



first financial bank

CORPORATE SOCIAL RESPONSIBILITY AT A GLANCE

\$217,710M

Community Reinvestment Act Qualified Loans

DIVERSITY, EQUITY AND INCLUSION

36%

gender & ethnic board diversity

62.9%

female associates

13%

racial and ethnic associate diversity

PAY EQUITY:

98.1%

average female pay compared to average male base pay

99.7%

average pay of minority associates compared to non-minority associates

CORPORATE GOVERNANCE

99.9%

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

COMMUNITY DEVELOPMENT

United Way Campaign total donated by associates & including corporate match: **\$1,213,487**

Bank donations: **\$1.658M**
Foundation donations: **\$2.495M**

12,193

hours volunteered by associates

Supplier Diversity

38.2%

of sourceable spend with diverse vendors

Community Benefits Agreement at

183%

of goal after 4 years of a 5 year **\$1.75B** commitment

ENVIRONMENT

\$1.697B

sustainable investments

52.3%

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

AWARDS & ACCOLADES

- Outstanding CRA Rating
- Corporate Leader—United Way of Greater Cincinnati Top 10
- Top 10% of Gallup's Company Database
- Forbes America's Best Banks

