





Profile

First Financial Corporation (NASDAQ: THFF) is a financial services holding company headquartered in Terre Haute, Indiana.

Our subsidiary, First Financial Bank N.A., founded in 1834, is the fifth oldest national bank in the United States and operates 70 banking centers in Indiana, Illinois, Kentucky and Tennessee. First Financial Corporation provides a full menu of banking services, including depository accounts, loans, and trust and asset management to retail and business customers.

Vision

Enhance our clients' ability to spend, save, borrow and invest.

Mission

Deliver financial solutions that are simple, fast and easy.

Values

We build strong relationships and treat everyone with dignity and respect.

We embrace the diversity of our customers and co-workers.

We apply the highest standards of excellence to everything we do.

We work as a team to deliver world-class customer service.

We are involved in our communities.

We recognize profitability is essential to our future success.

Letter from Our CEO

To our Shareholders, customers, associates, and the communities we are proud to serve: I am pleased to share First Financial Corporation's ("First Financial") 2023 Corporate Responsibility Report. This report will provide you with in-depth information on issues and data which are important to all of us as we plan for the future and our continued success.

For more than 189 years, First Financial, and its predecessors have dedicated themselves to meeting the needs of our stakeholders. This report documents our ongoing commitment to address issues which are critical to our continued success and sustainability; most importantly, sound corporate governance and oversight, an inclusive and diverse Board of Directors, a workforce which is prepared to meet the needs of our customers and the communities we serve, and continuing assessments to understand our impact on the environment. These commitments allow First Financial to successfully address the risk and effect of important issues, such as cybersecurity and climate change, on our business.

Being aware of the role we play as good corporate citizens, we have committed substantial resources to gather the data and other information included in this report. We understand that if we meet the needs of our associates, customers, and the communities we serve, we must be representative of those stakeholders.

In January 2023, we completed a phase in our ongoing efforts to optimize our banking centers and reduce overall retail space. We finalized the consolidation of seven banking centers into nearby offices, thereby reducing our consumption of electricity, gas and water, yet continue to provide the high level of service our customers know us for. We will continue to evaluate our operations for opportunities that maximize the talent of our associates, our resources, and our spending to meet the changing needs of our customers.



October 20th, 2023 First announced Norman D. Lowery (right) as President and CEO of First Financial Corporation, succeeding his father, Norman L. Lowery (left).


Adding to our strategic milestones, November 2023 also brought the exciting news of our partnership with Dayton, Tennessee-based SimplyBank. This is a testament to our vision of expanding our reach and enhancing our services. Extending further into Tennessee and entering Georgia, we are set to finalize this partnership in 2024, a landmark year as we celebrate our 190th anniversary. This collaboration not only signifies growth but also our commitment to bringing our unique brand of banking to more communities, fostering economic development, and building lasting relationships.

For a complete story of our 2023 efforts, please read the accompanying Corporate Responsibility Report.

Sincerely,

Norman D. Lowery
President and CEO





Our Carmel, Indiana Loan Production Office location is outfitted with the iconic First shield.

Annual Highlights

An uncertain economy, high inflation, and decades-high interest rates dominated the economic environment in 2023. However, we did not waver in our commitment to the pursuit of social responsibility, corporate conscientiousness, and recognizing opportunities for future growth.

We moved forward with our strategic goals of expanding our reach and enhancing our services to a greater set of diverse communities, business owners, and associates with our planned partnership with SimplyBank.

Other notable successes and accomplishments included:

- Our executive compensation program was approved by over 93% of the votes cast by our shareholders.
- Each of the five Directors on the ballot in 2023 was reelected, with an average of over 88% support of votes cast.
- We continued our ongoing efforts to make our facilities more energy efficient, investing in LED replacements for over 180 fixtures and bulbs in our Main Office.
- First Financial updated its governance documents to reflect a more inclusive approach to oversight of emerging risks and opportunities, such as climate change, bringing more stakeholders into the process.
- We finished 2023 with a workforce that is 77% gender or racially diverse.
- We continued to review and optimize our resources; finalizing the combination of seven branch locations to better meet the financial service needs of our customers while also reducing our expected energy and resource consumption.

Stakeholder Engagement

Actively engaging our stakeholders makes us a better company. It allows us to provide the products and services our customers want and need, providing them with a meaningful and rewarding experience. Interacting with our customers provides us with valuable perspectives and ideas.

Shareholders

We directly engage shareholders on matters such as executive compensation, corporate governance, financial performance, DEI, board diversity, risk management, and other topics using a variety of means, including our Annual Meeting, investor conferences, meetings, and through our website.

Associates

We engage and communicate with our associates through our intranet portal, email, training, in-person meetings, team-building and special community events. Career development,

data and cyber security, ethics, DEI, and customer privacy are examples of targeted training and outreach to our colleagues.

Clients/Customers

We communicate with our customers and clients daily. Whether it is in-person, through our website, via community events, social media, our call center or through research; we strive to keep our customers engaged on topics of privacy, cybersecurity, accessibility, financial education, banking services, and economic inclusion.

Regulators

We have an excellent relationship with our regulators, made possible by our commitment to clear reporting and access to information. We engage our regulators through exams, meetings and other requests that cover a wide range of matters and areas of business, such as risk, safety, soundness and security.





Approximately 173 tons of paper recycled equaling

2,900
Mature Trees

1.2 million
Gallons of Water

700,000
Kw of Energy

Environment and Sustainability

First Financial is conscious of our impact on the environment and of the need to minimize that impact. Whether it was installing a geothermal heating/cooling system in our main office in 1988, reducing paper use in our offices, or continuing to upgrade our facilities to be more efficient today, we strive to be a positive role model in the communities we serve.

In 2023, we continued to reduce our carbon footprint and environmental impact by investing in substantial upgrades to our facilities. Some of the projects we are proud to report include:

- We continued to upgrade and retrofit our facilities to reduce our energy consumption and save costs through the installation of backlit LED lighting replacing traditional fluorescent bulbs. By investing in continued improvements to our facilities, we look to take advantage of reducing our climate impact and realizing cost savings in the long term.
- Although we've recycled all paper waste generated at our locations for over 15 years, in 2023 we were able to better understand the impact of our efforts. Based on tracked collection data, we recycled approximately 173 tons of paper at our Indiana locations in

2023. Per the U.S. Environmental Protection Agency, that is equivalent to saving over 2,900 mature trees, 1.2 million gallons of water, and 700,000 Kw of energy. We are proud of our history of being environmentally conscious and doing what we can to have a positive impact in our communities.

Throughout the year, we continued monitoring how and where our customers bank with us and explore opportunities to reduce resource and energy use. In 2023, we finalized one of our strategic branch optimization plans, combining seven branch locations and optimizing other resources, including our banking app and available online banking services.

The optimization of these branches is expected to reduce our energy consumption by approximately 5%. Banking Centers in Indiana, Illinois, Kentucky and Tennessee were combined into other nearby locations; allowing us to continue to provide outstanding products and exceptional service to customers of these consolidated locations.

Participants begin the 2023 Diversity Walk from First's Main Office in downtown Terre Haute, IN.

77%
Workforce Diversity



Social

Diversity, Equity, & Inclusion (DEI) and Human Capital Management

Vision & Commitment to DEI

We believe that having a diverse workforce is an essential part of our future and success. We also believe having a culture that promotes workforce inclusion, open dialogue on DEI issues, and employee awareness, will allow us to better leverage the diversity in our workforce so that we benefit from a breadth of ideas, inputs, backgrounds, and perspectives.

Our commitment to DEI starts with our Board and CEO, who empower our team members to build lasting careers and encourage an inclusive and collaborative workplace. To realize the benefits of a diverse workforce, First Financial directed our Diversity, Equity, and Inclusion Manager to work within our Human Resource Department. We believe that having our Diversity and Inclusion Manager working with our Human Resources team on a daily basis will allow us to better serve our associates as well as our clients.

Outreach and Recruitment

We use focused and directed outreach to universities and other organizations to connect with diverse young professionals and other candidates and welcome them to join the First Financial team. We work directly with Tennessee State University, an HBCU located in Nashville, to invite students and alumni to explore career opportunities with First Financial. We also work with the Terre Haute chapter of the NAACP to connect with talented minority applicants. This focused outreach helps us pursue an even broader and more diverse talent pool that more accurately reflects the communities we serve.

We also engage in focused outreach and recruitment efforts toward veterans and people with disabilities. We work with veteran service

agencies in all four of our footprint states to provide job opportunities to veterans; and we also directly engage with partners, such as the University of Louisville, to reach those candidates who are deaf, hard of hearing, or have other physical or mental disabilities.

DEI Policies

Our Corporate Governance Guidelines were updated in November 2020 to include a formalized commitment to seek Board candidates that represent racial, ethnic and gender diversity. The Board values diverse perspectives that come from having diverse board members and believes the varied skills, knowledge, and experiences which come from having a diverse Board contribute to robust discussions and thorough analysis of matters presented at its meetings.

To ensure the Board has members who represent diverse perspectives, the Governance and Nominating Committee includes qualified individuals with a diversity of race, ethnicity and/or gender in each initial list of candidates for a new Board position. There are currently two female Directors and one ethnically diverse Director on our Board.

Gender and Diversity Snapshot

We are committed to continued efforts to achieve a diverse workforce within the communities we serve, and we are proud of all our dedicated associates. 77% of our overall workforce is gender or racially diverse; 63% of our mid-level officers and managers are gender or racially diverse; and 46% of our executive or senior-level officers and managers are gender or racially diverse.

Associate Engagement

In an effort to grow a culture of diversity and equality, we concentrate on targeted recruitment, development and retention. We feel a variety of



Susan Query retires after 32 years of service.

perspectives are essential to understanding the financial service needs of our communities and are important to our continued success.

A key to any successful business is its people. In 2022, we increased our minimum hourly pay throughout our entire footprint by approximately 30%. In 2023, we are continuing to hire new employees at the increased pay rate.

Our goal is for First Financial to be a place where passionate people can contribute, learn, and grow. We empower our associates and encourage them to take pride in where they work, that's why our associates are themselves shareholders in First Financial through our ESOP, earn competitive wages, and are given opportunities to provide feedback and train for leadership roles. A truly collaborative and growth mindset allows us to continually improve the experience of our customers.

Training is an important factor in the advancement of our associates and our success. On average, in 2023, our associates received over 12 hours of specialized training directly related to the specific job functions; cybersecurity training is required of all associates.

Career advancement, talent retention, and the success of our associates are all important parts of our sustained success and resiliency. In 2023, First Financial Bank filled 57 positions through internal promotions.

All First Financial associates have access to mental health resources at no cost. These services provide 24/7 access to clinicians and specialists for associates and their family members who may be experiencing anxiety, depression, stress, or other life events such as relationship conflicts and grief.

First Financial offers tuition assistance for associates, including those working part-time, and are pursuing their educational goals whether it is through a community college, university, getting a post-graduate degree, or completing other educational programs.



Marsha Dillman retires after 40 years of service.

Community Engagement/Outreach

Since 2000, First Financial has partnered with Ivy Tech Community College in Terre Haute to provide scholarship opportunities to students. Through the partnership, we established the Students First Scholarship, a scholarship designed for college students who are the first in their families to attend college. The Ivy Tech Terre Haute campus serves students from nine counties in the Wabash Valley. An estimated 85% of these graduates will choose to live and work within the communities we serve. In 2023, nine \$1,000 scholarships were awarded to eligible students attending the Ivy Tech Terre Haute campus to assist with educational expenses.

In 2023, First Financial organized and hosted Shred Days in Terre Haute and one in Salem, Illinois. Shred Day combines our interests in conserving resources, protecting the environment, and community outreach all in one fun event. Shred Day is an event where people from all around can bring their confidential or other paper documents and records to be safely and securely shredded and recycled – all free to the public. Our

Shred Day events in 2023 collected, shredded, and recycled over 9 tons of paper! We have held Shred Day events since 2016, excluding 2020 due to the Covid pandemic.

Community Reinvestment Act (CRA)

We are committed to meeting the financial needs of the communities we serve, including, but not limited to, low- or moderate-income geographies; public and private agencies; organizations and institutions; and commercial enterprises. Consistent with the spirit and intent of the Community Reinvestment Act (CRA), we pursue our mission by:

- Seeking to increase access to capital through safe and sound operations and procedures;
- Evaluating all credit applications on the basis of ability to meet resultant financial obligations;
- Proactively and continuously assessing the credit and financial needs of the communities within our assessment area;
- Encouraging communication with customers and potential customers, particularly those in underserved segments within our footprint, to



Arj Lothe receives the Jay Barret Scholarship.

promote financial literacy and awareness of our available products and services; and

- Training associates regarding consumer and fair lending laws and, in accord with our commitment to improving the financial health of all socio-economic segments of our communities, encouraging them to participate in civic and charitable groups. By serving our communities through safe and sound banking practices as prescribed from time to time by laws, regulations, and our regulators we contribute to the success and prosperity of local consumers, community development organizations, businesses, agencies, and other institutions.

Employee Volunteer Activities

We continue to be proud and supportive of our associates' involvement in their communities. Whether raising money for Alzheimer's research through the Alzheimer's Association Greater Indiana Chapter, coordinating Meals on Wheels deliveries, or advocating for one of the numerous other causes we support, our associates volunteered over 10,000 hours in and around their communities in 2023. To learn more about the involvement of associates in their communities and several of the stories behind their work, please see our 2023 Annual Report.

We are proud of the charitable partnerships we've been able to support and be a part of, many of which are causes we have supported for decades, such as the United Way. In addition to our associates taking part in donating through Fair Share contributions, First Financial also makes annual contributions to the United Way.

Financial Literacy

Financial literacy resources are available on our website at first-online.bank/financial-literacy. This financial education resource provides information and other tools to help people make informed decisions and achieve financial independence. Topics covered include saving, responsible credit use, home ownership, and financial planning.

Education is an area we support in all of our communities. We believe each student should have equal access to the resources needed for academic success. In addition to our Ivy Tech scholarships and other programs, we continued our tradition of providing scholarship funds to two students at Todd County Central High School in Elkton, Kentucky.

We are proud to support our farming communities. In 2023, First Financial donated to or sponsored



Our Washington, Indiana team embraced the spirit of community service participating in the United Way Day of Caring.



\$16.3 Million

Loans & Contributions for
Community Organizations and
Affordable Housing

Over \$25 Million

Mortgage Loans in
LMI Census Tracts

over 25 4-H and other County Fair livestock events for youth throughout our footprint.

In 2023, we totaled \$16.3 million in loans and charitable giving to philanthropic and community organizations, including affordable housing.

First Financial Bank originated over \$16 million in mortgage loans to borrowers in Low-Moderate Income (LMI) Census Tracts; \$6.2 million in mortgage loans to minority borrowers; and over \$31 million in mortgage loans to LMI borrowers.

First Financial is thankful for our 2023 community partners and the work they do. Organizations we are proud to support include:

- Todd County (KY) Board of Education
- Child Protection Network, Bloomington, Illinois
- Alzheimer's Association
- YMCA, Fort Campbell, Tennessee
- C.A.N.D.L.E.S. Holocaust Museum
- Sheldon Swope Art Museum
- Habitat for Humanity, Livingston County, Illinois
- Ouabache Land Conservancy
- Happiness Bag, Build Us Up
- Hopkinsville, Kentucky, Parks and Recreation
- Chabad of Champaign-Urbana
- YMCA, Vincennes, Indiana
- South Fulton High School, South Fulton, Tennessee
- St. Jude's
- Gibault Children's Services
- Hospice & Visiting Nurses Association of the Wabash Valley
- Terre Haute Symphony Orchestra
- Pleasant View Volunteer Fire Department, Pleasant View, Tennessee
- Chances and Services for Youth (CASY), Terre Haute, Indiana
- The 14th & Chestnut Community Center
- Union Hospital Foundation
- The Hamilton Center
- Terre Haute Boys & Girls Club



Governance

Commitment to Ethics & Corporate Responsibility

We have made a commitment to focus on aspects of our business that will ensure our growth and sustainability. It starts from the top, where our Board is committed to reviewing and assessing how environmental and social factors affect our initiatives and strategies.

Board & Management Structure

Our Board of Directors is experienced with varied professional backgrounds, including business, banking, government, law, accounting, military service, education, and others. We have two female directors, and overall our Board is 18% diverse. The combination of diverse professions, talent, experience, and backgrounds allows us to maximize the effectiveness and leadership of our Board.

Executive Compensation

The continuing growth and success of our business depends not only on our associates but also our talented and experienced executives. To attract and retain executives with the skill, requisite knowledge, and motivation to carry out a dynamic strategic plan, the Board's Compensation Committee has designed and enacted an executive compensation program which promotes sound governance, enhances our pay-for-performance philosophy, and further aligns our executives' interests with those of our shareholders while eliminating the need for unreasonable risk taking.

The Committee is composed entirely of independent Directors as determined under the NASDAQ Global Select Market rules. Each year, the Compensation Committee reviews our executive compensation program to assure our program and the compensation of our executives is consistent with our compensation philosophy and, specifically, that a substantial portion of



Front (seated, left to right): James O. McDonald, Norman L. Lowery, Tina J. Maher, Ronald K. Rich, Mark J. Blade, Thomas Martin.
 Back (standing, left to right): W. Curtis Brighton, William J. Voges, Richard J. Shagley, Paul J. Pierson, Susan M. Jensen, Michael A. Carty, William R. Kriebel, Norman D. Lowery, Gregory L. Gibson and Thomas D. Dinkel.

compensation is paid only if pre-established, objective performance goals are met or exceeded. In exercising its duties, the Compensation Committee considers all elements of our executive compensation program, as well as individual performance, company performance and market compensation considerations, including ESG. The Compensation Committee determines the appropriate allocation of each executive's potential compensation among base salary, short-term incentive compensation, long-term incentive compensation and other components. The Compensation Committee engages Pearl Meyer as an independent consultant to assist in assessing and developing our executive compensation program.

Governance and Nominating Committee

The Board's Governance and Nominating Committee is comprised solely of independent Directors and manages risks associated with the independence of the Board, succession planning, and the risks associated with the Corporation's governance structure. To this end, the Corporate

Governance Guidelines were updated in November 2020 to include a formalized commitment to seek Board candidates who represent racial, ethnic and gender diversity as well as to monitor for the risks and opportunities associated with environmental, social or governance issues.

Enterprise and Risk Management ("ERM") Committee

In 2023, we revised governance documents to bolster oversight of emerging risks and opportunities, including climate and weather-related risks. With oversight responsibility for these issues expanded to include the ERM Committee, oversight of these important issues will now include a greater number of directors, executives, and key members of management.

Internal Audit ("IAD")

Our Internal Audit Department ("Internal Audit") assists the Board of Directors and our Audit Committee in fulfilling their oversight roles. Internal Audit is overseen by the Audit Committee,



63%
Mid-level Officer
& Manager Diversity

which is comprised of independent directors. Internal Audit provides risk-based, independent, and objective assurance, advice, and insight to assist the Corporation in accomplishing its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes. The Director of Internal Audit has unrestricted access to communicate with and interact directly with the Board's Audit Committee, including in private meetings without management present. Our Board has authorized the Director of Internal Audit to:

- Have full, free, and unrestricted access to all functions, reports, property, and personnel who may assist in carrying out any engagement, subject to accountability for confidentiality and safeguarding of records and information;
- Allocate resources, set frequencies, select subjects, determine scopes of work, apply techniques required to accomplish audit objectives, and issue reports; and
- Obtain assistance from the necessary personnel of the Corporation, as well as other specialized services from within or outside the Corporation, to complete the engagement.

An annual Quality Assurance Review (“QAR”) of Internal Audit is also performed, which is an assessment conducted on the department-level to review and monitor the effectiveness, sufficiency, completeness, and efficiency of our audit process. The QAR assesses conformance with the IIA (Institute of Internal Auditors) International Standards for the Professional Practice of Internal Auditing and Code of Ethics and confirms our audit processes add value. The QAR is presented to the Audit Committee. Every 5th year, an external QAR is conducted by an outside, independent auditor.

Whistleblowers

All First Financial associates are trained to use our toll-free whistleblower hotline to submit complaints concerning accounting matters. These matters include, but are not limited to:

- Fraud or deliberate error in the preparation, evaluation, review, or audit of any company financial statement;
- Fraud or deliberate error in the recording and maintaining of company financial records;
- Deficiencies in or non-compliance with our

internal accounting controls;

- A misrepresentation or false statement to or by an associate regarding a matter contained in company financial records, financial reports, or audit reports; or
- Any deviation from full and fair reporting of our financial condition.

A fully independent call center is available 24 hours a day, 365 days a year. Associates may report matters anonymously to the hotline. First Financial will not discharge, demote, suspend, threaten, harass, or otherwise discriminate against an associate who makes a report regarding accounting matters.

All reports pertaining to accounting matters are emailed daily directly to the Chair of the Audit Committee, the Director of Internal Audit, and our Chief Risk Officer unless the nature of the complaint precludes the involvement of one of those individuals. Complaints are reviewed under Audit Committee direction with oversight by the Chief Executive Officer, Chief Financial Officer, Director of Internal Audit, and the Chief Risk Officer as appropriate, unless the nature of the complaint precludes the involvement of one of those individuals. The whistleblower hotline is tested no less than quarterly.



24/7
Whistleblower Hotline

The Director of Internal Audit maintains a log of all complaints received, including their investigation and resolution, and prepares a summary of complaints for the Audit Committee. The complaint log and any complaints are maintained in accordance with our Document Retention Policy.

Cybersecurity Oversight

In our continuing effort to keep our network and customer information safe and secure, First Financial takes an active and multi-front approach to information security. Our approach can be broken down into three primary components: 1) Maintaining top industry practices and standards 2) Board oversight 3) Employee training and awareness. Our systems are built to the standards established by the Federal Financial Institutions Examination Council (FFIEC) Cybersecurity Framework and the National Institute of Standards and Technology Cybersecurity Framework (NIST CSF), and undergo frequent testing to ensure our policies and procedures are current so our customers can bank safely and securely.

We have a Chief Information Security Officer (“CISO”) and accompanying staff who are dedicated to keeping our systems and information secure from threats – both domestic and international. In 2015, the Board approved and established a Board-level committee to oversee and address the security of our systems. The Cybersecurity Committee is comprised of directors and key associates within the organization and is chaired by the CISO. The Cybersecurity Committee is charged with several responsibilities, importantly:

- Perform an annual review of the cybersecurity risk assessment, or more frequently as the Committee determines.
- Oversee First Financial’s cybersecurity program and monitor cyber threats.
- Bring cybersecurity issues to the attention of the Board.
- Implement and maintain an Incident Response Program using the National Institute of Standards and Technology Cybersecurity Framework or other recognized and acceptable standards.



A Graded
Security Incident and Event
Monitoring (SIEM) system

10 Hours
Average Specialized Training
for Each Associate

- Promote cybersecurity awareness through training programs and communication with associates and customers concerning ever-changing cyber risks.
- The Cybersecurity Committee meets no less than quarterly, and the CISO reports to the full Board of Directors no less than quarterly.

Ongoing training is a central part of our preparedness. All First Financial associates undergo and are required to complete annual training to help protect our network and data. This training includes several areas designed to protect our systems and to raise our awareness; topics include:

- Cybersecurity Awareness
- Digital Security and Controls
- Remote Access
- Types and Methods of Social Engineering
- Email Controls
- Ransomware
- Information Breaches

In 2023, First Financial Bank continued our Cybersecurity Testing process covering all associates. This process subjects randomized associates to mimicked attacks, created to match the types of attacks and phishing attempts that financial institutions face. This Cybersecurity Testing increases our awareness and ability to recognize attacks and provides additional training to those associates who become subjected to additional testing. Each associate is tested randomly at some point during each calendar year.

- We also utilize independent third parties and other solutions to help us identify and eliminate cyber threats.
- We employ IBM's QRadar SIEM (Security Information and Event Management) as an industry-leading tool to provide us with end-to-end visibility, detection, investigation, and response across our entire cyber chain.
- We have 24/7/365 Security Operations Center monitoring in place through Legato.

Our network and website are continuously

monitored for vulnerabilities and cyberthreats through independent, external testing; and our results rank us as a top performer in the industry, year after year, regardless of bank asset size. In 2023, we were given an "A" grade from Black Kite, our independent, external continuous vulnerability monitoring system provider.

Our information security efforts are complimented and subject to testing through our Internal Audit as well as external auditors. Internal and external compliance audits are conducted as First Financial is subject to the Gramm-Leach-Bliley Act (GLBA), the Healthcare Information Portability and Accountability Act (HIPAA), the Fair Credit Reporting Act (FCRA), the Fair and Accurate Credit Transaction Act (FACT Act), the Identity Theft Red Flag Rules and Guidelines, Sarbanes-Oxley, as well as SEC, OCC, and FFIEC requirements.

Vendor Management

Starting with the Board, we take a comprehensive and thorough approach to vendor management for the entire life cycle of a vendor/provider, from evaluating potential providers, to ongoing annual reviews, to contract termination. This process ensures that we are able to identify and manage risk associated with third-parties, including operational, reputational, credit, and compliance risks. The Chief Risk Officer reports to the Board no less than quarterly and, among other things, is charged with overseeing third-party management. In conjunction with the Chief Information Security Officer, Legal Department, and other stakeholders, the CRO employs a process which includes:

- An evaluation of potential providers
- Assigning a Risk Rating to each individual vendor
- Initial Due Diligence
- Contract Review
- Vendor/Provider Inventory
- Annual Due Diligence Evaluations
- Contract Termination

ESG Data and Disclosures

Sustainability Accounting Standards Board (SASB) Standards Index

The following disclosures are made using the Industry Standards Version 2018-10 issued by SASB. SASB is an independent organization that provides a framework to facilitate the disclosure of comparable, consistent, and reliable ESG information. We are committed to providing relevant ESG information to investors in a

meaningful way, and we will continue to evaluate the use of additional SASB metrics in the future.

All data and information described in the following tables are unaudited, and based on the year ended December 31, 2023, any dollar amounts are reported in thousands.

Commercial Banks

Topic	SASB Code	Accounting Metric	
Data Security	FN-CB-230a.1	1) Number of data breaches	No material events
Data Security	FN-CB-230a.2	Description of approach to identifying & addressing data security risks	Data and cybersecurity are a top priority for First Financial and they involve all levels of the organization, from Board oversight and systems engineering to associate training. For a more detailed description of our approach to identifying and addressing these risks, please see the section Governance section of this report.
Financial Inclusion & Capacity Building	FN-CB-240a.1	(1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	(1)902 ; (2) \$209,250
Financial Inclusion & Capacity Building	FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	5,014 Accounts. This represents approximately 4.9% of our total number of personal checking accounts. By dollar value these accounts represent 1.8% of the total deposits held in personal checking accounts.

All data and information described in the following tables are unaudited, and based on the year ended December 31, 2023, any dollar amounts are reported in thousands.

Financial Inclusion & Capacity Building FN-CB-240a.3

Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers

We developed a financial literacy web resource in 2021, which went live to the public in January 2022 through the First Financial Bank website. We do not currently track the number of individuals who access the financial literacy tools and resources we provide.

Business Ethics	FN-CB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations.	\$0.00
Business Ethics	FN-CB-510a.2	Description of whistleblower policies and procedures	First Financial trains all associates to use our whistleblower hotline regarding accounting matters. Associates may report matters anonymously and are free from all forms of retaliation when making a complaint. To learn more about our whistleblower procedures, please see the section Governance section of this report.
Activity Metric	FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	<p>Checking – Personal: (1a) 101,498; (2a) \$1,117,297</p> <p>Checking – Business: (1b) 16,506; (2b) \$2,102,762</p> <p>Savings – Personal: (1a) 49,625; (2a) \$534,056</p> <p>Savings – Business: (1b) 1,088; (2b) \$36,760</p>
Activity Metric	FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	<p>Personal: (1a) 103,234; (2a) \$653,380</p> <p>Small Business: (1b) 3758; (2b) \$275,782</p> <p>Corporate: (1c) 16,094; (2c) \$510,858</p>

1 Excludes all loans secured by real estate (home purchase mortgages, construction, multifamily, agriculture, etc.) and revolving credit.

All data and information described in the following tables are unaudited, and based on the year ended December 31, 2023, any dollar amounts are reported in thousands.

Mortgage Finance

Topic	SASB Code	Accounting Metric	
Lending Practices	FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, each broken down by FICO score 660 and below, and above 660	FICO 660 and Below (1a) 819; (2a) \$36,102 (1b) 0; (2b) \$0 (1c) 489; (2c) \$20,342 (1d) 1014; (2d) \$48,084 FICO Above 660 (1a) 1057; (2a) \$100,361 (1b) 0; (2b) \$0 (1c) 778; (2c) \$76,380 (1d) 2078; (d) \$214,275
Lending Practices	FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	\$0.00
Discriminatory Lending	FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	\$0.00
Activity Metric	FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	Residential: (1a) 409; (2a) \$75,132 Commercial: (1b) 370; (2b) \$183,623

¹ The figures for (c) are calculated using the average daily rates of U.S. 30-Year Treasury Bonds for the 5-year period ending December 31, 2023, as the baseline comparison for rates on all portfolio loans. Based on this calculation, these totals reflect portfolio loans with an APR greater than 5.48%.

All data and information described in the following tables are unaudited, and based on the year ended December 31, 2023, any dollar amounts are reported in thousands.

NASDAQ Board Diversity Matrix (As of December 31, 2023)

Total Number of Directors: 16

	Female	Male	Non-Binary	Did Not Disclose Gender
Part I: Gender Identity				
Directors	2	14	-	-
Part II: Demographic Background				
African American or Black	-	1	-	-
Alaskan Native or Native American	-	-	-	-
Asian	-	-	-	-
Hispanic or Latino	-	-	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	2	13	-	-
Two or More Races or Ethnicities	-	-	-	-
LGBTQ+	-	-	-	-
Did Not Disclose Demographic Background	-	-	-	-

EEO-1 Data Table (As of December 31, 2023)

	Executive/ Senior Level Officials & Managers	First/ Mid-Level Officials & Managers	Profes- sionals	Sales	Admin- istrative Support Workers	Service Workers	Grand Total
Man / Male	13	95	34	3	52	20	217
American Indian	-	-	-	-	-	-	-
Asian	-	-	-	-	-	-	1
Black or African American	-	-	-	1	3	2	6
Hispanic or Latino	-	2	3	-	-	-	5
Native Hawaiian or Other Pacific Islander	-	-	-	-	-	-	-
Two or More Races (Not Hispanic or Latino)	-	-	1	-	-	-	1
White	13	93	30	2	49	18	205
Woman / Female	6	154	20	3	477	1	661
American Indian	2	-	-	-	2	-	4
Asian	-	5	-	-	5	-	10
Black or African American	-	1	-	-	19	-	19
Hispanic or Latino	-	-	-	-	9	-	9
Native Hawaiian or Other Pacific Islander	-	1	-	-	-	-	1
Two or More Races (Not Hispanic or Latino)	-	-	1	-	11	-	12
White	4	147	19	3	442	1	616
Grand Total	13	249	54	6	529	21	878



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