



first financial bank

CORPORATE SOCIAL RESPONSIBILITY AT A GLANCE



CORPORATE GOVERNANCE

99.9%

of associates Completed Code of Conduct Training

- Separate Chair & Lead Independent Director
- Board oversight of ESG
- Board Majority Voting Policy
- Anti Hedging & Pledging, Clawback and Whistleblower Policies

CRA Loans

\$156,266M

Outstanding CRA Rating

PHILANTHROPY

Associate pledges to United Way: **\$741,560**

Bank Donations: **\$1.6M**

Foundation Donations: **\$2.6M**

11,791

hours volunteered by associates

Supplier Diversity

31.7%

of sourceable spend with diverse vendors

Community Benefits Agreement at

149.8%

of goal after 3 years of a 5 year **\$1.75B** commitment

COVID-19 Response

- **59** donations for **\$1.052M**
- over **\$1.2B** in PPP loans
- Direct mail to over **100,000** clients



DIVERSITY, EQUITY AND INCLUSION

36%

gender & ethnic board diversity

64.8%

gender & ethnic associate diversity

12%

of associates racially ethnic

90%

of associates completed Unconscious Bias training

PAY EQUITY:

99.9%

of basic salary of women to men (gender)

100.1%

of basic salary of racial / ethnic group



ENVIRONMENT \$1.76B Sustainable Investments