



PUT PEOPLE FIRST | DO WHAT IS RIGHT | REACH HIGHER | FOCUS ON YOUR CUSTOMER | ENJOY LIFE

BUILT TO PERFORM, POSITIONED TO WIN

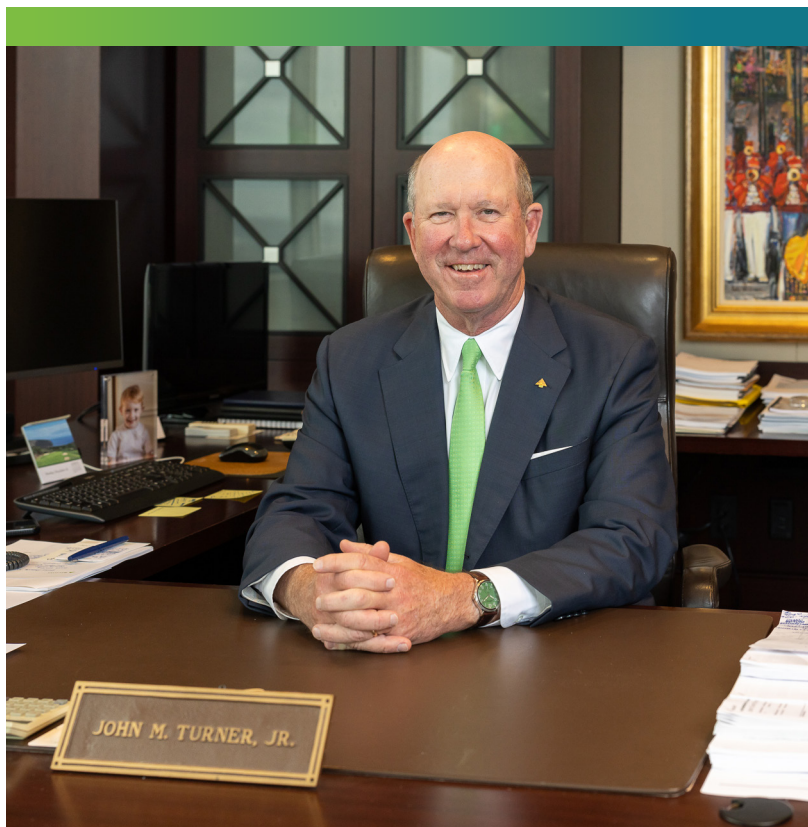
Dear Shareholders:

Regions delivered an exceptional year in 2025, marked by strong revenue growth, disciplined credit risk management, and record profitability. Our results once again placed us at the top of our peer group, reflecting both the strength of our strategy and the talent of our team. Achieving this level of performance amid continued uncertainty underscores the effectiveness of our focus on **soundness, profitability, and growth.**

2025 RESULTS

Regions ended 2025 delivering \$7.5 billion in total reported revenue and hit several records in each of our business segments. Our return on average tangible common equity ratio was the highest in our peer group for the fifth consecutive year. While average and ending loans held relatively stable compared to last year, our pipelines and commitments are strengthening and excess corporate liquidity is beginning to normalize.

Our deposit strategy continued to be a key differentiator for us and is an important driver of our franchise value — a result of our robust market presence, granular and loyal customer base, best-in-class customer service, and having the lowest cost profiles among peers. These strengths were evident during fourth quarter, when ending balances grew by approximately \$800 million, driven by healthy customer acquisition and retention.



John M. Turner, Jr. | Chairman, President and CEO

We maintained disciplined expense management throughout the year and produced positive operating leverage. At the same time, we reinforced our capital position, increasing common book value per share by 15 percent.

“Throughout the year, we continued to create value for our shareholders and returned \$2 billion through a balanced approach of dividends and share repurchases.”

FOCUSED EXECUTION DRIVES PERFORMANCE ACROSS THE BANK

Starting the year with well-defined priorities and a deep commitment to creating shared value for the customers and businesses we're privileged to serve, our three business segments finished the year in a position of strength.

Our **Consumer Bank** delivered well-rounded performance results by executing a strategy that prioritizes stronger relationships, exceptional customer experiences, and enhanced growth. The Consumer team delivered revenue of \$4 billion and pretax income of \$1.2 billion. We outperformed expectations by ending the year with \$80 billion in deposits while maintaining industry-leading deposit costs. Our payments businesses also continued to generate impressive momentum with record credit card spend, top-ranking debit card portfolio performance, and double-digit increases in home equity and small-business loan production.



Just as important as the financial performance was the scale and depth of customer engagement. We opened 560,000 new checking accounts, completed 450 million transactions, and now serve 4.5 million households across our footprint. One of the most important ways our bankers engage with customers is by having needs-based conversations with them to ensure we're offering a personalized plan that's designed to meet their unique needs. Last year, bankers had more than 415,000 of these conversations and traveled to workplaces and schools to conduct 22,000 financial education presentations designed to help customers make better financial decisions. Our focus on helping people build financial confidence and our commitment to transforming everyday banking experiences into something extraordinary drove our customer experience scores to reach new highs, with 85.8% of respondents giving perfect ratings through Gallup's KDS360 program.

Corporate Banking also finished the year delivering impressive results that support the team's goal to deliver growth and diversify revenue streams. Confirming that our approach to combine talented bankers with industry expertise continues to be a competitive advantage for us, Corporate Banking produced revenue reaching \$2.8 billion, including non-interest revenue totaling \$955 million.

"We created shared value with our strategic focus to advance core offerings that benefit our clients while also accelerating fee-based income."

Notably, Treasury Management produced its second consecutive record year with revenue up 6.2 percent year-over-year, and Capital Markets posted its second-best year on record with \$350 million in revenue excluding valuation adjustments. To accelerate client growth and improve how we deliver products and services, Corporate Banking expanded banker coverage in key markets, enhanced our payments and cash-flow capabilities, and continued embedding AI-enabled tools.

Our **Wealth Management** team had its second consecutive record year for annual revenue — one defined by growth, stronger client relationships,



and meaningful advances in both technology and talent. The team finished the year with impressive results: income before tax rose 17 percent; total revenue grew 10 percent; and client assets increased 8 percent. We continued building our capabilities by adding key hires across growth markets and delivered new services to simplify cash management workflows, modernize timber inventory processes, and streamline daily portfolio activity.

Giving our clients a quality experience is what truly differentiates this business. We believe that experience begins by spending time with clients to fully understand their goals and working with experts throughout the bank to develop a comprehensive plan. Our planning-led model and personalized guidance continue to build deeper engagement and confidence, with 91 percent of our clients rating their advisor five stars.

Throughout 2025, our three business segments made meaningful progress in how we operate, innovate, and serve. We strengthened relationships, modernized capabilities, expanded talent, and positioned Regions for sustainable long-term growth.

“As we look ahead to 2026, I’m confident in our direction and proud of the teams that make this progress possible. Their discipline, customer focus, and integrity continue to define who we are as a company.”

BUILT TO PERFORM IN EVERY ECONOMIC CYCLE

Regions’ performance continues to reflect a culture where every associate is a risk manager. Our guiding principles — **soundness, profitability, and growth** — anchor the decisions we make about who we serve, how we lend, and how we fund the balance sheet. This discipline has allowed us to deliver consistent and sustainable results across different operating environments.

Over the past decade, we have built and matured a robust, enterprise-wide risk management framework. It starts with client selectivity, disciplined underwriting, and active portfolio concentration management so no single name or segment can materially impact outcomes. During this time, we have also strengthened our approach to capital allocation by elevating the focus on risk-adjusted returns. This includes reassessing the businesses and deepening relationships where we see long-term value creation. Combined with our proactive hedging strategy and best-in-class expense discipline, these efforts have reduced earnings volatility across rate cycles while meaningfully improving overall returns.

Regions remains committed to responsible, sound growth. That means knowing our markets, knowing our customers, and importantly, knowing what business opportunities we will not pursue. We continue to focus on relationship-based lending within our core footprint where we have deep market knowledge, can maintain strong underwriting standards, and deliver differentiated value and advice.

SOUNDNESS

- Low-cost deposit base continues to deliver peer-leading interest-bearing costs of 1.85% in 4Q25
- Robust capital with CET1 of 10.9% as of 12/31/25, supported by strong organic capital generation
- Business services criticized loans decreased 9%, while NPL balances declined 8% quarter-over-quarter; ACL/NPLs increased to 242% as of 12/31/25

PROFITABILITY

- Best-in-class hedging program creates a mostly neutral short-term interest rate position and supports a peer leading 4Q25 NIM of 3.70%
- Regions 2025 ROATCE represents 5th consecutive year as highest in its peer group
- Expenses remain well-controlled, supports self-funding of growth initiatives

GROWTH

- Continuing to grow accounts across Consumer checking, Small Business and Wealth Management
- 2025 represents another annual record for Wealth Management and Treasury Management income; second highest year for Capital Markets income
- Significant progress in hiring and reskilling of bankers to support growth initiatives

We’ve also strengthened our non-financial risk capabilities in key areas. Through focused efforts, we have elevated our cybersecurity posture to ensure we remain responsive to evolving threats. Additionally, the implementation of our redesigned compliance program continued throughout 2025, safeguarding our resilience and reinforcing our commitment to protect our customers.



POSITIONED TO WIN IN A COMPETITIVE ENVIRONMENT

The role regional banks plays is significant because we're close enough to our customers to know them personally, and we're large enough to deliver the capabilities they expect from a larger financial institution. Scale for scale's sake is not what makes a great bank. What matters is disciplined execution, deep relationships, and operating in markets we understand exceptionally well. That's where regional banks — and Regions in particular — create tremendous value.

Regional banks also support the U.S. economy by driving small-to-midsize business lending and fueling local growth. There are 12 million small businesses in our footprint, and we currently bank 400,000. The opportunity is great — but so is the competition. We team together to bring the full bank to customers and help them reach their goals with a comprehensive plan. Our bankers combine the services and solutions of a larger firm with local experience and local decision-making to deliver superior service.



We're supporting this strategy with investments in talent and capabilities that give me confidence we're positioned to win in 2026 and beyond:

- **PEOPLE.** Banking is a people business. Over the past 18 months, we've invested in new talent by hiring more bankers in our priority markets where we see significant growth potential. These new hires bring experience, relationships, and local insight — and we're already seeing positive results.
- **SMALL BUSINESSES.** We're reskilling 600 bankers for small business and mass affluent segments to align talent depth with our highest-opportunity markets and building a team of dedicated small business relationship managers to meet the unique needs of small business owners.
- **CAPABILITIES.** We launched re-designed mobile app upgrades and announced award-winning Regions Embedded ERP Finance solutions to help clients better manage cash flow, optimize liquidity, reduce risks, and more clearly anticipate business needs.

Regions is investing not only in talent and capabilities, but in the technology that will materially improve operating leverage and long-term competitiveness. Our AI-driven solutions are designed to enhance banker productivity, strengthen customer retention, and create scalable efficiencies across the enterprise. We view AI as a significant value-creation opportunity — enabling deeper personalization, more proactive issue resolution, stronger fraud protection, and an overall better customer experience.

To accelerate these gains, we are prioritizing five high-impact use cases with clear financial and operational benefits: streamlined contact-center access, enhanced fraud prevention and detection, advanced code development, intelligent document processing, and automated financial-statement spreading. Together, these initiatives are expected to improve efficiency, reduce risk, and support sustainable long-term returns for shareholders.

While we know that generative AI introduces new opportunities, we understand it potentially introduces new risks as well. To mitigate these risks, we've implemented a robust risk framework, responsible use policies, and data governance standards to ensure AI is deployed safely and effectively. Our enterprise data management program gives us confidence in the quality of the data powering these models. By integrating data from modernized core systems, our cloud-based Customer DNA platform delivers richer customer insights that position Regions to compete with both traditional banks and non-bank competitors.

Our advanced core modernization program will unlock speed and flexibility few peers can match. This project is more than a technology upgrade — it's a strategic transformation aligned with our business goals that will strengthen our ability to serve customers. We're two and a half years into this multi-year journey to replace decades-old on-premise systems with cloud-based architecture. Last year, we completed the enterprise API layer that paves the way for capabilities like digital small-business account opening that is targeted to be available by late summer. Our new commercial loan platform is planned to deploy later this year and will deliver real-time processing, create operational efficiencies, and offer mobile-enabled tools that streamline how we originate and service loans. While our full deposit system conversion begins in 2027, we're accruing benefits now: faster product development, real-time processing, and seamless digital experiences.

INVESTING IN OUR CULTURE

Our culture remains a key differentiator for Regions, and we believe that investing in it is critical to delivering exceptional business performance. Last year, our strategic investments resulted in record-breaking engagement scores and a stronger culture where every associate has an opportunity to do impactful work. By prioritizing associate wellbeing, development, and engagement, we're building a stronger culture and driving sustainable performance. These investments ensure that Regions remains agile, competitive, and prepared for the future — because when our associates thrive, so does our business.

Associate engagement reached an all-time high, earning Regions the Gallup Exceptional Workplace Award for the 11th consecutive year — a recognition reserved for organizations that create thriving cultures and achieve outstanding outcomes through intentional engagement



strategies. This achievement underscores our belief that when associates feel valued, empowered, and supported, exceptional performance follows.

The time and resources we dedicated to making Regions a great place to build a career made a meaningful difference in attracting and retaining key talent. Internal fill rates for open positions climbed to 36.4 percent, the highest since 2021, and reflects our focus on career growth and readiness. In Retail Banking, more than 1,500 associates advanced to new roles in their careers as turnover dropped to its lowest rate in five years.

Our tuition assistance program supports associates in pursuing learning opportunities aligned with business priorities, including AI, Change Management and Leadership, with more than 500 associates currently enrolled in undergraduate degree programs and an additional 200-plus pursuing professional certifications. Through targeted leadership programs, we strengthened capabilities for our senior leaders and reached more than 8,000 associates with learning aligned to our RegionsLEADS Cornerstones of Leadership framework. Additionally, nearly 45 percent of high-potential associates at early career levels received personalized development experiences.

Recognizing that personal health drives professional success, we expanded access to wellbeing resources to include Well, our concierge-level health platform. More than 12,000 associates engaged with Well last year, resulting in healthier habits for them and their families. These efforts complement enhanced benefits and ongoing performance management practices that emphasize coaching, feedback, and growth.

INDUSTRY RECOGNITION

- For the fifth consecutive year, Regions Bank was recognized as a **2025 Silver Status Military Friendly® and Military Spouse Friendly Employer**.



- In 2025, Regions Bank was named a **Gallup Exceptional Workplace Award Winner for Engagement** for the 11th consecutive year.



- For the fifth consecutive year, Regions Bank was named a **2025 Best Place to Work for Disability Inclusion** by the Disability Equality Index.



BRINGING THE REGIONS BRAND TO LIFE IN OUR MARKETS

Our brand “extra is our ordinary” is more than just a slogan — it’s how we show up in our markets every day. We have a top five market share in approximately 70 percent of the metropolitan areas across our footprint. With more people choosing to live, work, and create wealth in these markets, we have a tremendous opportunity to leverage our powerful brand.

BUILDING BRAND TRUST: THE IMPORTANCE OF BANK BRANCHES

I frequently talk about the importance of keeping the customer first, and our brand is really an extension of that view. Every time a customer visits their banker in one of our locations, we have an opportunity to put our brand promise, mission, and values into action. We recognize the branch is essentially the ‘front door’ of the bank itself. It sends a message to clients and prospects.



Regions Bank and The Greater Belleville Chamber of Commerce on Dec. 4 cut the ribbon on Southern Illinois’ newest cutting-edge banking location.

A modern, attractive space reinforces our commitment to delivering superior service in ways that differentiate Regions from our competitors. That’s why you’ll see us investing more in refining our branch network throughout this year and beyond. In some markets, those investments will take the form of visual updates and site upgrades. Elsewhere, you’ll see brand-new branch-build and relocations designed to strategically introduce the Regions brand to growing populations across the vibrant cities we serve. From Miami, Orlando and Tampa, to Houston, Nashville and Atlanta — and other markets in between — we are taking a comprehensive, competitive, and data-driven approach toward offering a modernized branch network that will continue to set Regions apart for years to come.



TURNING OUR BRAND PROMISE INTO ACTION

One of our operating values is **“Putting People First”** and reflects a belief that our business can only be as healthy as the communities where we work and live. We put that value into action with our **“What a Difference a Day Makes”** program that gives associates a paid day off to volunteer their time and talent to eligible community organizations.

Our team of 20,000 associates serve as brand ambassadors in going the extra mile to make life better, with a particular focus on education and workforce development, economic and community development, and financial wellness. More than 7,200 associates volunteered over 140,100 hours — a 16 percent increase from last year — showing just how deeply our teams believe in giving back. Regions Bank contributed over \$19.4 million in philanthropic giving, and the Regions Foundation awarded 66 grants totaling \$6.2 million, helping nonprofits accelerate their work.



Our signature sponsorships give us another significant opportunity to create meaningful connections and amplify our presence in key markets. From college sports to local events, sponsorships delivered real impact for us last year: over 750,000 customer interactions; expanded reach through marquee relationships like the Southeastern Conference and Nashville Predators; and innovative programs such as student pitch competitions that inspire entrepreneurship. These efforts not only strengthen local relationships but also drive real business outcomes — new accounts, deeper engagement, and long-term loyalty.

DELIVERING RESPONSIBLE GROWTH IN 2026

While economic uncertainty persists, we remain cautiously optimistic for growth opportunities in the coming year. And while we may see an increase in bank mergers and acquisitions, we don't currently view them as being necessary to achieve our goals. We're committed to executing our strategic plans designed to generate consistent, sustainable long-term performance results for our shareholders.

I feel positive about our future and confident in the distinct role regional banks play in the economy across the country. Regions associates are embedded in our local communities. We have a strong brand, built on integrity and trust, and a well-earned reputation for providing outstanding service. As our communities grow, we will grow with them. Our desirable footprint combined with a solid growth strategy and a leadership team with a proven track record of execution will serve us well.

Despite intensifying competition, as well as political and geopolitical uncertainty, we will stay focused on the things we can control — namely among them, our customers and our relationship-centered banking model.

IN 2026 OUR PRIORITIES WILL REMAIN UNCHANGED

- We will drive performance by investing in priority markets, while maintaining a superior position in our core markets.
- We will enhance the customer and associate experience through service, modernization, and personalization.
- We will continue investing in bankers, products, and capabilities.
- We will innovate through technology including AI, data & analytics, and core systems transformations.

I want to acknowledge that the performance results Regions delivered in 2025 would not have been possible without the outstanding contributions made by the teammates I'm privileged to work alongside. Their dedication to serving customers, living our values, and executing with integrity is the reason we finished the year with solid results. Our progress isn't the result of technology alone or strategy alone. It's the result of commitment — day in and day out — to doing the right things for the right reasons.

With our investments in top talent, new technology, and growing markets, we're confident that Regions is built to perform and positioned to win in 2026 and beyond. On behalf of the Regions team, I thank you for the privilege to serve you.

Sincerely,

A handwritten signature in black ink that reads "John M. Turner, Jr.".

John M. Turner, Jr.

Chairman, President and Chief Executive Officer

EXTRA IS OUR **ORDINARY**

