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**First Mid Earns Third Consecutive Top Workplaces Industry Award**

**Mattoon, IL (August 7, 2025)** First Mid Bancshares, Inc. (First Mid) is proud to announce it has been named a Top Workplaces award recipient in the Financial Services Industry for the third year in a row by [Energage](#), a purpose-drive organization that develops solutions to build and brand Top Workplaces.

Through a confidential survey, Energage measures key culture drivers including alignment, connection, engagement, and leadership. Receiving this recognition year after year highlights First Mid’s continued focus on creating an environment where employees feel engaged, valued, and empowered to grow.

“Being named a Top Workplace is an honor, but it’s the voices behind the award that matter most,” said Joe Dively, Chairman and Chief Executive Officer at First Mid. “Because the award is based entirely on employee feedback, it reflects the strength of our culture—the way our team supports one another, aligns with our vision and values, and works together to advance our mission. This recognition is a testament to how our team shows up every day for each other and for our customers.”

In addition to the industry award, First Mid has also been named a **Top Workplaces USA** winner twice and has earned two **Greater St. Louis Workplaces** honors, reinforcing the company’s consistent dedication to fostering a positive, people-first workplace across its footprint.

“Sustained recognition like this doesn’t come from a single initiative,” added Dively. “It’s the result of strong teamwork and a culture of collaboration that enables people to do their best.”

To learn more about career opportunities at First Mid, visit [www.firstmid.com/careers/](http://www.firstmid.com/careers/). Details about how First Mid builds a great workplace culture are available on [Top Workplaces](#).

**About First Mid Bancshares, Inc.:** First Mid Bancshares, Inc. is the parent company of First Mid Bank & Trust, N.A., First Mid Insurance Group, and First Mid Wealth Management Company. First Mid is a \$7.7 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Missouri, Texas, and Wisconsin, and a loan production office in Indiana. Together, our First Mid team takes great pride in providing solutions and services to our customers and communities and has done so since 1865. This year, we proudly celebrate our 160th anniversary, marking a long history of dedication and service. More information about the Company is available on our website at [www.firstmid.com](http://www.firstmid.com). Our stock is traded in The NASDAQ Stock Market LLC under the ticker symbol “FMBH”. Member FDIC | Equal Housing Lender.

Investments and Insurance Products: Not a Deposit | Not Guaranteed by the Bank or its Affiliates | Not FDIC Insured | Not Insured by Any Federal Government Agency | May Go Down in Value.

**About Energage:** Energage is a purpose-driven company that helps organizations turn employee feedback into useful business intelligence and credible employer recognition through Top Workplaces. Built on 18 years of

culture research and the results from 27 million employees surveyed across more than 70,000 organizations, Energage delivers the most accurate competitive benchmark available. With access to a unique combination of patented analytic tools and expert guidance, Energage customers lead the competition with an engaged workforce and an opportunity to gain recognition for their people-first approach to culture. For more information or to nominate your organization, visit [energage.com](https://www.energage.com) or [topworkplaces.com](https://www.topworkplaces.com).