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First Mid Employees Receive 2025 Chairman's Award for Excellence

Mattoon, IL (February 18, 2026) Each year, First Mid Bancshares, Inc., the holding company of First Mid Bank & Trust, honors employees whose contributions make a meaningful impact on the organization. The Chairman's Award for Excellence is the company's highest recognition, awarded to individuals nominated by their peers and selected by the executive committee. The 2025 recipients consistently demonstrated First Mid's core values while delivering exceptional service to customers and supporting their colleagues.

Wende Aites is the Manager of Loan Administrators, located at the Clayton, MO banking center. Recognized for her steady, people-centered leadership and commitment to First Mid's values, she is known for listening carefully, advocating for meaningful improvement, and taking thoughtful action when challenges arise. Through a patient, solution-oriented approach, she has earned the trust of colleagues throughout the organization while consistently supporting her team and engaging leadership to drive positive change. Her reliability, integrity, and willingness to lead by example, both within the bank and in the community, continue to make a lasting impact.

John Collins is a Senior Project Manager, located remotely. Through his pivotal leadership of one of the most complex initiatives in First Mid's history, the core system conversion, he guided vendor evaluation, coordinated cross-functional teams, and ensured disciplined execution through extensive testing and implementation. During the process, he provided calm, disciplined leadership that fostered collaboration, reinforced confidence, and helped teams navigate high-pressure moments with clarity and purpose.

Sara Cutter-Behn is the Card Solutions Officer, located at the Elsberry, MO banking center. Her leadership has been defined by lasting impact, integrity, and forward-looking vision, influencing projects, systems, and teams across First Mid through deep frontline knowledge, strong organizational skills, and an ability to communicate effectively across departments. During the core system selection and conversion, she played a critical role by asking insightful questions, guiding confident decisions, and advocating for innovative solutions that improved efficiency and delivered long-term value. Throughout her work, she has demonstrated a strong commitment to accountability, teamwork, and continuous improvement, strengthening both the organization and the customer experience.

Jeff Dulle is the St. Louis Regional Deposit Manager, located at the St. Peters, MO banking center. Recognized for his willingness to step forward during periods of change and take ownership beyond his role, he consistently ensures work is done thoughtfully, thoroughly, and with integrity. He played a key role in launching First Mid's hourly incentive program, building accurate and trusted reporting to support fairness and consistency, and has continued to bring teams together through acquisitions and transitions. Through his relationship-driven leadership, he supports branches, develops others, and serves as a dependable point of contact for both colleagues and customers, balancing strategy, execution, and approachability.

Caleb Keller is the Business Services Manager, located at the Peoria Adams, IL banking center. Known for his decisive leadership and ability to act quickly during moments of risk, he played a critical role in protecting First Mid and its customers during an attempted fraud takeover in 2025 by implementing immediate safeguards that helped prevent financial loss and preserve customer trust. He has also brought greater structure and consistency

to daily operations and prepared teams to respond calmly and effectively during complex initiatives, including the core system conversion. Through a collaborative approach and strong commitment to developing others, he has earned trust across teams while strengthening both processes and people.

Amie Shaffer is a Business Application Specialist, located at the Charleston, IL banking center. Over years of service in multiple roles, she has demonstrated growth, versatility, and sustained impact at First Mid, building a deep understanding of both business operations and technology. During the core system conversion, she played a key role in ensuring systems were functional, compliant, and intuitive for employees, collaborating across departments and supporting training and procedures. Throughout the transition, she remained a trusted and patient teammate, consistently advocating for frontline employees and customers while helping teams navigate complexity with confidence.

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 an \$8.0 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. 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.

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