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First Mid Earns Prestigious Top Workplaces USA Award for Third Consecutive Year

Mattoon, IL (April 13, 2026) First Mid Bancshares, Inc. (First Mid) has earned a 2026 Top Workplaces USA award, marking the third consecutive year the organization has received this national recognition. The award reflects First Mid’s ongoing commitment to creating an environment where employees feel engaged, supported, and empowered to succeed.

“This recognition is especially meaningful because it reflects the voice of our employees,” said Joe Dively, Chairman and Chief Executive Officer at First Mid. “Even during a year that required extraordinary focus and effort across the organization, our team demonstrated remarkable engagement, collaboration, and resilience. Their dedication to our shared values continues to shape a workplace where people can contribute, grow, and succeed together.”

The Top Workplaces USA award, issued by Energage in partnership with USA TODAY, honors organizations with 150 or more employees that have created exceptional cultures. USA TODAY showcased the recipients online and at the National Awards Summit in Las Vegas.

“Earning a USA TODAY Top Workplaces award is a testament to an organization’s credibility and commitment to a people-first culture,” said Eric Rubino, CEO of Energage. “This award, driven by real employee feedback, is more than just recognition — it’s proof that employees believe in the organization and its leadership. Job seekers and customers look for this trusted badge of credibility and excellence. It signals a company that values its people, and that kind of culture resonates in today’s competitive market.”

Recipients are determined through a confidential survey conducted by Energage, the HR research and technology company behind the Top Workplaces program since 2006. Results are based on employee responses to Workplace Experience themes, proven indicators of high performance.

At First Mid, investing in employee engagement, development, and well-being remains central to long-term success. These efforts help strengthen the organization’s ability to serve customers, support communities, and continue building for the future.

In 2025, First Mid earned a third consecutive Top Workplaces Industry award along with Culture Excellence awards for Appreciation, Employee Well-Being, Professional Development, and Work-Life Flexibility. For more information about career opportunities, visit www.firstmid.com/about/careers.

About First Mid Bancshares, Inc.: First Mid Bancshares, Inc. is the parent company of First Mid Bank & Trust, N.A., First Mid Insurance Group, First Mid Wealth Management Company, and Two Rivers Bank & Trust. First Mid is a \$9.1 billion community-focused organization that provides financial services including banking, insurance, wealth management, brokerage, and ag services through a network of locations in Illinois, Iowa, Missouri, Texas, and Wisconsin, and a loan production office in Indiana. Together, our First Mid team takes great pride in providing solutions and services to our customers and communities and has done so since

1865. More information about the Company is available on our website at www.firstmid.com. Our stock is traded in The NASDAQ Stock Market LLC under the ticker symbol “FMBH”. Member FDIC | Equal Housing Lender.

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 or topworkplaces.com.