



THE BUSEY STORY

Q1 | 2024



BuseyBANK[®]

busey.com Member FDIC

Business | Wealth Management | Personal

BUSEY FOOTPRINT



The Busey Service Center at
190 Carondelet Plaza, Clayton, MO

Corporation | Subsidiaries & Divisions



\$11.89 billion Holding Company Headquartered in Champaign, IL



Business | Wealth Management | Personal

240,000+ Individuals Served

Nearly 60 Banking Centers in Illinois, Missouri, Florida and Indiana

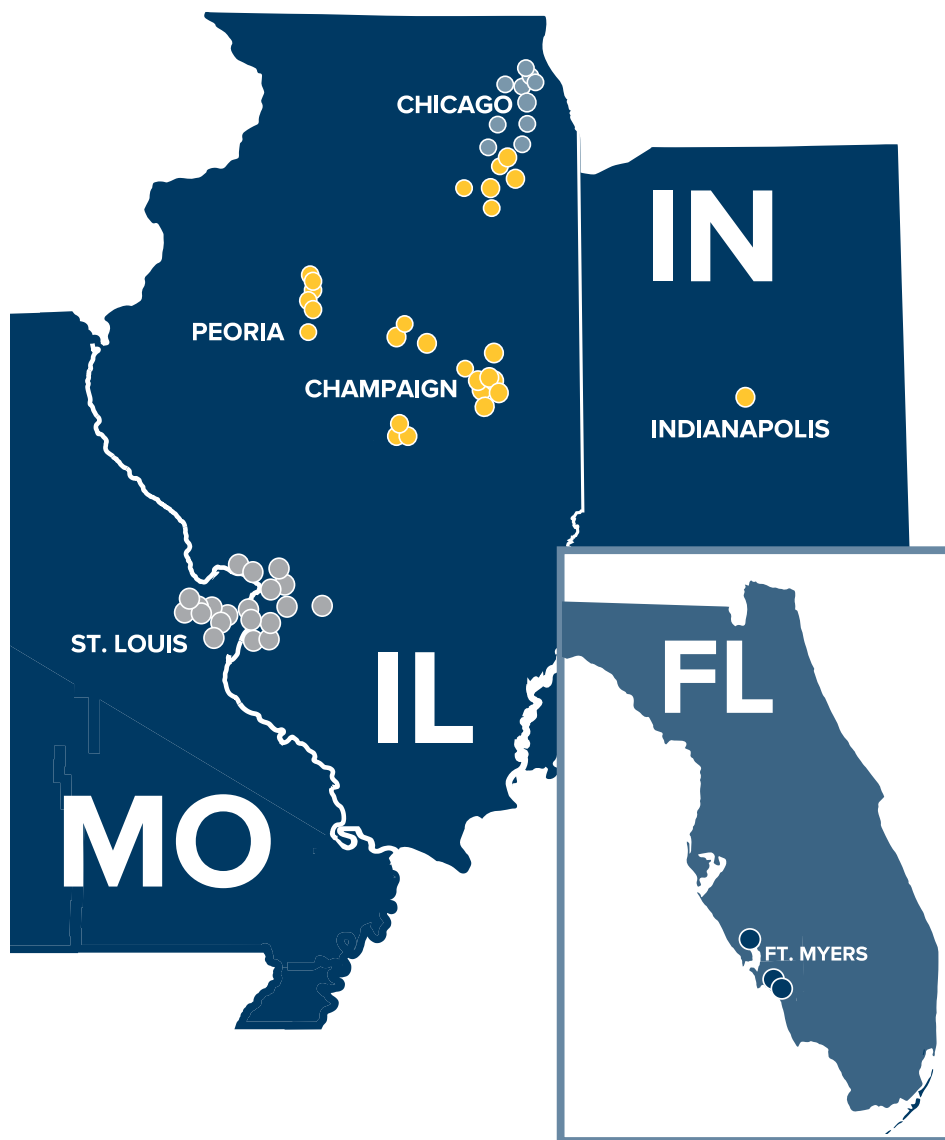


Processes over 30 million transactions annually for a total of \$11 billion using online bill payment, lockbox processing and walk-in payments by 5,800+ agents in 46 states.

BUSEY FOOTPRINT



Illinois, Missouri, Florida and Indiana



- Central Region
- Northern Region
- Gateway Region
- Florida Region



40,000 MoneyPass® ATMs nationwide including more than 5,600 in Illinois, Missouri, Florida and Indiana

THE BUSEY PROMISE

A clear understanding of our core values, commitments and unique operating terms is essential to executing the **Busey Promise**.



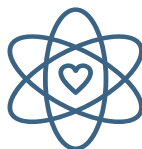
MISSION

Busey is a financial services organization that invests in associates, exceeds the service needs of customers, bridges the needs of communities and delivers long-term value to shareholders.



ONE BUSEY

Busey operates multiple business units; however, we consistently serve our **Pillars** as one, making it easier for them to have relationships with us.



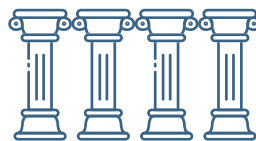
CORE VALUES

Knowledgeable, Trustworthy, Friendly,
Responsive, Community-Minded,
Customer-Centric



CORE COMMITMENTS

Focus on service, listen to our **Pillars**, leverage our expertise, treat others with respect, develop trusting relationships and simplify financial solutions.



OUR 4 PILLARS

Associates, Customers, Communities and Shareholders

THE BUSEY ADVANTAGE

From outstanding product offerings to committed, service-driven associates, Busey provides an array of solutions, tailored to your specific needs.

HIGHLY RATED

Busey is a leading financial institution consistently rated 5-Star (“Superior”), the highest rating awarded, by the bank rating service *BauerFinancial*. We've also consistently been recognized for multiple national awards, including *Forbes* America's Best Banks.

HERE TO SERVE YOU

It's simple—because serving people and businesses is what we do and have done for over 155 years.

CONVENIENT

With nearly 60 conveniently located banking centers serving Illinois, Missouri, Florida and Indiana, 40,000 MoneyPass® ATMs nationwide including more than 5,600 in Illinois, Missouri, Florida and Indiana and a progressive financial management hub of online services, Busey makes it easy to securely manage your finances.

EXPERTISE

With an array of specialties and experience, Busey ensures you have a partner who truly understands your finances. We are committed to developing expertise in the industries we serve—we know the challenges you face.

OUR VISION

SERVICE EXCELLENCE IN
EVERYTHING WE DO FOR OUR **PILLARS**.

BUSINESS SEGMENTS

With over **155 years** of experience serving the needs of our **4 Pillars**—*associates, customers, communities and shareholders*, Busey can provide the support and answers needed to achieve your dreams.

BUSINESS

With a wide variety of specialized programs and products, Busey can tailor lending packages to your unique situation. Regardless of size, a credit decision will be made quickly by a partner who knows you and your business. We streamline the loan process for small business owners and entrepreneurs through the SBA Preferred Lender Program (PLP)—the highest lending designation awarded by the Small Business Administration—and SBA Express Designation.

WEALTH MANAGEMENT

Busey Wealth Management is committed to making your money work hard for you—advising individuals, businesses and foundations for over a century. With your financial future in focus, we are dedicated to navigating financial markets and determining optimal investments to meet your goals. Qualified and knowledgeable, Busey's advisors have a competitive edge. With more than 130 wealth professionals, we can help prepare you for wherever life takes you.

TREASURY MANAGEMENT

With solutions designed specifically for your business, our Treasury Management Team will analyze your cash flow needs and recommend ways to make the most of your money through automated solutions. Our experts can develop the right solutions for your business, whether you need help with receivables, payables, liquidity, information reporting or fraud protection.

PERSONAL

After years of hard work, you want to see your efforts pay off. When making financial decisions that affect you and your family, nothing is more important than a partner who understands your unique goals. Whether you desire to retire, spend more time traveling or take your business to the next level, Busey is your partner.

FIRSTECH

Busey Bank's wholly-owned subsidiary, FirstTech, specializes in the evolving financial technology needs of small- and medium-sized businesses, highly-regulated enterprise industries and financial institutions—providing comprehensive and innovative payment technology solutions and simplifying client workflows. Learn more about FirstTech at firsttechpayments.com.

HOME MORTGAGE

Busey Home Mortgage can help make your dream of homeownership a reality. Our participation in a wide range of special loan programs and in-house mortgage expertise means your home loan is tailored to your individual needs.

AG SERVICES

With over 100 years of combined farm management experience, Busey Ag Services manages more than 98,000 acres with a total value of approximately \$1 billion. Because of this knowledge and stability, you can confidently put your trust in Busey.

Non-deposit products and services through Busey Wealth Management			
Are Not Insured By The FDIC	Are Not Deposits	May Lose Value	No Bank Guarantee

STRENGTH IN NUMBERS

Busey has demonstrated reliable service as a top-performing bank
- exhibiting strength, resiliency and continuous growth through
industry and market shifts since 1868.



FINANCIAL HOLDING COMPANY

First Busey Corporation is a **\$11.89 billion** financial holding company.



WEALTH MANAGEMENT

Busey is proud to provide asset management, investment, and fiduciary services with approximately **\$12.76 million** in assets under care.



INSIDE OWNERSHIP

Strong inside ownership with **7% owned** by directors and executive officers.



ASSOCIATE TENURE

Nearly **1,500 associates** with an average tenure of **7.6 years**.



COMMUNITY IMPACT

Busey and its associates give more than **\$1 million** and **countless volunteer hours** annually.



TOP COMMERCIAL BANK

Busey ranks among the **top 2%** of commercial banks nationally.



ANNUAL FIRSTTECH TRANSACTIONS

Over 35 million transactions processed annually for a total of **\$11 billion**.

RETAIL ACCOUNTS

Busey's retail deposit base has **over 253,000 accounts** with an **average balance of \$22,000** and an **average tenure of 16.6 years**.

TOP QUARTILE

Busey is in the top quartile of banks as it relates to insured deposit percentages - **nearly 97% of our deposits are core deposits**.

COMMERCIAL ACCOUNTS

Busey's commercial deposit base consists of **over 33,000 accounts** with an **average balance of \$98,000** and an **average tenure of 12.4 years**.

MARKET SHARE

Ranked **#13 in Illinois** and **#36 in Missouri** for market share by deposits in January of 2023.

AMONG THE BEST

Forbes

**WORLD'S
BEST BANKS**

**AMERICA'S
BEST BANKS**

AMERICAN BANKER

**2023 Best Banks
to Work For**

Pensions & Investments

**BEST
PLACES
TO WORK**
IN MONEY MANAGEMENT

★★ **2023** ★★

6-YEAR WINNER
2018-2023

WORLD'S BEST BANKS

For the first time, Busey was named among the **World's Best Banks** for 2024 by *Forbes*, earning a spot on the list among 68 U.S. banks and 403 worldwide.

AMERICA'S BEST BANKS

Busey is honored to be named among **America's Best Banks** for 2024 by *Forbes* for the third consecutive year. Ranked 40th overall, First Busey was the second-ranked bank headquartered in Illinois of the six that made this year's list and the highest-ranked of those with more than \$10 billion in assets.

BEST BANKS TO WORK FOR

American Banker and *Best Companies Group* have named Busey among the **Best Banks to Work For** across the U.S. since 2016. Associates' candid feedback and shared experiences made this award possible. Busey is among only 85 banks selected across the country and among only 15 banks in its size category.

BEST PLACES TO WORK IN MONEY MANAGEMENT

Since 2018, Busey Wealth Management has been among the **Best Places to Work in Money Management** by *Pensions & Investments* and its partner *Best Companies Group*. Through the survey feedback of associates, Busey Wealth Management is ranked among well-known financial firms across the country.

Named a **2023 Webex Champion Awards** finalist in the "Workplace Wizard" category, which recognizes organizations that have reimaged their hybrid workspaces using Cisco technology.

Recognized since 2017 as a **BEST** Award winner by the Association for Talent Development.



BEST PLACES TO WORK IN ILLINOIS

Busey has been named among the **Best Places to Work in Illinois** by the *Daily Herald Business Ledger* and *Best Companies Group* consecutively since 2016. The award identifies, recognizes and honors the best places of employment in the state. Feedback from employees make up 75% of the nomination process for this award.

BEST COMPANIES TO WORK FOR IN FLORIDA

Busey has been named among the **Best Companies to Work For in Florida** since 2017—an award presented by *Florida Trend* magazine and *Best Companies Group*. Based almost entirely on employee feedback, this prestigious acknowledgment is made possible by Busey's most valuable asset, associates.

BEST PLACES TO WORK IN INDIANA

Busey is honored to once again be named among the **Best Places to Work in Indiana** by Busey associates, the *Indiana Chamber of Commerce* and its research partner, *Workforce Research Group*.

BEST LARGE BANK

Best in Business is *St. Louis Small Business Monthly's* annual reader survey of the leading businesses in the area. More than 40,000 individuals voted, and Busey has been selected as the **Best Large Bank** from a list of 25 other banks in the region since 2022.

TOP REGIONAL COMPANY

Busey was recognized as a **2023 DiversityInc. Top Regional Company** for modeling fairness in talent strategy, workplace and supplier diversity practices and philanthropic engagement.

Recipient of the **2022 LEADING DISABILITY EMPLOYER** by the *National Organization on Disability (NOD)*.

Recipient of the **2022 Community Service Award** by the *Illinois Bankers Association*.

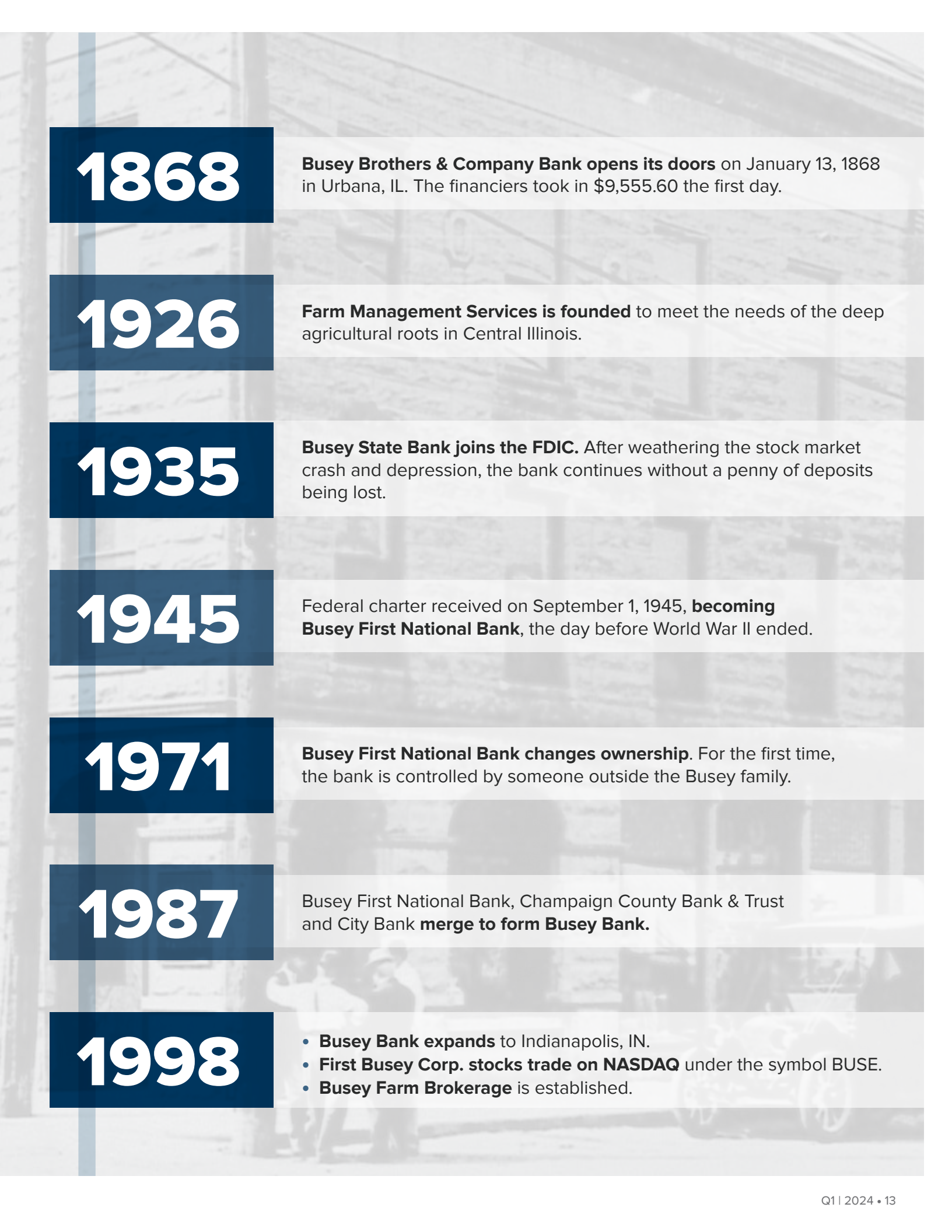
BUSEY HISTORY

Our promise began when we first opened our doors in 1868.

Our founders were leaders that understood the significance of economic prosperity and the importance of bettering the community. They offered more than a bank—they enabled a means to grow businesses, build homes and start families.

That was over 155 years ago. Since then, we have built on a tradition of outstanding service through close relationships and broad financial capabilities. Today, Busey is a leading financial institution serving Illinois, Missouri, Florida and Indiana. We occupy a unique position. We are large enough to provide innovative products and services while making local decisions and knowing our customers by name. Looking back, we've come a long way, yet the core values—dedicated associates, strong customer partnerships and thriving communities—instilled years ago are still the cornerstones of Busey.

Today, First Busey Corporation is a **\$11.89 billion** financial holding company, headquartered in Champaign, Illinois—providing a full range of financial services to nearly 240,000 individuals. Van A. Dukeman, Chairman and CEO, and the executive team lead nearly 1,500 Busey associates and remain dedicated to ensuring the ***Busey Promise*** is fulfilled for each of our **4 Pillars**—*associates, customers, communities and shareholders*.



1868

Busey Brothers & Company Bank opens its doors on January 13, 1868 in Urbana, IL. The financiers took in \$9,555.60 the first day.

1926

Farm Management Services is founded to meet the needs of the deep agricultural roots in Central Illinois.

1935

Busey State Bank joins the FDIC. After weathering the stock market crash and depression, the bank continues without a penny of deposits being lost.

1945

Federal charter received on September 1, 1945, **becoming Busey First National Bank**, the day before World War II ended.

1971

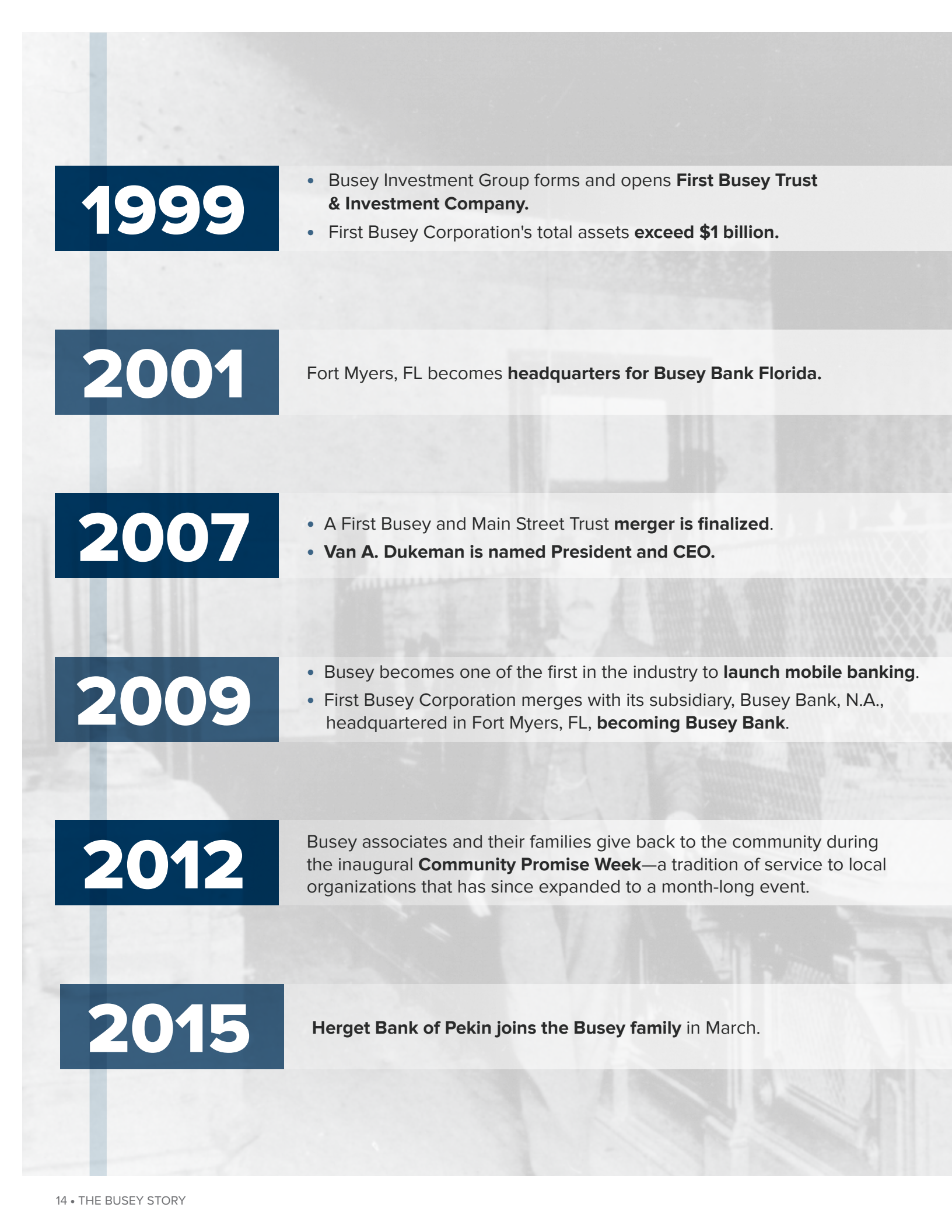
Busey First National Bank changes ownership. For the first time, the bank is controlled by someone outside the Busey family.

1987

Busey First National Bank, Champaign County Bank & Trust and City Bank **merge to form Busey Bank.**

1998

- **Busey Bank expands** to Indianapolis, IN.
- **First Busey Corp. stocks trade on NASDAQ** under the symbol BUSE.
- **Busey Farm Brokerage** is established.



1999

- Busey Investment Group forms and opens **First Busey Trust & Investment Company**.
- First Busey Corporation's total assets **exceed \$1 billion**.

2001

Fort Myers, FL becomes **headquarters for Busey Bank Florida**.

2007

- A First Busey and Main Street Trust **merger is finalized**.
- **Van A. Dukeman is named President and CEO**.

2009

- Busey becomes one of the first in the industry to **launch mobile banking**.
- First Busey Corporation merges with its subsidiary, Busey Bank, N.A., headquartered in Fort Myers, FL, **becoming Busey Bank**.

2012

Busey associates and their families give back to the community during the inaugural **Community Promise Week**—a tradition of service to local organizations that has since expanded to a month-long event.

2015

Herget Bank of Pekin joins the Busey family in March.

2016

Busey welcomes Pulaski Bank of Greater St. Louis, MO in April.

2017

- **First Community Financial Bank of Chicagoland** joins the **Busey family** in July.
- **Busey welcomes South Side Trust & Savings Bank of Peoria** in October.

2019

- **TheBANK of Edwardsville** joins **Busey** in January.
- **Investors' Security Trust** joins **Busey Wealth Management** in August.

2020

In late January, **Busey launches a new online and mobile eBank**—enhancing the overall digital banking experience.

2021

Busey welcomes Glenview State Bank in June.

2024

Busey welcomes Merchants and Manufacturers Bank in April.

ASSOCIATE DEVELOPMENT

Busey is committed to providing opportunities that equip associates with the knowledge, skills and behaviors necessary to support and embody the **Busey Promise**. Our corporate development programs focus on optimizing our greatest asset—our people—no matter where they are in their careers.



TAKING FLIGHT

TAKING FLIGHT

A robust, multi-phased onboarding program for new team members. Includes lessons on Busey's history and heritage, community engagement, diversity and core values.

develop

DEVELOP

Open to all associates interested in growing individually and professionally with a strengths-based approach.



SERVICE ACADEMY

A program aimed at further enhancing the internal and external customer experience.

evolve

EVOLVE

Highly selective program for emerging leaders including mentorship by senior leaders.

transform

TRANSFORM

High-level program geared towards the continual refinement of influential leaders responsible for transforming our organization.

CAREER
DEVELOPMENT

CAREER EXCURSIONS & DEVELOPMENT

Career services, support, tools and resources to help associates navigate and achieve their career goals.

BUSEY
LEADERSHIP INSTITUTE

BUSEY LEADERSHIP INSTITUTE

This program allows managers to hone leadership abilities for high-performing and highly engaged workplace teams.



BUSEY LEADERSHIP
DEVELOPMENT INSTITUTE

BUSEY LEADERSHIP DEVELOPMENT INSTITUTE | COMMERCIAL & WEALTH

A formal two-year program designed to recruit and train high-level talent, providing participants with a solid foundation for future roles in Commercial or Wealth.



TAKE 5

This program provides associates with an opportunity to step away from the daily routine and learn something new in just a few minutes.



FINANCIAL
PATHWAYS

CERTIFIED FINANCIAL PATHWAYS FACILITATOR PROGRAM

A program designed to identify, recognize and train Busey associates who are interested in facilitating financial literacy workshops or act as support partners during live and virtual training events.

thrive

THRIVE

This program is designed to support continuous learning no matter where associates are on their career path. It is offered on an ongoing basis to expand knowledge, foster a continued growth mindset and support personal well-being.



WELLNESS WEDNESDAY

Weekly Wellness Wednesday sessions provide associates a productivity and mindfulness break, education on a wellness topic and answer any wellness-related questions.

ELEVATE

ELEVATE

A mentoring program available to all associates to support a diverse workforce and address individualized needs for professional development. The program is structured to provide mentoring that fosters collaboration and inclusivity and connects people with varied experiences to achieve their goals at Busey.

BUSEY TOTAL REWARDS

Total Rewards is what Busey offers our associates in honor of their time, talents, efforts and results.

We have always prioritized our associates' quality of life, both inside and outside of the office.

WORK-LIFE

- Full-time & part-time employment
- Employee Assistance Program (EAP)
- Wellness credit for fitness club membership
- B Well initiatives/incentives
- Dependent care Flexible Spending Account (FSA)
- In-house financial planning services & education
- Legal advisory services
- Community volunteer opportunities
- Bank/wealth management service discounts
- Professional Image Program (PIP)
- Wellness coaches
- Fitness, mindfulness and nutrition streaming service

PERFORMANCE AND RECOGNITION

- 1:1 meetings
- Performance reviews
- Performance planning/goal setting
- Service milestones
- Retirement recognition
- Associate Appreciation Month
- Customer service recognition
- Fulfilling Dreams
- Peer-to-peer service recognition

DEVELOPMENT AND CAREER OPPORTUNITIES

- Tuition reimbursement/educational assistance
- On-the-job learning
- Attendance at outside seminars and conferences
- Access to virtual learning and webinars
- In-house training programs
- Self-development tools
- Career excursions and coaching services
- Internal job postings
- Job advancement/promotion
- Career discovery internship program

COMPENSATION

- Competitive pay
- Holiday pay
- Sales & performance incentives
- Performance bonus awards

BENEFITS

- Medical/prescription drug plan
- Dental plan
- Vision plan
- Critical illness insurance
- Flexible Spending Accounts (FSA)
- Health Savings Account (HSA)
- Life insurance
- Spouse/dependent life insurance
- AD&D insurance
- Short-term/long-term disability insurance
- Pet insurance
- Cost transparency & financial advocate tool
- Theft-ID protection
- Profit sharing plan
- 401(K) / Roth 401(k)
- 401(K) safe harbor match
- Unemployment insurance
- Worker's compensation insurance
- Social security insurance
- Medicare
- Vacation
- Sick time
- Paid parental leave
- Award time
- Bereavement leave
- Employee Stock Purchase Plan
- Insurance decision support tool
- Medicare consulting services
- Virtual physical therapy for joint/muscle pain

B WELL WITH BUSEY

Busey's award-winning wellness program, **B Well**, offers challenges, educational opportunities, fitness classes, on-site biometric screenings, clinics and flu shots—all while putting money back in associates' pockets through cash incentives and Health Savings Account (HSA) contributions.



A **96% participation rate** in the wellness program.



Over **\$6 million** paid out in cash incentives and HSA contributions since program inception.



Hosted **52 Wellness Wednesday sessions** to provide a productivity and mindfulness break while offering education and Q&A sessions on wellness topics.



Offered **webinars** to support mental and financial wellbeing.



Nearly **45 Busey associates** serve as "Wellbeings" in a champion network to support a culture of wellness.



Access to Busey's 24/7 associates only **fitness center and gym reimbursement**.



Free access to our **Employee Assistance Program, ComPsych** - a 24/7 online mental health resource and support system.



Named among the 2017-2023 **Healthiest Employers in St. Louis** by *St. Louis Business Journal*.



Named among the 2018-2023 **Illinois' Healthiest Employers** by *Crain's Content Studio* and *Cigna*.

Wellness means something different to everyone, and Busey offers a holistic approach by looking at every person as a whole being through **B Well**—a personalized and comprehensive health and wellness program available exclusively to Busey associates. This award-winning program offers encouragement while focusing on the eight interconnected dimensions of wellness— emotional, environmental, financial, intellectual, occupational, physical, social and spiritual.



VIRGIN PULSE

B Well's platform, Virgin Pulse, provides the incentives, privacy and support to adopt and maintain a healthier lifestyle, one habit at a time. By taking advantage of the possibilities offered through the platform, **B Well** can help associates enhance their health and wellbeing while putting money back in their pockets.

Associates can earn up to \$1,000 in cash, health- or flexible savings account* deposits by tracking healthy habits, competing in friendly challenges and engaging with wellness-related resources.

RECOGNITION

B Well also offers opportunities for associate recognition through the **B Well Workplace Award** and the **B Well Impactful Leadership Award**.

The **Workplace Award** provides an opportunity to recognize teams within Busey who are consistently engaged in wellness initiatives. These teams regularly join quarterly challenges, participate in wellness initiatives and outline specific goals for completion.

The **Impactful Leadership Award** plays a key role in Busey's culture of wellness by modeling self-care, prioritizing wellness and creating an environment that promotes healthy habits.

Associates nominate those within Busey who exemplify wellness-minded leaders.

**It is important to note that HSA incentives and associated levels are based on eligibility to open an HSA account. Associates not eligible for an HSA are incentivized in another manner. Please contact Busey's HR Benefits Team with questions about qualifications.*



First Busey Corporation

100 W. University Ave., Champaign, IL 61820

1.800.67Busey | busey.com | Member FDIC |



Busey's Financial Suite of Services:

BuseyBANK®

 **firsttech**