



MidWestOne Financial Group, Inc. RISE CEO Pledge

RISE stands for Retention, Innovation, Support, and Empowerment. At MidWestOne, we strive to embrace inclusion, belonging and respect to engage and support all groups of people within the organization and the communities we serve. To do this, we believe we must listen to and address the needs of all people by cultivating an environment where every individual is respected, valued, and welcomed. To do so, we will pursue the following actions:

1. We will commit to intentional efforts in making our workplace a welcoming and trusting place to have open and sometimes difficult conversations:

We will work to create and sustain environments, platforms, and forums where our people feel comfortable reaching out to their colleagues to gain greater awareness of each other's experiences and perspectives. Through the encouragement of ongoing dialogue, we commit to building trust, creating a learning environment which encourages compassion and open-mindedness, and nurturing a company culture which reflects a feeling of respect and belonging.

2. We will further strengthen our operating principle of "Learn constantly so we continually improve" and through training and development, implement and expand our understanding of ourselves and others:

This will enable our leadership team, managers, and employees to begin recognizing, acknowledging, and increasing our awareness to minimize any potential blind spots. We will promote and encourage education within our organization to facilitate more open and candid conversations throughout our Company.

3. We will share best—as well as unsuccessful—practices with others:

Creating inclusivity where every individual feels respected, valued, and positioned to reach their fullest potential is a journey. We believe that this is the goal of our RISE efforts. We celebrate that many organizations and individuals are on this journey and in different places. To encourage more progress on these journeys, we commit to learning from others and sharing our experiences with them.

4. We will develop and share strategic plans with our board of directors:

We will engage with our board of directors through the development and ongoing assessment of intentional, strategic action plans which prioritize and drive accountability around inclusion, belonging, and respect in our Company.

We believe these commitments are essential steps toward building an inclusive and respectful workplace at MidWestOne. We are proud to join organizations working to create workplaces and communities where the dignity and worth of every individual is valued. By working together to promote RISE within our workplace and community, we can cultivate meaningful progress which brings positive change toward a promising future. Together we RISE!

A handwritten signature in blue ink, appearing to read "Chip Reeves".

Chip Reeves, Chief Executive Officer

3/21/25
Date