

**REGIONS PAC 2025 CORPORATE CHARITABLE CONTRIBUTION INCENTIVE OFFICIAL RULES**

- 1) Regions will donate up to \$1,250 on your behalf to a charity of your choice in 2025 if you contribute at the PAC Leader level for your corporate officer title. All associates whose annual PAC contribution meets the PAC Leader level are eligible for the charitable contribution, including associates who have received the PAC charitable incentive in the past, this is an annual benefit. You are not required to have made a direct contribution to the charity previously. We are matching your PAC commitment.
- 2) The 2025 PAC Leader contribution levels are calculated based on associates' corporate officer titles. PAC Leaders at the VP, AVP, and Officer/Analyst levels will receive a full 1:1 charitable match. PAC Leaders at SVP/Director, EVP/Managing Director, and SEVP/Board levels will receive a progressive charitable contribution capped at \$1,250. The suggested annual contribution levels and corresponding charitable donation levels are as follows:

| <b>Officer Title</b>     | <b>PAC Leader Annual Contribution</b> | <b>Charitable Contribution Amount</b> |
|--------------------------|---------------------------------------|---------------------------------------|
| SEVP, Board of Directors | \$5,000                               | \$1,250                               |
| EVP, Managing Director   | \$3,500                               | \$1,250                               |
| SVP, Directors           | \$2,000                               | \$1,000                               |
| VP                       | \$750                                 | \$750                                 |
| AVP                      | \$500                                 | \$500                                 |
| Officers, Analysts       | \$250                                 | \$250                                 |

- 3) The associate can meet the PAC Leader contribution level through either payroll contributions or payment by check.
- 4) In order to receive the charitable donation, the charitable organization must qualify for federal income tax exemption under Section 501(c)(3) of the Internal Revenue Code. Regions cannot make a donation to a church. We encourage your support of charities active in Regions' footprint, but it is not required.
- 5) Neither the charitable donation nor your Regions PAC contribution qualifies for a tax deduction. You, along with Regions Financial Corporation, cannot receive a tax benefit from the charitable donation made in connection with the PAC program. You also will not receive any other type of benefit from the charity in connection with the PAC contribution or the PAC Match donation.
- 6) Regions PAC Program Manager will contact all Regions PAC members who qualify for the PAC charitable match donation at the conclusion of the 2025 PAC enrollment campaign in October 2025. Eligible associates will receive a Regions PAC charitable contribution match form where they can designate the qualified 501(c)(3) that should receive the donation and a blank W9 that must be filled out by the qualified 501(c)(3).
- 7) **All completed 2025 PAC charitable match forms and completed charity W9s must be emailed to [RegionsPAC@regions.com](mailto:RegionsPAC@regions.com) and must be received by November 21, 2025.** Any forms received after this date may result in the contribution not being processed for the 2025 benefit. Associates will be notified once the contribution is made on their behalf.