

Together as one.

2024 Impact Report



Original imagery by Bill Sitzmann Photography.

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Bringing personal, long-term value to more communities.

The FNBO footprint spans communities that deeply align with our values and our vision for the future. Each shares a strong commitment to helping local businesses thrive and building robust local economies.

This spirit extends to our employees and our approach to serving both our customers and communities. By empowering individuals and businesses to achieve greater financial well-being, we create meaningful opportunities to support the broader community. We do this by offering support tailored to the unique needs of each community, ensuring that local dollars stay within the area to fuel investments in neighborhoods, business districts and beyond.

In addition, our dedicated City Ambassadors serve as our “boots on the ground,” helping us stay connected to the communities we serve. Their insights enable us to refine our offerings and foster partnerships that drive lasting, positive change in areas such as affordable housing, financial literacy and workforce development. Through continued growth and service, we are able to support both individuals and communities in ways that promote long-term prosperity.



FNBO receives the 2024 Advancing Affordable Housing Award from NeighborWorks Lincoln.

City Ambassadors:

- ▶ Jacob Arkfeld – Norfolk, Neb.
- ▶ Junior Barrios – Greeley, Colo.
- ▶ Dave Catsinas – Columbus and David City, Neb.
- ▶ Sean Cratty – Lake in the Hills, Rockford and Belvidere, Ill.
- ▶ Nathan Dorsey – Kearney, Neb.
- ▶ Geoff Eglen – Dallas, Plano and Frisco, Texas Metro Area
- ▶ Derek Fahey – Mitchell and Woonsocket, S.D.
- ▶ Chris Fathke – Yankton and Sioux Falls, S.D.
- ▶ Greg Harrell – Fort Collins and Loveland, Colo.
- ▶ Josh Huseman – DeKalb and Sycamore, Ill.
- ▶ Tom Klein – Lincoln, Neb.
- ▶ Chase Koelber – Yorkville, Sandwich and Oswego, Ill.
- ▶ Matt Mueller – Fremont, Neb.
- ▶ Ann Nelson – Cheyenne and Laramie, Wyo.
- ▶ Dave Randa – Geneva, Sugar Grove, Aurora and Elgin, Ill.
- ▶ Jodi Rauert – Grand Island, Neb.
- ▶ Senna Reeves – Alliance, Chadron and Scottsbluff, Neb.
- ▶ Morgan Schulte – Kansas City, Kan. Metro Area
- ▶ Heath Stewart – Beatrice, Neb.
- ▶ Laura Troshynski – North Platte, Neb.
- ▶ Gretchen Wahl – Boulder and Longmont, Colo.

FNBO by the Numbers



One of the largest privately held banks in the United States and the largest bank in Nebraska.



The 4th largest Agribusiness lender in the United States.



Founded in 1857, FNBO is rooted in six generations of family leadership.



The 15th largest credit card issuer in the United States.



More than **\$32 billion** in assets



More than 100 branches across eight states.

First National of Nebraska (FNNI) is well capitalized and poised for growth.



14.5% risk-based capital

Embracing the Opportunities of Private Ownership

FNBO’s success over the years is a result of our private ownership, clear vision, shared values and the ability to think long-term. These guiding principles help bring our team together and allow us to build genuine, lasting partnerships with others who share similar ideals.

In 2024, we had the privilege of celebrating our 167th birthday. Reflecting on this history, we are grateful for the flexibility that private ownership provides, allowing us to be intentional in how we connect with the businesses, organizations and people within our communities. We approach our work with humility and an innate desire to understand the unique needs of those we serve, empowering our team to contribute to positive change.



“By helping remove barriers to financial well-being, we’re able to connect meaningfully with our customers and partners – building lasting relationships that reflect and uplift our communities, and reinforcing our enduring commitment to community support as a core priority.”

– David Cota, Executive Vice President, Banking, FNBO

The legacy of Bruce Lauritzen: a builder of community.

Bruce Lauritzen's impact on Omaha transcends beyond the walls of FNBO. His legacy is deeply embedded in the fabric of the city's growth, from the revitalization of its downtown to the rural communities that benefited from his vision. Bruce's lifetime of work stands as a testament to the power of his commitment to building better communities, and his unyielding optimism.

One of the most visible marks of Bruce's legacy is the significant role he played in Omaha's development. His contributions are felt in landmarks such as Davis Hall and the CL Werner Center for Health Sciences Education—pillars of education and innovation at Creighton University that serve as the heart of Omaha's progress. His leadership also extended to supporting college athletics, which was critical to shaping the city's sense of pride. Yet, beyond the bricks and mortar of his contributions, it was his warm, constructive nature and unwavering faith in the promise of a better tomorrow that set him apart. His was a legacy of hope and perseverance, a testament to the character that made him more than just a builder of institutions.

For nearly four decades, from 1987 until his passing in 2024, Bruce served on the Creighton University Board of Trustees. He didn't just fulfill a role; he embodied the very spirit of Creighton, understanding the profound connection between education, service and community. His family's ties to Creighton ran deep.

Mickey Anderson, a customer and family friend, spoke of Bruce's unique blend of accomplishments and humility: "Bruce was a phenomenal businessman, but an even better person. His success was remarkable, but his down-to-earth nature was what truly set him apart."

Bruce's influence extended far beyond financial prosperity. His investment in others, especially in times of crisis, became the foundation for many of Omaha's current successes. He saw the city's potential not just as a market, but as a living, breathing entity that required care and vision.

with Ed Creighton, the first President of the bank, also serving as the founder of the university. Bruce's steadfast belief in Creighton's mission ensured that the university continued to thrive, expanding and advancing both academically and in its service to Omaha.

Bruce's optimism was contagious. He didn't shy away from tough decisions, such as the construction of the First National Tower. Although the investment wasn't the most obvious choice as many Omaha headquarters expanded west, Bruce believed in the symbolic power it would hold for Omaha. His decisions were always driven by the idea that a rising tide lifts all boats, and he was unafraid to put his faith in projects that would serve the long-term benefit of Omaha's downtown.

His leadership philosophy – guided by discipline and principles that never go out of style – was what allowed FNBO to not only prosper, but to also help transform Omaha into a vibrant, forward-looking community. Clark Lauritzen noted, “The bank’s success is rooted in the understanding that if the community does well, the bank will do well. Bruce embodied this principle in everything he did.”

Bruce also understood the value of rural communities, which often found themselves overlooked in favor of the growing urban centers. Through the Lauritzen Banks and numerous FNBO locations, he ensured that small town values remained at the core of the community's fabric. His commitment to these areas was a direct reflection of his larger vision: to uplift Omaha and beyond, to make sure every community, big or small, had a chance to grow and flourish.

Bruce's belief in the synergy between business and education was critical to Omaha's success. He served as a key bridge between Creighton University, the University of Nebraska Medical Center (UNMC) and FNBO, ensuring that the growth of one benefited the others. His long-standing relationships with both institutions allowed him to contribute to the development of essential health centers like the Lauritzen Outpatient Center and played a critical role in supporting philanthropic efforts that would benefit generations to come.

In addition to his business and educational contributions, Bruce's devotion to environmental conservation left an indelible mark. He was heavily involved in projects like Lauritzen Gardens, which became a symbol of the city's commitment to preservation and natural beauty.

His support for organizations like Ducks Unlimited and the Nebraska Environmental Trust highlighted his desire to ensure that Nebraska remained, not just a great place to live, but a place in harmony with the natural world.

Bruce's vision wasn't limited to the structures he built or the businesses he grew—it extended to the people he mentored, the communities he helped and the enduring legacy of faith and service he left behind. Bruce was the right leader at the right time. He applied discipline and principles that guided FNBO through rough waters and set the bank on a path to long-term success.

Bruce Lauritzen didn't just help build a city. He built a legacy of kindness, optimism and purpose that will continue to shape Omaha for generations to come. He was, in every sense, a builder with great faith in the promise of a better tomorrow.

As we look back on Bruce's life and work, it's clear that his legacy will endure in the streets he helped revitalize, the communities he helped sustain and the people whose dreams he helped make a reality. Omaha would not be the city it is today without Bruce Lauritzen – and for that, we are forever grateful.



Bruce Lauritzen, Former Chairman and President, FNBO

Five-Year Goals and Progress

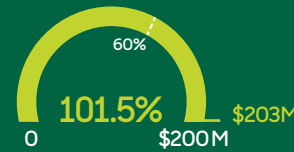
Commitment to Community Impact Plan

As FNBO completed the third year of our five-year Commitment to Community Impact Plan, we continued to work diligently to meet our goals. These graphics illustrate our progress in the first three years of implementation.

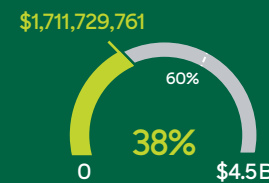
We envision a future where all our communities are strong and successful. To achieve this, every person must have access to the tools, resources and opportunities to improve their financial well-being.



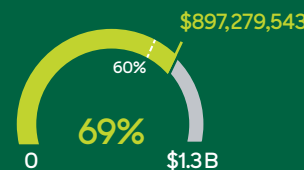
Commercial Banking Team Volunteering for Habitat for Humanity of Omaha.



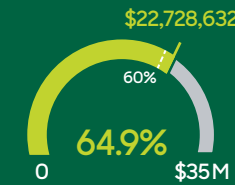
\$200 million in Community Development Investments (CDI) with community organizations working with low-to-moderate income individuals, families and/or in low-to-moderate income neighborhoods or majority-minority neighborhoods to increase access to affordable housing, build businesses and/or create jobs.



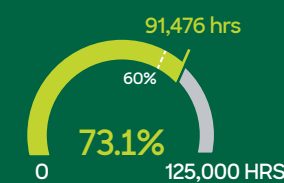
\$4.5 billion in small business loans, including loans for low-to-moderate income entrepreneurs and/or business owners in majority-minority neighborhoods to help their businesses start, grow and thrive.



\$1.3 billion in community development loans to build multi-family affordable housing or commercial properties benefiting low-to-moderate income individuals, revitalize or stabilize communities, build businesses and/or create jobs in majority-minority neighborhoods.



\$35 million in Community Sponsorships, Capital Donations and Impact Grants. We primarily focus on organizations working to increase access to affordable housing, help entrepreneurs build businesses and create jobs and support individuals as they work to obtain or improve employment.



125,000 FNBO employee service hours include volunteer activities such as financial education, service on a nonprofit board of directors and time dedicated to community organizations and events.

Environmental responsibility is a part of FNBO's Commitment to Community Impact Plan. To view our 2035 Sustainability Goals, please see page 27.

60% illustrates anticipated progress at the completion of year three of the five-year plan.

2024 Highlights



Philanthropy

More than \$7.6 million

given through Community Sponsorships, Capital Donations and Impact Grants to nonprofit organizations working to make a meaningful and lasting impact.



Financial Education, Skilled and General Volunteerism

Over 28,000 hours

volunteered to provide financial education, serve on a nonprofit board of directors and/or help with community organizations and events.



Impact Investing

More than \$38 million

in Community Development Investments to increase access to affordable housing and build businesses and/or create jobs.



Kansas Employees Volunteering at Light the Night.



Mortgage Loan Servicing Team Event at Habitat for Humanity of Omaha.



Addressing the unique needs of our communities.

In 2024, FNBO awarded \$1,758,000 to 88 nonprofit organizations through our annual Impact Grant Program, reinforcing our commitment to the communities we serve. The program goes beyond financial support for programs. It fosters long-term partnerships, drives measurable change and provides valuable insights into the unique needs within each community across the FNBO footprint.



Photo provided by Agape.

Our Impact Grant Program directly aligns with our Impact by FNBO strategy by providing programmatic support in the areas of affordable housing, workforce development and financial literacy.

Each year, more than 150 applications are submitted and undergo a rigorous review process. Those demonstrating the highest needs receive priority. Other considerations as part of the selection process include available resources, measurable goals, detailed strategies and geographic location served. The selection committee strives to award funding across the entire FNBO footprint, which further supports our commitment to helping even more communities continue to transform and grow in positive ways. “Our Impact Grant Program is a powerful tool for supporting programs that address urgent needs and create lasting change in our communities. By funding initiatives that respond to immediate challenges, we help strengthen local organizations and contribute to building a brighter, more sustainable future for all,” said Whitney Baker, Director of Philanthropy and Giving for FNBO.

An important goal of this program is to ensure long-term impact. Each year, the goals of grant recipients from the prior cycle are evaluated to determine the level of impact achieved over time. Through consistent monitoring of our impact, FNBO can ensure we are providing the highest level of support for our communities.

Heart Ministry Center Omaha, Neb.

FNBO is a long-time supporter of the Heart Ministry Center program, Fresh Start, through the bank’s Impact Grant program. The program provides individuals experiencing poverty with job training, life skills and soft skills needed to be successful both personally and within the workplace. Upon completion of the program, participants are matched with jobs that earn a livable wage. Since inception, 135 people have graduated from the program. In addition to financial support, FNBO employee Rob Wilcox, serves on the Center’s Board of Directors.

“I’ve seen, firsthand, the incredible impact this program has – equipping participants with the skills, confidence and opportunities they need to thrive, and I’m grateful for the opportunity to serve alongside this transformative organization.”

– Rob Wilcox, Senior Vice President and Chief Compliance Officer, FNBO

Agape Resource and Assistance Center Plano, Texas

For the last three years, FNBO has provided Impact Grant funding for Agape, a transitional living facility for women and children experiencing homelessness. The organization’s Education to Self Sufficiency program combines financial literacy, workforce education and certification to increase employable skills and income potential for participants. In addition to funding, FNBO employees volunteer to support the program by teaching financial literacy.

“Combining financial literacy with workforce education, Agape’s Education to Self Sufficiency program empowers participants to build stability and independence. We’re honored to play a small part in helping Agape carry out this important work.”

– Geoff Eglen, FNBO City Ambassador

Impact Grant Funding Focus

Affordable Housing

Increasing or maintaining access to safe, affordable and quality housing.

Workforce Development

Growing local economies through access to skill building opportunities, small business development and job creation.

Financial Literacy

Strengthening individual core competencies that will improve personal economic self-sufficiency through adult financial literacy.



**Kearney Area Habitat
for Humanity, Neb.**

"At the heart of our partnership with the Kearney Area Habitat for Humanity is a shared commitment to increase access to safe, quality and affordable housing. FNBO's dedication to addressing community needs related to affordable housing and neighborhood revitalization perfectly aligns with Kearney Habitat's mission to create sustainable housing solutions. Together, we're not only building homes – we're building hope, successful communities and a brighter future for all."

– **Nathan Dorsey**, FNBO City Ambassador



NeighborWorks Lincoln,
Lincoln Housing Award, Neb.

"Like NeighborWorks Lincoln (NWL), FNBO believes in building stronger, more resilient people and neighborhoods. FNBO has been providing longstanding generous support for NWL, and continuously demonstrates a willingness to explore innovative and creative ideas. They show interest in our goals, listen to our dreams and have been a critical partner in expanding affordable housing opportunities throughout the city of Lincoln. Thank you, FNBO!"

– **Kate Holman**, Development Director,
NeighborWorks Lincoln



Habitat for Humanity
of Laramie County, Wyo.

"The partnership between FNBO and Habitat for Humanity of Laramie County is instrumental in advancing the Pronghorn Crossing project, a significant affordable housing development in Cheyenne, Wyoming. FNBO's support plays a crucial role in funding the construction of 12 housing units. This development aims to address the pressing need for affordable housing in the community. The overall project is expected to cost \$4.4 million, with infrastructure work set to begin in spring 2025 and construction commencing in 2026. FNBO's contribution, along with support from other sponsors and donors, is vital in ensuring the project's success and providing quality, safe and affordable housing for hardworking families in the area."

– **Ann Nelson**, FNBO City Ambassador



**Federal Home Loan Bank of Topeka,
Housing Award, Kan.**

"We're proud to partner with the Federal Home Loan Bank of Topeka to expand resources and support for community organizations addressing affordable housing challenges. Together, we're turning shared goals into action – increasing access to affordable housing and strengthening our communities for the future."

- **Christina Kahler**, Managing Director, Marketing and Philanthropy, FNBO

Empowering and supporting our employees.



**A growing legacy:
2024 BIG.**

At FNBO, BIG has become a cornerstone of the company's culture, growing in both influence and participation.



employee members.



events hosted.



employees attended events.



Last year marked a milestone for BIG (Belonging and Inclusion Group), with a record 42 events scheduled thanks to a newly revised structure that has brought renewed energy and focus to the group. Each year, BIG continues to create more avenues for belonging.

The success of BIG is evident in the numbers. Since starting in 2019, BIG has grown 345 percent, now representing nearly 16 percent of our employee population. BIG includes employees from every division, location and level of the organization.

According to employee Beth Jagadich, “This past year, BIG has given me the chance to connect with new people, volunteer in diverse settings and even bring my family to the fun-filled Summer Bash. After over three years as a member, I’ve noticed a real shift – BIG is empowering us to shape the experiences we’re seeking. With so many ways to get involved, I’ve been more engaged than ever, which has truly strengthened my sense of belonging at FNBO.”

Looking ahead, BIG is poised for even greater success. With a growing membership, dynamic events and strong partnerships, BIG is positioned to thrive—continually evolving to reflect employee interests, foster connection and create an environment where everyone belongs.



2024 United Way Campaign

FNBO employees were pleased to partner with United Way Chapters across the footprint to raise dollars to support local needs and drive meaningful impact.

\$1,009,173

*total FNBO giving across all chapters
(reflects FNBO's match of \$0.50 for
every dollar contributed).*

33

chapters supported across
FNBO's footprint and employee
work locations.

622

employee pledges.



Our commitment to fair pay.

At FNBO, we believe that fair pay is fundamental to fostering a workplace where every employee feels valued and empowered. Our longstanding commitment to fair pay is built on a foundation of transparency, fairness and merit-based principles.

We take a proactive approach to fair pay, regularly analyzing compensation across the organization to ensure consistency. With a historical track record of fair pay practices, FNBO uses both internal data and external market insights to understand pay trends and make informed decisions. These ongoing reviews allow us to identify and address any gaps, whether on an individual basis or in response to broader shifts in the market.

When adjustments are needed, we act decisively to ensure every employee is compensated fairly. We're committed to fair pay and meaningful growth by recognizing and rewarding individuals for their performance and contributions. Through data-driven insights and a strong commitment to doing what's right, we foster an environment where every employee has the opportunity to thrive.

At FNBO, fair pay is more than a policy—it's a reflection of our values and culture. We're proud to uphold these standards as we continue building a workplace where everyone feels respected, supported and rewarded for their contributions.



Partnering in success: Eurest USA.

To support the bank's waste reduction and employee engagement goals, FNBO partnered with Eurest USA, a leader in the hospitality industry with specialized expertise in sustainability. Working in collaboration, the Eurest team offered goal-driven solutions and support throughout the creation of the Tower's Interchange Café and Centralized Waste System. According to Krista Unruh, Eurest FNBO Site Manager, "Our goal is to make FNBO as close to 100 percent compostable as possible. We're working toward that goal by sourcing compostable food containers, straws, silverware and more. In 2024, we were successful in sourcing the Tower with 80-90 percent of the food materials and products being compostable."

Eurest also works with the Buildings team to help educate and encourage employees to maximize their use of the waste streams. Images of the actual containers are used as a labeling system for the waste diversion system and Café staff actively help employees know the appropriate waste stream for the materials they use.

For those food items and materials that cannot be composted, Eurest helps the bank identify opportunities to recycle or repurpose them. One example of this is finding solutions for any overproduction of food at the Café. Eurest and FNBO have built a relationship with Saving Grace Perishable Food Rescue, an Omaha nonprofit organization dedicated to redistributing excess perishable food to nearly 46 community organizations who feed the hungry. When there is an overproduction of food that is eligible for redistribution, Eurest works with Saving Grace Perishable Food Rescue to transfer and distribute the items to those in need. Through extensive partnerships and collaboration, the bank is fostering long-term environmental and community impact in Omaha and beyond as these solutions are replicated in appropriate ways to benefit other locations across our footprint.



The Tower's Interchange Café



The Tower's game room

"We applaud FNBO's commitment to sustainability and are eager to continue working alongside Eurest and FNBO to rescue excess perishable food and distribute it to organizations serving vulnerable members of our community. We believe the best use for food is to feed people, not landfills. It takes great partners like FNBO and Eurest who champion the mission to make that possible."

– **Lenli Corbett Kountze**, CEO and President,
Saving Grace Perishable Food Rescue



2035 Sustainability Goals



Net Zero

scope one and two emissions.



Zero Waste

by increasing the
Diversion Rate to 90%.



Reduce Water Use by 20%



Increase Engagement

of employees in our Sustainability Efforts.

2020 to 2024 Progress



Emissions Savings

219,352 MtCO₂e

= energy use of 29,458 homes
for one year.



Natural Gas Savings

4,988,272 therms

= power 3,544 homes for one year.



Electricity Savings

145 GWh

= electricity to power FNBO's Tower for 18 years.



Waste Diverted

5,860 tons

= three-story building measuring 36-feet tall and 100 yards long.



FNBO Dell Range branch, Cheyenne, Wyo

*"Looking ahead,
we will continue
to evolve, always
keeping our values
of trust, integrity
and community
at the heart of
everything we do."*

– **Clark Lauritzen**, Chairman and President, FNBO

If you have any questions about Impact by FNBO, please send us an email at impactbyfnbo@fnbo.com.



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