



Community

United Way Campaign total donated by associates & including corporate match: **\$1.429M**

Bank donations: **\$1.864M**

Foundation donations: **\$2.726M**

16,300+
hours volunteered by associates

LENDING

\$218,144,223
community development lending

\$891,880,000
small business lending

\$474,194,208
mortgages to low- and moderate-income (LMI) borrowers and census tracts



Employees

90%
of associates satisfied or highly satisfied with First Financial as a place to work

98th
overall engagement score ranking within the Gallup database

8 Associate Resource Groups (ARGs)



Environment

\$1.237B
total sustainable investments

58,930
total pounds recycled

580,726 kWh
of energy saved

65.1%
of deposit statements delivered electronically

Governance

99.7%
associates who completed Code of Conduct/Ethics training

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

Awards

