

2025 Corporate Responsibility Report





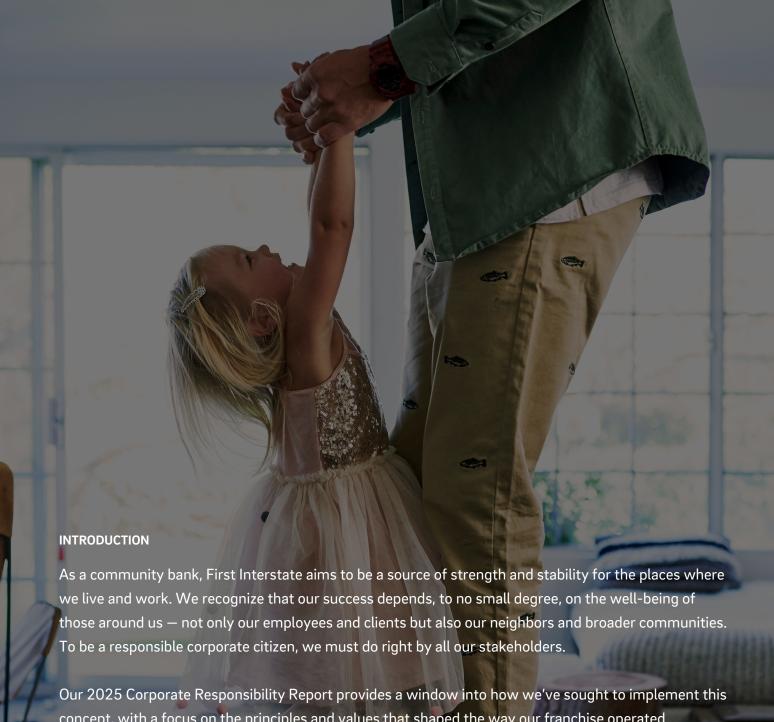
TABLE OF CONTENTS

Letter to Stakeholders	5
Executive Summary	6
Social Report	8
Employees	10
Clients	20
Communities	27
Environmental Report	57
Governance Report	68
Conclusion	75



As we've grown and expanded over the decades — we now have more than 300 banking offices across 14 states — we've remained faithful to the values and vision that have served us so well. Our leadership has consistently set the tone from the top, fostering a culture of integrity and sound stewardship that influences everything we do.

In November 2024, we experienced a leadership transition, welcoming James (Jim) A. Reuter into the role of President and Chief Executive Officer of First Interstate BancSystem, Inc. His deep knowledge of our footprint, command of the regulatory and risk environment, and ability to implement organic growth initiatives that create value for clients and shareholders alike position us well for continued success. His leadership style aligns perfectly with the Bank's culture of integrity, corporate responsibility, and commitment to community.



Our 2025 Corporate Responsibility Report provides a window into how we've sought to implement this concept, with a focus on the principles and values that shaped the way our franchise operated throughout our 14-state footprint in 2024. In the following pages, we outline our priorities, highlight key initiatives, and describe the progress we've made in meeting the environmental, social, and governance standards and aspirations we've set for ourselves.

From energy-conservation measures and community development initiatives, to philanthropic activity and efforts to create an empowering and supportive workplace, to structures to promote transparency in governance, every action and every decision is guided by our Mission, Vision, and Values as we consider our impacts on the people and places that are so meaningful to us.

LETTER TO STAKEHOLDERS

To Our Stakeholders:

The business of banking boils down to something more than numbers; at its heart, it's about people. This is something First Interstate Bank understands at a profound level, as I discovered in my earliest interactions with the organization. Upon assuming the role of President and CEO in November, I spent my first 90 days traveling our 14-state footprint. I came away impressed with our local bankers' ability to see the human hopes and dreams behind our clients' financial goals and to build relationships that surpass mere transactions.

Throughout my tour, another distinguishing characteristic stood out: First Interstate's palpable commitment to community. Our people are passionate about helping local communities thrive. We do this in our "day jobs" by lending to small businesses, promoting homeownership, and investing in community development, but we also go beyond, giving back to our neighbors and communities through civic and philanthropic activities.

In 2024, First Interstate Bank and the First Interstate BancSystem Foundation gave more than \$7.1 million in grants and donations to nonprofit organizations serving our communities. To boost local impact, we partnered with the Federal Home Loan Bank of Des Moines and secured an additional \$1.9 million in grants, further amplifying our support to organizations focused on affordable housing and community development.

Financial support is not enough to build and maintain vibrant communities, like those we are privileged to be part of — time and energy are required to put dollars to good use and extract the most from limited resources. Our employees donated more than 51,000 hours of their time in 2024 to provide financial education, raise funds for community events, serve on the boards of civic and charitable organizations, and volunteer at nonprofits advancing necessary causes.

Corporate responsibility transcends philanthropy and community involvement. Our commitment to serving all First Interstate Bank stakeholders with integrity touches everything we do and naturally demands that we meet high standards of environmental sustainability, social responsibility, and corporate governance. As this report shows, we are dedicated to continuous improvement across our organization.

As a full-service community bank with a long-term vision and a resolute focus on taking care of people, we have a strong foundation to build on as we move forward. We will continue to invest in our current footprint and further strengthen and grow our relationships as we seek to create sustainable value for all our stakeholders — clients, employees, communities, and shareholders alike.

Sincerely,



Executive Summary

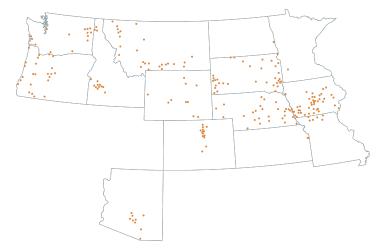
2024 By the Numbers

Our Formidable Footprint

First Interstate Bank operates more than 300 banking offices across 14 states

We employed more than

employees as of December 31, 2024.



Celebratory Moments

On October 9, Nasdaq congratulated James A. Reuter as the new President and CEO of First Interstate BancSystem, Inc.



Clean Energy

The Alliant Energy Community Solar project

produced

of clean energy in 2024. First Interstate is subscribed to 15% of the solar garden's

4.5 MW capacity, which offsets 100% of the Bank's Scope 2 emissions

19 of our 45 Iowa branches.



Financial Education

Individuals of any age can benefit from financial literacy. Our bankers and employees are dedicated to providing practical financial education to help people make informed decisions.

First Interstate bankers held 322 financial education presentations, drawing

distributing more than 22,869 information packets.

IT/Client Focused Highlights

We enhanced our fraud prevention and reporting tools, implemented a new Voice of the Client technology, and enhanced our international wires program.

Energy Conservation



In 2024, we completed a LED conversion and upgrade projects at 15 locations.

Student Loan Support

Qualified employees can participate in First Interstate's Student Loan Debt Repayment Program.

The Bank contributes

\$100

per month toward the student loan payments of qualified employees, easing a financial burden.

In 2024, First Interstate payments assisted

498 employees totaling

in support.

Director Independence

of our 14 member Board of Directors,

including the Chair of the Board, are independent under Nasdaq rules.

Balanced Workforce

First Interstate maintains **gender balance** at nearly all levels of the organization. Our overall workforce comprises:



identify as female



identify as male



identify as non-binary/ undisclosed

Community Reinvestment Act (CRA)

First Interstate earned a Satisfactory CRA rating

for serving low- and moderate- income communities in our latest exam cycle.

Partnerships

Through the Federal Home Loan Bank of Des Moines' Member Impact Fund, First Interstate's Commitment to Community garnered

159 nonprofit organizations in MT, ND, OR,

and \$3,573,818

in philanthropic support to further their missions.

Time, Talent, Resources

In 2024, First Interstate and the First Interstate BancSystem Foundation maintained our commitment to giving back in many different ways.

Total Bank donations and Foundation grants awarded:

NEARLY \$7.1M

Total employee donation matching:

OVER \$762K

Believe in Local

The third annual Believe in Local campaign directed a total of \$1 million in grant funding to nonprofit organizations throughout our footprint to address critical needs.

40 organizations each received

\$25K

to help further their mission

Prioritizing Giving Back



Together with the Bank, the First Interstate BancSystem Foundation, has given more than

\$94M

in grants and donations

to our communities during its **35** years of operation.





Total volunteer hours:

51,382

Total organizations served:

3,482

Board Service hours:

11,101



Annual Volunteer Day

One day each year, First Interstate closes our doors for Volunteer Day, sending staff into the community to support local nonprofits with their time and talent. On September 11, staff fanned out in all 14 states to make a difference.

11K+ hours

2.840 + volunteers

429 orga

organizations assisted

196 projects helped seniors

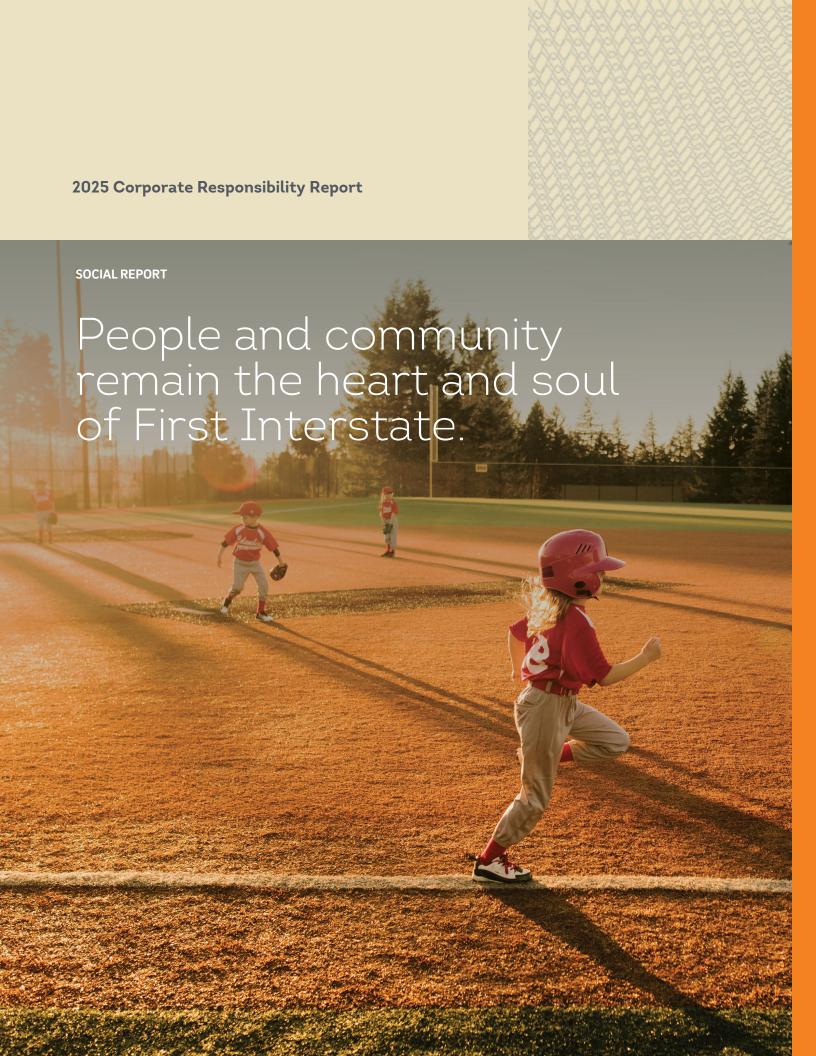
293 projects helped youth

34 affordable housing projects

300 projects addressed hunger

financial education or skill-based volunteering

served veteran and first responder populations



SOCIAL REPORT



People and community remain the heart and soul of First Interstate.

At First Interstate, we aim to put people first. We recognize that it's people – our employees, clients, and neighbors – who not only enable our success as a business but enrich our lives and create vibrant communities. That recognition is reflected in how we treat our employees, how we serve our clients, and how we engage with our communities.

We set high standards for ourselves and our corporate actions because we want to lead by example. As a community-centered bank, we want to be not merely a responsible corporate citizen but a genuine force for good, helping to nurture the human relationships that make the world a better place. That's why we strive to keep people at the center of every interaction.



Taking Care of Employees

Everything First Interstate does begins with our greatest asset: our employees. Before we can take care of our clients and communities, we need to take care of our people. The success of First Interstate is reflective of our people. Like the clients we serve, we come from all walks of life. That diversity makes our day-to-day experiences richer, our Company stronger, and our future bright.

We're proud to be a business whose culture is driven by strong values and a long-term vision. We seek the best talent, invest in their growth, and thrive through the achievements of an exceptional team. We are confident that by keeping relationships at the heart of everything we do, we will remain the employer of choice for over 3,500 employees.



We seem to be on the right track. In 2024, for example, First Interstate was recognized by the Corridor **Business Journal of Cedar** Rapids and North Liberty, Iowa, as one of the Coolest Places to Work — based on a self-nomination and employee survey in which local branch employees shared what their coworkers, managers, and leaders do to create an engaging and rewarding work environment.

Employee Engagement

Our employee engagement strategy is focused on creating and maintaining a work environment in which all employees' voices are heard. The organization's success is measured by assessing the consistency with which we meet workplace needs and the activation of progress by local-level leaders. An annual engagement survey is conducted each fall and strategic pulse surveys help us dig deeper into organizational nuances, allowing us to gain additional insight into the needs of our organization and task appropriate departments with creating solutions.

In 2024, First Interstate scored a 4.30 engagement mean on the annual survey, an increase from 4.21 in 2023. The mean measures overall Workgroup Engagement, which is an average of 12 Workgroup Engagement items. The higher an organization scores (with a maximum possible score of 5), the more engaged employees are. We also reached an 12.6:1 engagement ratio, up from 11.60:1 in the previous year. The engagement ratio is a macro-level indicator of an organization's health that allows leaders to track the engagement levels of employees. This analysis identifies the percentage of participants who are engaged.

Leaders in our organization are held accountable for encouraging participation in feedback surveys, reviewing and sharing team results, holding action-oriented engagement discussions, and submitting an annual action plan to encourage engagement throughout the year. Aggregated employee engagement data is provided to the Board of Directors as a key indicator of the health of our workforce.



Compensation and Benefits

First Interstate strives to provide competitive wages, benefits, and programs that meet the diverse needs of our workforce. We continually review our programs to ensure they remain relevant and compelling to our employees and recruited talent, providing our people with assurance that they can meet the obligations and challenges that arise in their personal lives.

Our compensation strategies are designed to pay for performance, pay competitively within our markets, and support pay equity among comparable jobs and markets across the Company. We make data-driven decisions regarding employee compensation based on the job, experience, and performance.

Beyond compensation, we take a holistic approach to creating an attractive benefits package. We seek to provide benefits that address overall well-being, including physical and emotional health, family obligations, and financial support.

COMPETITIVE TOTAL COMPENSATION

- Base salary
- Performance pay (short- and long-term

COMPREHENSIVE BENEFIT PROGRAMS

- Paid time off
- Health savings accounts, with

- and services



HEALTH PLANS

First Interstate provides employees with choice and flexibility when managing their health care coverage, whether medical, dental, or vision. Eligible employees can choose between a standard low-deductible plan and a high-deductible plan to meet their anticipated levels of use. We've long offered a highdeductible option for medical coverage, and we maintained a similar selection for dental coverage, which we introduced in 2023, to provide a more affordable choice in dental care. Additionally, we continued to offer VSP LightCare in our VSP Vision Plan, giving employees who don't need prescription lenses the option of using their frame allowance for sunglasses or bluelight-filtering glasses.

Beyond insurance coverage, employees have opportunities to set aside additional funds for out-of-pocket expenses. Those who choose the standard health plan have the option to establish a medical flexible spending account (FSA), funded with pre-tax dollars on a per-pay-period basis. The set-aside funds may be directed toward qualified out-of-pocket medical expenses, and up to \$660 of unused funds may be carried over to the next plan year.

While a lower-cost high-deductible plan may make financial sense for many employees, there's always the risk that an unexpected medical expense could arise and create financial hardship. For those in the high-deductible plan, we make available and seed a health savings account (HSA). Employees can set aside pre-tax dollars to fund the HSA and pay for qualified out-of-pocket medical expenses. Each pay period, First Interstate makes a contribution that amounts to \$500 annually for individual plans and \$1,000 annually for family plans.



PAID TIME OFF AND LEAVE

First Interstate offers a flexible paid time off (PTO) program to all employees, full-time and part-time. Employees accrue PTO based on years of service and exempt status, and they can use it for any combination of vacation, personal leave, and sick time. Up to 80 unused hours can be carried over to the following year. Holiday pay - up to 11 days each year - is separate from PTO.

Employees working at least 30 hours per week are eligible to receive time off for special circumstances, including:

- Jury Duty: Individuals actively serving on jury duty can receive up to 15 days of pay annually.
- Caregiver Leave: For employees who need to tend to an immediate family member with a serious health condition, we offer up to five days of paid leave. A doctor's certificate is required.
- Bereavement Leave: We offer up to five days of paid bereavement leave to those who experience a death in their immediate family.



EXERCISE REIMBURSEMENT

Regular exercise offers a host of physical and mental health benefits. To support our employees in their efforts to get and stay active, we offer a reimbursement of \$25 per month for fitness memberships, or \$300 a year. The exercise reimbursement can apply to digital and at-home workout programs as well as traditional gym or fitness club memberships.



SUPPLEMENTING CHILDCARE FUNDS

Quality childcare is often a significant expense for families. To help lessen parents' financial stress, we have established a Childcare Assistance Program. Employees set up a dependent care FSA that they fund with pre-tax contributions, and First Interstate will make additional contributions of \$1,500 per year per child, up to \$4,500 annually. Over 500 employees used this important benefit in 2024, totaling more than \$829,000 in support.



ALLEVIATING STUDENT LOAN DEBT

The persistent burden of student loan debt has been well documented, and individuals who are repaying higher education loans often delay other financial goals, such as buying a first home, to focus on retiring their student debt. First Interstate's Student Loan Debt Repayment Program offers qualified employees assistance in paying down their debt, helping them get out from under the burden more quickly. Each month, we pay \$100 toward the qualified employee's student loans. In 2024, 498 employees participated in the program, and First Interstate payments totaled \$450,700 for the year.





SAVING FOR RETIREMENT

One of the easiest ways to save for retirement is to do so automatically through a workplace-sponsored retirement plan. To help position our employees for financial security later in life, First Interstate offers a 401(k) retirement plan through Fidelity Investments. All new employees are enrolled automatically and receive a 100% company match on the first 6% they contribute. Participants are fully vested after two years of employment and 1,000 annual hours worked.



FLEXIBILITY IN WORK

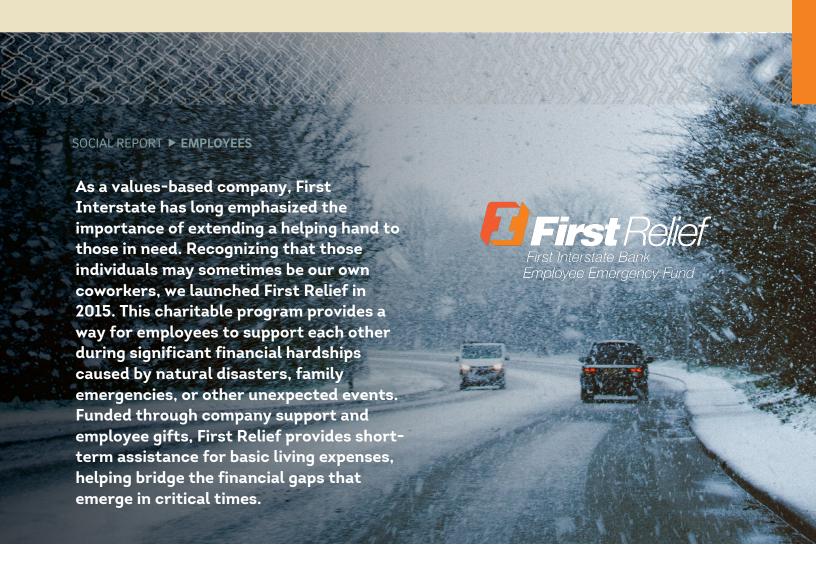
First Interstate highly values in-person interactions for the connections and camaraderie they build, but we also recognize that department and productivity goals can be achieved through carefully managed flexible work arrangements. Our Alternative Work Arrangements (AWA) program empowers managers to modify their departments' work schedules to introduce greater flexibility without sacrificing performance and productivity. Each AWA request is considered individually and within the context of what will be most beneficial and least disruptive to our clients and other employees.



EMPLOYEE ASSISTANCE PROGRAM

In keeping with First Interstate's unwavering commitment to support employee well-being, we continue to offer Employee Assistance Program (EAP) services and access to other wellness resources. Our EAP, offered through TELUS Health (MetLife), is available not only to employees but also to their dependents, all at no cost to them. Employees and their families can access confidential counseling on personal issues, financial information and tools, and legal information and resources. In 2024, the number of counseling sessions available increased to five, and TELUS Health (MetLife) remained available 24 hours a day, 7 days a week.

First Interstate also continues to evaluate and offer additional mental health and well-being resources to help employees manage the stressors of life. These resources include access to apps such as Calm and Headspace, which can help employees remain more focused and engaged in the workplace.



Employees are encouraged to use this anonymous resource when they need assistance with basic living expenses stemming from an unexpected qualified event that was beyond their control.

Since its inception, the fund has granted \$458,408 to 164 employees. In 2024, the fund granted a total of \$85,315 to 31 employees. The fund had grown to \$335,883 as of December 31, 2024.

"I had a cough on Volunteer Day and started feeling worse soon after. A couple of weeks later, I couldn't breathe. I spent 4 days in the ICU and learned that I had congestive heart failure. It took up to 3months to recover, and I went through many procedures. As you can imagine, there were substantial hospital bills. I was really overwhelmed with happiness when I learned that I'd be receiving a First Relief grant. I'm glad that I applied and very grateful the bank offers this program. Not all companies do this, and it is something we should be thankful for."



Professional Development and Advancement

We believe that a strong learning culture is essential for continuously improving performance and building long-term success. First Interstate is committed to providing ongoing opportunities for employees at all levels to develop their skills, expand their perspectives, and grow in their careers. Our approach to learning is intentionally holistic, blending structured training with experiential and relational learning.

We recognize that learning happens in many ways, which is why we cultivate an ecosystem of development opportunities that includes mentorship, executive coaching, workshops, and roadmaps. From their initial onboarding roadmap, employees take ownership of their development through an ongoing journey focused on long-term integration and growth. Through role-based training, continuous skills development, and programs directed toward leadership development, we work to ensure that employees have the tools they need to succeed in their current roles and that they're ready for future opportunities.

Helping employees understand and build on their strengths is an important element of our approach, as reflected in our individual and team development sessions, quarterly webinars, and customized learning experiences. Alongside other assessment tools, we use insights from these programs to inform succession planning and leadership growth. Additionally, each year, we participate in state and industry-specific leadership programs, including Pacific Coast Banking School, allowing key employees from across the organization to further develop their expertise.

Achievement Highlights

► The Idaho Business Review Powerlist for

Chief Banking Officer (Boise, ID)

► BankBeat Outstanding Women in Banking

▶ Dakota Business Finance Group – Elite Lender of the Year

- ▶ Billings, Montana Chamber of Commerce
- First Interstate Bank also earned an Honorable Mention from the American Bankers Association
- ► 2024 Business Excellence Award in Philanthropy Commerce

SOCIAL REPORT ▶ EMPLOYEES ▶ WORKPLACE INCLUSION

An Inclusive Workplace

At First Interstate Bank, we recognize that fostering an inclusive workplace contributes to innovation, enhances decision-making, and improves client experiences. We take pride in creating a workplace that values diverse perspectives while ensuring fair and equitable opportunities for all employees. Our commitment is reflected not only within our Company but also in our engagement with the communities where we live and work We are committed to advocating for the rights and respect of all and seek to set an example of leadership in this area.

Our employee Council comprises 15 individuals from across our footprint, representing various departments and lengths of tenure with the Company. The council meets quarterly, with smaller working groups convening monthly to drive education, employee engagement, and communications that align with our overall business strategy.

In 2024 we also expanded the resources we provide to employees with the introduction of toolkits to enhance both cultural awareness and business skills. These toolkits are designed to help our employees better meet the diverse needs of our clients and community members, recognizing that we come from different cultural experiences and perspectives The toolkits are meant to be a resource for positive connections to ensure we lead with grace and purpose in all our interactions.



SOCIAL REPORT ▶ EMPLOYEES ▶ WORKPLACE INCLUSION

EQUAL OPPORTUNITY EMPLOYER

First Interstate is an equal opportunity employer committed to a diverse workforce and a barrier-free employment process. Employment is based solely on an individual's merit and qualifications directly related to the position. We do not discriminate on the basis of race, color, religion, national origin, ancestry, pregnancy status, sex (including sexual orientation and gender identity), age, marital status, disability, medical condition, or any other characteristics protected by law. We make all reasonable accommodations to meet the obligations set forth under the Americans with Disabilities Act (ADA) and state disability laws. Additionally, First Interstate actively recruits and advances qualified minorities, women, people with disabilities, and veterans.

The composition of our workforce largely reflects the communities in which First Interstate operates, and we continue to take deliberate measures to identify and attract diverse candidates. In 2024, we continued our partnership with LocalJobNetwork.com part of Circa, an organization that provides compliance solutions and diversity recruiting — to access a larger and more diverse applicant pool. This continued effort underscores our intention to build a workplace culture that is welcoming, supportive, and empowering.

GENDER BALANCE

Although the banking industry has traditionally been male dominated, that is not the case at First Interstate today. As of December 31, 2024, approximately 67.8% of our workforce identified as female, 31.9% as male and 0.2% chose not to declare. At that date, 75% of Executive Team members were female and 25% were male, and the Company's Senior Leadership Team was 50.0% female and 50.0% male.



SOCIAL REPORT ► CLIENTS ► CLIENT-CENTERED SERVICE

Maintaining Our Client Focus

At First Interstate, we value our clients and want to meet their needs and expectations. We have partnered with Qualtrics to survey our clients about their satisfaction and loyalty. Client feedback helps us make strategic decisions about products, services, opportunities, and areas for improvement. We also compare current and historic responses to analyze changes and trends. The Voice of the Client program comprises two parts: transaction-based surveys, and ongoing relationship and loyalty surveys.

Surveys are sent to clients after they visit a branch, drive-up teller lane, call the Client Contact Center, or open a new consumer, commercial, or Treasury account. The surveys gauge the client's satisfaction and loyalty at different points in their unique client journey.

Relationship and loyalty surveys differ from transaction-based surveys in that they are not triggered from a single event, such as visiting our teller lines, but rather are issued at a regular interval and ask clients to consider their overall experience and satisfaction.



SOCIAL REPORT ▶ CLIENTS ▶ CLIENT-CENTERED SERVICE

Voice of the Client

In addition to our "Voice of the Client" surveys, we invite products and services, and we include open-ended opportunities for them to address any other concerns. We also receive feedback



A sampling of feedback from our surveys and reviews indicate we are doing right by our clients.

"All the tellers I have experienced at the Sunriver branch of First Interstate have been very friendly, helpful, and knowledgeable. I look forward to going to the bank in person because of the good feelings, friendly personnel and support of the local business environment."

"Don't change a thing. First Interstate is doing a great job. Their tellers are all friendly and their business model meets the needs of their clients. Don't change the way you do business now and risk not meeting clients' needs and losing business."

"Everyone is so friendly and know me by name. All are very professional."

"Everyone at my bank in Clarinda, Iowa has been absolutely wonderful. Very helpful. Every time I call or go in I really appreciate doing business with you. Thank you."

"I LOVE the people at my branch - everyone is very responsive, friendly, helpful, resourceful. I feel very loyal to FIB mostly because of the team at my local branch."

SOCIAL REPORT ► CLIENTS ► CLIENT-CENTERED SERVICE

Digital Client Ecosystem

To serve clients well, we need to show up when, where, and how they need us. In today's environment, that means we need to provide a digital client ecosystem that is relevant, intuitive, and reliable. First Interstate continuously invests in this ecosystem to ensure that when clients want to take care of their financial matters from the palms of their hands, they can do so with confidence.

REVAMPED DIGITAL MOBILE BANKING APP FOR CUSTOMERS



In May 2024, we presented the latest version of our Digital Mobile Banking App, redesigned exclusively for our consumer users. This update brings a fresh look and improved functionality of the "More" menu, ensuring an even better

user experience. The "More" menu now features a sleek and intuitive navigation allowing the end user to find what they need quickly and access essential services effortlessly through this revamped menu.



"Being able to make a deposit from home is awesome!! Sure beats having to get out in our unpredictable Iowa weather! Thank you for the convenience!"

"I enjoy Mobile Banking because this gives me the freedom of banking anywhere, at anytime day or night and in a time where technology is all around us, it makes things much simpler for me."

"Living where there is no local branch, this app handles most things I would normally go to the bank for."



SOCIAL REPORT ► CLIENTS ► CLIENT-CENTERED SERVICE

Acting Fairly and Responsibly

First Interstate remains committed to fair and responsible banking and lending practices. We work to ensure that our clients and prospects do not experience discrimination in their dealings with our franchise. Products are vetted with Compliance, Community Development (CRA), and Legal to ensure both new and existing products and services are consistent with our commitment to fair and responsible banking practices.



REGULATORY UNIVERSITY TRAINING

All First Interstate employees are trained annually on fair and responsible lending through the Regulatory University (Reg U) online platform. Ensuring our employees are educated on the pitfalls to recognize and avoid helps prevent inadvertent illegal discrimination. Training topics include handling credit applications and denials; identifying risk factors for unfair, deceptive, and abusive acts and practices; and understanding laws and regulations and the consequences associated with noncompliance. Every employee is responsible for supporting fair and responsible banking and lending practices and upholding First Interstate's reputation for fair dealings within all our markets.



SOCIAL REPORT ► CLIENTS ► CLIENT-CENTERED SERVICE ► FAIR AND RESPONSIBLE LENDING PRACTICES



COMMUNITY REINVESTMENT ACT (CRA)

The Community Reinvestment Act (CRA) was enacted in 1977 to encourage federally insured banks to meet the banking and credit needs of the communities where they do business, especially low- and moderate-income (LMI) areas, consistent with sound banking practices. To assess compliance with the CRA, the Office of the Comptroller of the Currency conducts regular examinations of financial institutions and awards them ratings. First Interstate's exam cycle is every three to four years, and in our last exam cycle (2022), we achieved a satisfactory CRA rating. As a community-focused bank with a strong commitment to supporting the places where we live and work, First Interstate is fully aligned with the CRA and its goals.



COMMUNITY DEVELOPMENT LENDING AND SUPPORT

At First Interstate, we recognize that when our communities thrive, we all thrive. To support community development, particularly in areas that have traditionally been distressed, underserved, or considered LMI, we lend to initiatives focused on affordable housing, community services, economic development, and other revitalization and stabilization efforts. In 2024, our lending in this category totaled \$225,291,789.10.

We carry out our community development lending efforts at both the corporate and local level. At the corporate level, we often invest in low-income housing tax credits, which address one of the most urgent needs in our 14-state footprint — affordable housing. Our Community Development Officers also educate our lending team about credit opportunities with the potential to address community development needs.

At the local level, our branches engage in a wide variety of activities related to community development lending. We know the people who work at our branches and talk to clients and neighbors on a daily basis have the best understanding of the needs within their communities, so we empower our employees to engage with their local community development organizations. We encourage them to not only support financing but to share their expertise through board service and financial education. They also have decision-making authority to direct donations and investments to qualified organizations involved in community development and in serving the needs of LMI areas and individuals.

SOCIAL REPORT ▶ CLIENTS ▶ CLIENT-CENTERED SERVICE ► FAIR AND RESPONSIBLE LENDING PRACTICES

COMMUNITY DEVELOPMENT FINANCIAL INSTITUTIONS

First Interstate partners with Community Development Financial Institutions (CDFIs) — organizations that provide critical lending to underserved communities, such as those with significant minority populations or high poverty rates. These areas may be overlooked by more mainstream financing. As Native American communities often fall into the underserved category, the Bank, along with the First Interstate BancSystem Foundation, has a tradition of supporting CDFIs. In 2024, \$81,600 in grants were awarded from the Foundation. A special award of \$100,000 was made to MoFi in combination of support from the Bank and through the Federal Home Loan Bank of Des Moines' Member Impact Fund.



PARTNERING WITH MOFI

First Interstate has long partnered with MoFi, a 501(c)(3) CDFI. MoFi operates in six states, including five within First Interstate's footprint - Idaho, Montana, Oregon, Washington, and Wyoming. The organization seeks to transform lives and communities by providing financing and consulting to those who may otherwise be overlooked, such as entrepreneurs or business owners without the assets, income, experience, and/or credit history needed to qualify for traditional financing. In 2024, First Interstate referred 74 businesses to MoFi for financing and was named the Montana Lending Institution of the Year. Our collaboration with MoFi has expanded over the years and also includes a partnership on New Markets Tax Credit (NMTC) financing. Through this effort, we draw on private capital to fund qualified projects in low-income communities. We're also making a difference for aspiring homeowners in these communities through another joint initiative: the HomeNow down payment assistance program.



SOCIAL REPORT ► CLIENTS ► CLIENT-CENTERED SERVICE ► FAIR AND RESPONSIBLE LENDING PRACTICES



LEVERAGING FHLB MEMBERSHIP BENEFITS

First Interstate is a member of the Federal Home Loan Bank (FHLB) of Des Moines, and this relationship allows us to access resources critical to community development efforts in our markets.

In 2023, in partnership with its members, FHLB Des Moines introduced the Member Impact Fund, a three-to-one matching grant program supporting affordable housing and community development in targeted areas. That first year, First Interstate worked with the FHLB to support nonprofits in Idaho and Wyoming. In 2024, the FHLB offered the program to different states, including four in our shared footprint. The First Interstate Bank Community Responsibility team and First Interstate leaders throughout Montana, North Dakota, Oregon, and Washington collaborated to identify appropriate nonprofit partners and maximize philanthropic support. Between the FHLB Member Impact Fund and First Interstate, we provided more than \$3.5 million to organizations that demonstrated the need for capacitybuilding support or working capital to strengthen their ability to serve community development needs in their area.





SOCIAL REPORT ► COMMUNITIES



At First Interstate, we're proud of our origins as a small-town bank started in Sheridan, Wyoming. While we've grown significantly over the decades, at our core we remain a community bank. We're committed to strengthening and sustaining the places we call home - and not just through the positive economic impact of our banking and lending activities.

We actively support local nonprofit organizations through grants and employee volunteering, sponsor community events, and provide financial education for both kids and adults. In our philanthropic efforts, we like to empower our people to identify and address the greatest needs within their own communities, to make sure we're directing resources to where they can have the most impact.

Commitment to community is a core value and a cornerstone of the Bank's culture, embraced at every level of the organization and in every market.

2024 Community Support by the Numbers

Company Donations and Foundation Grants Awarded NEADIV

\$7.1M

Total Employee Matching

\$763K

Volunteer Hours MORE THAN

51.4K

Organizations Served

3,482

Board Service Hours

11,101

SOCIAL REPORT ► COMMUNITIES

First Interstate BancSystem Foundation

The First Interstate BancSystem Foundation, the philanthropic arm of our organization, is a formalized representation of our commitment to community. The Foundation is funded by approximately 1.25% of the Bank's pre-tax earnings. It provides grant awards and supports financial education, as well as matches monetary gifts made by First Interstate employees, allowing their donations to go further and make a greater impact.

Since its founding in 1990, the Foundation, together with the Bank, has contributed over \$94.4 million to worthy organizations in our communities, and in 2024 alone, donations totaled nearly \$7.1 million. The Foundation relies on input from our people in individual markets to help determine where funding and support are most needed, so that the greatest urgencies in our communities are addressed. The Foundation also relies on our employees to deliver financial education programs. These programs assist individuals of all ages in developing skills for improved decision making and fostering a stronger future of financial well-being.

2024 GRANTING DOLLARS*:

48.1% Went to

organizations that assist Veteran populations

77.9% WENT TO

organizations that assist those who are economically challenged

49.3% WENT TO

organizations that assist senior citizen populations

66.9% Went to

organizations that assist BIPOC (Black, Indigenous, People of Color) populations

78.0% Went to

organizations that assist youth populations

59.6% Went to

organizations that assist people with disabilities

54.7% WENT TO

organizations that assist LGBTQ+ populations

*Percentages listed exceed 100% because some grants impact multiple focus areas.

SOCIAL REPORT ► COMMUNITIES

We held our first Believe in Local campaign in 2022 as a way to introduce new markets to First Interstate's deep commitment to our communities. The initiative resonated so strongly with our employees and neighbors that we decided to continue it.

Through the Believe in Local program, the Foundation offers 40 grants of \$25,000 each, for a total of \$1 million, to help nonprofits further their mission. This is an employee-driven program; employees throughout our footprint nominate local nonprofit organizations they believe we should support. In 2024, we received 575 employee nominations of nonprofits within our footprint. The selection committee, comprised of Bank employees, reviewed all the nominations and narrowed the list to 40 recipient organizations. We were also able to select two of these organizations to receive matching funds from the FHLB Des Moines' Member Impact Fund. Second Harvest of Spokane, Washington, and Kingmakers of Seattle Public Schools received a three-to-one match, resulting in a grant of \$100,000 for each organization.

Our employees and recipient organizations best speak to the impact of Believe in Local.







Eloy, AZ - Eloy Firefighters Charities

"We will be helping families in our community with clothing, shoes, food and any necessities that may be needed. Our biggest event this grant will help us fund will be our 'Adopt a Family' event that we do for Christmas. We have our local schools submit names of students in need and we provide
Christmas to the family. We bring them clothes,
shoes and toys for the kids and food for the family."

- Maricela Flores, Director

Gilbert, AZ - Midwest Food Bank

"Wow, I'm speechless! On behalf of Midwest Food Bank of Arizona, thank you for the generous donation to help alleviate hunger and malnutrition. This funding is critically needed to continue meeting the need for a simple meal. Inflation continues to challenge so many people who are struggling to make ends meet. In fact, we are seeing more of the 'working poor' in need of supplemental food for a short period of time. The donation from First Interstate Bank will ensure Midwest Food Bank of Arizona can continue to provide nutritious food to thousands of people experiencing food insecurity."

- Merilee Baptiste, Executive Director









Colorado Springs, CO - Partners in Housing Inc.

"This gift will make a huge impact on the work we are able to do for the families we serve. FIB, and Kelly Poe, already make such a difference with the financial education they provide to the families in PIH and these funds are above and beyond anything we could have expected. Thank you to 'Believe in Local' for this amazing support to further our work alongside families working toward self-sufficiency."

- Hannah Blessing, Program Manager

Longmont, CO - Safe Shelter of St. Vrain Valley

"Please know that Safe Shelter of St. Vrain Valley is surprised, amazed, and humbled by this First Interstate BancSystem's Foundation Believe in Local grant award!"

- Nancy Herbert, PhD, Interim Executive Director

Fort Collins, CO - The Family Center - La Familia

"[Like] many nonprofits, we are seeing the impact of the economy and how many organizations are not getting the funds they need. This donation allows us to continue to ensure our service reaches the children and families in Northern Colorado. Thank you, Thank you, THANK YOU!"

- Analia Weber, Development Director





Coeur d'Alene, ID - Family Promise of North Idaho

"I am blown away to think that FPNI was chosen to honor with these funds. I am humbled at the thought of First Interstate staff choosing to support families in stable housing today. These funds keep kids in the schools their friends are in, it gives them safety and helps keep families together."

- Cindy Wood, Executive Director





Boise, ID - Learning Lab Inc.

"This donation is going to help us expand our efforts to serve more students in need. Thank you for this support. Together we are transforming the lives of our neighbors through personalized education."

- Kristin Livingstone, Executive Director

Ketchum, ID - ARCH Community Housing Trust

"ARCH will use the grant funds to further its mission of providing affordable housing to low—to moderate-income households in Blaine County."

- Shelly Boettger, Manager of Donor Relations & Outreach





Sioux City, IA - Safeplace

"This will help provide a fresh start to survivors of domestic violence, human trafficking, and/or sexual assault. It will be used for rents, deposits, childcare, and to meet all needs that arise for our families."

- Stephanie Pickinpaugh, Executive Director

Missouri Valley, IA - Harrison County Food Pantry

I nominated this nonprofit because "we are all members of this community and have seen how beneficial the food pantry is to those in need!"

- Piper Myers, Employee Nominator, Teller









Agency, IA - L.I.F.E. (Local Iowa Food Empowerment)

"This donation is a game changer for our organization. We have been fundraising to continue our food box program. Our food box program currently supplies locally grown food to people in Southwest Iowa in need of extra support. Our program pays local small farmers, then donates the food - keeping many local and supporting the local food economy and the health of Southwest Iowa."

- Jessa Bears, Social Media Coordinator

Waterloo, IA - Americans for Independent Living

"Thank you so much for the opportunity to help AFIL. This has been a very exciting and rewarding experience!"

- Madison Tjaden, Employee Nominator, Teller

Perry, IA - Perry Area Emergency Food Council

I nominated this nonprofit because "the Perry Area Food Pantry is 100% volunteer based. The Site Manager, Lou Hoger, and Volunteer Coordinator,
Lois Hoger, are not paid for the tremendous
amount of work they do each day at the Pantry. Lou
and Lois have been a part of this Pantry since it began in the 1970s and their passion for it is inspiring. They have seen this Pantry through many happenings, especially recently with COVID lockdown, packing everything up and moving to a new location in 2022. They also kept the Pantry open regular hours through school closings after the events of January 4, 2024. I'm hoping to give the Pantry, Lou, and Lois the recognition they all deserve along with a lot of gratitude for everything they do with this grant."

- Sarah Cerwinske, Employee Nominator, Financial Services Representative

Missouri



Kansas City, MO - Healing House

"Believe in Local funds will be used to help support our general operating fund which includes clinical services for our recovery participants. This recovery support includes: personalized treatment plans, counseling and therapy, life-skills training, peer support, and spiritual guidance."

- Karl Ploeger, Director of Development



Billings, MT - Big J Show Cares

"These funds will be used to further the growth of our Books For Kids program. This grant will fund an elementary school of 450 students to get a book each month of the school year for the next 3 years.'

- Justin Hutchinson, Director

Miles City, MT - Milestown Community Improvement

"This amount is going to help with our current school project, as well as a few future ideas we are starting to put in the fire.

- Neil Wallette, Treasurer





Montana



Eureka, MT - Eureka Early Childhood Development **Foundation**

"My son attends a daycare that was opened by funding from this organization. They provide positive, loving, quality care that is any parents goal when leaving a child somewhere all day while they work. They also provide extra programs that are covered by the same tuition, so my son can take part while I am working and it does not cost me anymore for these excellent activities. i.e. dance and karate. This organization is not only currently phenomenal and making a difference directly in my son's life but they are also reaching out to other daycares in town and wanting to expand to help provide safe, fun, affordable space and programs for working families that can't attend daytime programming.

- Rachel Romero, Employee Nominator, Retail Manager

Livingston, MT - Livingston Food Pantry of Park County

"We are so honored to have received this grant."

- Kaya Patten-Fusselman, Executive Director

Great Falls, MT - Montana School for the Deaf and Blind **Foundation**

"This donation allows our Foundation to continue to do the great work with Montana's children who are deaf or blind."

- Jim Kelly II, Director of Student Life

Helena, MT - Montana Hope Project

"The Montana Hope Project grants wishes to Montana children living with chronic or critical illnesses. This donation will allow us to grant two children their wish! Thank you!"

- Deborah Butler, Treasurer



Missoula, MT - Western Montana Chapter for the **Prevention of Elder Abuse**

"The recognition for the organization and the work we do is very appreciated. This will mean so much to the staff. We handle complex situations and not everyone is grateful for our involvement. This is the largest donation we have received and can assist with our guardianship program and more. We are so

- Melissa Stiegler, Executive Director





Fargo, ND - Matthew's Voice Project

"We are still on cloud nine after this incredible surprise! Students experiencing homelessness have a lot of barriers restricting access to their education. These are things that most of us take for granted every day like transportation, food, hygiene products, and social support. This donation is incredibly impactful for an organization like Matthew's Voice Project. We work hard to stretch every dollar as far as possible for these kids. Because of you, our community is stronger and more teens will reach their goal of graduating high school.'

- Calli Adamson Bakken, Volunteer Coordinator





Nehraska



Omaha, NE - Heart Ministry Center

"This donation means a lot to Heart. It not just supports our organization it also gives confidence to others in the community that we are doing great work. We are so blessed by your generosity! Thank you, First Interstate Bank."

- Damany Rahn, CEO

Lincoln, NE - Voices of Hope of Lincoln Inc.

"We are incredibly grateful to you, to Erin, to everyone at First Interstate Bank for your generous support of Voices' mission and work. With your help, we will be able to help thousands of survivor's heal and create safety for themselves and their families."

- Natalie Roberts-Day, Executive Director

Grand Island, NE - Project Hunger, Inc.

I nominated this nonprofit because "Money from this grant would help feed 450 school aged children in the back pack program throughout the area. In 2023, Project Hunger spent \$45,000 in back pack food. Without the back pack program, some children would end up having to go the entire weekend without food.'

- Wanda Winder, Employee Nominator, Credit Analyst





Sunriver, OR - Care & Share Community Outreach

"Thank you so much for choosing Care & Share Community Outreach as a recipient of your extremely generous gift. As I am sure you are aware of how the cost of food has escalated, your gift will ensure that we will be able to continue providing nutritious food to our less fortunate neighbors in South Deschutes County. We would not be able to continue our mission without both your financial and volunteer support."

- Madeline Bednarek, President

Grants Pass, OR - Josephine County Food Bank

"This has been a year of unprecedented need for our organization. More people than ever are turning to our local food pantries and meal sites to make it through the week; at the same time, donations have fallen drastically. To say that this past year has been challenging is an understatement. This donation of \$25,000 is a crucial lifeline for the thousands of Josephine County residents who rely on our ability to distribute food. With these funds, we can bring nutritious food directly to those in need, alleviating hunger and offering hope to our community's most vulnerable members. This contribution is more than just financial assistance; it is a beacon of compassion and a testament to the power of community solidarity. Thank you for helping us nourish lives and sustain hope.

- Josephine Sze, Executive Director

Portland, OR - Constructing Hope

I nominated this nonprofit because "this is a small organization doing direct level work. I have been to their office located in the heart of a historic black neighborhood here in Portland. There are very few nonprofits doing this type of work here in Portland."

- Hilary Vineyard, Employee Nominator, Commercial Relationship Manager











Madras, OR - Madras Community Food Pantry

"We are shocked to have received your \$25,000 grant. We will put your generous donation to good use.

- Donna Hagedorn, Treasurer

Springfield, OR- Lane County Diaper Bank

"As a small nonprofit this is life changing! There is no state or government support for diapers and only two diaper banks in all of Oregon, so this funding has the ability to reach many families."

- Teresa Baur, Director





Watertown, SD - Watertown Area People Against Child Hunger

"Funds will be used to purchase food. We strive to provide foods that are well-accepted and easy to prepare but also offer good nutrition to help supplement what these families have at home. By providing these foods our hope is to accomplish our mission that students arrive at school Monday mornings ready to learn and not think about hunger from lack of food over the weekends."

- Lorie Blackwell, Board Member





Spearfish, SD - Northern Hills Area CASA

"I am still in shock and awe from the overwhelming generosity of this grant allocation. What an amazing surprise it was. We appreciate your support more than you will ever know. This money will assist us in the recruitment, training, and support of CASAs who promote and protect the best interests of abused/ neglected children in 8 counties of western South Dakota. Our vision is to assign a volunteer for every child who is removed from his/her homes. Thanks to your support, we can continue to fulfill this mission of having advocates be powerful voices for children. Together, we can change a child's story."

- Amy Cermak, Executive Director

Milbank, SD - Milbank Special Olympics

"This was amazing! Honestly, I can't thank FIB enough!"

- Tory Pollock, Employee Nominator, Financial Services Representative

Sioux Falls, SD - East River Foster Parent Network

"The impact of a donation of this magnitude goes far beyond the walls of our organization. Foster families in our area long to see change in the support they feel while caring for the children. This donation will allow our organization the ability to start growing our support program. The impact of this program will go far beyond the foster families. When families have the support they need in place, the placements the families receive will feel the effects of the support. Our goal is to help provide families the support and community they need to allow their journey as a foster family to be successful. This in turn will help with foster family retention and recruitment and help decrease the number of times a child moves homes while in care."

- Holly Christensen, Executive Director









Crooks, SD - Crooks Community Child Care Center

"This donation from First Interstate Bank is monumental in this time of working to finish construction, completion, and supplying resources to become operational for the families in the Crooks community. The CCCC Board of Directors extends heartfelt gratitude for this unexpected generous donation!

- Mandy Reiser, Board President

Chamberlain, SD - Helping Ends Meet Food Program

"On behalf of the Helping Ends Meet Food Program, we are surprised and beyond grateful to receive the funds from FIB's Believe in Local Campaign. Because of this support, the Helping Ends Meet Food Program will be available for students in all grades beginning next fall."

- Sheena Larsen, Vice President





Spokane, WA - Second Harvest Inland Northwest

"I'd like to direct my nomination toward the Bite 2 Go program, which feeds approximately 10,000 children per week and provides food kits to them at school to take home over the weekend. Food insecurity is a huge problem, and providing kids with enough food over the weekend has several important impacts on learning.

- TJ Brill, Employee Nominator, Market President





Seattle, WA - Kingmakers

"Kingmakers of Seattle is an in-school elective that teaches Seattle Public School's Black boys and teens to master their cultural identity and supports the emotional, physical and academic needs of these students. The Believe in Local grant funds will be used to enrich this program by incorporating more college/career exposure opportunities. We want to empower our students to see themselves in every area of the career field."

- William King, Project/Program Coordinator





Buffalo, WY - Johnson County Friends Feeding Friends

"This is absolutely AMAZING, I am in shock. I have always wondered what it would feel like to win the Publishers Clearing House - and this is it! This will benefit the kids in Johnson County in amazing ways."

- Breean Waller, Program Coordinator

Riverton, WY - Eagles Hope Transitions

"Words are so inadequate when expressing our gratitude to all of you from the board of directors, staff, and residents at Eagles Hope Transitions. We are humbled by your gift of time and effort to help us continue our mission. Your financial support right now is monumental for us. That you believe in us is uplifting. We will make you proud. We succeed because you believe. Thank you!"

- The Board of Directors





Neighbors Feeding Neighbors

Neighbors Feeding Neighbors (NFN) is a First Interstate initiative focused on meeting one of the most basic of human needs: nutritious food. With funding from the Foundation, this program supports nonprofits dedicated to alleviating hunger in our communities.

In the past, the Foundation doublematched employee donations to such organizations during the third quarter of the year. Recognizing the steadily increasing need for hunger relief, the Foundation changed the program in 2024 to double-match employee contributions to these organizations during the entire year. Since the program's inception 15 years ago, our employees, together with the Foundation, have provided more than

\$2.7M

in hunger relief support.

In addition to making financial contributions to nonprofits focused on hunger relief, employees can participate in NFN by volunteering their time. Our people dedicate hours to assembling food bags and boxes at local food banks, delivering food through Meals on Wheels, serving meals at local shelters and senior centers, coordinating food drives, and organizing "Jeans Day" collections for local food programs. In 2024, branches held a total of 127 NFN events in 72 communities.



Responding to Urgent Needs

Natural disasters can strike anywhere at any time. When wildfires, floods, earthquakes, tornadoes, or other catastrophic events hit our communities, First Interstate seeks to offer a helping hand. We donate funds to organizations providing immediate assistance, such as firefighters and rescue personnel; teams distributing food, water, and hygiene kits; and nonprofits organizing emergency shelter, as well as those addressing longer-term recovery needs, such as counseling for survivors and help rebuilding homes.

In 2024. a

\$20k

donation was made to the American Red Cross, to provide wildfire relief across the West and Midwest.

Additional gifts made:

\$17.5k

to Share Omaha, in Nebraska, to support tornado relief.

\$2.5k

to the Arnold Volunteer Fire Department and Callaway Volunteer Fire Department in support of Nebraska Fire Relief.

\$7.5k

to the Perry (Iowa) Community School Foundation - Response to School Shooting for emotional support and construction.

\$10.5k

to the United Way of the Sioux Lands (Iowa) disaster relief fund that supports organizations and nonprofit agencies that provide direct assistance or aid to people impacted by disaster.



Coats and More

Winter can be harsh in many areas of our 14-state footprint. To make life a little easier for those who can't afford warm clothing, First Interstate hosts annual Coats and More drives at our branch locations.

Coats and More by the Numbers

In **2024**, we collected

4,112

coats, hats, scarves, gloves, socks, and blankets. Since this program started in 2009, our employees, clients, and neighbors have helped us collect more than

80,403

items to help keep people warm in winter.





Volunteer Day

First Interstate's employees are passionate about serving their communities. On our annual Volunteer Day, we harness their energy and enthusiasm by closing our branches and offices at noon and providing a paid afternoon for volunteer activities in the community. Employees can volunteer at a local nonprofit of their choice, individually or as a team. To make sure our volunteers have the resources they need for their Volunteer Day projects, we provide minigrants for supplies and materials.

In 2024, we celebrated the seventh consecutive year of this philanthropic event. On September 11, our people showed up in droves for Volunteer Day.

Volunteer Day 2024 by the Numbers

MORE THAN

employees participated

MORE THAN

volunteer hours

MORE THAN

382,121

monetary value of volunteer hours to nonprofits served

organizations supported

MORE THAN

\$160K

in mini-grants funded

SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ▶ VOLUNTEER DAY



Arizona

83 volunteers 338 hours 7 projects

"As always, it is such a pleasure to host bank employees at Midwest Food Bank of Arizona! They arrive with smiles and are ready to jump right into the project work. It is evident that they enjoy working for the bank, spending time with their peers, and serving the community. An all-around wonderful experience for the food bank staff and bank employees!"

- Midwest Food Bank, Arizona Division



Colorado

122 volunteers 511 hours 18 projects

"We are incredibly grateful to First Interstate Bank for funding our Volunteer Day at Harvest Farm. Their generous support allowed us to bring together a group of enthusiastic volunteers, plant mums to beautify the farm, and create meaningful connections between the volunteers and our New Life Program participants. Thanks to First Interstate Bank, we had everything we needed to make the day a success, and we truly couldn't ask for more. Their partnership made a real impact, and we deeply appreciate their commitment to our mission and community."

- Denver Rescue Mission



Idaho

198 volunteers 812 hours 29 projects

"I am always humbled that employees from First Interstate Bank choose us to spend their volunteer day. They have done it before, so they know our organization, what we need help with and how to do it. They show up ready to work and don't stop until it's time for them to leave. And the smiles never leave their faces. We appreciate their time, energy and positive attitudes more than we can express."

- Newby-Ginnings of North Idaho



SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ► VOLUNTEER DAY



Iowa

292 volunteers 1,229 hours 38 projects

"This was an AMAZING collaboration between public and private sectors! We were thrilled with First Interstate's willingness to step up and step into some tough work that made a huge impact for families and youth utilizing our municipal playgrounds."

- City of Fort Dodge



Kansas

21 volunteers 84 hours 1 project

"One of the best things we do at FIB. Thank you for the opportunity!" $\,$

-First Interstate Bank Employee



Minnesota

1 project **6** volunteers 24 hours

"This a great event that allows people who may not otherwise volunteer in their communities to get out and see what volunteering is all about and the good it does for their communities!"

-First Interstate Bank Employee



SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ► VOLUNTEER DAY



Missouri

113 hours 10 projects 27 volunteers

"The employees here at the Bethany branch have been so kind to our center. The willingness that they all want to help improve our center is great. They all are so nice and friendly, you couldn't ask for better people. First Interstate Bank is the only bank in town that has reached out to us to want to help at our center in any way that they can, whether it is to volunteer to help serve lunch or to let me know that there are grants I can apply for through the bank. I can't thank you all enough for everything you have done for our center.

- Harrison County Council of Aging



Montana

754 volunteers 3,012 hours 118 projects

"The FIB group seemed to be full of joy and having fun working with each other. The energy this group created just pulled in everyone who was at the food bank that day. Everyone wanted to be a part of the positive vibes emanating from the group. It was like they came just to make the rest of us happy and give us a much needed shot of upbeat positivity. We all remarked on how well they all got along, how much they talked to each other and laughed with each other. We all just wanted to hand other and laughed with each other. We all just wanted to hang out with them and be a part of the energy. Our team is grateful for the work the FIB volunteers did that day, but we are more impressed with the work culture that they created within their group. Our work at the food bank is hectic and challenging. Doing true human service work is very rewarding, but it can also be emotionally draining to see so much poverty and lack of resources in our community. Having the opportunity to soak up some happy energy from a volunteer group made it a very special day. We thank FIB for having Volunteer Day, and are grateful we were able to experience some of the group's joy that day."

- Flathead Food Bank



SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ▶ VOLUNTEER DAY



Nebraska

309 volunteers 1,217 hours 48 projects

"Thank you for the opportunity to work together! Partnering with First Interstate Bank has truly elevated our efforts to serve foster children and their families in meaningful ways. Your team's enthusiasm and dedication made a real difference, and it was a pleasure to work alongside them. We would be thrilled to partner again in the future to make an even greater impact together. With each collaboration, we're able to extend our reach and bring hope and resources to more families in need. Looking forward to continuing this impactful partnership!"

- PlainsWest CASA



North Dakota

63 hours 16 volunteers 1 project

"It was a great day! Volunteers from First Interstate Bank helped to repack bulk food in our repack center. The food will be distributed to our partner agencies where neighbors living with food insecurity are able to receive the food. We appreciate the opportunity to receive some funds to help offset the cost of your volunteer shift as every dollar donated provides two meals for our neighbors. Together, we will end hunger! Thank you and we hope to see you again soon.'

- Great Plains Food Bank



SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ► VOLUNTEER DAY



Oregon

252 volunteers 1,001 hours 35 projects

"BrightSide Animal Center is beyond grateful to have been chosen for this year's Volunteer Day. Our experience could not have been more beneficial and we hope that the staff at FIB enjoyed their time as much as we enjoyed and appreciated all of their wonderful support. The staff at FIB were helpful, caring, and ready to help us tackle any task asked!"

- BrightSide Animal Center



South Dakota

427 volunteers 1,666 hours 70 projects

"Our experience with First Interstate Bank's Volunteer Day was fantastic! The team's enthusiasm and dedication were was fantastic! The team's enthusiasm and dedication were evident from start to finish. They contributed significantly to our build, helping us move closer to our goal of completing our 10th home for a deserving family. The volunteers were engaged, attentive, and eager to make a difference. Their support has made a lasting impact on both our organization and the family we're building for. We are deeply grateful for the time and effort First Interstate Bank's volunteers dedicated to our project. Their involvement makes a tangible dedicated to our project. Their involvement makes a tangible difference in our work and in the lives of the families we serve. Thank you for your support, and we look forward to future Volunteer Days together."

- Habitat for Humanity Mitchell



SOCIAL REPORT ► COMMUNITIES ► COMPANY-WIDE INITIATIVES ► VOLUNTEER DAY



Washington

125 volunteers 502 hours 14 projects

"I appreciate First Interstate's continued commitment to Volunteer Day and making a difference in our community. It's something my team looks forward to every year and helps them to feel connected to something greater."

- First Interstate Bank Employee



Wyoming

217 volunteers 840 hours 39 projects

"A complete SUCCESS!!! 211 Senior Citizens excited and happy to have someone think of them and bringing them a special treat of cookies freshly baked by the volunteers, These seniors live in low-income housing, and special treats that they may not have the money to buy or the mobility to bake them...what

- Campbell County Senior Citizens Foundation Inc



SOCIAL REPORT ► COMMUNITIES ► FINANCIAL EDUCATION

Financial Education

To make sound financial decisions, people need to have an understanding of the choices available to them. Managing finances is a skill that is learned and developed over time, and it's never too early or too late - to get started.

First Interstate wants to equip everyone, young and old, with the financial wherewithal to move confidently through life and its many phases. From teaching kids the basics about saving and borrowing to advising senior citizens about the latest identity theft scams to recognize, and everything in between, our bankers share the desire to support our communities in becoming financially literate.

TEACH CHILDREN TO SAVE

Our Teach Children to Save campaign, an initiative coordinated by the American Bankers Association Education Foundation, helps students from kindergarten through 8th grade learn the importance of managing money and other financial habits that can last a lifetime. Early financial education is linked with greater financial independence and lower levels of debt and higher credit scores later in life.

Financial Education by the Numbers

322 presentations

39,852

people engaged

22,869

financial education packets distributed

First Interstate employees volunteered

4,201

hours

SOCIAL REPORT ► COMMUNITIES ► FINANCIAL EDUCATION

MINI BANK PROGRAM

Teaching kids to save is an important first step in building financial literacy — and actually helping them do so can create an even stronger foundation for developing sound financial habits. In 1999, First Interstate launched its Mini Bank program to help position youth for success in managing their money and learning to take on more financial responsibility as they grow. The program is a collaboration between our Foundation, our local branches, and select community schools in LMI areas.

The Mini Bank program gives students the opportunity to open and manage a school-based personal savings account, and we provide extra incentive with a 4% interest rate on balances. Students help operate the banks with guidance from First Interstate and our partners. Students serve as tellers and can be appointed to the board of directors to help set policy, and they can shadow First Interstate bankers at a nearby branch location — all of which give students practical experience and opportunities to expand their knowledge and confidence in dealing with financial matters. In 2024, the Mini Bank program had 1,070 active accounts, and total assets under management reached over \$1,778,374.

SAFE BANKING FOR SENIORS

According to the Administration for Community
Living, each year, older Americans lose an estimated
\$2.9 billion of their hard-earned money, and that
total is likely higher because only one in 44 seniors
report financial abuse. To help protect older adults
and raise awareness about scams, fraud, and theft,
our First Interstate bankers connect with nonprofit
organizations, retirement homes, and senior and
community centers to bring education to those who
need it. Our goal is to help our clients and individuals
across our communities be more confident in
spotting and reporting scams and in connecting with
help if they've become a victim.

In 2024, our bankers provided safe banking tips to senior citizens, providing valuable insights and education.



GET SMART ABOUT CREDIT

One day each year, First Interstate bankers fan out to meet young adults (ages 15-25) and help them understand how their financial lives will change as they become fully independent. We use the annual Get Smart About Credit Day to educate young adults about the benefits and the pitfalls of borrowing, which will become part of their reality if they choose to take out student loans for higher education, secure a car loan for their first set of wheels, or even apply for a credit card or two for smaller purchases.

Our goal in leading lessons on credit, budgeting, and investing is to connect students with the financial knowledge they need to prepare for the expected and the unexpected, and ultimately be successful as they enter higher education and the workforce. High school graduates who learn personal finance acquire higher savings and net worth.

SOCIAL REPORT ► COMMUNITIES

Corporate Sponsorships

First Interstate considers corporate sponsorships to be a win-win situation, providing our franchise with an opportunity to build brand awareness while offering worthy organizations with much-needed resources to carry out their respective missions and services. We support a variety of organizations and programs through corporate sponsorships, though we tend to focus on higher education institutions, statewide arts and athletic festivals. and event centers.

COMMUNITY HERO

Football rivalries are legendary in our markets, and First Interstate has channeled the energy and enthusiasm of two of them to highlight unsung heroes. We sponsor the Community Hero program in Montana, at Montana State University Bobcats and University of Montana Grizzlies games, and in Oregon, at Oregon State University Beavers and University of Oregon Ducks games. The program solicits nominations of people who are making a difference in their corner of the world; they are entered into a random drawing to receive tickets to a college game, where they are recognized for their good works. In 2024, we honored 27 Community Heroes in Montana and Oregon.

Corporate Sponsorships by the Numbers

number of corporate sponsorships

\$2.4M

in total corporate sponsorships dollars



SOCIAL REPORT ► COMMUNITIES

FIRST GAME

First Interstate partners with Beaver Sports Properties to execute the "My First Game" campaign. The program seeks to bring Oregon State University fans to their first Beaver football or basketball game through a social media sweepstakes and a yearround landing page. Winners receive an all-inclusive experience: four tickets, four pre-game passes, four on-field passes, an official "My First Game" certificate, swag bag (including a co-branded tshirt), and their name featured in LED signage during the game. Winners join the excitement on the field or the court as their team runs out and remain on the sidelines for the kickoff or tip-off. Established in fall 2022, the campaign is attracting attention and has thrilled six football fans and another nine basketball fans for three seasons.



2025 Corporate Responsibility Report

ENVIRONMENTAL REPORT

Sustainability touches everything we do.



First Interstate is fully invested in the health of the places we and our clients and neighbors call home — not only because it's part of being a responsible corporate citizen but because it reflects how we live our values of integrity and commitment to community. Being careful environmental stewards is a top priority for us.

With goals of reducing our carbon footprint, boosting our energy efficiency, and minimizing waste, we've implemented a broad range of sustainability initiatives across our footprint, touching virtually every aspect of our business. These efforts include optimizing and right-sizing our facilities to reduce square footage requirements, adopting industry-leading energyefficiency standards and transitioning to LED lighting, using sustainable materials and practices when we build or remodel, investing in local renewable energy generation, continuously exploring ways to reduce paper from our processes, and eliminate single-use supplies. To broaden our impact, we also regularly organize community sustainability activities and support nonprofit organizations doing critical conservation and preservation work.

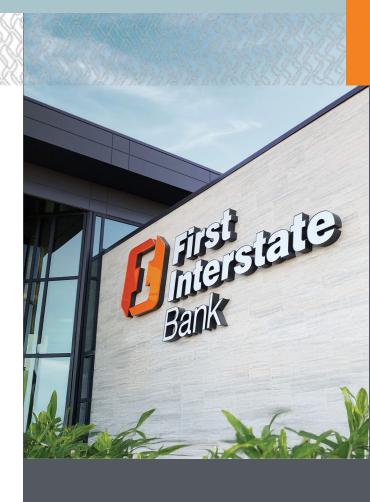
We recognize there's no finish line for sustainability, and we'll continue to seek improvement and engage in efforts aimed at conserving resources, protecting the natural world, and supporting a more climate-resilient economy.

Corporate Responsibility Committee

The First Interstate Corporate Responsibility Committee is continually evolving and is tasked with establishing goals for company-wide initiatives with a focus on being a good corporate citizen. This committee prioritizes and structures the practices in which we impact our communities and stakeholders while also strengthening our business performance. The committee's membership includes senior leaders from all areas of the business.

High-level representation reinforces that we are focused on responsible and sustainable growth. The diversity of input and perspectives helps ensure that programs are both feasible and well-positioned to achieve the intended results.

With the insight and guidance of this team, First Interstate is better equipped to serve as a leading corporate citizen. We believe that taking a sustainable approach to operations is part of acting responsibly toward the planet and the people around us.



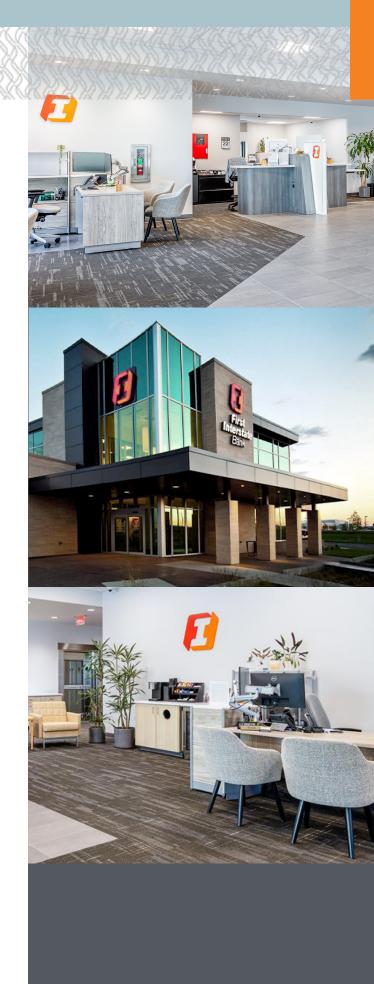
EFFICIENT USE OF SPACE AND ENERGY

To ensure we're using our office space as efficiently as possible, we continually monitor the utilization of First Interstate's more than 300 banking offices. Reconfiguring workspaces, adjusting occupancy levels, and rightsizing our facilities through downsizing or consolidation allow us to optimize the use of our square footage while reducing energy consumption and unnecessary expenses. In one case, our downsizing allowed us to make a tangible contribution to the health and well-being of our neighbors: we donated our former branch building in Hardin, Montana, to One Health, a 501(c)(3) nonprofit providing high-quality, affordable health care to the community.

First Interstate is also committed to improving the energy efficiency of our offices, and we are actively reviewing and implementing LED lighting conversions across our real estate portfolio. In 2024, we completed upgrade projects at 15 locations.

NEW PARTNERSHIP WITH CBRE FOR FACILITIES MANAGEMENT

We're also furthering our sustainability goals through a new facilities management partnership with CBRE. With this partnership, we now have 24/7/365 facilities support and centralized vendor management, which helps us optimize our building systems; meet our goals for carbon abatement, energy efficiency, water conservation, and waste reduction; and provide a more consistent office experience for both employees and clients across our 14-state footprint.



Reduce, Reuse, Recycle, and Repeat

At First Interstate, we are working to decrease our environmental impact through in-house practices such as recycling, transitioning clients from paper to digital statements, and using Docusign to reduce physical paperwork — but we don't stop there. Reflecting our commitment to community, we also extend our efforts outside the office with quarterly sustainability activities.

We recognize that every community has unique needs, and that's why we encourage each market to hold at least one locally relevant branch-level sustainability activity in addition to participating in two company-wide sustainability activities.

Examples of sustainability activities include the following:

- E-recycling drives
- Shred days
- Bike-or-walk-to-work days
- Glass recycling
- Hydration challenges
- Earth Day activities
- Spring cleaning
- Aluminum challenges
- Trash pickup

METAL AND ELECTRONICS RECYCLING

Community e-waste recycling drives help keep old electronics out of landfills. Recycling electronics enables the rare-earth and precious metals they contain to be reclaimed and reused, reducing the demand for new resource extraction. Electronics also contain many hazardous substances, including toxic and carcinogenic heavy metals, that can pollute the land, air, and water if not disposed of safely. In 2024, events across Montana and South Dakota collected 164 pounds of e-waste. Additionally, many bank computers are recycled and shared with nonprofit partners.

One of the most commonly recycled metals in the U.S. is aluminum, and in 8 states, First Interstate engaged in aluminum recycling activities. In 2024, 13 programs were conducted across Colorado, Idaho, Montana, Nebraska, Oregon, South Dakota, Washington, and Wyoming. Additionally, 22 branches partnered with a nonprofit, such as a school, to collect aluminum cans as a fundraising opportunity. These branches donated either collected aluminum material or profits from recycling aluminum to double their impact on the community, promoting the reuse of one resource and raising another much-needed resource to fund important missions.

Promoting Paperless

For First Interstate, saving valuable natural resources goes handin-hand with providing clients banking services where and how they want them. First Interstate has long encouraged the adoption of paperless practices — online banking, bill pay, and document delivery. Clients get the information they need and want at their fingertips (while saving on nominal paper statement delivery fees), and the franchise reduces the amount of paper used. It's a winwin. Company wide, 58.2% of all statements were electronic by year-end 2024, up from 57% the prior year.

When printing is necessary, First Interstate has partnered with HP in utilizing their TerraJet cartridges which reduces the amount of new plastic utilized during their manufacturing process. By designing smaller cartridges and using recycled material, TerraJet cartridges use up to 28% less new plastics than comparable predecessors. Additionally, all TerraJet cartridges are made of 35% recycled plastic and deliver up to a 27% reduction in energy usage.

Going Paperless

▶ Transitioning clients from paper to digital statements

ELECTRONIC STATEMENT DATA AS OF DECEMBER 31, 2024

Companywide use of electronic statements is **58.2**%

Checking is

62%

Savings is

49%



Investing in Renewable Energy

We continually seek opportunities to reduce our carbon footprint, including through investing in local renewable energy generation. For example, we are currently anchor tenants in two community solar gardens — off-site solar arrays that are collectively financed by subscribers who then receive a share of the dollar value of the power generated, usually in the form of a credit on their electricity bill. One of the projects in Cedar Rapids, Iowa, began producing electricity in February 2024; the other, in Oregon, is expected to begin operating in late 2025.

The 4.5 megawatt Alliant Energy Community Solar project in Cedar Rapids produced 8,300 MWh of electricity in 2024. First Interstate is subscribed to 15% of this energy. The investment gives us renewable energy certificates that provide clean energy credits to the Bank, allowing us to offset our Scope 2 emissions.

We are also investigating additional projects involving alternative energy generation in other communities.



Philanthropy in Support of Sustainability

While big-picture concerns such as mitigating climate change and protecting endangered species are certainly important, caring for the environment also brings tangible benefits close to home. Because of our unique geographic footprint, many of our employees, clients, and neighbors are particularly drawn to the great outdoors and want to help preserve their recreational areas. Plus, spending time in nature – whether that means hiking to a pristine lake, mountain biking along a river trail, or simply walking in a local park — is associated with a host of physical and mental health and well-being benefits.

First Interstate partners with many nonprofit organizations to support conservation and responsible land use throughout our footprint. Through grants and employee gift and volunteer matching, we help advance the work of organizations promoting nature conservation, sustainable agricultural practices, low-impact outdoor recreation, and a variety of other environmental and sustainability-related causes.

We were proud to support the following organizations in 2024.

ADVOCATES FOR THE WEST, INC.

A public interest, nonprofit environmental law firm that protects and defends the West's public lands, water, fish, and wildlife.



FNVIRONMENTAL REPORT ▶ COMMUNITY PARTNERSHIPS SUPPORTING SUSTAINABILITY

ASTORIA PARK CONSERVANCY

Stewards of the nonprofit-owned, donor-funded Astoria Park, offering visitors a refuge of more than 95 acres of open space along the Snake River in Wyoming.

BEARTOOTH RESOURCE CONSERVATION AND DEVELOPMENT AREA, INC.

A nonprofit dedicated to cultivating responsible regional economic development and resource conservation in five counties in South Central Montana.

BILLINGS TRAILNET

A nonprofit grassroots organization that supports urban trails in and around Billings, Montana.

BITTER ROOT LAND TRUST, INC.

A nonprofit that partners with landowners and the community to conserve clean water, wildlife habitat, and working farms and ranches in and around Montana's Bitterroot Valley.

CENTRAL OREGON ENVIRONMENTAL CENTER, INC.

A regional hub of environmental education, engagement, and action in Central Oregon that seeks to embed sustainability into daily life.

CLARK FORK COALITION

A nonprofit organization dedicated to protecting and restoring the Clark Fork River basin, a 22,000-square-mile area draining western Montana and North Idaho.

DUCKS UNLIMITED, INC. (MULTIPLE CHAPTERS)

A grassroots, volunteer-based organization that conserves, restores, and manages wetlands and associated habitats for North America's waterfowl

EUREKA RIVERWALK FOUNDATION, INC.

A nonprofit organization responsible for developing and maintaining the Eureka Riverwalk — a nature trail for hikers, walkers, and wheelchairs — along the Tobacco River in Eureka, Montana.

FIVE VALLEYS LAND TRUST, INC.

A nonprofit dedicated to protecting and preserving western Montana's river corridors, wildlife habitat, agricultural lands, and community open spaces.

FLATHEAD LAKERS, INC.

A conservation organization working to protect and improve the water quality of Montana's Flathead Lake and its watershed.

FORTERRA NW

A Washington-based nonprofit that innovates and scales land-based solutions to address the climate crisis: conserve and care for wild and working lands; and support equitable, green, and prosperous communities.

FNVIRONMENTAL REPORT ▶ COMMUNITY PARTNERSHIPS SUPPORTING SUSTAINABILITY

FRIENDS OF MISSOULA PARKS, INC.

A nonprofit organization dedicated to promoting parks, recreation, conservation lands, and forestry in and around Missoula, Montana.

FRIENDS OF NORTH IDAHO TRAILS, INC.

A nonprofit that promotes the enjoyment, development, and maintenance of the 72-mile Trail of the Coeur d'Alenes.

FRIENDS OF THE SANTA CRUZ RIVER

A nonprofit organization whose volunteers work to keep Arizona's Santa Cruz River flowing and to protect the diversity of life it supports.

FRIENDS OF WEBSTER COUNTY CONSERVATION

A nonprofit that promotes awareness, appreciation, and preservation of the natural environment in Webster County, Iowa.

HOYT ARBORETUM FRIENDS FOUNDATION, INC.

A member-supported nonprofit organization that works in partnership with Portland Parks & Recreation to manage Hoyt Arboretum in Portland, Oregon.

INDIAN CREEK NATURE CENTER

lowa's first and largest nonprofit nature center, providing leadership in land protection and restoration, environmental education, and responsible interaction with nature.

IOWA CONFLUENCE WATER TRAILS

A Central Iowa regional initiative, featuring more than 150 miles of waterways and 80-plus planned improvements, that aims to reconnect lowans with their river roots by offering first-class quality of life, attracting visitors, and revitalizing riverfront areas.

KEEP MILES CITY BEAUTIFUL

A nonprofit organization that engages community members to improve and beautify Miles City, Montana, through recycling, litter control, and education.

MONTGOMERY COUNTY CONSERVATION **FOUNDATION**

A nonprofit in southwest lowa that manages more than 900 acres of wildlife areas and aims to promote conservation, preserve wildlife, create a safe environment for recreation, and provide meaningful experiences through handson education.

NATIONAL WILD TURKEY FEDERATION, INC. (ROCKY MOUNTAIN AND PACIFIC **NORTHWEST REGIONS)**

A private, nonprofit conservation and education organization dedicated to the conservation of wild turkeys and the preservation of America's hunting heritage.

NATURE CONSERVANCY (SOUTH DAKOTA **CHAPTER)**

An environmental organization with the mission of conserving the lands and waters on which all life depends.

OREGON NATURAL DESERT ASSOCIATION, INC.

A Bend-based nonprofit conservation organization dedicated to protecting, defending, and restoring Oregon's high desert lands.

FNVIRONMENTAL REPORT ▶ COMMUNITY PARTNERSHIPS SUPPORTING SUSTAINABILITY

POWDER RIVER BASIN RESOURCE COUNCIL

A nonprofit organization that campaigns to protect Wyoming's air, land, and water quality and to promote sustainable agricultural practices and resource use.

ROCKY MOUNTAIN ELK FOUNDATION, INC.

A Montana-based nonprofit organization with the mission to ensure the future of elk and other wildlife, their habitat, and the hunting heritage.

ROOTED IN CHEYENNE

A long-term tree planting program in Cheyenne, Wyoming, that helps support a more diverse and resilient urban canopy and cultivate greener, healthier, more livable neighborhoods.

SCIENCE KIDS

A nonprofit organization that provides north-central Wyoming youth with hands-on outdoor science education.

SEVENTY-FIVE NORTH REVITALIZATION CORPORATION

A nonprofit organization that promotes intergenerational prosperity by partnering to create high-quality housing, innovative educational opportunities, recreational facilities, and other community enrichment amenities in the historic Highlander neighborhood of North Omaha, Nebraska.

SHERIDAN COMMUNITY LAND TRUST

A local organization that works to preserve open spaces, healthy rivers and creeks, working ranches, wildlife habitat, and vibrant history while expanding recreation opportunities to connect people with the places they love in Sheridan County, Wyoming.

SOUTHERN OREGON LAND CONSERVANCY, INC.

An accredited regional land trust that works to conserve and enhance land in Southern Oregon to benefit human and natural communities.

THORNE NATURE EXPERIENCE

A Colorado nonprofit that promotes earth stewardship by providing hands-on, environmental education experiences that foster an emotional connection to nature.

TRUST FOR PUBLIC LAND

A national nonprofit organization that works with communities to create parks and protect public land where they're needed most, as a matter of health, equity, and justice. First Interstate supported a schoolyard transformation project in Madras, Oregon.

VITAL GROUND FOUNDATION, INC.

A nonprofit land trust that conserves habitat for grizzly bears and other wildlife in the northern Rocky Mountains.

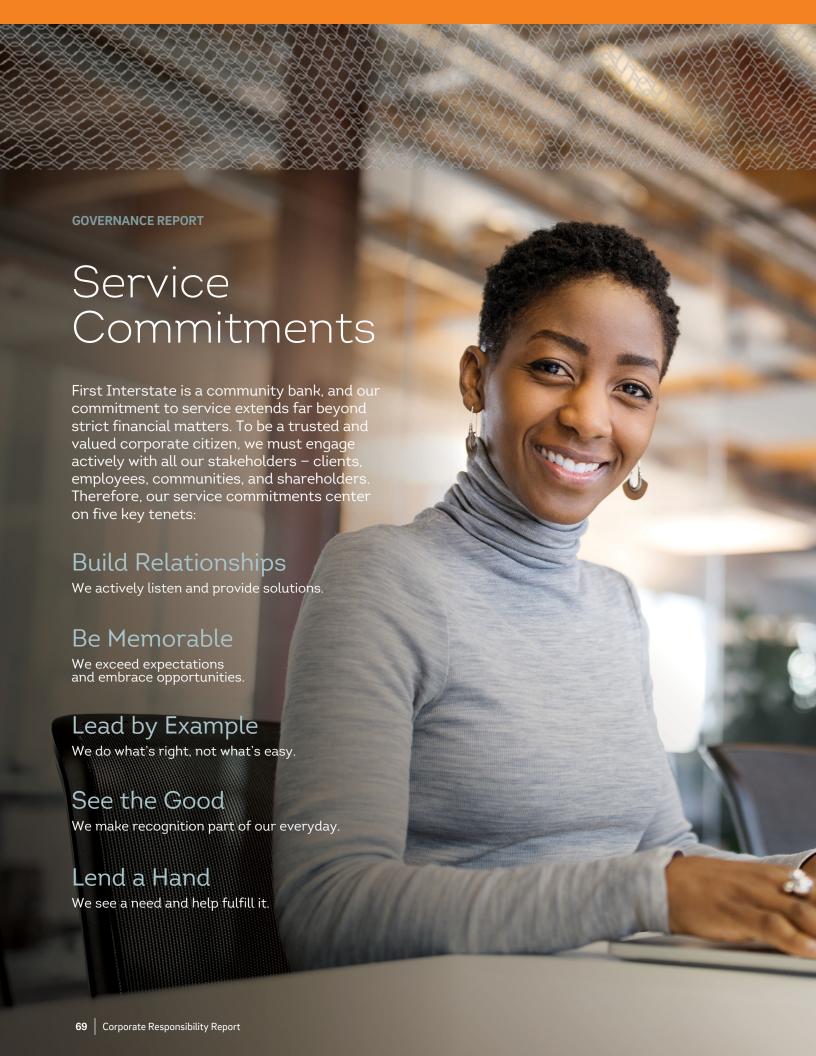
YELLOWSTONE RIVER PARKS ASSOCIATION, INC.

A nonprofit organization that supports access to and use of parks and trails along the Yellowstone River near Billings, Montana.

Holding ourselves to the highest standards.







Transparent Governance through Best Practices

First Interstate is committed to demonstrating accountability to all our stakeholders through transparent governance. In keeping with industry best practices and our culture of integrity, we operate under a strong ethical code and communicate clearly to stakeholders about decisions that will affect them, ensuring timely and accurate disclosure of relevant information.

As a values-driven community bank with a long history as a responsible corporate citizen, we are focused on investing in our future in a way that puts people first. Whatever the inevitable changes and uncertainties we encounter – in the banking industry, in the markets we serve, and in the broader national and global economic environment – we are confident that our strategies for sustainable growth and responsible operations and resource management will enable us to be a continued source of strength and stability for our communities and our stakeholders.



GOVERNANCE REPORT ► TRANSPARENT GOVERNANCE

STRATEGIC PLANNING

The Executive Team is responsible for formulating a strategic plan that sets the Bank on a clear path toward its long-term vision and goals. Annual budgets flow from the plan, and the team presents regular reports to the Board of Directors to ensure alignment and demonstrate progress against key benchmarks while also allowing for opportunities to adjust course or fine tune tactics as needed.

With a transparent approach to planning and oversight, our Executive Team and Board of Directors work collaboratively to make more informed decisions that consider impacts to all our stakeholders. Additionally, this approach enables us to pursue our goals steadily and methodically while ensuring prudent allocation of our valuable resources.

In 2024, First Interstate continued our track record of 25-plus years of paying quarterly dividends to shareholders. We generated net income of \$226.0 million, or \$2.19 per diluted share, and dividends of approximately \$195.1 million.



Executive Team

First Interstate is guided by an eight-member Executive Team, headed by James A. Reuter, who joined First Interstate as our new President and CEO in November 2024. Our franchise has made a concerted effort to recruit and promote individuals based on their experience and capabilities, and this approach has resulted in a gender-diverse Executive Team, currently with 25% male representation and 75% female representation.



Board of Directors

In addition to providing critical oversight of the Company's strategy and performance, First Interstate's Board of Directors contributes valuable industry and related experience. When new members are considered, to ensure that guidance is based on a broad range of perspectives, First Interstate prioritizes individuals who will enhance the diversity of the board's composition in terms of their beliefs, background, education, and expertise. In 2024, four of the 14 Board members were women, and three of them chaired board committees. Additionally, one member identified with an underrepresented minority group, as defined by Nasdag.

Every member serves on one or more of five Board committees, each of which concerns itself with a specific area of First Interstate's business: the Audit Committee; Compensation and Human Capital Committee; Governance and Nominating Committee; Risk Committee; and Technology, Innovation, and Operations Committee.

Director Independence

Our shareholders and other stakeholders deserve to have assurance that the members of our Board of Directors do not have relationships or arrangements with First Interstate that could constitute a conflict of interest. We seek to maintain a board composition with a significant proportion of members who are independent directors according to the strict criteria established by law and Nasdaq rules. Among our 14 directors, 13 qualify as independent directors, including the Chair of the Board.

Risk Management

At First Interstate, risk management is ingrained in our culture. Our clients rely on us to safequard their wealth, and our shareholders expect us to deliver long-term value - and we can't deliver on those most basic of obligations without vigilance at all levels of the organization. That's why we treat risk management as everyone's responsibility, with multiple layers of safequards to ensure that we do not stray from a prudent posture.

As a community bank, we aim to make decisions that will be beneficial to all our stakeholders over the long term. This means we take a measured, strategic approach in our decision-making, avoiding undue risk or unsafe exposures for the sake of short-term gains. We've established a long track record of conservative underwriting and strong risk management practices that we believe position us well to continue to effectively serve our clients, employees, communities, and shareholders.

CLEAR LINES OF DEFENSE

Risk management is a top priority for First Interstate, and we continually emphasize its importance to our entire workforce. We maintain three clear lines of defense to ensure we are all attuned to potential threats to our business:

- 1. Frontline Employees. Our employees are our first line of defense, and frontline employees are critical to identifying, managing, and owning the risks in their particular lines of business.
- 2. Risk Governance and Oversight. Our second line of defense includes several key departments -Enterprise Risk Management, Credit Risk Management, Compliance, and Legal - that provide critical training, guidance, oversight, and support for our frontline employees.

3. Internal Audit. Internal Audit is our third line of defense and performs our internal independent risk review, applying a systematic and disciplined approach to evaluate the effectiveness of our processes for risk management, internal control, and governance.

INDEPENDENT AUDITOR

First Interstate engages an independent public accounting firm to review our books and conduct regular audits for accuracy and compliance with relevant regulations. This impartial third party's assessment is essential to ensure transparency and promote a strong risk management culture, as well as providing our stakeholders with greater confidence in our business practices.

Stakeholder Engagement

First Interstate's stakeholders — our clients, employees, communities, and shareholders all have a vested interest in the growth and performance of our franchise. We strive to be transparent in our dealings and provide clarity about the purpose of our actions and our progress toward our goals, maintaining multiple channels of communication.

SHAREHOLDER COMMUNICATIONS

Our shareholders and constituents trust us to deliver long-term value, and we recognize our responsibility to provide timely, clear, relevant, and transparent communications about our business strategies and results. Our primary channel for these communications is our investor relations site, fibk.com, which serves as a central repository for all investor-related information.

The investor relations website houses the latest earnings information and SEC filings, including 10-Q and 10-K reports, Form 14A and Annual Meetings, and Form 8-K, among others, as well as past reports and filings. Every quarter, we add our earnings reports and recordings of earnings calls, in which we provide commentary on our recent performance and market environments, our business strategies and initiatives, and our short- and long-term outlooks. Although the site is designed for investors, any interested stakeholder can access the materials.

Investment Community Engagement

First Interstate actively engages with the investment community in order to ensure our Bank and leadership team are visible and accessible to our constituents, and to build connections, trust, and confidence among both current and prospective investors. We regularly participate in bank conferences and meetings. These activities allow us to discuss various relevant topics — from market conditions and new initiatives to balance sheet management and financial performance — and also provide our stakeholders with an opportunity to raise their own questions or concerns and share their feedback with Bank leadership.

Regulator Relations

First Interstate is committed to maintaining full compliance with all applicable laws and regulatory agency rules. We are subject to oversight by three key entities. First, we work with the Board of Governors of the Federal Reserve System, the central bank of the U.S., to ensure our operations adhere to federal regulations. Second, as a Montana-based bank, First Interstate is supervised by the Montana Division of Banking and Financial Institutions, which was established to ensure that Montanans have a safe and sound system of state-chartered financial institutions. Finally, we are also regulated by the Consumer Financial Protection Bureau, which enforces federal consumer financial laws and ensures that markets for consumer financial products are transparent, fair, and competitive.

Additional details about governance at First Interstate, as well as pay-for-performance information, can be found in our Corporate Governance Guidelines and relevant SEC filings.



CONCLUSION

Remaining Faithful to Our Community Bank Roots

For more than half a century, First Interstate Bank has been woven into the economic and social fabric of hard-working communities, catalyzing growth and empowering individuals and businesses to pursue their ambitions. We've evolved from a single branch in Sheridan, Wyoming, in 1968 to more than 300 branches across 14 states today. Although we may be bigger and more technologically advanced, and offer more sophisticated products and services, we remain true to our community bank roots and the values that have enabled our success. We will continue to invest in our current footprint and further strengthen and grow our relationships as we seek to create sustainable value for all our stakeholders — clients, employees, communities, and shareholders alike.



firstinterstate.com