



FIRST
Commonwealth Bank.
Member FDIC

Time to be first.™

CORPORATE RESPONSIBILITY REPORT

A photograph of a grand, historic building with a prominent clock tower. The building features classical architecture with columns and arched windows. The clock tower is illuminated with warm lights, and the sky is a soft blue and orange, suggesting dusk or dawn. The building is made of red brick with white architectural details.

2025



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A MESSAGE FROM OUR PRESIDENT AND CEO

Reading the pages of our 2025 Corporate Responsibility Report is so humbling. The amount of time, energy and care our employees show our communities is astounding – a record high in 2025 for our volunteerism efforts. The impact our teams have on thousands of individuals across our footprint is immeasurable.

As you read, I believe you'll feel how our mission to improve the financial lives of our neighbors and their businesses is at the root of everything we do, every decision we make and every customer we help. It's not just words; it's truly the heart of our organization, as is

the team of financial professionals who live it day in and day out.

You'll also feel the culture they've built – one that is warm and welcoming, fun and inclusive. And how they bring our brand to life as a regional, community bank that is big enough to compete but still small enough to care.

I hope you enjoy learning more about our brand and about our commitment to customers, communities, shareholders and each other.



A handwritten signature in black ink that reads "Mike".

MIKE PRICE

President and CEO
First Commonwealth Financial Corporation

Our mission is to improve the financial lives of our neighbors and their businesses.

Our Core Values



Our Customer Promise

Put Customers First

Be Relentless

Inspire Confidence

Champion Simplicity

Obsess with Yes



LIVING OUR MISSION & PURPOSE

Each year, we create a community development report focused on the impact our teams have made on the communities we serve. Behind each item we report are the people that we care about - business owners, homeowners, developers, and families. We've included a few highlights of our 2025 community development report, which can be viewed at fcbanking.com/community using the code above.

**TOTAL COMMUNITY
DEVELOPMENT INVESTMENTS**



\$89,431,270

INCLUDING

\$1,665,333

Contributions & Donations



\$360,000

**Education Improvement
Tax Credit Program**



\$39,000

Scholarships



\$395,000

**Neighborhood
Assistance Program**



\$426,680,000

**IN LENDING THROUGH 3,031
SMALL BUSINESS LOANS**

\$350,724,956

**IN LENDING THROUGH 1,445
CONSUMER MORTGAGES**



SOCIAL RESPONSIBILITY

RECOGNITIONS

Our employees come to work every day with one focus - to improve financial lives. It's because of that relentless spirit that we are able to earn recognition across our footprint. In addition to being a Forbes Best Bank in America, the following are a few of the awards our employees have helped us to earn:

Top Workplace Achievements

For seven years in a row starting in 2019, we were named a **Top Workplace** by Pittsburgh Post-Gazette.

Veterans Saves

We were one of only 11 financial institutions honored with the **2025 Veteran Saves Week**

Designation of Savings Excellence (DOSE) Award.

For the seven straight year, we received the honor explicitly reserved for organizations which effectively and actively promote saving strategies during the annual America Saves Week campaign, April 7-11, 2025.

Recognition for Top CRA Officer

The Pittsburgh Community Reinvestment Group (PCRG) annually awards an honor to the **Top Community Reinvestment Act Officer**. This year, our Community Impact Officer Nathan Culp received the award for Large Banks.

Nathan received the award for his dedication to the CRA and his relentless efforts in working together with organizations like PCRG and investing in authentic relationships through the city to build strategies for the long-term success of the neighborhoods where we all live and work.

Top Mortgage Loan Originators

Among the most prestigious honors in the mortgage industry, the Scotsman Guide Top Originator Award annually acknowledges the best and brightest in the field, showcasing their exceptional talent, dedication and innovation.

We had seven mortgage bankers who received a **Top Originator Award** from the industry-leading, publication, the Scotsman Guide. Receiving the recognition were: Antonio Benton, Central Ohio; Karen Sharp, Northern Ohio; Bob Quinn, Metro PA; Lynne Tomkowski, Community PA; Zaine Tomkowski, Community PA; and Kaityln Tomlinson, Community PA.



AN INCLUSIVE WORKPLACE

~We believe in better.~

We are on a journey to build a workforce where all individuals feel valued, respected and have the opportunity to participate fully.

We're proud to have five active **Employee Resource Groups** as a way to bring employees with similar life interests, circumstances and outlooks together. Our Groups are a safe space where all employees are welcomed, respected, represented, can be authentic, and have a voice.

BEST - Black Employees Supporting Talent



BEST is a group of leaders who have self-identified their Black/African American heritage and are passionate about lifting up their colleagues to achieve their very best. They exist to support all Black/African American talent and Allies at First Commonwealth Bank with a safe-space community and resources dedicated to openness and strengthening the Bank's diverse recruiting, retention and mentoring efforts.

HHC - Hispanic Heritage Connections



HHC exists to drive positive change for Hispanics and Allies within the organization and the communities we serve, helping employees to achieve their maximum career potential. They exist to ensure each member has access to the resources and support necessary to thrive within First Commonwealth Bank and within the community, through mentorship, cultural appreciation, professional development and civic engagement.

Proud Together



Proud Together is an inclusive group of LGBTQ+ employees and Allies who meet on a regular basis, discuss current topics, and plan and participate in community events. They exist to be a resource for LGBTQ+ identified employees and Allies to express themselves at work and in our communities through mentorship, networking and education with their fellow employees.

MORE - Military Opportunities, Resource, & Engagement



MORE is a group of veteran employees and allies dedicated to supporting and enhancing the lives of our military community, including active-duty service members, veterans, military spouses or partners, and their families. Through a grassroots approach, MORE fosters connection, professional development, networking, and shared experiences while promoting awareness and appreciation of military service. The group also supports veteran recruitment, retention, community engagement, and volunteer opportunities that helps strengthen an inclusive culture where colleagues can learn, connect, and thrive. All employees are welcome to join.

SPACE - Supporting Parents and Caregiving Employees

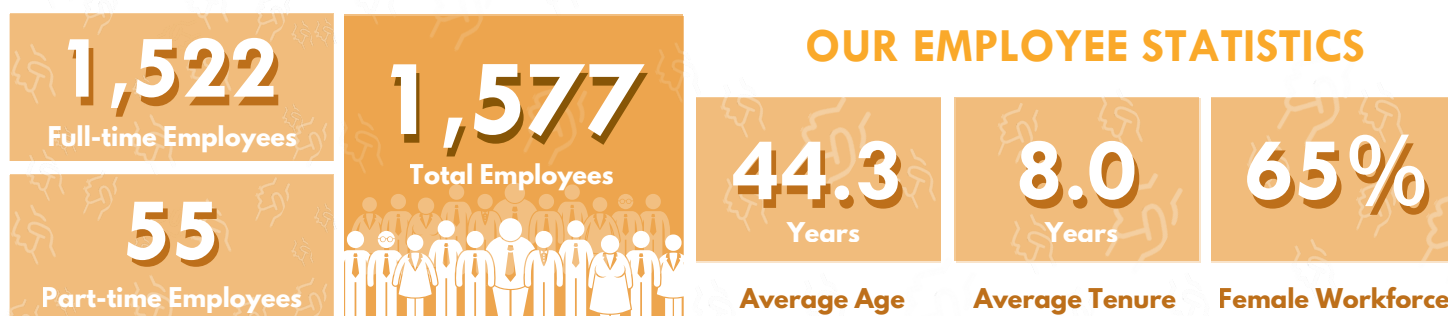


SPACE is a group dedicated to supporting parents and caregiving employees, focused on creating a space for meaningful connections and resources that prioritize well-being and career goals alongside family and home needs. They exist to gather single parents, parents of individuals with special needs, those caring for elderly parents, caregivers and more into our conversations to share financial support resources, foster casual caregiver load check ins, and identify ways to show up for each other on our hardest days.



OUR EMPLOYEES

We are dedicated to providing a workplace environment and culture for our employees that is inclusive, supportive and free of any form of discrimination or harassment; rewarding and recognizing our employees based on their individual results and company performance; and recognizing and respecting the characteristics and differences that make each of our employees unique. We strive to identify and select the best candidates for all open positions based on qualifying factors for each job. Our employees enjoy the ability to job post on open positions, resulting in a significant number of jobs filled internally. It is a great way to help employees grow and reach career goals. We enjoy having the opportunity to give those in their current positions a chance to move throughout the banking network and understand all parts of the bank.



Community Commitment Hours

Giving back to our communities is a huge part of who we are. In 2025, our employees volunteered nearly **18,000 hours** in their communities. We're proud to offer all employees up to 8 hours of paid time off to use for volunteer activities at qualifying organizations. In 2025, **206 employees** used **1,174+ hours** and we look forward to seeing that continue to grow.

Executive Compensation

At First Commonwealth, we seek to align the interests of our executives with the interests of our shareholders. With input from the President and CEO, the Compensation & HR Committee, comprised of independent directors, sets and approves all elements of the executive officer compensation. We maintain a pay-for-performance compensation philosophy that incents and rewards executives for corporate and individual performance, with a heavy emphasis on variable (at-risk) compensation. Annual and long-term performance-based incentive programs comprise a significant component of pay with performance goals that are designed to drive our financial results, align with our business strategy, and create long-term value for our shareholders. Long-term incentives are paid in equity, and our executive officers are required to maintain meaningful share ownership throughout their employment. We conduct risk assessments to ensure the compensation programs do not encourage inappropriate or undue risk taking or imprudent actions by our executive officers. We limit the use of perquisites, such as automobile leases. To plan appropriately for the future talent needs of the organization, our executives are required to identify successors and work to develop the successors skill sets.

BENEFITS

To achieve our mission of building financial confidence for our customers, developing the most customer-focused team in our markets, supporting our communities, and delivering long-term value to our shareholders by becoming the top-performing bank within our region, we must attract, develop, retain and reward the most talented financial professionals in our markets. To do so, we utilize a total rewards strategy that leverages cash and non-cash components. The compensation components of our total rewards are designed to provide competitive pay that aligns with individual and company performance as well as stakeholder interests.

Our health plan is structured with a tiered premium approach in which **26%** of plan participants are in the lowest tier and pay a lower monthly premium than the other two higher paying tiers.

401K Plan

Saving for retirement is an important part of a financial journey, so we provide immediate eligibility for participation in our 401k plan with a dollar-for-dollar match up to 5%. Employee participation is **92%**, which is above industry averages.

Health Insurance

73% of our employees participate in one of two offered health plans – a PPO and a High Deductible Health Plan. Those who participate in the HDHP are eligible for the Health Savings Account and they can receive up to a \$500 for individual coverage and \$1000 for family coverage as an annual employer contribution.

Healthcare Assistance

We offer an interest-free advance to employees who experience an unexpected healthcare expense. Over the past 12 years, more than **\$160,000** has been advanced to help more than 90 employees. The employees then pay back the advance through payroll deductions.

Paid Family Leave

Since beginning in 2022, our Paid Family Leave benefit has helped more than **150 employees** through providing up to 10 weeks of paid maternity and 3 weeks of paid parental leave.

Hearts to Hands

'Hearts to Hands,' our employee emergency fund is dedicated to helping employees who are faced with unexpected financial emergencies including fires, medical conditions, or sudden loss of income. Since beginning in 2010, our employees have been able to help **190** of their fellow employees for a total of more than **\$82,000** towards financial emergencies.

Tuition Assistance

Our Tuition Assistance Program is a way for employees to expand their expertise through additional education or certifications with a reimbursement of up to **\$5,250** per year in tuition costs.



LEADERSHIP & DEVELOPMENT

SAIL Program

The Strategic and Inspired Leadership (SAIL) program strengthens collaboration and communication among leaders. More than **260 senior leaders** take part by building deeper cross-functional partnerships to support the bank's growth, analyzing company performance trends, and developing leadership skills. Through the SAIL program, leaders receive regular, transparent updates from executive management, helping them better prepare their teams to achieve the bank's strategic goals.

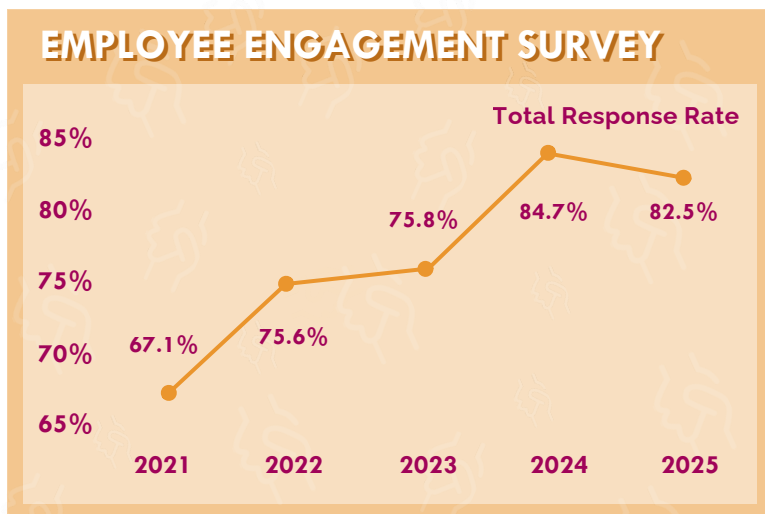


Development Opportunities

Since 2009, our mentorship program has provided 1:1 mentorship pairings, group development sessions and volunteer opportunities. In 2025, a total of **306 participants** participated in the program, including **201 women** and **34 people of color**.



WHAT OUR TEAM SAYS



Our highest scores were related to our ethics, knowing our customer's needs, understanding how their job contributes to overall goals, confidence in the future of the organization and effectiveness of immediate managers.

Employees commented on positive work environments, supportive and caring leadership, rewarding work and a great culture.

Employee Engagement Survey

We listen to our employees through market visits, executive forums and our annual employee engagement survey. In 2025, **82.5%** of our employees completed the annual survey and our overall rating was aligned with the financial services industry benchmark. We exceeded all companies in the country that utilize our survey provider. The survey reflected that employees have fulfillment in working for a community bank and making a difference, and that they are satisfied with their jobs and our company as a whole.

Better & Better Together

We have two voice of employee channels – Better and Better Together – that invite all employees to give feedback and submit ideas about changes in practices, products, policies, etc. that they believe can make us better. Better Together is intended to highlight great partnerships or where we have a chance to improve those partnerships. Submissions are reported to executive leadership and management, and we then share with employees the ideas we've been able to implement.





GOVERNANCE

Our Board of Directors is responsible for overseeing the management of the Company's business and affairs. The Board measures the effectiveness of its oversight using a balanced scorecard which is comprised of 3 themes:

Leadership & Accountability

Appointing and retaining strong and qualified leaders and holding those accountable for corporate performance

Strategic Direction & Execution

Approve the Company's strategy and oversee its execution by management

Risk Oversight

Establish the Company's risk and ensure that the Company's strategies and risk management practices in line with the risk appetite

Sound corporate governance provides the foundation, which enables the Board to effectively carry out these responsibilities. This section discusses First Commonwealth's corporate governance policies and practices, as well as the composition of the Board and its standing committees.

CORPORATE POLICIES

Separation of Chair and CEO

We believe that separate persons should hold the roles of Chair of the Board and Chief Executive Officer. This separation establishes an appropriate division of the Board's oversight role from the management responsibilities of the officers and employees of the Company. Consistent with this principle, our current Chair is a non-executive independent director.

Majority Voting in Director Elections

Under our Corporate Governance Guidelines, any director who does not receive a majority of votes

cast “for” their election in an uncontested election must tender their resignation. Within 90 days of the certification of the shareholder vote, the Governance Committee would then be required to make a recommendation to the Board as to whether the Board should accept the resignation, and the Board would be required to decide whether to accept the resignation and to disclose its decision-making process.

Director Independence

Under our Corporate Governance Guidelines, at least two-thirds of our directors must be independent from management. All of the directors other than the Chief Executive Officer and the President of our subsidiary bank currently satisfy the independence requirements of the New York Stock Exchange.

Executive Sessions

Our Board and committees regularly meet in executive session without management present, and our non-management directors meet regularly without the Chief Executive Officer. This enables directors to provide candid feedback, raise concerns and discuss sensitive or confidential matters. Our Chair, Jon Gorney, presides at meetings of the non-management directors.

Director Orientation & Education

All new directors and committee members receive orientation to learn about the Company and its strategic plans, significant financial, regulatory, accounting and risk management matters and policies and compliance programs. Our current directors regularly participate in continuing education to maintain the skills necessary to perform their duties and responsibilities and to keep abreast of industry trends, legal and regulatory developments and corporate governance practices.

Stock Ownership

We believe that directors should hold a meaningful investment in the Company’s stock to ensure that their interests are aligned with our shareholders. Our guidelines require that all directors own shares having a value of at least \$206,875, which is five times the annual cash retainer each director receives.

Performance Evaluations

Our Board and committees regularly evaluate and discuss their performance. In addition, our Board performs a peer evaluation from time to time to provide directors with a confidential forum to assess and provide candid feedback regarding their own performance and the performance of fellow directors. The Board and its committees use the results of these evaluations to identify opportunities to enhance performance and topics for director continuing education.

Retirement Age

We have established a retirement age of 75 for our directors. In the absence of special circumstances, no candidate may be nominated for election as a director if they would be age 75 or older at the time of the election.

Meeting Frequency Attendance

Directors are expected to attend Board meetings and meetings of committees on which they serve and to spend the time needed and meet as frequently as necessary to properly discharge their responsibilities.

OUR BOARD OF DIRECTORS

Name Current Position	Age	Director Since	Independent	Audit	Governance	Comp & HR	Risk
Todd D. Brice Business Development Officer of The Reschini Group	63	2025	Yes		●		●
Julie A. Caponi Retired Assistant Treasurer of Arconic	64	2007	Yes	Chair			●
Ray T. Charley Chief Executive Officer of Thomi Co.	74	1998	Yes		●	●	
Gary R. Claus Retired Tax Partner of PWC	73	2011	Yes	●		Chair	
Jon L. Gorney Retired Executive Vice President of National City Corp.	75	2013	No				●
Jane Grebenc Former EVP and Chief Revenue Officer, President, First Commonwealth Bank	67	2020	No				Chair
Joseph V. DiVito, Jr. Retired Principal, Cybersecurity, Risk & Regulatory of PWC	59	2025	Yes	●			●
Bart E. Johnson Managing Member of Serenity Pools, LLC	60	2017	Yes	●	●		
Luke A. Latimer Chair, CEO & President of R&L Development, Inc.	49	2011	Yes		●		
Aradhna M. Oliphant Chief Operations & Strategy Officer, Wallis Annenberg Legacy Foundation	60	2019	Yes		Chair	●	
T. Michael Price President and CEO of First Commonwealth Financial Corporation	63	2012	No				
Stephen A. Wolfe President & CEO of Indiana Regional Medical Center	61	2017	Yes	●		●	

The board is currently comprised of 12 members, 9 (75%) of which are independent directors under the NYSE listing standards. We believe effective oversight requires that the Board possess a diversity of perspectives, backgrounds and skills, and that our Board should reflect the diversity of First Commonwealth's markets. In addition to gender and racial / ethnic diversity, the Board also recognizes the value of diversity in professional experience, education, expertise, viewpoints, background and

other demographics. Three (3) of our 12 directors are females and one of our directors is a member of an underrepresented community. These independent and diverse directors bring a wealth of knowledge and business, governance and risk experience to First Commonwealth. The board currently has four standing committees: Audit, Compensation and Human Resources, Risk and Governance.

BOARD COMMITTEES

Audit Committee

The primary responsibilities of the Audit Committee are to monitor the integrity of our financial statements, select and oversee our independent auditors, oversee our internal audit process, and monitor our compliance with legal and regulatory requirements. This includes the receipt and resolution of complaints concerning accounting, internal controls and auditing matters. Finally, the Audit Committee makes sure to review and discuss major financial risk exposures with management and steps taken to monitor and control those exposures, including risk assessments and risk management policies. Each member of the Audit Committee is financially literate, and our Board has determined that Directors Caponi and Claus qualify as “audit committee financial experts” as defined by the rules of the SEC.

Compensation & Human Resources Committee

The primary responsibilities of the Compensation and Human Resources Committee are to review and determine the compensation of the CEO and other executive officers, lead the annual review of the performance of the CEO, develop and approve the CEO succession plan and oversee succession and development planning for the other executive officers, establish and oversee executive compensation and employee benefit programs, oversee the Company’s diversity and inclusion initiatives and review and approve the terms of any employment, severance, change of control or similar agreement for our CEO and other executive officers. Each member of the Compensation and Human Resources Committee is an independent director under our Guidelines and applicable NYSE standards.



Risk Committee

The primary responsibilities of the Risk Committee are to oversee and review information regarding our enterprise risk management framework, review and approve our significant risk management policies, assess the risks associated with our compensation practices, review and discuss with management the level and trend of risk exposures, including credit, market, liquidity, operational, cybersecurity, compliance and legal, reputation and strategic risk, and assess risks associated with strategic and operating plans and strategic initiatives.

Governance Committee

The primary responsibilities of the Governance Committee are to identify and recommend director nominees to the Board of Directors, recommend directors to serve as members and as chair for each committee of the Board, determine director compensation, lead the annual review of the performance of the Board and its committees, recommend and approve corporate governance policies and practices for the Board, and review and approve related party transactions and monitor compliance with our Code of Conduct and Ethics, insider trading and related policies. Each member of the Governance Committee is an independent director under our Guidelines and applicable NYSE standards.

BOARD AND GOVERNANCE INFORMATION

Size of Board	12
Number of Independent Directors	9
Average Age of Directors	64
Number of Female Directors	3
Number of Racial/Ethnic Minority Directors	1
Board Meetings Held in 2025	12
Annual Election of Directors	Yes
Retirement Age	75
Majority Voting in Director Elections	Yes
Seperate Chair and CEO	Yes
Independent Directors Meet Without Management Present	Yes
Annual Board and Committee Evaluations	Yes
Board Orientation and Continuing Education Program	Yes
Board Risk Committee	Yes
Code of Conduct for Directors, Officers, & Employees	Yes
Stock Ownership Guidelines for Directors & Executive Officers	Yes
Anti-Hedging and Pledging Policies	Yes
Recoupment ("Clawback") Policy	Yes

CODE OF CONDUCT AND ETHICS

The Code of Conduct and Ethics governs the actions and working relationships of First Commonwealth employees, officers and directors. This Code addresses, among other items, conflicts of interest, confidentiality, fair dealing, protection and proper use of corporate assets and compliance with laws, rules and regulations. The Code of Conduct and

Ethics encourages and provides a process for the reporting of any illegal or unethical behavior. First Commonwealth has established an ethics hotline to allow employees, officers and directors to anonymously report any known or suspected violation of laws, rules or regulations or the Code of Conduct and Ethics.





ENVIRONMENTAL RESPONSIBILITY

SUPPORTING OUR ENVIRONMENT ONE STEP AT A TIME

As part of our mission to improve financial lives and our ongoing commitment to sustainability, we're committed to always getting better at integrating environmental stewardship into the way we do business. Our priorities focus on reducing our ecological footprint, conserving natural resources, and encouraging innovation that creates meaningful outcomes. We seek to reduce our environmental footprint through responsible business practices, operational efficiency and prudent resource management.

Our leadership team continues to make operating and capital expenditures in various technologies, including cloud-based solutions; comprehensive end-to-end loan origination systems that employ automated workflow and digital document management; consumer and business online banking and mobile solutions for account opening, statements, Bill Pay, loan applications, and deposits; and Workflow integrated solutions, to streamline document flow and retention efforts.

We've outlined a few key areas of progress we made in 2025, and we are continuing to challenge ourselves and our leaders in how we can do even more.

We have **28%** of workers telecommuting. We also prioritize furniture donations by repurposing our old or unneeded furniture through donations to groups like the YMCA.

In 2025, **103** properties have been converted to LED lighting including 19 completed during 2025, with plans to convert the remaining locations over the next 4 years. All locations support local recycling and shred programs with centralized coordination where applicable. As part of on-going efforts to improve our energy efficiency in new and remodeled buildings, our properties feature high-efficiency furnaces, heat pumps and condensing units, and occupancy sensors to turn off lighting automatically when areas are not in use. In addition, we use thermal shades on exterior windows, LED lighting, programmable thermostats and zoning where applicable. Water coolers at all locations to reduce plastic waste.

We also utilize Reclamere in our Pennsylvania locations, a specialized IT asset management and data destruction company that provides secure, environmentally-friendly electronics recycling and hardware disposal.

ENVIRONMENTAL IMPACT

We have focused on the utilization of technology not only to drive operational efficiencies but to enhance our efforts on environmental stewardship. For more than 15 years, we have extensively used video conferencing to reduce travel for our employees, and our cloud-based technology platform has provided scalable infrastructure.

We have significantly expanded our digital products and services which allow our customers to open accounts, apply for loans, purchase insurance, make deposits, utilize person-to-person payment technology, and much more, either online or via their mobile device. Since 2019, we have experienced a **90%** increase in mobile deposits, a **80%** increase in mobile and web logins, and a **40%** increase in bill pay by our customers, as well as a commensurate decrease in transactions conducted across our current financial center footprint.

314,784

Pages of Paper
Eliminated



59,674

Pounds of Carbon
Emissions Reduced



74,857

Gallons of
Water Conserved



25,422

Pounds of
Wood Saved



**TOTAL WASTE
ELIMINATED**



4,129 LBS



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Time to be first.[™]