



FOR IMMEDIATE RELEASE

Media Contact: Stephanie Meier

Senior Director of Marketing

815.986.7164

stephanie.meier@firstmid.com

First Mid Earns Prestigious Top Workplaces USA Award for Second Consecutive Year

Mattoon, IL (March 24, 2025) First Mid Bancshares, Inc. (First Mid) is proud to announce it has earned a 2025 Top Workplaces USA award. Marking the second consecutive year the organization has received this national recognition, the award reflects First Mid's commitment to fostering a workplace culture where employees feel engaged, valued, and empowered to succeed.

The Top Workplaces USA award, issued by Energage, is based entirely on employee feedback gathered through a confidential survey that measures key aspects of workplace culture, including alignment, execution, and connection. Thousands of organizations nationwide participate in the program, making this recognition a significant achievement for First Mid.

"This award is a testament to our exceptional performance and dedication to our culture of engagement. Our people are the foundation of our success, and earning this award for the second year in a row speaks volumes about their commitment and the culture we've built together," said Joe Dively, Chairman and Chief Executive Officer at First Mid. "This recognition, based on our employees' own feedback, reaffirms our commitment to fostering a workplace where collaboration, respect, and teamwork thrive. It's a reflection of our shared values and the meaningful impact we have on one another every day."

"The Top Workplaces USA award spotlights exceptional organizations and amplifies the significance of employee well-being across the organizational landscape," said Eric Rubino, CEO of Energage. "We are proud to empower employee voices and celebrate those prioritizing the workplace experience. Earning a Top Workplaces award is a badge of honor for companies, especially because it comes authentically from their employees."

First Mid continues to prioritize employee development, well-being, and engagement through various initiatives. By investing in its workforce, the organization remains committed to maintaining a workplace where employees can grow, contribute, and make a difference.

In 2024, First Mid earned a second consecutive [Top Workplaces Industry award](#) along with Culture Excellence awards for Compensation & Benefits, Innovation, Leadership, Professional Development, and Work-Life Flexibility. For more information about career opportunities, visit www.firstmid.com/careers/. Details about how First Mid builds a great workplace culture are available on [Top Workplaces](#).

About First Mid Bancshares, Inc.: First Mid Bancshares, Inc. is the parent company of First Mid Bank & Trust, N.A., First Mid Insurance Group, and First Mid Wealth Management Company. First Mid is a \$7.5 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Missouri, Texas, and Wisconsin, and a loan production office in Indiana. Together, our First Mid team takes great pride in providing solutions and services to our customers and communities and has done so since 1865. This year, we proudly celebrate our 160th anniversary, marking a long history of dedication and service. More information about the

Company is available on our website at www.firstmid.com. Our stock is traded in The NASDAQ Stock Market LLC under the ticker symbol “FMBH”. Member FDIC | Equal Housing Lender.

Investments and Insurance Products: Not a Deposit | Not Guaranteed by the Bank or its Affiliates | Not FDIC Insured | Not Insured by Any Federal Government Agency | May Go Down in Value.

About Energage: Energage is a purpose-driven company that helps organizations turn employee feedback into useful business intelligence and credible employer recognition through Top Workplaces. Built on 18 years of culture research and the results from 27 million employees surveyed across more than 70,000 organizations, Energage delivers the most accurate competitive benchmark available. With access to a unique combination of patented analytic tools and expert guidance, Energage customers lead the competition with an engaged workforce and an opportunity to gain recognition for their people-first approach to culture. For more information or to nominate your organization, visit energage.com or topworkplaces.com.