

Corporate Social Responsibility At A Glance

Community Development

United Way Campaign total donated by associates & including corporate match: **\$1,287,037**

Bank donations: **\$1.827M**

Foundation donations: **\$2.412M**

14,800+

hours volunteered by associates

SUPPLIER DIVERSITY

\$6,432,549

of sourceable spend with diverse vendors

Completed five-year **\$1.75B**

Community Benefits Agreement at **192%** of goal or **\$3.4B**

Diversity, Equity, and Inclusion

62.5%

female associates

13.7%

racial and ethnic associate diversity

PAY EQUITY

99.7%

average pay of minority associates compared to non-minority associates

98.1%

average female pay compared to average male base pay

Corporate Governance

99.7%

associates completed Code of Conduct training

41.7%

gender & ethnic board diversity

- Separate Chair & Lead Independent Director
- Board oversight of ESG
- Board majority voting policy
- Anti-hedging & pledging, clawback and whistleblower policies

Environment

\$1.64B

sustainable investments

52.3%

of First Financial facilities have an EUI (Energy Use Intensity) of 88.3 or lower

\$115,662,146
Community Reinvestment Act
Qualified Loans

Awards & Accolades

- Outstanding CRA Rating
- Top 5 Workplaces that Care
- Forbes America's Best Banks
- Gallup: Above the 90th Percentile in the Company's Overall Database for Engagement

