Regis Corporation Announces Board and Leadership Changes

Andrew Alfano Appointed Chairman of the Board of Directors

EVP, Company Operations to Depart Company

MINNEAPOLIS - Regis Corporation (NasdaqGM: RGS), a leader in the haircare industry, today announced the appointment of Andrew Alfano as Chairman of the Board of Directors. The Company also announced that EVP, Company Operations, James (Jamie) Suarez, will depart the Company.

Mr. Alfano, who was appointed Chairman of the Board of Directors effective October 29, 2026, succeeds Nancy Benacci. As previously disclosed, Ms. Benacci was appointed Chair of the Audit Committee, succeeding Michael Merriman, whose term on the Board concluded at the Annual Meeting of Shareholders on October 28, 2026.

Nancy Benacci commented, "Andrew joined the Board earlier this year and was specifically recruited for his experience as an end-to-end business leader, with a strong track record of restructuring businesses, transforming brands and driving operational performance. His experience will be particularly valuable as Regis continues its transformation. On behalf of the Board, I would also like to express our gratitude to Mike Merriman for his many contributions during his 15 years of service."

Mr. Alfano has successfully led consumer-facing businesses across multiple industries, ranging from family-owned and private equity-backed companies to Fortune 500, across both corporate and franchise models, with extensive experience in growth, restructuring and business transformation. He spent 16 years with Starbucks Coffee Company, rising to Senior Vice President, U.S. Business, with responsibility for more than $3.5 billion in revenue across corporate and licensed operations. As a member of the company's Executive Steering Committee, he was part of the leadership team that helped guide Starbucks through the 2008 downturn.

Mr. Alfano commented, "I am honored to assume the role of Chairman and have enjoyed working with my fellow directors since joining earlier this year. We all look forward to continuing to support Susan Lintonsmith and her transformation agenda. We are quite encouraged by her strategic focus and commitment to driving revenue growth, improving franchisee profitability and remaining laser-focused on increasing shareholder value."

Mr. Suarez, who has served as the Company's Executive Vice President, Company Operations, ceased serving in his officer capacity and his last day will be November 22, 2026.

"Over nearly three decades, Jamie has made significant contributions to our business, beginning as a stylist and continuing through positions of increasing responsibility in salon operations, including education and merchandising," commented Ms. Lintonsmith. "We thank Jamie for his dedication to Regis and wish him well."

About Regis Corporation

Regis Corporation (NasdaqGM: RGS) is a leader in the haircare industry. As of June 30, 2026, the Company franchised or owned 3,712 locations. Regis' franchised and corporate locations operate under concepts such as Supercuts®, SmartStyle®, Cost Cutters®, Roosters® and First Choice Haircutters®. For additional information about the Company, please visit the Investor Relations section of the corporate website at www.regiscorp.com.

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Contacts

REGIS CORPORATION
Kersten Zupfer
investorrelations@regiscorp.com

HAYDEN IR
James Carbonara
James@haydenir.com
(646) 755-7412

Brett Maas
brett@haydenir.com
(646) 536-7331