



2024

Our Community Development Story



 **FIRST Commonwealth Bank.**
Time to be first.™

BOB WEAVER

First Commonwealth Bank
@FirstCommunity



T A B L E O F C O N T E N T S

Why We Exist.....	2
Our Story.....	3
By the Numbers.....	4
Time to Grow	5
Access for All	6
Best Bank for Business	7
Homeownership.....	8
A Place of Belonging	9
Financial Education and Volunteerism.....	10
Living Our Mission	11
Celebrating Success	12
Our Team.....	13

W H Y W E E X I S T

After 37 years in the banking industry, I continue to be struck by the importance of our work, and the relentless spirit of our customers and our employees. 2024 was certainly no exception, as our teams continued to meet the needs of our customers by delivering on our mission to improve the financial lives of our neighbors and their businesses.

The work that banks do still matters. We have both the capability and the obligation to create opportunities for minority business owners to launch and grow their companies, enable low-income families to achieve homeownership, and provide the

underbanked with access to essential banking solutions.

As we grow the footprint of our company, we will continue to improve our responsiveness to the financial needs of our communities while working to better understand the unique complexities in each area we serve.

We are committed to getting better every day, and I'm looking forward to the good work to come.

Thank you for taking the time to read our report, and for the work you do each day to make our communities a better place to live and work.



Mike

MIKE PRICE
President and CEO

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

OUR STORY

As I reflect on 2024, I'm proud of the intentionality and efforts our employees put into being a more impactful community bank. From launching our Minority Depository Institution Investment Platform, to opening a new branch in a majority minority community, to enriching business relationships in ways that help create jobs, to creating new homeownership opportunities in historically underserved communities, our teams embodied the work of inclusion.

In addition, we received an important recognition from the Federal Home Loan Bank of Pittsburgh as we received the Pillars of the Community Award. I'm honored to work alongside colleagues who take the work of living our mission to heart and not only do the work, but carry it forward in a way that

builds wealth and representation in historically minority and underserved communities.

Strong leadership remains core to our ability to stretch and reach these communities, and I'm incredibly proud of the leaders who stand behind these relationships and communities that enable us to partner together to drive measurable results. Appreciating home values, financially- resilient small businesses, flourishing main streets, and mission-driven organizations are the results that we seek, and we're proud to highlight some of those stories from 2024.

Thank you to all of our partners, stakeholders, investors, customers, and community partners who give us an opportunity to live our mission.



EVAN ZUVERINK
Corporate CRA Officer

BY THE NUMBERS

Behind the community impact numbers that we report are the people that we care about - business owners, homeowners, developers, families. We track our giving dollars. We measure the impact of our service. We keep score of how we're doing. This is how we know how many people we're helping and how we see opportunities to celebrate our work and opportunities to improve.

Community Development Investments \$69,849,603

INCLUDING

Contributions and Donations
\$1,548,243

Scholarships
\$40,000

Education Improvement
Tax Credit Program
\$375,000

Neighborhood Assistance
Program
\$355,000

\$271,524,627

IN LENDING THROUGH 1,214
CONSUMER MORTGAGES

\$299,256,000

IN LENDING THROUGH 1,954
SMALL BUSINESS LOANS

TIME TO GROW

Expanding Our Team

We welcomed Stephanie Aguila as Regional Community Reinvestment Act (CRA) Officer for our Ohio markets in late 2024. Stephanie brings nearly 30 years of banking experience and strong connections to Ohio. She is working closely with teams across Ohio to lead our CRA initiatives, engaging with nonprofits, developers, builders, churches, realtors, government agencies, and other community groups to help build our CRA presence through lending, investments, and community service.

Stephanie has held positions as a Small Business Community Lender, Small Business Relationship Manager, and Branch Manager.

“I look forward to making a meaningful difference in the communities that we serve. Our work in fostering economic opportunity and ensuring fair access to resources will help to create stronger and more resilient neighborhoods.”

“My career path has led to my best role yet.”



Expanding Our Access

We opened our 11th Central Ohio branch in November 2024 on Parsons Avenue, located in the eastside of Columbus, offering proximity to the downtown area and spaced between our Short North and Whitehall locations.

We are proud to be a part of the revitalization of the Parsons Avenue corridor and available to serve the banking and lending needs of the area residents and businesses.

The new branch building sat vacant for more than a year and was the former site of an eatery and live music venue.

To help grow this location, William ‘Will’ Vance Jr. joined as our Financial Solutions Branch Manager Business Banker. Will is a native of Columbus and is a dynamic leader with more than seven years of experience in driving revenue growth, leading high performing teams, and establishing strategic partnerships.



Recognition for Excellence in Small Dollar Lending to African American Borrowers

We were honored to be recognized by the Pittsburgh Community Reinvestment Group (PCRG) for Excellence in Small Dollar Lending to African American Borrowers category for large banks.

PCRG is a nonprofit membership organization of community development corporations (CDCs), community-based organizations (CBOs) and community service groups in western Pennsylvania that work to ensure that the region has one voice in organizing for equity in financial lending practices, land use and vacant property, transit and infrastructure.

The 2024 honor we received is given to the bank with the best performance in lending to African-American borrowers for all loan purposes with individual loan amounts under \$100,000, and is based on originations, origination rates and dollars lent.



Pillars of Community Award

We were also selected as the recipient of the Federal Home Loan Bank of Pittsburgh's 2024 Pillars of Community Award.

The award, FHLBank's highest organizational honor, is presented annually to member financial institutions that have demonstrated an outstanding commitment to community development and have also demonstrated exemplary efforts and effective use of FHLBank's community products.

Through the Affordable Housing Program, we have been able to support 40 successful projects since 2017 to create, rehabilitate and preserve hundreds of units of affordable housing. The award was based on 2023 data, where we served 100 first-time homebuyers with nearly half-a-million dollars in down payment and closing cost assistance through First Front Door (FFD), and our support of the Home4Good program helped to fund 25 projects across several counties.



BEST BANK FOR BUSINESS

Bald Birds Brewery Jersey Shore, PA

In 2018 Joe Feerrar opened Bald Birds Brewing Company ("BBB") in Audubon, PA, and in 2020, expanded to Joe's hometown in Jersey Shore, PA, converting an abandoned warehouse that he had passed every day on the way home from school. Joe's business plan included a space where community could gather, and jobs would be created.

Through participation in the Payment Protection Program in 2020, Joe was introduced to Jamie Straub on our Commercial Banking team which led to financing to open a tasting room, event space, and brewing and distilling area.

"This is a close-knit community and we wanted to become that community center where people want to hang out, said Joe. "That's what we want our brewery to be for our neighbors.

In the fall of 2022, Bald Birds became an extension campus for the Pennsylvania College of Technology's Brewing and Fermentation Science Program, creating a unique learning experience including enhanced laboratory space.

Bald Birds then acquired additional equipment to enter the spirits market, and in 2024 we partnered with Joe and his team to provide financing to support their entry into a brewing contract estimated to bring additional jobs to the Jersey Shore area. We also began a partnership to provide financial education resources to the employees of Bald Birds.

"First Commonwealth has helped me to accelerate our business and take it to a whole new level. They understood our business, how we can grow, and saw that we could build a really cool business for our community."

Joe Feerrar



*Joe Feerrar, on right, with Jamie Straub,
Corporate Banking Group Manager*

H O M E O W N E R S H I P

Faith-based organizations continue to play a vital role in supporting minority and low-income communities, particularly as rising living costs impact the need for affordable housing. Through our partnerships with Amani Christian Development Corporation and Open Hand Ministries, two faith-based community organizations, we're working to create better housing opportunities in Pittsburgh neighborhoods.

Amani Christian Development Company

We partnered with Amani to secure a \$300,000 Affordable Housing Program grant to develop the Ledlie Street Townhomes, two modern, high efficiency, for-sale residential units on vacant, underutilized land in the Middle Hill District at the corner of Ledlie Street and Monaca Place. Amani Christian CDC is piloting the project with Module, a Pittsburgh-based company that builds energy-efficient homes, marking the first modular housing construction in the Hill District neighborhood.



The single-family units are reserved for low-to-moderate income households, including those with special needs or experiencing homelessness.

Open Hand Ministries

Open Hand Ministries empowers the marginalized through a village built on education, financial wellness, and affordable homeownership and is focused on increasing affordable homeownership in Pittsburgh's East End, particularly in Garfield, a predominantly African American neighborhood facing gentrification and rising housing costs.

Similar to our support of the Ledlie Street Townhomes, we are supporting the Hillcrest Street Houses project, in collaboration with Open Hand Ministries, to create three additional for-sale single-family units, funded by a \$450,000 FHLBank grant.



A PLACE OF BELONGING

For more than a decade, our team has stayed relentlessly committed to our responsibility to create a diverse workforce. We still believe in getting better as we continue on a journey to create an environment where diverse employees will have fantastic careers. Our company is more diverse today than a year ago, and our commitment is to keep getting better for ourselves, our partners and our communities.

Disability Mentoring Day

We were excited to be part of the 25th Annual Disability Mentoring Day in Pittsburgh, hosted by Bender Consulting. Coordinated by Supporting Parents and Caregiving Employees (SPACE) employee resource group, a team of employees and leaders welcomed high school seniors from Gateway High School to our downtown Pittsburgh Union Trust building office. The team gave the students a peek into what it's like to work at a bank, including a live support call demonstration with our IT department, learning a "day in the life" of our

Facilities team, and an overview of how to run a bank branch from an office manager. The students also learned about the importance of saving when they are young during a workshop hosted by our Financial Education Coordinator.

Employee Resource Groups in the Community

Our employee resource groups engaged with our employees and communities throughout the year to help develop students, celebrate rich cultural history and support Veterans in our communities. Their support helped us to earn the Veterans Saves Week Designation of Savings Excellence from the Consumer Federation of America.

Stark County Veterans Day - sponsored by MORE (Military Opportunities Resource & Engagement)

Black College Hall of Fame Classic - sponsored by BEST (Black Employees Supporting Talent)

Pride Month events - sponsored by Proud Together



MORE

Military Opportunities
Resource and Engagement



HHC

Hispanic Heritage
Connections



PROUD TOGETHER

LGBTQ+ Employees and Allies



BEST

Black Employees
Supporting Talent



SPACE

Supporting Parents and
Caregiver Employees

FINANCIAL EDUCATION AND VOLUNTEERISM

In just 365 days, our teammates conducted 426 financial education sessions to more than 5,300 participants, with 56% of the hours spent with low to moderate income people and places.

While we've highlighted a few of those stories, we are proud of the work done throughout the entire year to equip students on their own financial confidence journey.

Alliance High and Middle School, Stark County, OH

A group of 10 team members spent the day at Alliance, OH schools. The middle school kids learned about careers in banking, and how many different options there are in the financial field to explore. The high school students explored steps they can take today to start their financial journeys on the right foot. It included the importance of saving and how to establish credit when you are young.

Junior Achievement Day, Johnstown, PA

The fourth graders at Greater Johnstown Elementary in Johnstown, PA love learning hands on about entrepreneurship and budgeting when our FCB team visits the school each year. The kids get to run a simulated hot dog stand,

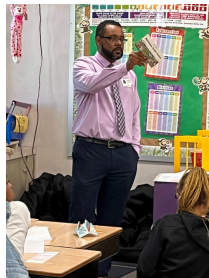
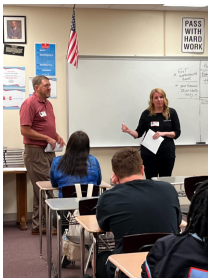
while learning how banks help entrepreneurs and what it takes to be a successful business owner.

Maple Unified Student Academy Pittsburgh, PA

Maple Unified Student Academy in Pittsburgh, PA offers LIT Camp (Leadership In Training) camp to middle school students, which culminated in a MUSA Main Street Event, where students sold the goods they spent all summer making. The young entrepreneurs sold homemade coloring books, jewelry, musical instruments and more. Our team helped them work through the finances, logistics and marketing needed to be a successful business owner.

A1 Stigma Free Coalition Cincinnati, OH

Our bankers were honored to partner with A1 Stigma Free Coalition, an organization that helps community members in recovery. Building a budget you can live with is a very important skill to be financially confident, and our bankers presented a lively and interactive session where they shared budgeting tools and tips.



LIVING OUR MISSION

Giving Back

Giving back to our communities is an important part of our culture and brand. We're proud of the many opportunities we've had to do that through our time, talent and resources in the past year.

Volunteerism

In 2024, our employees volunteered more than 18,000 hours, a humbling number considering all that our employees give to their customers and communities.

We love to recognize when our employees go above and beyond giving back, and one of those ways is through our quarterly Golden Tower award which is presented to one employee – nominated by their peers – who does outstanding community service. The Golden Tower recipient receives \$1000 to give back to a non-profit organization of their choice. It's an inspiring and important way that we keep employees focused on their good work.

Board Service

Many of our leaders serve tirelessly on Boards of Directors for organizations in their local communities, which not only serves the community but extends their leadership skills and technical abilities to help organizations that can benefit from additional talent resources.

Community Giving

Giving back financially is critical to our strategy as a community bank. Our teams direct a \$2 million dollar giving budget toward the causes that align with our giving principles to *improve financial confidence, support inclusive organizations, enrich business relationships and empower our employees*. It's our intent that every dollar makes a difference in strengthening our communities and improving financial lives.

Strong Businesses Make Strong Communities

We believe that the most meaningful business relationships can create the most meaningful giving opportunities. We love getting to give generously to those who choose to do business with us. We look forward to partnering closely with the businesses who choose us as their banking partner. Together, we can build stronger communities and economic stability in the neighborhoods where we live and work.



CELEBRATING SUCCESS

Pennsylvania Business Central:

Top 100 People - Jane Grebenc
Foremost Under 40 - Bethany Bachman and
Katie Whysong
Women Making A Difference - Vicki Fox

Scotsman's Guide Award Mortgage Top Performers:

Antonio Benton, Nathan Boyle, Karen Sharp,
Lynne Tomkowski and Zaine Tomkowski

PA Bankers Association:

DEI Leadership Award - Vicki Fox
Future Under 40 - Larissa Murphy and Eric
Gavazzi

Columbus Business First:

40-under-40 list - Amy Fleenor

Indiana County Chamber of Commerce:

CEO Mike Price Business Hall of Fame

Top Work Place Nationally

Top Work Place by Pittsburgh Post-Gazette

(six years running)

PCRG Excellence in Small Dollar Lending in African American Borrowers Award

2024 America Saves Week Designation of Savings Excellence Award

2024 Veteran Saves Week Designation of Savings Excellence Award

Federal Home Loan Bank Pillars of the Community Award

Top SBA Lender in all regions Second in Pittsburgh, Columbus and Cincinnati; Fourth in Cleveland

Greenwich Excellence Small Business Banking Award

Forbes America's Best Banks

S&P Market Analysis Top 50 Public Banks (>\$10B)



OUR TEAM

The only way we can meaningfully deliver our mission of improving the financial lives of our neighbors and their businesses is when our entire team is engaged. That means branch employees teaching in classrooms, commercial bankers building relationships with affordable housing developers, mortgage teammates hosting homebuyer seminars and more. We best serve our communities when we deliver our entire bank, and we're proud of what our teams accomplish every day to improve lives.

To see how we can activate our mission for your community or organization, contact us today.



STEPHANIE AGUILA
Regional CRA Officer Ohio
SMaguila@fcbanking.com
(740) 548-3202



NATHAN CULP
Regional CRA Officer Pennsylvania
NCulp@fcbanking.com
(412) 886-1831



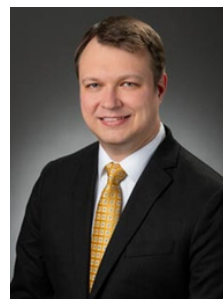
MEGAN DETWILER
Community Engagement Manager
MDetwiler@fcbanking.com
(814) 650-0017



ANNA FRANK
Financial Education
Program Coordinator
AFrank@fcbanking.com
(724) 465-1984



VICKI FOX
D&I Officer
VFox@fcbanking.com
(412) 690-2379



JOE TOMACESKI
Community Lending
Manager
JTomaceski@fcbanking.com
(412) 571-7924



EVAN ZUVERINK
Corporate CRA Officer
EZuverink@fcbanking.com
(724) 832-6090



Member FDIC