



FOR IMMEDIATE RELEASE

Media Contact:

media@firstmid.com

First Mid's Workplace Culture Continues to Earn National Recognition

Mattoon, IL (August 3, 2026) At First Mid, creating a great workplace has always been about fostering an environment where employees can build rewarding careers, support one another, and make a meaningful impact. This year, that approach has once again earned national recognition.

First Mid has received its fourth consecutive Top Workplaces Financial Services Industry award, along with seven Top Workplaces Culture Excellence awards recognizing its strengths in Compensation & Benefits, Employee Appreciation, Employee Well-Being, Innovation, Professional Development, Purpose & Values, and Work-Life Flexibility.

Together, these awards reflect a workplace defined by trust, collaboration, and the everyday contributions of employees.

"One of First Mid's greatest strengths has always been our people," said Matt Smith, Chief Executive Officer and President at First Mid. "As we continue to grow, our focus is on ensuring First Mid remains a place where employees can expand their skills, take on new challenges, and see a future for themselves. That foundation is what allows us to serve our customers and communities with excellence."

Presented by Energage, the Top Workplaces Financial Services Industry award recognizes organizations that excel in workplace culture within the financial services sector. The Top Workplaces Culture Excellence awards recognize organizations that stand out across key aspects of the workplace. All Top Workplaces awards are determined entirely by confidential employee feedback.

Learn more about career opportunities at www.firstmid.com/about/careers.

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 \$9.2 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Iowa, 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. 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.

About Energage: *Making the world a better place to work together.*TM

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 20 years of culture research and the results from 30 million employees surveyed across more than 80,000 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 [engage.com](https://www.engage.com) or [topworkplaces.com](https://www.topworkplaces.com).