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First Mid Earns Greater St. Louis Top Workplaces Award for Third Consecutive Year

St. Louis, MO (June 22, 2026) First Mid Bancshares, Inc. (First Mid) has been named a Greater St. Louis Top Workplace for the third consecutive year. The award, presented by the St. Louis Post-Dispatch in partnership with Energage, recognizes organizations that prioritize a strong workplace culture and employee engagement.

The Greater St. Louis Top Workplaces award is based entirely on employee feedback gathered through a confidential survey conducted by Energage, an independent research company specializing in workplace culture and employee experience.

“This award is a reflection of the engagement, teamwork, and commitment our employees bring to First Mid each day,” said Joe Dively, Chairman and Chief Executive Officer at First Mid. “Their dedication to our shared values continues to create a workplace where employees feel supported, connected, and empowered to succeed.”

The annual survey measures several aspects of workplace culture, including alignment, connection, execution, and employee engagement. Organizations recognized as Top Workplaces are identified based on employee responses and workplace experience benchmarks.

“We’re proud to be part of the Greater St. Louis community and honored to receive this recognition again,” Dively said. “Our employees are the foundation of our success, and we remain committed to fostering an environment where people can grow personally and professionally while continuing to serve our customers and communities.”

In addition to the Greater St. Louis Top Workplaces recognition, First Mid recently earned a third consecutive Top Workplaces USA award. The organization continues to invest in professional development and employee well-being while supporting strong business performance and community impact. For more information about career opportunities, visit 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 \$9.3 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.™*

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 energage.com or topworkplaces.com.