024 Shared Value Report • Government Affairs Political Activities Report
Customer Health & Safety	416: Customer Health & Safety	416-1	Assessment of the health and safety impacts of product and service categories	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Corporate Governance • Code of Business Conduct and Ethics • Human Rights Statement
Customer Health & Safety	416: Customer Health & Safety	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
Marketing & Labeling	417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	<ul style="list-style-type: none"> • 2024 Shared Value Report • 2025 Proxy Statement - Our Shared-Value Approach • Code of Business Conduct and Ethics • Human Rights Statement
Marketing & Labeling	417: Marketing and Labeling	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
Marketing & Labeling	417: Marketing and Labeling	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our Code of Business Conduct and Ethics and applicable laws and regulations.</p>
Customer Privacy	418: Customer Privacy	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 2024 Annual Report on Form 10-K.</p> <p>Potential incidents are reported, assessed, and addressed in conformance with our internal policies and procedures.</p>