

MAKING



BETTER

Community Engagement Report 2021



Our Commitment to Inclusive Prosperity

Regions Bank operates in some of the fastest growing markets in the country. But as we grow with the communities we serve, we are mindful of the fact that, for communities to truly succeed, all people need an opportunity to take part in that success.

Inclusive prosperity is more than just a tagline at Regions Bank. Rather, it is a strategic commitment and a guiding principle. Teams across our institution are united around helping individuals, businesses and communities take the next step toward achieving their goals.

Some highlights of those efforts in 2021 are below.

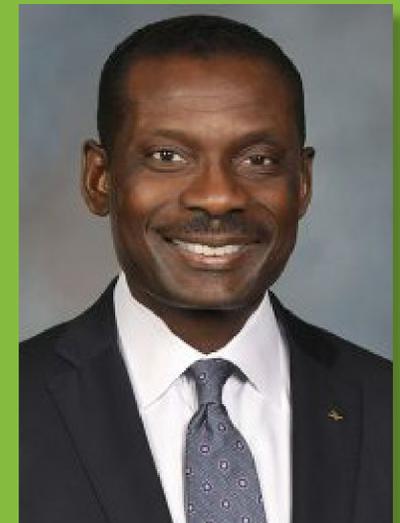
- Regions Bank provided \$17 million in philanthropic and community giving, in addition to \$6.6 million in support of local chambers of commerce and civic organizations.
- In June 2020, Regions Bank and Regions Foundation announced a two-year \$12 million commitment to advance programs and initiatives that promote racial equity and economic empowerment of communities of color. By December 2021, both entities combined to invest \$14.6 million in 18 months, surpassing the commitment six months early. This financial investment is a demonstration of Regions Bank translating its corporate values into meaningful action toward greater racial equity and inclusion.
- The Regions Community Development Corporation (RCDC) invested \$33 million in new debt and equity commitments toward affordable housing development, economic revitalization, and supporting low- and moderate-income small businesses and individuals.

- The Regions Foundation, a non-profit initiative of Regions Bank, distributed \$6 million in 2021 and continued its focus on creating more inclusive prosperity. Programs funded by the Foundation proved effective by combining academic tutoring with wrap-around services. Of the 6,000 students served by our grantees, 88% achieved academic progress, even during a school year challenged by the pandemic. The Foundation also engaged in mission-related investments, committing \$8 million to promoting economic development and creating affordable housing.
- Regions Bank's financial wellness programs were expanded to include a series of financial education seminars for people with disabilities and the development of new online modules to help people maintain financial stability during a medical hardship.
- Regions associates contributed to the betterment of their local communities in several ways, from supporting United Way chapters and organizations, to logging 53,400 hours of community service.

The following pages illustrate additional examples of how Regions Bank and Regions Foundation are addressing racial equity, closing the wealth gap, and eliminating barriers to success. We have seen significant results in 2021 and are eager to build on that progress to make life better for Regions Bank's customers, our associates and our communities.



John Turner
President and Chief Executive Officer
Regions Financial Corporation



Leroy Abrahams
Executive Vice President
Head of Community Affairs
Regions Bank

President and Chairman,
Regions Foundation

Regions Financial Corporation is one of the nation's largest full-service providers of consumer and commercial banking, wealth management, and mortgage products and services. Regions Bank serves customers across the South, Midwest, and Texas.

Regions Mission

To achieve superior economic value for our shareholders over time by making life better for our customers, our associates, and our communities and creating shared value as we help them meet their financial goals and aspirations. We do this by providing competitive financial products, excellent service, and trusted financial advice.

Regions Values



PUT PEOPLE FIRST



DO WHAT IS RIGHT



FOCUS ON YOUR CUSTOMER



REACH HIGHER



ENJOY LIFE

Regions Strategic Priorities



2021 Corporate Profile

- \$162.9 BILLION** total assets
- 4.8 MILLION** customers
- \$84.8 BILLION** full year average loans
- 19,626** full-time equivalent associates
- \$130.7 BILLION** full year average deposits
- 2,068** ATMs
- 3.1 MILLION** active digital users
- 1,302** branches

Industry Recognitions



Recognized for acting ethically and with integrity at the leadership level and supporting associates, customers and communities.



For the 7th consecutive year, Regions has received the Gallup Exceptional Workplace award.



Regions earned a 100 on the 2021 Disability Equality Index, earning the best place to work for disability inclusion designation.



Recognition for efforts to recruit, train and advance veterans, service members and military spouses.



Scored 100% on the Human Rights Campaign Foundation's Corporate Equality Index for the 3rd consecutive year, earning the title of being a Best Place to Work for LGBTQ+ Equality.



Regions earned the Great Place to Work-Certified Company designation.



DON CLIFTON
Strengths-Based Culture Award

Award recognizing the strengths of our leaders and associates are at the core of our workplace culture.



Award for longstanding support of African American Entrepreneurship

2021 Community Engagement Highlights



All data as of December 31, 2021 (updated May 2022 to correct the number of United Way Chapters receiving donations)
*CRA-qualified investments include support for affordable housing developments through Low Income Housing Tax Credits, Community Development Financial Institutions, Small Business Investment Companies, Qualified Zone Academy Bonds and the purchase of mortgage-backed securities.



The Regions Community Development Corporation (RCDC) is a wholly owned subsidiary of Regions Bank that supports underserved communities with limited access to traditional sources of capital by providing debt and equity financing for projects and entities with a community development purpose. In 2021, the RCDC invested **\$33 million** in new debt and equity commitments for the purposes of affordable housing development, economic revitalization and support for low- and moderate-income (LMI) small businesses and individuals.



Regions Foundation is a nonprofit corporation funded primarily through contributions from Regions Bank. The Foundation distributed **\$6 million** to our communities in 2021, with a focus on creating more inclusive prosperity. In addition to grantmaking, the Foundation also made mission-related investments in 2021, including an **\$8 million** pledge to promote economic development and affordable housing. The Foundation has made **\$17 million** in commitments over the past 3 years.

Fostering Inclusive Prosperity through our Community Engagement Strategic Priorities



Our Commitment to Diversity and Inclusion

We pledge to celebrate individuals and communities and the things that make us stand out. We pledge to stand together and embrace our differences, foster a culture of inclusion and make life better.



Servicemembers, Veterans & Their Families

In 2021, Regions Bank placed in all four categories of the Military Friendly® ratings:

- Military Friendly Employer, Silver Award
- Military Friendly Brands, Top 10
- Military Friendly Supplier
- Military Friendly Spouse Employer

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

- A dedicated Servicemembers and Veterans Affairs manager who maintains relationships within the military community.
- **BRAVE** - Building Regions Associate Veterans Experience, a program that supports veterans and military spouses seeking career opportunities at the bank.
- Membership in the Military Spouse Employment Partnership (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.

Individuals with Disabilities

Supporting individuals with disabilities is integrated into all aspects of our business. Regions Bank has a history of providing accessible products and services, welcoming associates with diverse abilities and supporting community organizations that serve people with disabilities and their families. In addition, a dedicated Disability Services and Outreach manager maintains community relationships within the disability community. In 2021, Regions Bank earned a perfect score of 100 on the Disability Equality Index and was recognized as a “Best Place to Work for Disability Inclusion” after earning a perfect score of 100 on the Disability Equality Index.

Communities of Color

In June 2020, Regions Bank and Regions Foundation announced a two-year \$12 million commitment to advance programs and initiatives that promote racial equity and economic empowerment of communities of color. By December 2021, both entities had invested \$14.6 million, surpassing the commitment six months early.

These investments are focused on:

- Strengthening community development financial institutions (CDFIs) and minority depository institutions (MDIs)
- Growing minority-owned businesses
- Increasing minority homeownership
- Reducing the digital divide
- Promoting educational attainment and workforce success
- Fostering understanding among cultures and celebrating racial diversity

LGBTQ Community

Regions Bank believes firmly in an inclusive and equitable business environment. Regions Bank scored 100% on the Human Rights Campaign Foundation’s Corporate Equality Index for the 3rd consecutive year, earning the title of being a Best Place to Work for LGBTQ+ Equality. Through our community partnerships, Regions Bank and Regions Foundation invest in programs that foster inclusion and belonging for members of the LGBTQ community. This includes contributions to college scholarships, LGBTQ chambers of commerce and youth centers that offer safe spaces.



Fostering Inclusive Prosperity through Economic and Community Development

Increased access to financing

Strengthened small businesses

Enabled affordable & accessible housing

Fostered homeownership & home retention

Revitalized & stabilized neighborhoods

Provided disaster relief & recovery



Regions Bank and Regions Foundation are committed to helping communities thrive by supporting small businesses and investing in accessible and affordable housing. Here are examples of investments that enabled community partners to achieve outcomes toward economic prosperity in high need communities.



- Regions Affordable Housing Division closed a new \$126 million tax credit equity fund to support 16 affordable housing projects in 10 states, providing 1,500 housing units.
- Urban Housing Solutions purchased apartments in Nashville, TN to help up to 165 low- or moderate-income families find affordable housing.
- AHS Residential – AHS Tradition construction financing enabled a 372-unit garden-style attainable, affordable rental housing development in Miami, FL.
- Biomedical Research Foundation's Entrepreneurial Accelerator Program provided prototype development for small businesses or startups in North Louisiana, allowing them to test products prior to manufacturing and address issues before launching.
- Edna Martin Christian Center provided entrepreneurs with computers, training and funding through a micro-enterprise pitch contest in Indianapolis, IN.
- ICIC (Initiative for a Competitive Inner City) has partnered with Regions Bank since 2014 to deliver ICCS seminars, coaching, networking and follow-up guidance to Atlanta, Houston, St. Louis, Tampa, Birmingham and Memphis.

Opening the Gateway to Homeownership

A pilot RCDC program provided funding to Justine PETERSEN's Gateway Neighborhood Fund to:

- assist with mortgage recovery-appraisal gaps
- increase access to capital for home repairs, and
- Increase equity to build wealth

Funding to the Atlanta Neighborhood Development Partnership leveraged matching funds to assist with unit preservation and, with funding from the Regions Foundation, land acquisition.

- Presbyterian Home for Children and Alabama Institute for Deaf and Blind developed safe and affordable housing specifically designed for deaf, blind and deafblind individuals in Talladega, AL.
- Texas Habitat for Humanity completed critical home repairs and modifications, preserving homeownership for people with disabilities and veterans in Smith County, TX.
- Urban League of Metropolitan St. Louis fostered homeownership with down payment assistance for first-time homebuyers to purchase properties renovated by youth as they worked alongside minority contractors to rehabilitate vacant houses in St. Louis, MO.
- PeopleFund provided financial assistance, training and resources to remove barriers to success and move Texas small businesses forward throughout the pandemic.
- Opportunity Alabama's OPAL Fund accelerated more inclusive economic development through access, capital and incentives for small and minority-owned businesses in Alabama.
- Start:ME provided micro-enterprise training for entrepreneurs in Atlanta. In two years, 94 ventures were trained, the majority owned by women and people of color. These ventures created 515 jobs and received \$60K in seed investments.



Fostering Inclusive Prosperity through Education and Workforce Readiness

Increased student competency & academic attainment

Provided educator training, tools & resources

Offered pathways to in-demand careers

Connected job seekers to training & support services



Regions Bank and Regions Foundation are committed to helping people be successful and self-sufficient, wherever they are in life's journey. Here are examples of investments that enabled skill development, advanced educational outcomes and increased employment options to foster career prosperity.



- LOOP – Local Options and Opportunities Program provided a work-based platform that offers juniors and seniors the chance to earn academic credits and a paycheck while learning hands-on trade skills with local companies in Jackson, TN.
- University of Georgia's Institute for Leadership Advancement received funding to support fellowships for service-learning projects across the state of Georgia, benefiting local communities while providing values-based education and leadership training opportunities.
- The Vasey Academy provided mentorship, networking initiatives, career exploration and financial education, in addition to a \$1,000 scholarship to students in Columbia, MO.
- Wilmer Hall provided mentorship, college planning and academics using tutors from local colleges and universities, which helped secure a 100% graduation rate of participants in Mobile, AL.
- Helped individuals with disabilities build their skills and work toward independent living through partners such as Autism Pensacola (Pensacola, FL), Arts 'n Autism (Tuscaloosa, AL), and Macon Resources' Positivity Place (Decatur, IL).

A Holistic Approach to Education

Our ongoing commitment to Jobs for America's Graduates, JAG, includes funding from Regions Bank and Regions Foundation, but it also includes board service from Regions head of Private Wealth Management as national board treasurer.

In the most recent report:

- **Participating students achieved a 97% high-school graduation rate in the lowest performing 20-40% of the high school population**
- **JAG graduates are 230% more likely to be employed full-time than their non-JAG peers**
- **JAG graduates are twice as likely to pursue postsecondary education.**

- Jackie Joyner-Kersee Foundation and Maryville University provided in-demand STEM skills to elementary school students, building on a collaboration that supports under-resourced high school students in college and their future careers.
- Tuskegee University (Tuskegee, AL), Miles College (Fairfield, AL) and Alabama State University (Montgomery, AL), Alabama A&M University (Huntsville, AL), Fisk University (Nashville, TN) and Tennessee State University (Nashville, TN) provided financial support to their students to enable academic success.
- Build UP offered students academic and hands-on, in-demand workforce skills while producing affordable homes in Ensley, AL.
- Boys and Girls Club of Washington County purchased new computers and technology to help students overcome the digital divide in Greenville, MS.
- University of West Florida's CyberSuccess program prepared transitioning veterans for a career in cybersecurity in Pensacola, FL.

Regions Bank and Regions Foundation together supported Tyler Junior College Promise Program (Tyler, TX) providing two years of paid college tuition to high school freshmen who commit to volunteering and maintaining good attendance and good grades.



Fostering Inclusive Prosperity through Financial Wellness

Provided one-on-one and group training to help individuals and businesses achieve their goals



Developed new financial education materials in response to unique needs of our communities



Invested in community development financial institutions & minority depository institutions



Regions Bank and the Regions Community Development Corporation are committed to providing a pathway to financial stability and a sustainable future. Here are examples of investments that enabled individuals and businesses to access tools, resources and capital as they work toward achieving financial prosperity.



- Money Basics for Life is a Regions financial education program designed to meet the needs of people on the autism spectrum. The courses are taught by associates specially trained to deliver the content.
- Enhanced the Regions Next Step® financial learning library with four new digital modules aimed at helping individuals maintain financial stability during a medical crisis. Available at no cost to the general public on Regions.com/MedicalHardshipCourses.
- Regions associates partnered with Alpha Kappa Alpha, Omega Phi Psi and Kappa Alpha Phi to deliver financial education seminars to K-12 students and their parents across the footprint.
- Habitat for Humanity of Greater Atlanta's Habi\$ave program provided qualified homebuyers up to \$500 in a dollar-for-dollar match for meeting saving goals and attending financial education seminars taught by Regions Bank associates.
- Operation HOPE provided our communities with financial education, counseling and workshops aimed at entrepreneurship, credit, money management and homeownership. In 2021, Regions Bank's support resulted in:
 - 12,800 services provided to 2,739 clients,
 - 85% of whom were low- to moderate-income, and
 - resulting in an average +21 increase in FICO scores.
- Financial Fitness Fridays provided free, high-impact financial education seminars with a focus on credit while iGrad™ and WeAreTeachers offers free financial education tools to help students and parents build skills.

Virtual Reality

In 2020, Kids to Love Foundation used Regions Foundation funding to purchase virtual reality (VR) equipment to expand their KETCH workforce training development initiative.

In 2021, Regions Bank associates teamed with KTECH to deliver financial education to participating students using the VR equipment.

RCDC invested in funds that supported communities lacking access to traditional sources of capital, such as:

- Memphis Medical District Fund (Memphis, TN), aimed at revitalizing the medical district where 45% of households fall below the poverty line
- Texas Mezzanine Fund (Dallas, TX), aimed at increasing the number of minority-owned businesses in distressed and underserved communities in Texas

Strengthened minority depository institutions (MDIs) and minority-focused community development financial institutions (CDFIs) by increasing their capital and offering technical expertise and support:

- Optus Bank (Columbia, SC)
- Southern Bancorp (Arkadelphia, AR)
- Carver Financial Corporation (Savannah, GA)
- Commonwealth National Bank (Mobile, AL)



In 2021, Regions Bank associates logged 53,400 hours of activities supporting our communities. Whether it's serving on the board of nonprofit organizations, mentoring today's youth, building homes, or preparing meals, our associates play a critical role in helping make life better for our neighbors. Visit our associate [volunteerism](#) collection to read more about their stories.



[Learn more about Regions community engagement.](#)