



Committed to investing
in our communities.

2026 Corporate
Responsibility Report





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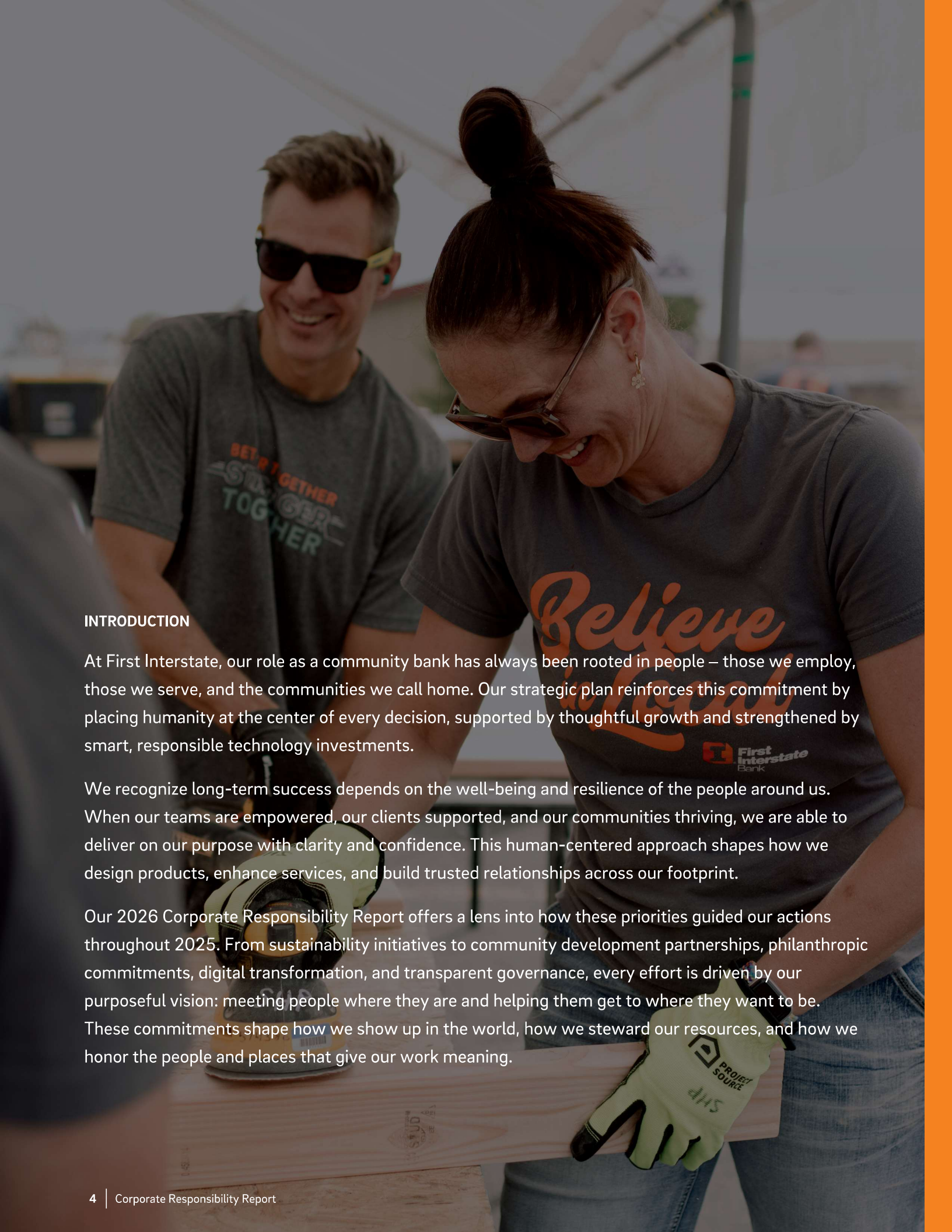
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PREFACE

Thriving Together

For 58 years, First Interstate BancSystem, headquartered in Billings, Montana, has delivered best-in-class banking and wealth management services. Equally significant is First Interstate's long-standing belief in relationship-driven, people-first teams. Just as First Interstate builds long-term, trust-based partnerships with our clients, we extend that same approach to community initiatives, which have been critical to our growth. Programs like Believe in Local and Volunteer Day underscore First Interstate's commitment to ensuring local economies and individuals thrive. Even in uncertain economic environments, clients, employees, and local community members can feel secure knowing First Interstate stands ready to assist.



INTRODUCTION

At First Interstate, our role as a community bank has always been rooted in people – those we employ, those we serve, and the communities we call home. Our strategic plan reinforces this commitment by placing humanity at the center of every decision, supported by thoughtful growth and strengthened by smart, responsible technology investments.

We recognize long-term success depends on the well-being and resilience of the people around us. When our teams are empowered, our clients supported, and our communities thriving, we are able to deliver on our purpose with clarity and confidence. This human-centered approach shapes how we design products, enhance services, and build trusted relationships across our footprint.

Our 2026 Corporate Responsibility Report offers a lens into how these priorities guided our actions throughout 2025. From sustainability initiatives to community development partnerships, philanthropic commitments, digital transformation, and transparent governance, every effort is driven by our purposeful vision: meeting people where they are and helping them get to where they want to be. These commitments shape how we show up in the world, how we steward our resources, and how we honor the people and places that give our work meaning.

LETTER TO STAKEHOLDERS

To Our Stakeholders:

At First Interstate, everything starts with relationships. It is how we serve our clients, support our employees, and show up for our communities. We are a community bank by design and by choice. That focus guides our strategy in how we operate and grow.

Our teams do not just work in the communities we serve; they are a part of them. Every day, our bankers help small businesses grow, support families on the path to homeownership, and partner with local organizations. In 2025, our employees volunteered over 60,540 hours across our footprint, giving their time and talents where they are needed most.

That commitment is matched by our financial support. In 2025, First Interstate and the First Interstate BancSystem Foundation provided more than \$7.2 million in grants and donations to nonprofit organizations, bringing our total community investment to more than \$100 million since 1990. We are proud of that milestone and even more energized by what is ahead.

As we move forward, we will continue to listen to, partner with, and invest in the people and communities we serve. We believe strong relationships build strong communities and strong communities are key to our success.

Sincerely,



James A. Reuter

President & CEO
First Interstate BancSystem, Inc.



Executive Summary

2025 By the Numbers

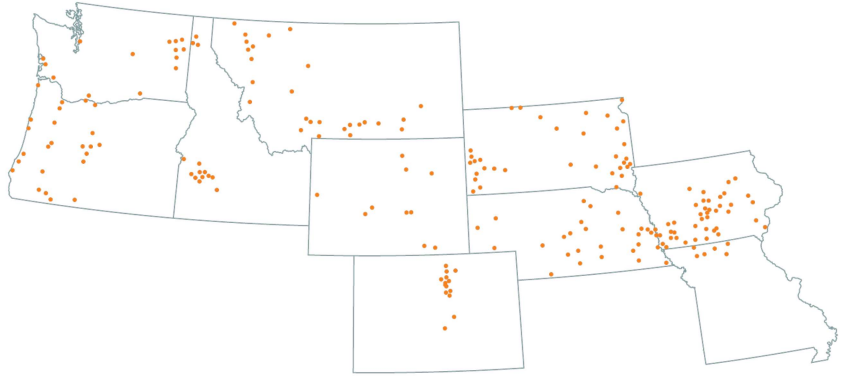
Our Formidable Footprint

First Interstate Bank operated approximately **300 banking offices** across **12 states** as of December 31, 2025. In March 2026, the bank streamlined its operations to 10 states.

We employed **more than**

3,376

employees as of December 31, 2025.



\$100

MILLION
AND COUNTING...

Celebratory Moments

Since 1990 and the establishment of our philanthropic arm, the First Interstate BancSystem Foundation, together we have surpassed **\$100 million** in giving. We can't have a strong franchise without thriving neighborhoods around us, and it's simply the right thing to do.



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 334 financial education presentations, drawing

15,447 attendees and
distributing more than 10,538 information packets.

Energy Conservation



In **2025**, we installed **1,949 LED individual pieces** at **40 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 2025, First Interstate payments assisted **479** employees totaling

\$454,000

in support.

The **Burlingame Solar** project

produced 8,000 kWh

of clean energy in 2025. First Interstate is subscribed to **22%** of the solar garden's **2.1 MW** capacity, which offsets **80%** of the Bank's Scope 2 emissions from **22 Oregon branches.**

IT/Client Focused Highlights

We developed a **Zero Trust Network Architecture (ZTNA) Ecosystem** ensuring robust security measures are in place, designed to protect data and systems.

Director Independence

12 of our **14** member Board of Directors,

including the Chair of the Board, are independent under Nasdaq rules in 2025.

Diverse Workforce

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

32.6% identify as male

67.2% identify as female

0.2% 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' Affordable Housing Program, First Interstate's Commitment to Community garnered

4 nonprofit organizations in OR, SD,

and WY **\$10.4 M**

in philanthropic support to further their missions.

Time, Talent, Resources

In 2025, **First Interstate** and the **First Interstate BancSystem Foundation** maintained our commitment to philanthropy, strengthening stakeholder trust, reducing long-term social and regulatory risks, and supporting sustainable value creation aligned with business growth.

Total Bank donations and Foundation grants awarded:

OVER \$7.2M

Total employee donation matching:

OVER \$955K

Believe in Local

The fourth 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

\$100M

in grants and donations

to our communities during its **36 years** of operation.



Total volunteer hours:

60,540

Total organizations served:

3,304

Board Service hours:

15,107



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 10, staff fanned out across our footprint to **make a difference**.

11.5K+ hours

2,885+ volunteers

375 organizations assisted

28 projects helped seniors

113 projects helped youth

17 affordable housing projects

78 projects addressed hunger

10 financial education or skill-based volunteering

17 served veteran and first responder populations

2026 Corporate Responsibility Report

SOCIAL REPORT

Rooted in people.
Committed to
community.

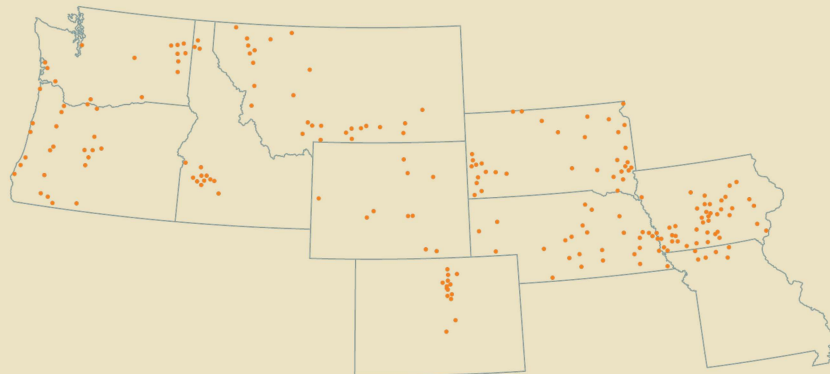


Rooted in people. Committed to service.



At First Interstate, our approach begins with our clients. We believe strong relationships are the foundation of meaningful progress—for our clients, our employees, and the communities we share. It’s our clients who inspire our work, shape our success, and help create thriving, connected communities. That belief guides how we support our employees, how we serve our clients, and how we show up in the places we call home.

We hold ourselves to high standards because our clients trust us to do what’s right. As a community bank, we strive to be more than a responsible corporate citizen—we aim to be a trusted partner and a positive force in people’s lives. By keeping our clients at the center of every interaction, we strengthen the relationships that matter most and help build communities where everyone can succeed.



Taking Care of Employees

Everything at First Interstate begins with our greatest asset: our people. Before we can take care of our clients and communities, we prioritize taking care of one another. Our success reflects the dedication, talent, and heart of our employees.

Like the clients we serve, our team is diverse, bringing different experiences, perspectives, and strengths. This diversity enriches our work, strengthens our Company, and inspires our future.

We are proud to uphold a culture rooted in strong values and a purposeful vision. We seek outstanding talent, invest in growth, and celebrate the achievements of an exceptional team. By keeping relationships at the center of everything we do, we work diligently to be the employer of choice for more than 3,376 employees.



Employee Engagement

Our employee engagement strategy is centered on fostering a workplace where every employee's voice is heard and valued. We measure our organizational success by how consistently we meet workplace needs and by the actions taken by leaders at the local level to drive meaningful progress.

Each fall, we conduct an annual engagement survey to capture broad insights across the Company. Throughout the year, strategic pulse surveys allow us to explore key topics in greater depth, helping us understand the nuances of our evolving workplace. These insights guide us in identifying organizational needs and empowering the right departments to design and implement effective solutions.

Our employee engagement strategy in 2025 was also grounded in a year-round, employee-centered listening model. Rather than focusing on a single vendor or methodology, we emphasized continuous insight gathering through the strategic planning process, regular leader-employee conversations, and transparent feedback loops. These insights have guided us in taking meaningful, measurable action. Our focus is on creating a workplace where people feel valued, supported, and connected because engagement is built through everyday experiences, not a single survey score.



Compensation and Benefits

First Interstate is committed to offering competitive wages, benefits, and programs that support the diverse needs of our workforce. We regularly review and enhance our offerings to ensure they remain relevant, compelling, and aligned with what matters most to our employees and prospective talent. Our goal is to provide confidence that team members can successfully navigate the obligations and challenges that arise in their personal and professional lives.

Our compensation strategy is built on three key principles:

- Pay for performance
- Market competitiveness
- Pay equity across comparable roles and regions

We rely on data-driven decision making to determine compensation, considering factors such as role requirements, experience, and individual performance. Beyond compensation, we take a holistic approach to well-being. Our benefits are designed to support the whole person, including physical and emotional health, family responsibilities, and financial security ensuring employees have the resources they need to thrive.

We offer the following compensation and benefit programs as part of our total rewards package:

COMPETITIVE TOTAL COMPENSATION

- Base salary
- Performance pay (short- and long-term incentive programs for eligible employees)

COMPREHENSIVE BENEFIT PROGRAMS

- Medical, dental, and vision plans
- 401(k) plan, with a 100% match on the first 6% contributed
- Paid time off
- Volunteer time off
- Health savings accounts, with employer contribution
- Flexible spending accounts
- Company-paid childcare assistance program
- Student debt employer repayment program
- Short-term disability insurance
- Long-term disability insurance
- Group life insurance
- Employee assistance program
- Free or discounted banking products and services
- Wellness program
- Flexible work arrangements



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 high-deductible option for medical coverage, and we maintained a similar selection for dental coverage to provide a more affordable choice in dental care. Additionally, we continue 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 blue-light-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 health care 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 which can be used 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 also receive 8 hours annually of volunteer time off to be used while serving in the community.

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.
- **Parental & Caregiver Leave:** To be used for bonding of a new child or for employees who need to tend to an immediate family member with a serious health condition, we offer up to 2 weeks of paid leave. A doctor's certificate is required.
- **Bereavement Leave:** We offer up to 5 days of paid bereavement leave to those who experience a death in their immediate family.

SOCIAL REPORT ► EMPLOYEES
► COMPENSATION AND BENEFITS



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 \$300 annually for these memberships. The exercise reimbursement can apply to digital and at-home workout programs as well as traditional gym or fitness club memberships.



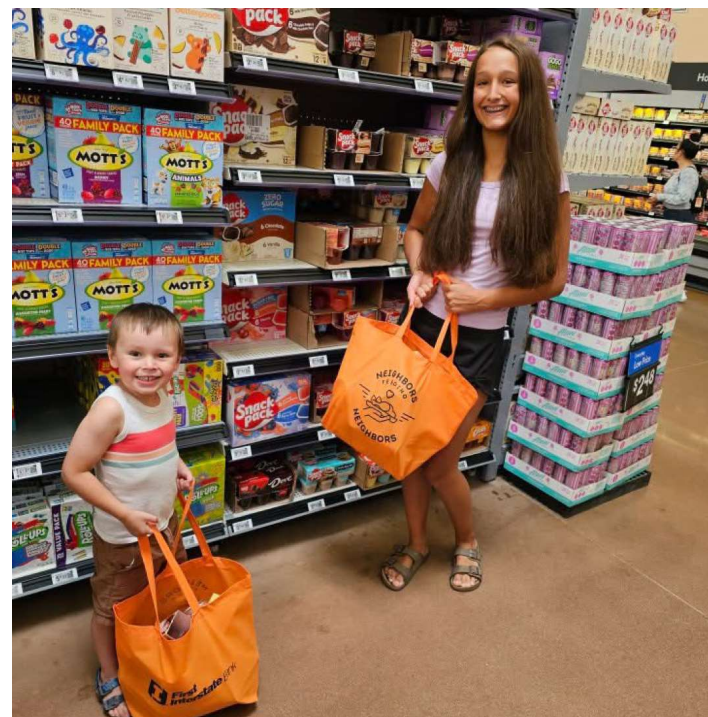
SUPPLEMENTING CHILDCARE FUNDS

Quality childcare is often a significant expense for families. To help lessen parents' financial stress, we 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 426 employees used this important benefit in 2025, totaling more than \$802,000 in support.



ALLEVIATING STUDENT LOAN DEBT

The persistent burden of student loan debt has been well documented, and individuals 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 2025, 479 employees participated in the program, and First Interstate payments totaled \$454,000 for the year.



SOCIAL REPORT ► EMPLOYEES
► **COMPENSATION AND BENEFITS**



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 five confidential counseling sessions on personal issues, financial information and tools, and legal information and resources.

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.

First Interstate has long emphasized the importance of extending a helping hand to those in need. Recognizing that those individuals may sometimes be our own coworkers, we launched First Relief in 2015. This charitable program provides a way for employees to support each other during significant financial hardships caused by natural disasters, family emergencies, or other unexpected events. Funded through company support and employee gifts, First Relief provides short-term assistance for basic living expenses, helping bridge the financial gaps that emerge in critical times.



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 \$557,415 to 202 employees. In 2025, the fund granted a total of \$99,042 to 38 employees. The fund had grown to \$307,636 as of December 31, 2025.

Click [here](#) or visit <https://youtu.be/9sMe2wsy1u8> to discover how First Interstate's philanthropy makes an impact.

"This program really made a difference for my family. I had to have an unexpected surgery and since this is not something I planned, I did not have any Paid Time Off to cover the time I would be out of work, which would be at least a week. The First Relief grant paid my rent, which I could not have done on my own and provided me great peace of mind."



Professional Development and Advancement

We believe 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 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 employees have the tools they need to succeed in their current roles and be 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

- Pacific Coast Banking School Graduates:
Jameson Collin
Credit Portfolio Manager (Sioux Falls, SD)
Kevin R. Riley
Internal Audit Senior Manager (Bend, OR)
Owen Robbins
Commercial Relationship Manager (Hamilton, MT)
Lynae Williams
Commercial Market President (Southern OR)
- Iowa 500: Most Influential Business Leader
Zach Bohannon
Commercial Market President (Cedar Rapids, IA)
- Cut Bank Chamber of Commerce: Best In Finance
Rhonda Aikins
Community Branch Manager (Cut Bank, MT)
- 2025 Idaho Bankers Association Emerging Leader
Wendy McDowell
Treasury Delivery Specialist (Coeur d'Alene, ID)
- Boise Metro Chamber Community Engagement Excellence Award
- First Interstate Bank also earned an Honorable Mention from the American Bankers Association (ABA) for its commitment to employee-led service
- 2025 United Way of Northeastern South Dakota Give From the Heart Award

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 14 individuals from across our footprint, representing various departments and lengths of tenure with the Company. Members assist in identifying initiatives that create impact for our employees, clients, and communities with a focus on fostering an inclusive environment that builds on the best of our collective experience and unlocks the potential of all. Smaller working groups convene monthly to drive education, employee engagement, and communications that align with our overall business strategy.

In 2025, employees across the company participated in our Collective Learning Series and Better Together learning opportunities. We are encouraged by how employees have embraced these opportunities with courage, curiosity, and collaboration.



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 2025, 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.

DIVERSE BALANCE

Although the banking industry has traditionally been male dominated, that is not the case at First Interstate today. As of December 31, 2025, approximately 32.6% of our workforce identified as male, 67.2% as female and 0.2% chose not to declare. At that date, 44% of Executive Team members were female and 56% were male.



Maintaining Our Client Focus Through Hospitality

In 2025, hospitality emerged as a defining element of First Interstate Bank’s culture. Hospitality is the intentional practice of making people feel genuinely seen, valued, and cared for. It goes beyond delivering service—it’s about creating meaningful experiences by meeting clients where they are and thoughtfully anticipating their needs to help them achieve their goals.

At First Interstate, listening to our clients is a core expression of hospitality. The voice of our clients guides our decisions and shapes how we serve them every day. Through our partnership with Qualtrics, we actively seek client feedback to better understand satisfaction, loyalty, and evolving expectations. This feedback directly informs strategic decisions related to our products, services, and opportunities for improvement, while comparisons of current and historical data help us identify trends and measure progress over time.

Our Voice of the Client program includes both transaction-based surveys and ongoing relationship and loyalty surveys. Clients are invited to share feedback after key interactions, such as visiting a branch or drive-up teller lane, contacting the Client Contact Center, or opening a new consumer, commercial, or Treasury account. These surveys capture insights at critical moments throughout each client’s unique journey.

By consistently listening, learning, and responding, we demonstrate respect for our clients’ perspectives and reinforce our commitment to hospitality. The insights gathered provide our leadership team with clear themes, experience trends, and actionable opportunities to enhance the client experience—ensuring our clients feel heard, valued, and supported at every touchpoint.



Voice of the Client

In addition to our “Voice of the Client” surveys, we have initiated a new approach to being client centric through hospitality. Clients are at the center of everything we do, and we want them to know they are appreciated and valued.



The quotes below demonstrate Hospitality in Action.

“Stephanie offered to assist a client to reattach a dragging cargo strap that could’ve damaged the client’s vehicle. Stephanie showed great care and attention for the client when she noticed this situation through the teller window, encapsulating our company’s values to look out for our clients and community.”

“Jessica was able to recognize several red flags from a phoned-in wire request. She asked several additional questions of the client and contacted the fraud department to assist. It was determined to be a fraudulent request and saved the client from being impacted by a \$10,000 scam.”

“David was EXCEPTIONAL. He advised me to contact the DMV because the website I attempted to pay my vehicle taxes was a scam site and I could have lost \$500+! I am grateful he encouraged me to call the DMV versus allow the charges to go through.”

“Everyone has treated me so well. Especially since my husband passed. They have gone above and beyond to make me feel taken care of.”

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 providing 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 palm of their hand, they can do so with confidence.

Digital Servicing Platform Alignment



First Interstate uses multiple digital platforms to serve our clients. In 2025, our teams worked together to align our digital platforms in the Treasury Banking Suite, Corporate Online Banking, Online Banking, and Online Business Banking platforms to provide a more seamless client experience.



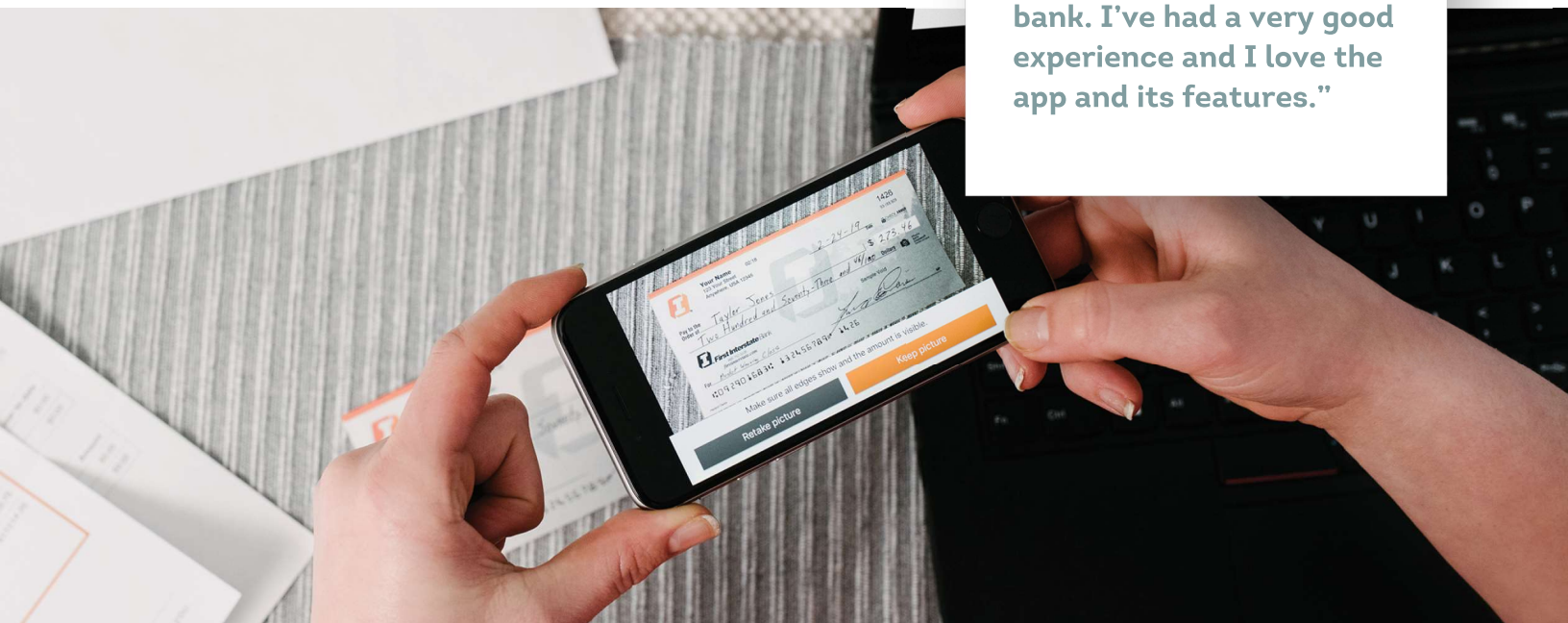
"I love the online banking layout for account information. It's much better than another bank we use for a small account."



"It is convenient and easy to use for even someone my age! I also really like your online banking features."



"For me, FIB is a great bank. I've had a very good experience and I love the app and its features."



Acting Fairly and Responsibly

First Interstate remains committed to fair and responsible banking and lending practices. We work to ensure 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.





COMMUNITY REINVESTMENT ACT (CRA)

Established in 1977, the Community Reinvestment Act (CRA) is designed to ensure federally insured banks responsibly serve the banking and credit needs of the communities in which they operate—particularly low- and moderate-income (LMI) areas—while maintaining safe and sound banking practices. The Office of the Comptroller of the Currency evaluates CRA performance through regular examinations and assigns performance ratings accordingly.

First Interstate is examined on a three- to four-year cycle. In our most recent examination in 2022, we earned a Satisfactory CRA rating, reflecting our continued commitment to responsible community banking.

As a community-focused organization, supporting the places where we live and work is fundamental to who we are. Our approach aligns closely with the intent and goals of the CRA, and we remain dedicated to expanding access to financial services, fostering economic opportunity, and strengthening the long-term vitality of the communities we serve.

At the local level, our branches play a vital role in advancing community development. Beyond financing, our teams contribute their expertise through board service, financial education, and hands-on involvement.

Together, these efforts reflect our commitment to responsible growth, informed engagement, and lasting community impact—ensuring we continue to invest where it matters most.



COMMUNITY DEVELOPMENT LENDING AND SUPPORT

At First Interstate, we believe strong communities create shared success. That belief guides our commitment to community development—especially in areas that have historically been distressed, underserved, or classified as LMI. We support initiatives that expand access to affordable housing, strengthen community services, promote economic development, and advance revitalization and stabilization efforts.

Our approach to community development lending is both strategic and local. At the corporate level, we invest in solutions to address one of the most pressing needs across our footprint: affordable housing. Our Community Development Officers work closely with lending teams to identify credit opportunities that align financial strength with meaningful community outcomes.

Equally important is empowering our teams with knowledge. Through our companywide CRA School and ongoing communication via the CRA Buzz newsletter, employees receive continued education on CRA requirements, community development opportunities, and best practices. These resources help ensure our teams are informed, engaged, and equipped to recognize opportunities that support both clients and communities.

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 2025, \$50,000 in grants were awarded from the Foundation.



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 2025, First Interstate referred 103 businesses to MoFi for financing totaling \$13.9 million. 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.

Click [here](#) or visit <https://youtu.be/RGhtooLw3Ec> to discover how First Interstate’s philanthropy makes an impact.



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.

Safe, stable housing is essential for healthy communities, and First Interstate is proud to play a role in expanding access to affordable homes. As a member institution, we've partnered with local housing organizations to help secure millions of dollars in Affordable Housing Program (AHP) grants through the years. These initiatives don't just build housing—they build stability, dignity, and brighter futures. In 2025, more than \$10.4 million in AHP grants supported four major projects focusing on new construction, rehabilitation, and transitional housing for low- and moderate-income households in Redmond, Oregon; Fort Thompson, South Dakota; and Sheridan, Wyoming.

- Mountain View Community Village
Redmond, OR



- Crow Creek Housing Authority
Fort Thompson, SD



- Volunteers of America - Northern Rockies
Sheridan, WY





Committed to Our Communities

At First Interstate, we're proud of our origins as a small-town bank started in Sheridan, Wyoming. While we've grown and changed 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.

For nearly 60 years, First Interstate has taken pride in being a reliable partner to nonprofits and community organizations. Since 1990, First Interstate Bank and the First Interstate BancSystem Foundation have proudly invested in the communities we serve, supporting nonprofits, empowering volunteers, and funding programs that create lasting impact. In November 2025, we achieved a significant milestone: \$100 million in philanthropic giving by the Bank and Foundation since the Foundation was established. We're proud to celebrate the good that has been done, and also the good that is still to come. For us, the \$100 million that's been invested in our communities over the past 35 years isn't a finish line, it is a launching point for our next 35 years.

2025 Community Support by the Numbers

Company Donations and Foundation Grants Awarded

OVER

\$7.2M

Total Employee Matching

MORE THAN

\$955K

Volunteer Hours

MORE THAN

60.5K

Organizations Served

3,304

Board Service Hours

15,107

First Interstate BancSystem Foundation

The First Interstate BancSystem Foundation, the philanthropic arm of our organization, reflects our long standing commitment to strengthening the communities we serve. Funded through the Bank's pre-tax earnings, the Foundation provides grant support across our entire footprint. Our funding priorities emphasize assisting disadvantaged populations, expanding access to financial education, workforce and economic development, and building the capacity and leadership strength of nonprofit organizations. A signature component of our approach is our employee giving and volunteering match programs, which amplify the impact of monetary contributions and volunteer time donated by First Interstate employees—ensuring their generosity reaches even further.

In 2025, donations totaled over \$7.2 million. The Foundation relies on our people in individual markets to help determine where funding and support are most needed, ensuring the greatest urgencies in our communities are addressed. The Foundation also relies on our employees to deliver financial education programs, assisting individuals of all ages in developing skills for improved decision making and fostering a stronger future of financial well-being.

2025 GRANTING DOLLARS*:

55.1% WENT TO

organizations that assist **veteran populations**

85.7% WENT TO

organizations that assist those who are **economically challenged**

57.3% WENT TO

organizations that assist **senior citizen populations**

76.0% WENT TO

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

83.7% WENT TO

organizations that assist **youth populations**

69.4% WENT TO

organizations that assist **people with disabilities**

65.4% WENT TO

organizations that assist **LGBTQ+ populations**

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

Believe in Local

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.

Our Believe in Local campaign is one of the most visible examples of our commitment to community. Each year, employees nominate local nonprofits to receive \$25,000 grants—40 organizations in total—representing a full \$1 million of community investment. From feeding families through rural school pantries, to supporting infant and child wellness programs, to resourcing food banks in times of rising need, these gifts help fortify essential services across the region. Believe in Local is powered not just by funding, but by the heartfelt stories and personal connections our employees bring forward. In 2025, we received 615 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.

Supporting the places
we call home.

Total Amount Awarded in 2025

\$1M

Grants

\$25k

Organizations

40

CRA-Qualified Organizations

97%

Number of Employee Nominations

615

SOCIAL REPORT ► COMMUNITIES ►
BELIEVE IN LOCAL



Behind every grant is a story of hope, resilience, and possibility. These life-changing grants have helped individuals and organizations overcome barriers, strengthen communities, and turn dreams into reality. We invite you to read and visit the links below to hear directly from a few grant recipients as they share how this support made a meaningful difference.

Ames, IA - Boys & Girls Clubs of Story County

“One of the best parts of receiving the \$25,000 grant was the opportunity to grow our relationship with First Interstate Bank. Their surprise check presentation during our landscaping day added a fun and memorable touch to an already meaningful moment. Beyond the excitement, the donation helped us close a critical financial gap, bringing us closer to our capital campaign goal of fully paying off our building. This support directly impacts our ability to serve more youth, allowing us to increase daily attendance by 35 to 45 kids. Thanks to this partnership, we’re not only expanding our reach but also strengthening the foundation for long-term sustainability and deeper community impact.

Another great part of being a Believe in Local recipient, which assisted in us being able to open our new space, is seeing youth and their families walk into the new space for the first time. One parent, overwhelmed with emotion as she toured the building with her child, broke into tears, sharing how deeply grateful she was for the new opportunities her daughter and so many others would now have. Another parent later asked how the new building was going, and instead of answering directly, I invited her to share her own thoughts. She smiled and said her daughter is now up and ready to go most mornings before she is, eager and excited to get to the Club. Several parents have shared similar stories stating their kids ask them to wait a little longer before picking them up because they do not want to leave early. These moments remind us that the impact of our work goes far beyond the physical space; it is about creating a place where youth feel safe, supported, and excited to grow.”

- Ryan Santi, Chief Executive Officer

Click [here](https://youtu.be/_yUKRWtZNJs) or visit https://youtu.be/_yUKRWtZNJs to discover how First Interstate’s philanthropy makes an impact.



Redmond, OR - Family Access Network Foundation

“The best part of being a Believe in Local recipient was that the award reinforces that the community believes in the impact of the work we do. Collaboration and community are at the heart of FAN’s model. Our advocates work with community agencies and local businesses to leverage FAN Foundation funds and meet the needs of our individual clients. The employee-driven nature of this grant is especially meaningful, as it reflects a high level of commitment and connection to the community both FAN and First Interstate Bank employees serve and live in. It was also very special to be surprised with such a generous grant.”

- Julie Lyche, Executive Director



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.

Click [here](#) or visit <https://youtu.be/DLpzHYzPr-Q> to discover how First Interstate's philanthropy makes an impact.

In the past, the Foundation **double-matched employee donations** to organizations addressing hunger relief during the third quarter of the year. Recognizing the steadily increasing need, the Foundation changed the program in 2024 to double-match employee contributions to these organizations **throughout the entire year**. Since the program's inception 16 years ago, our employees, together with the Foundation, have provided more than

\$3M

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 2025, branches held a total of **198 NFN events in 90 communities**.



Responding to Urgent Needs

Natural disasters can impact any community, often with little warning. When wildfires, floods, earthquakes, tornadoes, or other catastrophic events affect the places we serve, First Interstate steps forward to support recovery and resilience. We provide financial support to trusted organizations delivering immediate relief — such as firefighters and rescue teams, food and supply distribution groups, and nonprofits coordinating emergency shelter.

Our support also extends beyond the initial response to address longer-term recovery needs, including counseling services for survivors and assistance with rebuilding homes and restoring stability. Through these efforts, we aim to be a reliable partner in moments that matter most, helping our communities recover, rebuild, and move forward together.

In **2025**, a

\$10k

donation was made to the **Custer County Foundation in Broken Bow, Nebraska**, to provide **fire relief**. There was a power plant fire that required mutual aid from several volunteer fire departments. Additionally, there were eight wildfires in the area that necessitated assistance from 46 volunteer fire departments.

Additional gifts made:

\$5k

to **Kootenai County Police & Fire Rescue**, also known as the Red & Blue Foundation, **in Idaho**, to support the families of the fallen due to a tragic incident.

\$2.5k

to the **Fremont Area United Way** to supply **meals** to the surrounding area when a blizzard caused widespread power outages and stranded motorists, prompting a community-wide rescue effort.

31,916

Hygiene Kits were packed and distributed across the First Interstate footprint to assist following disasters and everyday hardship which is critical to health, dignity, and recovery.



Coats and More

Winter can be especially challenging across the regions we serve. To help neighbors stay warm and supported—during winter and beyond—First Interstate hosts annual Coats and More drives at our branch locations. These drives provide essential cold-weather items to individuals and families who may not have access to warm clothing, reinforcing our commitment to meeting practical needs and caring for our communities when it matters most.

Coats and More by the Numbers

In **2025**, we collected

6,583

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

86,986

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 mini-grants for supplies and materials.

In 2025, we celebrated the eighth consecutive year of this philanthropic event. On Wednesday, September 10, our people showed up in droves for Volunteer Day.

View our Volunteer Day Video [here](https://youtu.be/fjwxal7f51l) or visit <https://youtu.be/fjwxal7f51l>

Volunteer Day 2025 by the Numbers

MORE THAN

2,885
employees participated

MORE THAN

11.5K
volunteer hours

\$401,659
monetary value of volunteer
hours to nonprofits served

375
organizations supported

MORE THAN

\$170K
in mini-grants funded

Financial Education

In 2025, First Interstate continued to expand access to financial education as a cornerstone of community support. Through partnerships with Banzai and My First Nest Egg, we help individuals and families build practical money skills at every stage of life—from early childhood through adulthood.

Banzai provides interactive, real-world financial education that empowers students, adults, and families to make informed financial decisions through engaging digital tools and simulations. Complementing this effort, My First Nest Egg focuses on early financial literacy, helping children and families establish healthy money habits through age-appropriate lessons, activities, and technology designed to make learning about money both accessible and fun.

Together, these partnerships allow us to extend financial education beyond our branch walls and into homes, classrooms, and communities we serve. By investing in financial knowledge today, we support long-term financial confidence, resilience, and opportunity for future generations.

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

334
presentations

15,447
people engaged

10,538
financial education packets distributed

First Interstate employees volunteered

1,448
hours

MINI BANK - BANK AT SCHOOL 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 original Mini Bank program to help position youth for success in managing their money and learning about financial responsibility. The program is a collaboration between our Foundation, local branches, and select community schools in LMI areas. In 2025, we expanded the program to include classroom-based learning opportunities through Banzai and My First Nest Egg to strengthen the classroom learning experience.

In addition to classroom-based learning, the Mini Bank program gives students the opportunity to open and manage a school-based personal savings account, and the Bank provides 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 – all of which give students practical experience and opportunities to expand their knowledge and confidence in dealing with financial matters. In 2025, the Mini Bank at School program had 869 active accounts, and total assets under management reached over \$1,268,189.

SAFE BANKING FOR SENIORS

According to research conducted by federal and interagency work, each year, older Americans suffer an estimated \$28.3 billion annually in losses from elder financial exploitation. 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 connecting with help if they've become a victim.

In 2025, our bankers provided safe banking tips to senior citizens, providing valuable insights and education. Through these outreach efforts, our goal is to help clients and community members feel more confident identifying red flags, taking preventive action, and connecting with trusted resources if they or someone they know becomes a victim.

Click [here](#) or visit <https://youtu.be/oG5ulONUJELM> to discover how First Interstate's philanthropy makes an impact.



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 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.

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 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 2025, we honored 32 Community Heroes in Montana and Oregon.

Corporate Sponsorships by the Numbers

30

number of corporate sponsorships

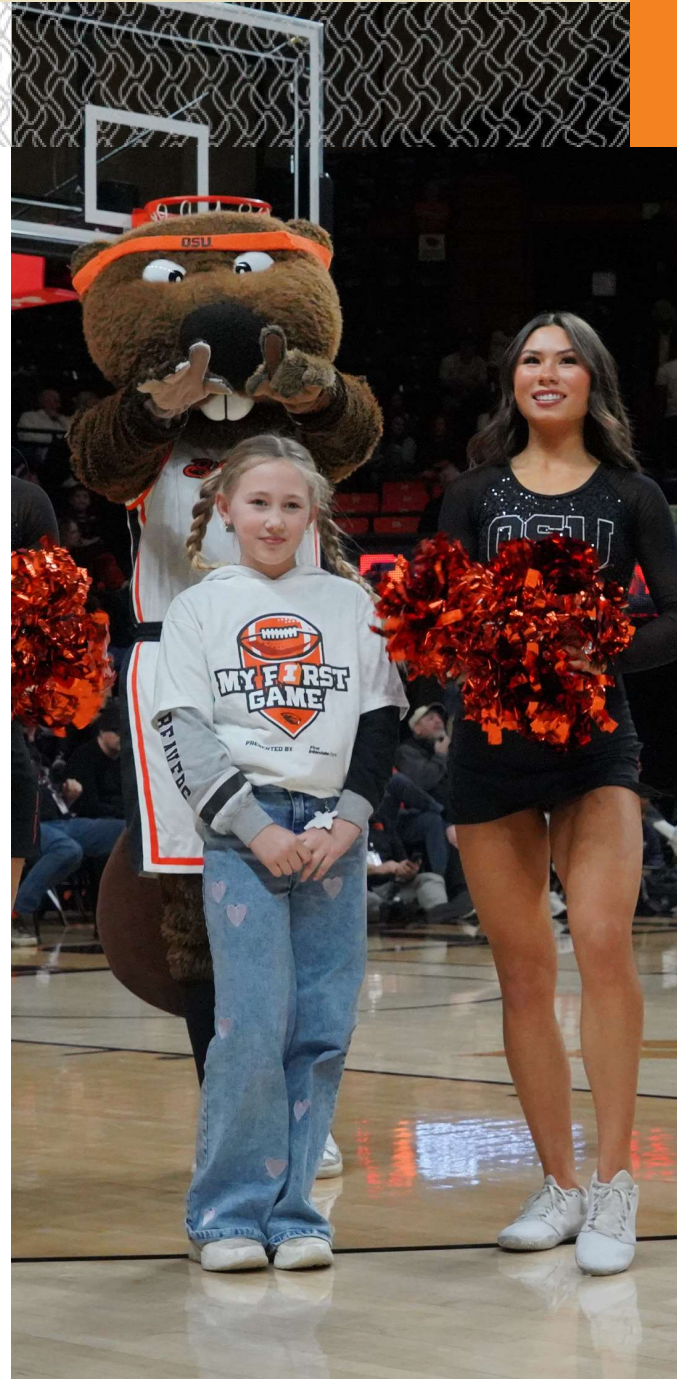
\$2.36M

in total corporate sponsorships dollars



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 year-round 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 t-shirt), 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.



2026 Corporate Responsibility Report

ENVIRONMENTAL REPORT

Sustainability is woven
into our daily work.





ENVIRONMENTAL REPORT



First Interstate is fully invested in the health of the places we call home. This commitment reflects our responsibility as a corporate citizen and the way we operate every day. Being careful environmental stewards is a top priority for us, guiding how we support our communities and protect the natural resources we all depend on.

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 energy-efficiency 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 eliminating 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.

ENVIRONMENTAL REPORT

Corporate Responsibility Council

The First Interstate Corporate Responsibility Council continues to evolve as a collaborative forum that advances our commitment to community impact and employee engagement. Serving as a space for open dialogue, idea generation, and information sharing, the Council brings leaders together from across the organization to explore how we fulfill our role as a responsible corporate citizen.

By sharing insights, best practices, and emerging opportunities, the Council helps align our organization with meaningful action and informed decision making. Its membership includes senior leaders from across the organization, reinforcing accountability at the highest levels and ensuring that responsible, sustainable growth remains a shared priority.

Together, we believe sustainability is more than an operational approach—it is a reflection of our responsibility to the people we serve, the communities we call home, and the future we are building.



ENVIRONMENTAL REPORT

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 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. As we downsize we make tangible contributions of furniture and office equipment to qualified community partners in an effort to enhance their mission.

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 2025, we completed upgrade projects at 40 locations.

CBRE AND FACILITIES MANAGEMENT

In 2024 we furthered our sustainability goals through a facilities management partnership with CBRE. Effectively managing the maintenance of our Bank facilities is critical to our organization's success. Through this partnership, we 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 footprint.



ENVIRONMENTAL REPORT

Reduce, Reuse, Recycle, and Repeat

At First Interstate, reducing our environmental impact starts with how we operate every day. Through in-house practices such as recycling, expanding digital statement adoption, and using DocuSign to limit paper use, we are working to make our operations more efficient and sustainable. But our commitment goes beyond the workplace.

We extend these efforts into the communities we serve through quarterly sustainability activities that encourage hands-on involvement and local impact. Recognizing that environmental needs vary by community, each market is encouraged to host at least one locally relevant, branch-level sustainability initiative while also participating in two company-wide activities throughout the year.

By combining company-wide action with local engagement, we empower employees to take an active role in sustainability—creating meaningful impact both inside and outside our organization.

Examples of sustainability activities include:

- 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 2025, events within Montana collected 22,822 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 nine states, First Interstate engaged in aluminum recycling activities. In 2025, 38 programs were conducted across Colorado, Idaho, Iowa, Montana, Nebraska, Oregon, South Dakota, Washington, and Wyoming. Additionally, 28 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.



Investing in Renewable Energy

We continually seek opportunities to reduce our carbon footprint, including investing in local renewable energy generation. We are currently anchor tenants in two community solar gardens – off-site solar arrays 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.

In February 2024, the Alliant Energy Community Solar Project in Cedar Rapids, Iowa began producing electricity. Most recently, our second investment with Burlingame Solar began operating in Linn County, Oregon. The 2.1 MWac ground-mounted solar project allows First Interstate Bank to offset 80% of Scope 2 emissions across 22 of our Oregon locations.

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



BURLINGAME SOLAR –
BROWNSVILLE, OREGON

ENVIRONMENTAL REPORT

Philanthropy in Support of Sustainability

Global challenges like climate change and protecting endangered species are important, but environmental stewardship also starts close to home. Across the communities we serve, spending time outdoors is part of everyday life—for our employees, clients, and neighbors alike. Whether it's hiking to a favorite lake, biking along a river trail, or enjoying a walk through a local park, access to healthy outdoor spaces supports both physical and mental well-being.

That shared connection to the outdoors is why First Interstate partners with nonprofit organizations dedicated to conservation and responsible land use. Through grants, employee gift matching, and volunteer matching, we support organizations working to protect natural spaces, promote sustainable agriculture, encourage low-impact outdoor recreation, and advance other environmental initiatives that matter locally.

By investing in the places where people live, work, and explore, we help preserve the natural resources that strengthen our communities today and for generations to come.

We were proud to collaborate with 38 organizations in 2025. Hear from our partners first hand about how our support makes a difference.

Click [here](#) or visit <https://youtu.be/snLPvGvKTV4> to discover how First Interstate's philanthropy makes an impact.



ENVIRONMENTAL REPORT ► COMMUNITY PARTNERSHIPS SUPPORTING SUSTAINABILITY

BILLINGS TRAILNET

BITTER ROOT LAND TRUST, INC.

CENTRAL OREGON TRAIL ALLIANCE

DUCKS UNLIMITED, INC.

FIVE VALLEYS LAND TRUST

FORTERRA NORTHWEST

FRIENDS OF NORTH IDAHO TRAILS INC

GRAND TETON NATIONAL PARK FOUNDATION

GREATER DES MOINES BOTANICAL GARDEN

GROW WILD INC.

KEEP MILES CITY BEAUTIFUL

LOWER COLUMBIA ESTUARY PARTNERSHIP

MONTANA AUDUBON

MT. ADAMS INSTITUTE

MT. ADAMS RESOURCE STEWARDS

NATIONAL HISTORIC TRAILS CENTER FOUNDATION

NATIONAL WILD TURKEY FEDERATION INC.

PILOT HILL, INC.

ROCKY MOUNTAIN ELK FOUNDATION

SCIENCE KIDS

STILLWATER VALLEY WATERSHED COUNCIL

SUSTAINABLE NORTHWEST

UPPER DESCHUTES RIVER COALITION

WHITEFISH LEGACY PARTNERS INC.

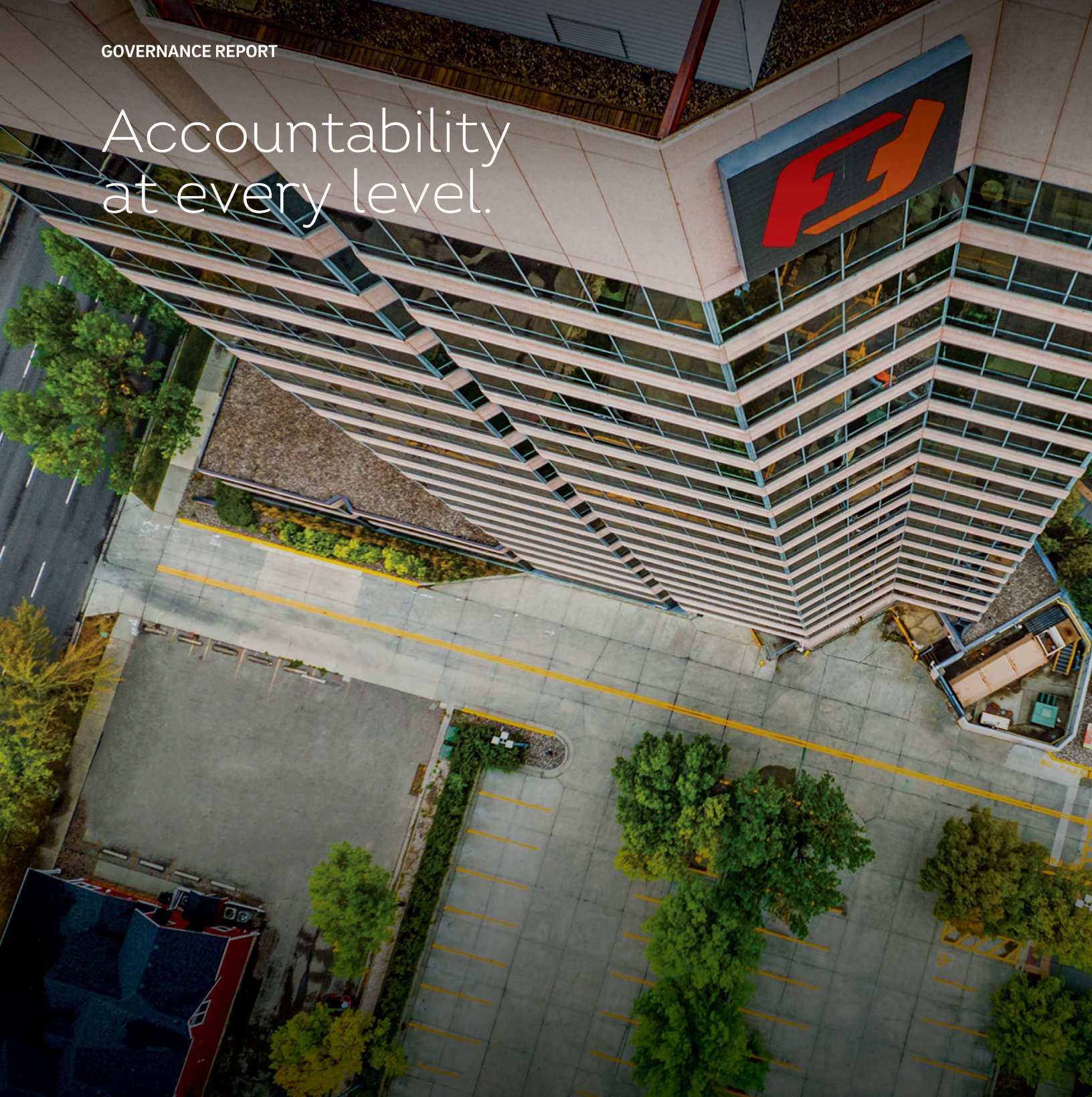
YELLOWSTONE RIVER PARKS ASSOCIATION



2026 Corporate Responsibility Report

GOVERNANCE REPORT

Accountability
at every level.



Rooted In Relationships - Everyday

Across every market and line of business, First Interstate's purposeful vision remains top of mind: to meet people where they are and help them get to where they want to be.

We do this through:

Responsible financial solutions that support individuals, families, and businesses.

Strategic partnerships that expand opportunity and create lasting impact.

Philanthropic investments that uplift nonprofits and essential services.

Volunteerism and personal engagement that strengthen community bonds.

Making recognition part of our everyday.

GOVERNANCE REPORT

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.

At First Interstate, we aim to lead by example, and that commitment starts with how we choose to govern ourselves. This approach is woven into the fabric of our culture and reflected in the elements that define who we are – our Purposeful Vision and Core Principles. These foundational guides shape decision making across every level of our organization and serve as touchstones to help us assess whether our actions align with the standards we set for ourselves.



GOVERNANCE REPORT ► **TRANSPARENT GOVERNANCE**

**WE MEET PEOPLE WHERE THEY ARE,
HELPING THEM GET TO WHERE THEY WANT TO BE**

Our Purposeful Vision is our North Star. It gives us a clear, consistent direction — anchoring us in who we are and where we are going — while creating room for creativity in how we get there. It's more than a statement; it's a shared sense of purpose that connects our daily work to something greater. It guides our decisions, shapes our ambitions, and inspires us to turn aspirations into reality.

CORE PRINCIPLES

Our Core Principles are our Compass. They guide how we move forward — wherever we are. These principles shape intentional practices that ground our culture and empower our team to deliver meaningful results.



COURAGE

We grow relationships by showing up with respect, seeking to understand, and being free to challenge.



COLLABORATION

We build together as one team, bringing the best of our collective experiences.



CURIOSITY

We lead with inquiry to unlock potential, balancing what is with what could be.

We continue to pursue value for shareholders and rely on our strategic plan with specific focus areas — human, growth, and technology — and associated objectives to keep us on track, concentrating our efforts where they will have the greatest impact. This approach has enabled us to manage our capital levels and balance sheet for strength and flexibility. In the fourth quarter of 2025, we returned approximately \$138 million of capital to shareholders through the board-authorized repurchase of shares as well as through dividends, which have remained steady at \$0.47 per common share.



GOVERNANCE REPORT

Executive Team

Guided by a nine-member Executive Team, First Interstate Bank's executive leadership continues to reflect a strong commitment to responsible governance, long-term value creation, and alignment with the Bank's strategic priorities. In 2025, the Executive Team remained focused on strengthening the organization through disciplined capital allocation, balance sheet optimization, and sustained improvement in core profitability.

Board of Directors

In addition to providing critical oversight of the Company's strategy and performance, First Interstate's Board of Directors contribute valuable industry and related experience. When new members are considered, to ensure 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 2025, four of the 14 Board members were women, and three of them chaired board committees. Additionally, two members identified with an underrepresented minority group as defined by Nasdaq.

Every Board member, other than the Bank CEO, serves on one or more of five Board committees, each of which focuses on 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, 12 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 safeguard their wealth, and our shareholders expect us to deliver long-term value. 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 safeguards to ensure we do not stray from a prudent posture.

As a community bank, we aim to make decisions that are 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 frontline employees are our first line of defense, and 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, Credit Review, Financial Crimes, 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 provide our stakeholders with greater confidence in our business practices.

GOVERNANCE REPORT

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

Our strategic actions in 2025 to improve core profitability, refocus capital investments, and optimize our balance sheet are intended to enhance shareholder returns. We engaged with shareholders representing over 50% of the Company's outstanding common stock during 2025, including at numerous industry conferences, to provide shareholders with multiple forums for engagement. We engage on numerous topics, such as strategy, financial and operating performance, the competitive environment, and governance related topics.

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 (CFPB), 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. What began as a small community bank has grown into a modern, dynamic financial institution distinguished by scale, technological strength, and a sophisticated suite of products and services. Yet even as we've expanded and advanced, we remain firmly rooted in the vision that shaped our foundation. Today, First Interstate Bank is exceptionally positioned to unlock our full potential. Our disciplined approach and strategic focus, combined with talented teams, create a rare and powerful combination: robust, innovative financial solutions delivered with the personalized, community-focused service our clients trust.



[firstinterstate.com](https://www.firstinterstate.com)