

first

first financial bank

2022
Corporate Social
Responsibility Report





We help our clients learn, enjoy, and succeed, more. Everyone here genuinely cares. We help our clients live fully in the moment, but we also help them be prepared for the future. After all, helping our clients means helping our communities improve and grow.

Who We Are

At First Financial we are committed to conducting business in accordance with our Corporate Strategy, which defines why we exist, and our Corporate Strategic Intent, which defines what we believe in.

Why We Exist

We exist to be a positive influence to help our clients and communities thrive.

What We Believe In

- 1 Our Company**
We are confident in our collective abilities and believe that lives are made better by our existence.
- 2 Whole-Life Balance**
Our associates should experience wellbeing in all areas of their lives.
- 3 Being In-It Together**
Our team-based approach means we are all in it together—we collaborate and innovate to improve the lives of others.
- 4 Mutual Respect**
We seek out, value and respect differences in opinion, expertise and experiences.
- 5 Doing the Right Thing**
We do the right thing for each other, our clients, communities and shareholders.





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About First Financial Bank



\$17.0B

in assets



\$4.7B

assets under management



\$10.3/\$12.7B

loans/deposits



1.36%

return on assets

About First Financial Bank

Nasdaq: **FFBC**

Headquarters: **Cincinnati, Ohio**

Founded: **1863**

Banking Centers: **132**

Employees: **2,070**

Market Cap: **\$2.3B** (12/31/22)

Dividend Yield: **3.8%** (12/31/22)

CET1 Ratio: **10.83%**

Lines of Business

- Commercial Banking
 - Industrial Lending, Treasury and Capital Markets
- Retail Banking
 - Consumer, Small Business
- Mortgage Banking
- Wealth Management/Affluent Banking
- Investment Commercial Real Estate
- Commercial Finance

Brands

- First Financial Bank
- Bannockburn Global Forex
- First Franchise Capital
- Oak Street Funding
- Summit Funding Group
- Yellow Cardinal Advisory Group





Letter to Stakeholders

Dear Fellow Stakeholders,

Our hope for a bright future depends on the actions we take today. Each of us has a responsibility to manage resources that are entrusted to us in a responsible manner. Whether it's financial assets, personal data, or natural resources, it is imperative that we protect the vital assets that enable our societies to thrive today, while acting as good stewards to safeguard the best interest of future generations.

As business leaders, it is our responsibility to set an example for accountability and ethical practices within our industries. We must model behaviors and principles that our associates will mirror, build corporate cultures that respect the unique talents and contributions of a diverse workforce, and establish standards of governance that allow us to positively

influence our clients and communities. These are key drivers of today's Environmental, Social, and Governance (ESG) practices.

Our 2022 Corporate Social Responsibility (CSR) Report documents the 12-month progress First Financial Bank has made regarding our environmental initiatives, governance practices, employee engagement, and community-related endeavors. These areas of focus are closely tied to the principal characteristics that define First Financial's culture:

Proudly Local. We are friends, leaders, and neighbors. We are accessible and knowledgeable. We are local bankers and advisors who live in, are involved in, and make decisions that positively impact the communities we serve.



Archie M. Brown
President & Chief Executive Officer



Claude Davis
Board Chair

Client-Focused. Our genuine care for clients is reflected in providing relevant and customized solutions, responsively and with ease.

Good Stewards. We are excellent managers of risk, responsible corporate citizens, and careful allocators of capital, proud of our heritage and connected to the concerns of today, making a positive impact on the clients and communities we serve.

Invested in Our People. We provide the tools and support that enable our associates to be their best, and create an inclusive, equitable workplace that encourages engagement and development.

Under the guidance of Roddell McCullough, our chief social responsibility officer, we have made

important strides in developing more formalized processes and systems to gather and track ESG measurements and goals. We are proud of the progress our associates and company have made over the past year. We truly are living our mission of being a positive influence to help our clients and communities thrive—a mission that will contribute to a brighter future for us all.

Archie M. Brown
President & Chief Executive Officer

Claude Davis
Board Chair



Dear Fellow Stakeholders

We are excited to bring you First Financial Bank’s 2022 Corporate Social Responsibility Report (CSR). This year marks the second year we have published our CSR results in this manner, having shared similar outcomes in previous Community Development reports. We believe this is an important way to inform our investors, clients, associates, community members, and other stakeholders about the ongoing progress we are making to improve our company and the impact we have on those we serve.

Each year, we strive to make progress in four specific areas of focus—within our communities, with our associates, in our environmental impact, and in our corporate governance. Our 2022 results validate the Bank’s strategic plan and the commitment of our management and associates to conduct business in a responsible, ethical manner that is consistent with our mission—to be a positive influence to help our clients and communities thrive.

I am impressed by our strong 2022 progress, including:

- Community donations and grants of more than \$4.1 million
- Associates logging 12,193 volunteer hours
- Receiving three awards from United Way organizations in recognition of our successful annual giving campaign, which resulted in record-setting associate participation and financial support
- The Bank’s commitment to pay equity, with female and minority associate pay on par with their white male colleagues

- Significant increases in our associate engagement and satisfaction scores
- Our commitment to making intentional ESG improvements
- The development of an enhanced recycling program and our Energy Usage Intensity measurement
- Strong governance practices and improvements to risk management, stress testing, and our data security structure to ensure the safety of client and investor deposits

We have made great progress this year, but the process of improving our business practices, relationships, and safety and soundness never stops. It requires an ongoing commitment to self-examination, an awareness of the needs of our stakeholders, a willingness to make positive change, and determination to turn great ideas into new realities.

The results you will find in this year’s CSR report reflect this commitment and are a step forward on our path to an even better First Financial Bank.

Roddell McCullough
Chief Corporate Responsibility Officer



About this Report

The 2022 Corporate Social Responsibility (CSR) report for First Financial Bank covers a wide range of topics including governance and ethics; sustainability and environmental; community engagement; client service; associate growth and development; and diversity, equity and inclusion. First Financial works to understand needs and offer financial solutions and resources in order to make lives better.

Foundations of corporate social responsibility and environmental, social and governance (ESG) are integrated and rooted within the policies, procedures, and principles of First Financial. These help define our culture and inform the decisions we make. The bank incorporates strong corporate governance, enterprise risk and compliance, audit and enterprise-wide risk management controls. We are excellent managers of risk, responsible corporate citizens, and careful allocators of capital. First Financial exists to be a positive influence to help our clients and communities thrive. We invest in our people by providing them with the tools and support to be their best, and by creating an inclusive, equitable workplace that encourages engagement and development, resulting in more best days at work. Our genuine care for our clients is reflected in providing relevant

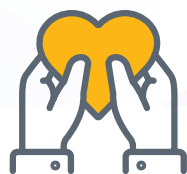
and customized solutions, responsively and with ease as we are friends, leaders and neighbors. We are proudly local, accessible, and knowledgeable with bankers and advisors who live in, are involved in and make decisions that positively impact the communities we serve.

The data in this report is accurate as of December 31, 2022, unless otherwise noted. In addition, we have been informed by other reporting standards and guidance, such as the Sustainability Accounting Standards Board (SASB). A separate index, available [here](#), maps our disclosures related to SASB indicators and recommendations. First Financial Bank's financial information is available on our [Investor Relations](#) page at bankatfirst.com.

Additional Resources

- [Corporate Social Responsibility \(CSR\) website](#)
- [Corporate Annual Report](#)
- [Proxy Statement](#)
- [Corporate Governance Principles](#)
- [Code of Ethics for the CEO and Senior Financial Officers](#)
- [Code of Conduct](#)
- [Investing in our Communities \(CRA\)](#)
- [First Financial Foundation](#)

Explore the Report



Community



Employees



Environment



Governance



Community

We are members of the communities we serve...neighbors to our clients. We shop in their stores, sponsor school events, and volunteer alongside them. We provide businesses with access to the capital they need to keep our local economies vibrant. We know what's important to them and what they need to succeed.

First Financial Bank's commitment to our communities includes an Outstanding CRA rating, financial support from the bank and the First Financial Foundation, a Corporate Responsibility strategy, Financial Literacy programs, continued support of the United Way giving campaign and proudly local volunteer efforts.

2022 Highlights

\$4.2 Million
in support from the bank and First Financial Foundation

\$778K
pledged by associates in the United Way giving campaign

38.2%
sourceable spend with diverse vendors

12,000+
volunteer hours



ALIVE

community development strategy

To help lead our community development efforts, First Financial Bank implemented the **ALIVE** community development strategy in 2015. At First Financial, we believe there's always an opportunity to help others succeed, whether that involves offering sound financial recommendations to our clients or investing in the economic growth and stability of the communities where we live and work. Providing access to financial independence is a core value we hold true, which inspires us to support the financial needs of individuals, families and businesses in the markets we serve.



ACCESS
to banking services
and capital



LENDING
in the community



INVESTING
in local initiatives
and the community



INCLUSION
with involvement
and empowerment
of all



VOLUNTEERING
our time



EDUCATION
through facilitating
opportunities to increase
financial literacy



Supplier Diversity

First Financial Bank continues to focus on serving the communities we operate in by seeking out diverse vendors to provide products and services to the bank.

Why It Matters

When everyone in our communities has the opportunity to achieve financial success, then every member of that community wins. This is why First Financial Bank made the commitment for a minimum of 10% of our sourceable business opportunities to be with diverse vendors that are qualified minority-owned, women-owned, veteran-owned, or disability-owned businesses.

How We Manage It/Who's Responsible

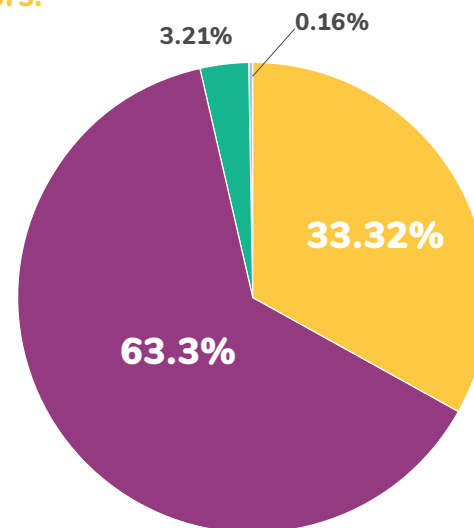
First Financial Bank has built a Supplier Diversity function that is responsible for working in the industry and community to identify qualified vendors, and to match those vendors with our various lines of business for consideration.

Our Community Development team monitors and reports our progress on an ongoing basis. Those results are shared with the executive management team and the board of directors.

Our Performance

During 2022, First Financial Bank sourced 38.2% (or \$7,981,027) of sourceable business opportunities with diverse vendors:

- Minority-Owned
- Women-Owned
- Veteran-Owned
- Disability-Owned



\$7,981,027 total diverse spend



Philanthropy

Philanthropy

Serving our communities is part of First Financial Bank's culture. Philanthropic donations are investments in individuals and communities in order to create positive outcomes.

Why It Matters

When communities thrive, we thrive. Our associates, clients and other stakeholders all benefit from vibrant and productive communities.

How We Manage It/Who's Responsible

First Financial Bank's Community Development team monitors the distribution of bank and First Financial Foundation funds in a manner that serves all of the communities in which we do business.

Community Investments

The Foundation

The First Financial Foundation was established at the end of 2017 with the purpose of supporting programs and organizations that enhance and develop the communities we serve. We are specifically focused on Neighborhood Development, Workforce Development & Education, as well as Culture and Arts with organizations that seek to improve outcomes for low- and moderate-income individuals and communities.



\$2,495,483

total donations

The Bank

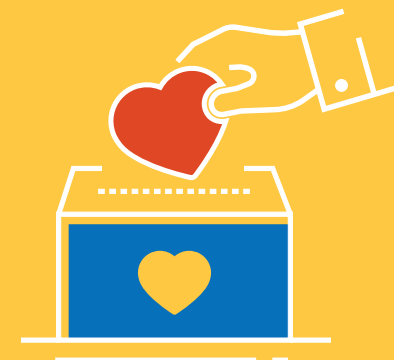
Through financial investments, in-kind services, sponsorships, and donations, First Financial Bank invests in organizations and communities to foster economic growth, stability, and neighborhood revitalization.

\$1,658,047

total sponsorships and donations

\$4,153,530

donated by First Financial Bank and First Financial Foundation in 2022



United Way Campaign



At First Financial, we strive to be an outstanding community partner that makes a meaningful difference through our leadership and involvement in each community. Supporting the United Way through an annual giving campaign is one of the most impactful ways we can demonstrate this commitment. United Way directly connects to the very core of who we are and what we believe. First Financial exists to be woven into the communities we serve, and this is an example of us providing resources to make lives better.

First Financial conducted a two-week United Way campaign in 2022 with 94.2% associate participation.



Top 25 Campaigns
First Financial Bank was #5 in the United Way of Greater Cincinnati \$40.3M workplace campaign.



Matching Programs
First Financial Bank matches employee contributions at 25 cents on every dollar.



FUNDraisers
First Financial Bank held several fundraisers throughout its footprint in support of the 2022 campaign.

Associate Pledges	\$778,097
Bank Donation and Match of Associate Pledges	\$435,390
Campaign Total	\$1,213,487



Photo: FFB associates receiving award from Decatur County United Fund



Employee Volunteering

Our Give First program provides our employees with volunteer time to help make others lives better. First Financial offers up to 8 hours of paid time off to full-time associates for volunteer activities during scheduled work hours and up to 4 hours for part-time associates. Our Give First platform serves as a tracking system to capture the volunteer efforts of our associates. Associates can easily submit volunteer hours and track details of the various events in which they participate. Participation in volunteer activities continues to be a focus for the organization, and we are very proud of our associates' commitment to community service and the benefits derived from it.

12,193

total number of employee volunteer hours

5.8

average number of volunteer hours per employee



Board Service

Number of Associates Serving on Boards	Number of Boards	Number of Hours Served
232	278	4,179



Photo: FFB employees support the footprint-wide annual book drive.



Financial Literacy Initiatives



Your Money, Own It, is a series of free webinars and in-person classes led by our associates that give people the tools and confidence to invest in themselves. Financial education topics in Your Money, Own It include banking basics, budgeting for everyone, maximizing your credit score, considering homeownership, retire easily and more. For those who cannot make a class, First Financial offers self-guided learning tools at bankatfirst.com, free to access at any time. In addition, FFB's Flourish with First blog contains content specifically dedicated to financial wellness. We welcome all to read our dedicated blog content focused on topics such as building an emergency savings fund, choosing a savings account, improving your credit score, and more added regularly.

First Financial has financial education materials available for use by associates. In 2022, FFB offered financial workshops that addressed the learning needs for all ages, from early education through college, as well as older adults and special needs individuals. FFB's workshops included:

- **FDIC Money Smart:** A comprehensive financial education curriculum designed to help low- and moderate-income individuals outside the financial mainstream enhance their money management skills and create positive banking relationships, budget and plan purchases, protect credit and identity, save, invest, and engage in financial planning.
- **First Financial Bank School Bank Program:** A tool for community outreach, financial education, and marketing that encourages elementary, middle, and high school students to take an interest in saving and banking. The at-school program allows students to use a real savings account and provides a hands-on experience with banking tools.
- **American Bankers Association (ABA), Safe Banking for Seniors:** A tool to empower FFB's aging clients and communities with the facts, tools and resources they need to bank more securely.



As part of First Financial's Worklife program, financial education was provided to employees of prospective business clients. First Financial also makes this available to internal associates.

Finally, First Financial associates, through the school bank program, partnership with Junior Achievement, and other school programs, supported financial education to students primarily in school districts that are greater than 51% free and reduced lunch.

Financial Literacy Initiatives, by Age

Age Range	Number of Participants	Number of Hours of Teaching
12 and under	6,863	264
13-17	17,373	697
18-34	2,167	372
35-54	3,198	334
55 and Older	434	84
Age Not Provided	103	82
Total Number of Participants and Hours Taught	30,138	1,833

20,046 participants participated in financial literacy initiatives for unbanked, underbanked, or underserved clients.



Community Benefits Agreement – Goals and Progress

In July 2018, we entered into a five-year \$1.75 billion Community Benefits Agreement with the National Community Reinvestment Coalition (NCRC) and related partner organizations, focused on lending and investments to low- and moderate-income (LMI) clients and census tracts. The agreement also complements our ALIVE strategy, through which we invest significant resources in our community development plan.

We have substantially fulfilled our commitments outlined in the Benefits Agreement, but will continue to focus on projects and new partnerships to exceed these initial goals. Our five-year goals and current progress are as follows:

	5-Year Goal	Progress Through 12/31/2022 (%)	Progress Through 12/31/2022 (Value)
Mortgage Lending	\$510,000,000	162.7%	\$829,917,889
Small Business Lending	\$750,000,000	105.8%	\$793,244,452
Community Development Lending and Investments	\$450,000,000	344.7%	\$1,551,306,947
Philanthropy	\$8,500,000	226.5%	\$19,252,886
Marketing	\$1,000,000	89.8 %	\$898,452
New LMI Financial Center Locations*	8	62.5%	5

Achieved 183% of our Community Benefits Agreement goals through the end of 2022.



* 30.3% of all financial centers are located in LMI communities



Lending

Community Development Lending

Our community development lending provides financing to help create and retain employment opportunities, apartment housing projects and other mixed-use developments.

Small Business Lending

Small businesses are critical to the health of our communities, and that's why we're committed to lending to small businesses in low- and moderate-income urban and rural communities.

Mortgage Lending

Our mortgage lending programs meet the needs of borrowers who require greater underwriting flexibility, the use of non-traditional credit history information and gifts or grants to assist with down payments and closing costs.



Community Development Loans by State*

State	Number of Loans	Value of Loans
Ohio	32	\$94,388,636
Illinois	–	–
Indiana	19	\$99,871,907
Kentucky	3	\$4,450,000
Other	1	\$19,000,000
Total	55	\$217,710,543

Small Business Loans by State*

State	Number of Loans	Value of Loans
Ohio	942	\$185,569,000
Illinois	42	\$4,488,000
Indiana	833	\$133,663,000
Kentucky	145	\$21,695,000
Other	117	\$49,870,000
Total	2,079	\$395,285,000

Mortgages Issued to LMI Borrowers and Census Tracts*

State	Number of Mortgages Issued	Value of Mortgages Issued
Ohio	1,037	\$155,877,031
Illinois	27	\$1,610,310
Indiana	1,257	\$107,772,947
Kentucky	532	\$57,458,207
Other	6	\$1,259,500
Total	2,859	\$323,977,996

*For the fiscal year ended 12/31/2022



Community Rooms and Impact Assessments

Community Rooms

First Financial has 24 locations with community room space available to be reserved by anyone in the area for business or community meetings. The spaces are free of charge and mostly utilized by local non-profits and community organizations.

Impact Assessments

The First Financial Community Development team completes an annual needs assessment of each of its CRA assessment areas to ensure the services and support provided by the bank to the community and with community partners (non-profit 501(c)(3) organizations) is consistent with identified needs.



Community Rooms

24
rooms

3,614
hours reserved



Photo courtesy of Steve Ziegelmeyer Photography.



Employees

We invest in our associates by providing tools and support to allow them to be their best, and by creating an inclusive, equitable workplace that encourages engagement and development, resulting in more best days at work. Our investment in leadership and development programs is intended to provide managers and associates with the assistance to sharpen their existing abilities while providing access to new skills, training and guidance to grow personally and professionally.

2022 Highlights

89%
participation in
company-sponsored
401(k) plan

94%
completion of
employee
engagement
survey

98.1%
average female pay
is 98.1% of average
male base pay

99.7%
average pay of minority
associates is 99.7% of
average non-minority
associate pay

Photo: FFB associates assisting with donations

Training and Education & Programs for Enhancing Employee Skills

Training and Education

At First Financial, our training programs focus on career development, onboarding new associates, security, compliance and other areas. While many training topics are required based on role, we offer a variety of topics associates can access for their own development. In 2022, we offered on-the-job skills, leadership, associate engagement, personal development, and career development training. Our security training comprises both physical and cybersecurity, and our compliance training centers around regulations, policies, and procedures.

Why it Matters

Investing in our people is one of the four pillars of our strategic plan. The Learning & Organizational Development (L&OD) team helps create more best days at work by providing opportunities for all associates at First Financial to be developed, engaged, and inspired.

Our performance

We monitor success of our programs on a monthly scorecard by recording participation and evaluation results.

> 99%
compliance
training
completion



Programs for Enhancing Employee Skills

Impact Mentoring Program

The IMPACT Mentoring Program is open to all associates and is intended to help associates further their development through networking, skill enhancement and coaching. These partnerships are peer to peer and last 6-12 months.

Leadership Programs

- External Leadership Development Program:** The program provides sponsorship and leadership development opportunities to high performing associates interested in growing their leadership acumen.
- LEAD Program:** The LEAD (Leadership, Engagement, Accountability, Development) program provides management and leadership training along with development opportunities to selected associates demonstrating a commitment to furthering their career as a leader and/or manager at First Financial Bank. In 2022, 22 associates graduated from the program.



Photo: First Financial associate speaking during a leadership program graduation.

11%

of associates participated in the IMPACT Program in 2022

61%

of Leadership program participants are women



Programs for Enhancing Leadership and Networking Skills

First Professionals, an associate-organized and operated leadership group, that empowers and encourages professional development of associates. By championing Business Resource Groups (BRGs), First Professionals provides education, leadership, and networking opportunities. Below are the First Financial Bank Business Resource Groups available to all associates:



Fit Focused Balanced

Committed to encouraging and inspiring associates to embrace challenge and grow themselves physically, socially, and emotionally. We offer learning opportunities through various platforms where associates may interact on subjects on personal health, financial fitness and life balance. We work to strengthen commitments for positive growth and change.



Grief & Bereavement

Committed to supporting all associates, co-workers, and leaders experiencing grief as a part of supporting associate well-being. Our objectives are to provide education, resource availability, and connections to our associates. When we feel supported during times of grief, we can begin to move forward to creating better days, both personally and professionally.



fIRST Pride + Allies

Provides the resources, education, and guidance to promote tolerance, comradeship, social advocacy, volunteerism, acceptance and understanding throughout First Financial Bank, its affiliates, and within our communities. To acknowledge biasness, judgment, and historical inequities to create a safer and more inclusive place to work and serve. To promote allyship, share a common vision of social equality, and celebrate the many forms of diversity throughout the workplace.



Black + Allies

Embraces a culture of care, trust, integrity, and inclusion for all its employees. We seek to always include the thoughts and voices of those who seek to understand so they may be allies and rally behind our mission and cause. Lastly, we support and maintain the integrity of the mission of FFB, by creating a positive and inclusive environment, and always ensuring that we are exceeding our clients' expectations and satisfying their financial needs.



Military Veterans+ (MVP)

Cultivates a community-centered around comradeship, veteran support, and community involvement for those who have served in the US military as well as any FFB employee who has family and/or friends who have served or has a general appreciation of military veterans' service.



Women at First

We empower, support and lead the women in our organization through development, awareness and learnings, inherent to the unique challenges that lie in the advancement of female leaders.



Working Parent

We empower working parents to feel in control and supported in their professional growth.



Wellbeing, Career Development, and Financial Wellness



Wellbeing Program

Investing in our People is a key part of our strategic intent. First Financial Bank is pleased to provide a wellbeing program that supports associates in their efforts to be healthy, happy and prosperous. The program includes different aspects of physical wellbeing, financial wellbeing, social wellbeing, community wellbeing and purpose wellbeing.

Eligible employees are able to earn wellbeing incentives, including a contribution to an employee’s HSA, a PTO day and/or a Live Well reimbursement.

54% of employees participate in the Wellbeing program



Financial Wellness

401(k) Plan

89%

of bank associates participate in the 401(k) plan

Pension Plan

5%

associates receive 5% of eligible annual pay

Minimum Starting Wage

\$18.00

Career Development

231

internal recruitments

32%

of positions were filled by internal candidates



Employee Turnover and Employee Engagement

Employee Turnover

Turnover began to stabilize in 2022, although still higher than past years. We continue to assess programs, associate engagement, and other items that will help support retention of our associates.

	Total Number	Percentage Rate
Employee Turnover	440	21.73%
Voluntary Employee Turnover		18.47%
Involuntary Employee Turnover		3.26%

Employee Engagement—You First Survey

Annually, associates are asked to complete a voluntary survey that measures associate satisfaction and helps us build better associate engagement. In 2022, First Financial's overall engagement score ranked in the 91st percentile of the Gallup database.

1,858

associates who voluntarily completed the You First survey

81%

of associates who are satisfied with FFB as a place to work

80%

of associates who indicated they have the opportunities to do their best work everyday

91st

percentile overall engagement score ranking of the Gallup database



Diversity, Equity and Inclusion



As an employer in our communities, we work to eliminate bias and build equality. To us, this means we are an organization that attracts, develops, and engages exceptional people. We provide associates with equal access to resources and development opportunities. Inclusion is more than a policy, it's who we are.

As a financial institution in our communities, we deliver financial services and financial opportunity equally to all people in our community. We invest in products and services that are specifically designed to help build and repair those who might be struggling financially. Financial opportunity is critical in achieving and reaching potential, pursuing dreams and improving lives.

As a member of our communities, we work to eliminate bias by supporting organizations and causes that work to serve, to make special efforts to uplift under-served people—in an active pursuit of equality for all people in our community.

DEI Council: Our designated DEI Council meets regularly with executives within First Financial Bank to discuss issues of diversity and work with DEI leadership to provide insight and feedback to support the vision, strategies, and tactics.



Photo: 2022 Diversity Council

Diversity and Inclusion Training

355 new associates completed the Diversity and Inclusion at First Financial eLearning during their onboarding.



Diversity, Equity and Inclusion

Employees by Gender

All Associates	Number of Employees	Percentage of Employees*
Female	1,255	62.9%
Male	739	37.1%

Employees by Employment Category, by Gender

Executives/Senior Managers	Number of Employees	Percentage of Employees*
Female	41	27.3%
Male	109	72.7%

Mid-level Managers	Number of Employees	Percentage of Employees*
Female	96	57.0%
Male	72	43.0%

Non-Managerial Associates	Number of Employees	Percentage of Employees*
Female	1,118	66.7%
Male	558	33.3%

Employees by Self-Identification – Veterans

Number of Employees	Percentage of Employees
37	1.8%

Employees by Ethnic/Racial Group

All Associates	Percentage of Employees*
African-American	6.7%
American-Indian	0.2%
Asian	1.7%
Caucasian/White	87.0%
Hispanic/Latino	2.7%
Native Hawaiian	0.1%
Two or More Races	1.5%
Total – Number of Workforce, Racial/Ethnic Minorities	254
Total – Percentage of Workforce, Racial/Ethnic Minorities	13.0%

Candidate Pool – Job Openings

Candidates	Number of Candidates	Percentage of Candidates
Female	5,737	60.6%
Minority	2,872	30.3%

*Percents might not equal 100% due to rounding

This data represents a subset of the Bank's EEO-1 Component 1 Data Collection.

Associates who have left blank or not declared a gender or ethnicity are not counted in the totals.





Diversity, Equity and Inclusion

Employees by Employment Category, by Ethnic/Racial Group

Executive/Senior Managers	Percentage of Employees*
African-American	2.1%
American-Indian	0.0%
Asian	0.0%
Caucasian/White	94.5%
Hispanic/Latino	2.1%
Native Hawaiian	0.7%
Two or More Races	0.7%
Total – Percentage of Workforce, Racial/Ethnic Minorities	5.5%

Mid-level Managers	Percentage of Employees*
African-American	2.4%
American-Indian	0.0%
Asian	1.8%
Caucasian/White	94.0%
Hispanic/Latino	0.3%
Native Hawaiian	0.6%
Two or More Races	1.2%
Total – Percentage of Workforce, Racial/Ethnic Minorities	6.0%

Non-Managerial Associates	Percentage of Employees*
African-American	7.5%
American-Indian	0.2%
Asian	1.8%
Caucasian/White	85.7%
Hispanic/Latino	3.0%
Native Hawaiian	0.1%
Two or More Races	1.6%
Total – Percentage of Workforce, Racial/Ethnic Minorities	14.3%



*Percents might not equal 100% due to rounding

This data represents a subset of the Bank’s EEO-1 Component 1 Data Collection.

Associates who have left blank or not declared a gender or ethnicity are not counted in the totals.



Pay Equity and Listening Sessions

Pay Equity

Goals of the Review were to:

- Determine whether gender, race/ethnicity are statistically significant drivers of pay at FFB; and
- Identify individuals who receive more/less pay than expected given legitimate factors influencing pay.

Why It Matters

We want to ensure that individuals working for First Financial are being treated equitably and remunerated based on their knowledge and skills.

How We Manage It/Who's Responsible

Our annual pay equity review is performed by a third-party, in coordination with our HR and Legal teams. HR also manages a robust job evaluation process and incentive plan governance, and provides a sound salary grade structure and pay grade monitoring to ensure we remain aligned with movement in the market.

Our Performance

Our 2022 pay equity study showed strong gender and minority/racial pay equity.

Listening Sessions

In 2020, First Financial added Diversity, Equity and Inclusion (DEI) as a strategic goal. Each year, to help identify and establish priorities within this goal, our CEO and executive management team held listening sessions in which associates were encouraged to openly express their perspectives on our climate and culture around the topics of Diversity, Equity, and Inclusion...not only within our workforce, but also within the community. In 2022, our diversity council also held direct meetings with executive management team members. In these sessions and meetings, many topics were discussed, including racial equity, hiring practices, workplace bias, FFB culture, organizational progress and the creation of an inclusive and accepting workplace.

15

listening sessions and executive management meetings

214

participants



Pay Equity Percentage

98.1%

average female pay is 98.1% of average male base pay

99.7%

average pay of minority associates is 99.7% of average non-minority associate pay



Environment

First Financial Bank is committed to conducting business safely and sustainably. We are dedicated to leading the transition to a sustainable future, including a focus on environmental stewardship, social progress and inclusion, and values-based and transparent governance. Our environmental commitment and long-term values are rooted within the local communities we serve.

2022 Highlights

17,516 lbs
of solid waste
avoided with
recycling program

66%
of deposit
statements
delivered
electronically

\$1.697B
invested in sustainable
industries





Digitalization of Banking Services

Climate Change

As a good corporate citizen, First Financial Bank takes seriously our responsibility to the environment and has implemented strategies to help reduce our impact on it.



Why It Matters

First Financial Bank believes that our communities thrive when our environment thrives.

How We Manage It

First Financial Bank has enhanced our digital offerings, allowing clients to reduce travel and paper, including enhanced mobile and online banking, online account opening processes and online remote loan origination capabilities.

Digitalization of Banking Services

Out of the 452,588 total client statements processed per month, 300,049 were delivered electronically (66.2%).

66.2%

Out of 223,858 active consumer checking clients, 151,825 conducted banking via digital channels (67.8%)

67.8%





Sustainable Investments

Sustainable investing, also called socially responsible investing, means considering environmental, social and corporate governance factors before contributing money and resources to a particular company or venture. The goal for First Financial is, whenever possible, to use investment dollars to promote positive community impact, corporate responsibility, and long-term financial return.

Environmental	\$ 221,910,638
Clean Water and Wastewater Management	\$ 8,106,059
Green Designation	\$ 89,032,691
Green Energy	\$ 84,247,584
Green Transportation	\$ 40,524,304
Social	\$ 1,475,498,682
Access to Quality Education	\$ 34,483,899
Affordable Housing and Homebuying Programs	\$ 935,953,476
Healthcare Industries	\$ 352,950,495
Local Economic Development	\$ 32,395,687
Minority Depository	\$ 2,636,311
Promote Health and Safety	\$ 14,500,000
Reduction in Poverty/Hunger	\$ 10,626,467
Small Business Investment	\$ 91,952,347
Grand Total	\$ 1,697,409,320

\$1,697,409,320
invested in sustainable industries





Sustainability

Energy Consumption within the Organization

In 2021, First Financial Bank began measuring energy usage within its branch network. With the help of a case study of its facilities performed by Emerald Built Environments, First Financial developed a strategy to improve energy efficiency and reduce utility costs (electricity, gas, and water). The measurement used is energy use intensity (EUI).

Explanation

Energy Use Intensity (EUI) is defined as a building’s energy use as a function of its size or other characteristics. It’s calculated by dividing the total energy consumed by the building in one year (measured in kBtu) by the total gross floor area of the building (measured in square feet).

Market Sector	Property Type	Source EUI (kBtu/ft2)	Site EUI (kBtu/ft2)
Banking/Financial Services	Bank Branch	209.9	88.3

Source: Energy Star







First Financial has 52.3%* of its facilities with an EUI of 88.3 or lower. While we are still early in our sustainability journey, we aspire to be a sustainability leader in the financial industry and are committed to helping lower energy usage within the facilities we control. We are working to develop a sustainability roadmap to achieve our goals.

*Only includes facilities owned by First Financial

52.3%
 percent of
 First Financial
 facilities with
 an EUI of
 88.3 or lower



Commitment to the Environment

	 Paper Recovered 218.95 <small>short (US) ton(s)</small>	 Trees Preserved 5,255	 Water Saved 416,005 <small>gallons</small>	 Greenhouse Gases 1,031 <small>MTCO₂ emissions avoided</small>	 Solid Waste 17,516 <small>pounds avoided</small>	 Energy 648,096 <small>kWh of energy saved</small>
Illinois	14.72	353	559	353	92	177
Indiana	60.79	1,459	2,310	1,459	382	731
Kentucky	27.87	669	1,059	669	175	335
Ohio	115.57	2,774	4,392	2,774	725	1,390

Recycling Program

In 2022, First Financial introduced an enhanced recycling program, with the assistance of our waste vendor. Items include glass, aluminum, plastic, cardboard, and paper. Recycling stations were added to facilities with 10 or more associates. Our recycling efforts are tracked by weight.

463.27
total pounds
recycled





Governance

Good stewardship stems from an inclusive culture of ethical business and behavior. Each of us has an opportunity—and a responsibility—to wisely manage the resources available to us every day. Our individual actions are guided by the bank’s commitment to ethics, inclusivity and accountability. As an institution trusted to protect the financial assets and personal data of our clients, we do everything possible to understand, control and mitigate risk, both inside the company and from outside sources.

2022 Highlights

81.8%
independent board
members

36%
female board
members

99.9%
of employees
completed code of
conduct/ethics
training

9%
minority board
members



Culture

At First Financial Bank, we invest in our people, we are proudly local, client focused and good stewards.

By investing in our people, we provide them with the support to be their very best, and by creating an inclusive, equitable workplace that encourages engagement and development, resulting in more best days at work.

Proudly local means we are friends, leaders, and neighbors. We are accessible and knowledgeable. We are local bankers and advisors who live in, are involved in, and make decisions that positively impact the communities we serve.

Our genuine care for clients is reflected in providing relevant and customized solutions, responsively and with ease.

We are excellent managers of risk, responsible corporate citizens, and careful allocators of capital, proud of our heritage and connected to the concerns of today, making a positive impact on the clients and communities we serve.

Why It Matters

We are confident in our collective abilities and believe that lives are made better by our existence. By seeking out, valuing, and respecting differences—in opinions, expertise, and experiences, we do the right thing for each other, our clients, communities and shareholders.

How We Manage It/Who's Responsible

Our team-based approach means we are all in it together—we collaborate.

Our Performance

First Financial Bank is the sum of our associates' talents, creativity, and experience. Each of us has the opportunity to make a positive impact every day on our coworkers, clients, and communities. We stay true to our brand promise and our priorities to achieve our primary goals.

Corporate Vision Statement

We exist to be a positive influence to help our clients and communities thrive.

What do we aspire to be? The best of the best!

- A highly desired place to work
- Loyal client base (brand loyalty and reputation)
- Outstanding community partner
- Top-quartile financial performer
- Committed to risk excellence





Code of Conduct/Ethics Training, Risk Management, and Whistleblower Policy

Code of Conduct

Annual acknowledgment and training for associates and board members on the bank's code of conduct and ethics expectations.

1,591

number of existing associates that completed the Annual Code of Conduct Acknowledgement

63

number of associates that completed the Mortgage Sales Associate Code of Ethics Acknowledgement

459

number of new associates that completed the Code of Conduct Acknowledgement during onboarding

99.9%

percentage of employees who completed the Code of Conduct/Ethics training

Risk Management

First Financial considers risk to encompass any issue that could have an adverse impact on the Company's capital or earnings, or its ability to meet its objectives. First Financial manages risks through a structured Enterprise Risk Management (ERM) approach that routinely assesses the overall level of risk, identifies specific risks and evaluates the steps being taken to mitigate those risks. First Financial continues to enhance its risk management capabilities and has, over time, embedded risk awareness into the Company's culture.

Stress Testing

Stress testing involves simulating hypothetical scenarios to assess how a bank's balance sheet and other key financial metrics would be impacted under adverse conditions. FFB uses a variety of stress tests to assess its ability to withstand adverse economic conditions from a capital, liquidity, and/or credit perspective. The goal of stress testing is to help the bank identify potential vulnerabilities in its operations and to ensure that it has sufficient capital, liquidity, and risk management strategies in place to withstand adverse conditions. Conducting regular stress

tests is a critical tool for the bank to assess its resilience in the face of risks and uncertainties, to promote financial stability, and to demonstrate its commitment to sound risk management.

Whistleblower Policy

Our Whistleblower Policy establishes a procedure for associates of both First Financial Bank and its affiliates to report concerns without fear of retaliation. The basic principles of the Whistleblower Policy are as follows:

- Associates have a choice between a number of channels for reporting incidents and communication and in some cases, they are able to bypass the main channels for reporting incidents if these prove inappropriate;
- Associates are not, under any circumstances, subject to reprisals for reporting incidents;
- Associates who report incidents in good faith are protected and their identity, insofar as possible, remains confidential;
- Reported incidents are verified in the appropriate manner and in accordance with the policy, and, if they are confirmed, the Company takes all necessary steps to identify appropriate remedies;

- The basic rights of any person implicated by the reported incidents are respected, while ensuring that the procedures provided for are effective. The Chief Internal Auditor monitors submissions to the Whistleblower Hotline and Whistleblower Website, and responds to every allegation and reports the status of all submissions to the Audit Committee on a quarterly basis. For 2022, the Company did not receive any submissions that would meet the definition of a whistleblower allegation.





Board Committees' Independence

Audit Committee

The Audit Committee reviews our internal control systems to manage and monitor financial reporting and accounting risk with management and our internal audit department.

4
number of independent committee members

100%
of independent committee members

Compensation Committee

The Executive Compensation Committee evaluates, with our senior officers, risks posed by our incentive compensation programs and seeks to limit any unnecessary or excessive risks these programs may pose to us, in order to avoid programs that might encourage such risks.

3
number of independent committee members

100%
of independent committee members

Risk & Compliance

The Enterprise Risk and Compliance Committee assists the Board in overseeing enterprise-wide risks, including credit, regulatory compliance, market, operational, technology, legal, strategic, and reputation risks.

3
number of independent committee members

75%
of independent committee members

Governance & Nominating Committee

The Corporate Governance and Nominating Committee oversees our corporate governance functions.

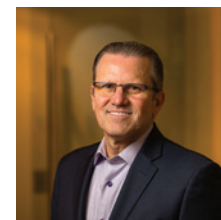
3
number of independent committee members

100%
of independent committee members

First Financial Bank's Board of Directors



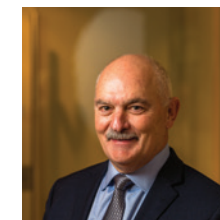
Archie M. Brown



Claude E. Davis



William G. Barron



Vincent A. Berta



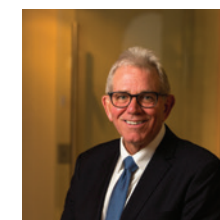
Cynthia O. Booth



Corinne R. Finnerty



Susan L. Knust



William J. Kramer



Thomas M. O'Brien



Maribeth S. Rahe



Gary W. Warzala

Governance Best Practice and Shareholder Engagement

Corporate Governance

Our corporate governance policies and structures, summarized below and discussed in more detail in the Proxy Statement, reflect our commitment to strong ethical practices while producing excellent results for shareholders.

Governance Summary

Size of Board	11
Number of Independent Directors	9
Average Age of Directors	65
Average Board Tenure (years)	10
Number of Female Directors	4
Number of Ethnically Diverse Directors	1
Meetings of the Board in 2022	9
Meetings of the Independent Directors in 2022	8
Annual Election of Directors	Yes
Majority Voting in Uncontested Director Elections	Yes
Separate Chair, CEO and Lead Independent Director	Yes
Corporate Governance Standards Reviewed Annually	Yes
Annual Board and Committee Evaluations	Yes
Director Over-Boarding Limits	Yes
Board Orientation and Director Education Programs	Yes
Independent Board Compensation, Governance and Audit Committees	Yes
Board Oversight of Environmental, Social and Governance Programs	Yes
Codes of Conduct for Board and all Associates	Yes
Stock Ownership Guidelines for Board and Executive Officers	Yes
Anti-Hedging and Pledging Policy	Yes
Clawback Policy	Yes
Whistleblower Policy	Yes

Board Diversity

Board Gender Diversity

4/36%

female board members



Board Ethnic/Racial Diversity

1/9%

ethnically diverse Board members



Shareholder Engagement

We reached out to our largest shareholders to request feedback.

Percent of Shareholders contacted

44.5%

which includes the 50 largest shareholders in the company

16%

of shareholders met with Company representatives as part of our shareholder outreach



Data Security and Data Security Risks

Data Security

The Information Security organization has a dedicated data protection team responsible for securing First Financial Bank, affiliates, subsidiaries, and client data. The data protection team leads efforts to classify data, protect privacy, prevent data loss, and ensure data integrity.

Why It Matters

Data security is important as it is critical in ensuring the personal information of our clients is safeguarded from unauthorized disclosure that could result in adverse effects on our clients and employees.

How We Manage It/Who's Responsible

We are excellent managers of risk, responsible corporate citizens, and careful allocators of capital, proud of our heritage and connected to the concerns of today, making a positive impact on the clients and communities we serve. Each of us has an opportunity—and responsibility—to wisely manage the resources available to us every day. Our individual actions are guided by the bank's commitment to ethics, inclusivity and accountability.

Data Security Risks

Data security risks, including vulnerabilities, are addressed through tools which scan and monitor the environment on a continuous basis. A data risk assessment is updated quarterly ensuring changes in business processes, client activity, and/or market conditions are evaluated and risk rated.

Approach to Identifying and Addressing Data Security Risks in Company Operations and Products

Data security risks inside of company operations are identified and addressed through our Customer Information Security (CIS) policy management program. Products are risk reviewed through a risk rating process managed by the Bank's Project Management Office (PMO).

Approach to Identifying and Addressing Data Security Risks in Products

Changes within our environments and products are determined and discussed through risk review committees and the Bank's PMO process. The validation of current effectiveness is reviewed through annual program validations and quarterly updates to the data security risk assessment.

Approach to Identifying and Addressing Data Security Risks, Including Use of Third-Party Cybersecurity Standards

New third parties go through an extensive onboarding review. Third parties are risk rated, with the most critical undergoing continuous monitoring, while the least critical are reviewed annually. The utilization of NIST, GLBA and HIPPA guidelines and standards are the foundation for our Customer Information Security Standard.

Policies and Practices Relating to Customer Information

The data protection team ensures the protection and usage of our clients' information through annual validations in which lines of business within the bank report to the privacy team if they utilize customer information for any third-party usage. Retention is addressed in our bank's retention policy, which is reviewed and managed through our legal department. Collection of our client information is addressed in our bank's privacy policy.

Policies and Practices to Secure Client's Personally Identifiable Information (PII)

Our privacy policy, data classification policy, and annual validations have been based around NIST, HIPPA, and GLBA controls and requirements. Usage, collection, and retention/storage requirements are documented within these publications.





Awards and Accolades

Community



- **United Way of Greater Cincinnati's Workplaces That Care**
 - #5 on Top 25 Campaigns
 - Matching Programs
 - FUNdraisers
- **Corporate Leader—United Way of Greater Cincinnati Top 10**
- **2022 Decatur County United Fund Company of the Year**
- **Outstanding CRA Rating**
First Financial Bank earned the highest overall rating of Outstanding from the Federal Reserve Board for its performance under the Community Reinvestment Act (CRA) to meet the credit needs of the people and businesses in its communities.

Employees



- **Top 10% of Gallup's Company Database**
Organizations that maintained highly engaged workplace cultures while adapting to the challenges of 2022

Governance



- **Forbes America's Best Banks**
Awarded based on growth, credit quality and profitability of publicly-traded banks and thrifts.
- **Bauer Financial**
First Financial holds a ★★★★★ rating with Bauer Financial, the highest rating available.
- **Kroll Bond Rating Agency**
First Financial Bancorp and First Financial Bank are rated Investment Grade by Kroll Bond Rating Agency.



first

first financial bank

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bankatfirst.com

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