

2022

Supporting our Communities
Corporate Responsibility Report

S&T Bank

800 PHILADELPHIA STREET

S&T Bank



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A Message From Chris McComish



A year ago, I used this space to introduce S&T Bancorp's first Corporate Responsibility Report. Now, a year later, I'm pleased to provide you with an update of our progress.

We organize our corporate responsibility efforts around four key categories: *environmental, social, governance and people*. These points provide us with a solid infrastructure on which to build our corporate responsibility efforts. In turn, this work is underscored by our overall corporate responsibility objectives:

- Build an organization that moves the communities we serve forward
- Promote strong and transparent corporate governance
- Minimize our consumption of energy and generation of waste to help protect our environment

- Foster a workplace that moves the lives of our employees forward

ENVIRONMENTAL:

Reducing our footprint

At S&T, we're going all in to minimize our consumption of energy and generation of waste. That includes digital tools to reduce waste, going paperless and working closely with customers to support environmental initiatives.

SOCIAL: Giving of ourselves

S&T team members give both their time and money to support numerous organizations in our communities. In 2022, our employees gave a total of **10,201 hours** to volunteer efforts. Financial giving included charitable, CRA and community development investments and loans. We also provided homeownership loan and financial education products to address customer relations and community needs.

GOVERNANCE: How we guide and manage our company

Our board of directors brings deep expertise and experience to the company. This helps guide S&T in a number of ways, including:

- Compliance and risk management

- Data privacy and cybersecurity
- Third-party risk management
- Executive compensation

PEOPLE: Employees make it possible

At S&T, people are our purpose. Some of the ways we support our team include a comprehensive diversity, equity and inclusion (DE&I) program, employee resource groups (ERGs), training and development, employee relations programs and health and wellness initiatives.

The journey continues. They say that corporate responsibility is a journey. I am very grateful for the progress of the S&T team and more excited about our future as we continue on this important journey. To our more than 1,200 employees, customers and shareholders—thank you for your support and engagement along the way.

Sincerely,

Chris McComish
Chief Executive Officer

Our Shared Future

In 2022, S&T Bank set forth to work through *Project Aspire*, a company-wide journey aiding in the development of a shared purpose for the future of S&T.

We believe that all banking should be personal. We cultivate relationships rooted in trust, strengthened by going above and beyond and renewed with every interaction. We move banking forward, building better lives together by putting people first.

Purpose:

Building our future together, through people-forward banking.

Values:

- Make people our purpose
- Do the right thing
- Go above and beyond
- Value every voice
- Win as one team

Drivers:

- Deposit franchise
- Core profitability
- Asset quality
- Talent and engagement





Social

S&T makes people our purpose and chooses to proactively live out the value to support our communities by providing financial products and services in the markets we serve. Our community giveback program, formally developed over a decade ago, is a central component of the Bank's commitment to the local markets we have the privilege to serve. At S&T, giving back to the community is multi-faceted and includes our investment in people, programs, financial solutions and donations of time and resources. We deliver a variety of financial products, services, targeted programs and activities that contribute to the advancement of individual consumers, families, small and large business endeavors, government, non-profit and for-

profit agencies and organizations. In 2022, S&T contributed to our communities through donations from our charitable foundation and through participation in federal and state tax credits for low-income housing, educational and community improvement initiatives. Our employees volunteered time and contributed money through payroll deductions and corporate contributions to several nonprofits that support community services, healthcare, education, sustainable environmental efforts such as beautification projects and waterway clean-up, as well as those that fight housing and food insecurity.

Volunteer efforts

Supporting our communities is at the heart of our values at S&T. In 2022, in celebration of the Bank's 120 Year Anniversary, we doubled the paid number of annual volunteer hours opportunity for employees from eight to 16 annually. Additionally, S&T team members gave their time and talents through blood drives, packing and distributing food, serving meals to those in need, coaching youth sports, mentoring and supporting various fundraising activities. Bank team members supported local schools, churches, community organizations and provided love and care to our four-legged friends through adoption activities and animal care services.



In 2022, S&T employees volunteered through **3,258** service activities at **531** organizations, totalling **10,201** community service hours.



51 team members donated blood at **28** blood drives across the S&T footprint.



71 team members provided leadership support to **101** organizations giving their time and talents to provide **2,056** board service hours in 2022.

Throughout 2022 and across the Bank's footprint, team members provided **356** hours of financial education to **12** organizations, through **22** different events. **220** of those hours were completed in partnership with Junior Achievement (JA) and their JA in a Day and JA Biz Town programs.

Colleagues shared their financial expertise and skills as board members of community service organizations like **Jefferson County Area Agency on Aging** in Brookville, PA, **Chevy Chase Community Center** in Indiana, **PA North Hills Community Outreach** in Pittsburgh, PA and **CASA** of Lancaster County; small business growth and economic development through organizations like **Regional Development Funding Corporation**, **Altoona Blair County Development Corporation**, a certified economic development corporation, **Indiana County Chamber of Commerce** and **Southern Chester County Chamber of Commerce**; financial education through partnership with **Junior Achievement of Western PA** and **Southcentral PA**; organizations such as the **Indiana Regional Medical Center Auxiliary** and **Penn Highlands Healthcare** that support the health and well-being of our communities;

and organizations providing support and job skill training for individuals with differing abilities such as **UCP of Central PA** in Camp Hill, PA, **Progressive Workshop of Armstrong County** in Kittanning, PA and **Indiana County Workshop** in Indiana, PA.

\$150,000

was collected and donated through the Bank-wide employee sponsored United Way Campaign.

\$13,000

was donated to the American Cancer Society's Relay for Life programs through employee sponsored teams.

\$54,000

was raised through employee sponsored jeans day events to be donated to charities across the S&T Bank footprint.

Charitable giving

\$279,000

donated through the S&T Bank Charitable Foundation.

\$67,000

additionally provided as community development charitable support to **33** organizations.





Community development investments

S&T supported underserved communities and underrepresented populations by investing in Low Income Housing Tax Credit (LIHTC) projects, Small Business Investment Companies (SBICs), Keystone Innovation Zone Tax Credits (KIZ), Education Improvement Tax Credits (EITC) and Neighborhood Assistance Program Tax Credits (NAP). These investments supported affordable housing, economic development, education programs, revitalization and stabilization of underserved areas and helped combat food insecurity.



\$150,000

in neighborhood stabilization through NAP.



\$500,000

to scholarship and educational improvement organizations through EITC.



\$598,000

in KIZ to promote entrepreneurial activity and economic growth.

Community development loans

S&T's commitment to helping underserved low- to moderate-income communities continued through our financial support of organizations that develop affordable housing and advance economic development in communities in need. S&T also provided over **\$27 million** in community development loans across our footprint. These loans supported affordable housing, economic development needs and served to revitalize or stabilize underserved areas. An additional **\$8.4 million** was loaned to a low-income housing project in Columbus, Ohio. These funds will result in the creation of **46** affordable housing units. S&T also funded a loan to a local

municipality to support the extension of the sewer system to an underserved area of the community in an effort to provide adequate and modern infrastructure to retain citizens and area businesses. **70** affordable multifamily rental housing units were funded in a moderate-income area of Pittsburgh along with **85** units of affordable housing for seniors.



Homeownership loan products

S&T provides loan products that meet our customers where they are in the home buying process. The Bank participated in several loan programs to help our customers make the dream of homeownership a reality. We are dedicated to supporting affordable housing in our communities. In 2022, we assisted **188 customers** with loans through the following programs:

S&T Bank is a participating lender in FHLBank Pittsburgh's **First Front Door** grant program. Through this partnership, S&T helps eligible first-time home buyers access an effective down payment and closing cost assistance grant program. FHLBank Pittsburgh members like S&T, provide first mortgage financing while First Front Door matches \$3 for every \$1 that borrowers contribute to down payment and closing costs, up to \$5,000.

S&T supports workforce housing through its **Community Champions** loan program. This specialized mortgage product includes low down payment options, expanded loan-to-value ratios, no mortgage insurance requirements and discounted origination fees. The Community Champions Loan Program offers financing for public or private chartered school teachers, registered nurses, EMTs, employees of a police force and paid firefighters.

Through our **Professional Mortgages** loan program, we offer mortgage loans with low down payment options, expanded loan-to-value ratios and no mortgage insurance requirements to medical doctors, attorneys and doctorate degree holders.

The **Home4 Good** program helps those who are homeless or at risk of homelessness by channeling dollars to local service organizations that know how to help. Funding is offered annually by FHLBank Pittsburgh and several other state housing agencies. This funding would not be possible without partners like S&T Bank. S&T continues to participate in the Home4 Good program in support of eliminating homelessness and combating housing insecurity for those most in need.

We are proud to partner with and help service members, Veterans and eligible surviving spouses on their homeownership journey through our **VA Loan** program. As part of the Department of Veterans Affairs' (VA) mission, they provide a home loan guaranty benefit and other housing-related programs to Veterans where they can buy, build, repair, retain or adapt a home for their own personal occupancy. Through this product, S&T is able to offer competitive interest rates, low or no down payment options and no Private Mortgage Insurance (PMI) to eligible service members,

Veterans, and in certain instances, a surviving spouse.

Federal Housing Authority (FHA) Loans are another affordable housing product that S&T can provide to eligible first-time homebuyers. FHA home loans require lower minimum credit scores and down payments than many conventional loans, which makes them especially popular with first-time homebuyers. The FHA loan is designed to help low to moderate income families attain their own home.

Helping individuals and families overcome financial hurdles to home ownership is at the heart of our value of doing the right thing. In addition to the products mentioned above, S&T is proud to offer **HomeReady Loans** as part of our suite of mortgage loan products available to our customers. HomeReady Loans are a Fannie Mae product designed to serve creditworthy, low and moderate income borrowers. Benefits to the borrower include, but are not limited to, low down payment requirements of 3%, an allowance to include income from all earners in a household and a loan-to-value up to 97 percent. This flexible financing product can be used for both purchases and the refinancing of existing properties.



Customer relations/community needs

S&T Bank offers a competitive scholarship program available for college and vocational schools in the U.S. to students who have an S&T Smart Start Banking account. Annually, **\$2,500 scholarships** are awarded to **five** eligible applicants.

Educating customers is a way that we bring *people-forward* banking to life at S&T and build long standing trust with all our stakeholders. We recognize that customer needs and expectations evolve and our role includes providing guidance, financial education and transparent communication regarding account level details.

We understand the importance of communication. Effective dialogue is the minimum standard for strong customer service. Customers have access to their accounts 24/7/365 via ExpressLine. To better support our customers, S&T added a Spanish language option to ExpressLine and trained colleagues on new functions. In addition to our ATMs providing audio guidance, braille keys and a screen for customers who have a visual impairment were added. In November 2022, S&T recognized an opportunity to provide better services utilizing the Bank's ATM network. Enhancements were made to incorporate a customer's banking preferences

allowing S&T Bank debit card holders to select their preferred language, fast cash amount and receipt printing option. Once preferences are selected, cardholders will not be prompted to make these selections during future visits.

Financial education

Education is a key building block to financial independence and advancement. Early education can lead to enhanced savings, achieving financial goals and a healthy relationship with money. We support financial education through partnerships with Junior Achievement, local school districts, colleges and universities. S&T employees provided **356** hours of financial education to **12** organizations at **22** distinct events throughout 2022.

- In partnership with five Junior Achievement organizations, **34** colleagues provided **220** financial education hours through **6** events.
- **Six** S&T team members collaborated with Junior Achievement and Volunteers of America Western PA to provide **16** hours of financial education to students participating in the after-school program at VOAPA offices in Sharpsburg, PA.

Our Bank supports our customers' needs to save for college, plan for home ownership, prepare for retirement and be ready to achieve any financial goal. S&T's commitment to financial education includes online resources at stbank.com/learn. These resources include budgeting insights, account management tools, first-time homebuyer tips, credit score basics and much more.

S&T is one of several hundred banks across the country to offer a certified Bank On account. Bank On accounts are designed to help individuals move away from expensive alternative financial services like check cashers and payday lenders and move toward a safe, low-cost account that meets their needs.

Our **Easy Banking** allows individuals to transition into a safe and reliable account with a \$25 initial deposit, no minimum monthly balance, low monthly maintenance fee, no overdraft fees, no paper statement fees, access to ATMs, free online and mobile banking and bill pay.



Governance

Board of Directors

The Board of Directors of S&T Bancorp, Inc., sets high standards for S&T's employees, officers and directors. Implicit in this philosophy is the importance of sound corporate governance. It is the duty of the Board of Directors to serve as a prudent fiduciary for shareholders and to oversee the management of the company's business. The Bank's governance practices foster a commitment to following best practices and an effective risk management process to serve the interests of S&T, our customers, employees, partners and shareholders. The board has adopted corporate governance guidelines, which address items such as the qualifications and responsibilities of our directors and director candidates, corporate governance policies and standards that reflect S&T's commitment to those governance practices. The guidelines and applicable policies are reviewed and approved by the board annually. The guidelines are available at <https://stbancorp.com/governance/governance-documents/default.aspx>.

The board is composed of 11 members, with nine (82%) independent directors under the NASDAQ listing rules and two non-independent directors who are executive officers. Two members of the board are female and one member of the board is ethnically diverse. The Chairperson of the board is female. These independent and diverse directors bring a wealth of knowledge and business experience to S&T. For additional information about our directors' experience and qualifications, visit <https://stbancorp.com/financials/annual-reports-and-proxies/default.aspx> and view our proxy statement.

The board currently has six standing committees: audit, compensation and benefits, credit risk, executive, nominating and corporate governance (NCGC) and risk. All members of the audit and compensation and benefit committees meet the independence standards required by the Securities and Exchange Commission (SEC) and NASDAQ. All members of the NCGC meet the independence criteria required by NASDAQ listing standards. While the members of the remaining committees are not required to be independent under the NASDAQ listing standards, each member of a committee is independent, other than with respect to S&T's CEO who is a member of the Executive Committee. All committees are chaired by independent directors, two of which are female. The board delegates to each committee the authority of the board concerning specified subject matters appropriate to that committee. Each of these committees has a written charter that is reviewed and approved by the board annually. A copy of each charter is available in the corporate governance section on <https://stbancorp.com/governance/governance-documents/default.aspx>.

Board Tenure



11.7 years
average board tenure

Board Independence



9 of 11
independent board members

Board Diversity



3/27%
gender and ethnically
diverse board members



Board Committees

Audit

The Audit Committee oversees the integrity of our financial statements, the performance of our internal audit function and independent registered public accounting firm and the independent registered public accounting firm's qualifications and independence.

4 independent committee members

100% of committee members are independent

Compensation and Benefits

The Compensation and Benefits Committee oversees our compensation strategies, goals and purposes, ensuring that the executive compensation strategy supports organizational objectives and shareholder interests and does not encourage excessive risk-taking.

5 independent committee members

100% of committee members are independent

Credit Risk

The Credit Risk Committee oversees the review of credit administration risk management practices and reporting and the performance of the credit risk review function.

4 independent committee members

100% of committee members are independent

Nominating

The Nominating and Corporate Governance Committee oversees our nominating and corporate governance practices, including the qualifications and independence of Board members and Board committee members and the function of the Board and its committees.

4 independent committee members

100% of committee members are independent

Risk

The Risk Committee oversees our risk management activities and the effectiveness of our enterprise-wide risk management framework and monitors our compliance risk with respect to regulatory and legal matters.

6 independent committee members

100% of committee members are independent

Executive

The Executive Committee's primary purpose is to exercise the authority to act on behalf of the Board between meetings of the Board, if, and as necessary and permitted.

6 independent committee members

1 non-independent committee member

86% of committee members are independent



Christine J. Toretti*

Age: 66

Independent

Director Since 1984

Board Committees:

- Risk
- Executive (Chair)

Principal Occupation:

President, Palladio, LLC



Peter R. Barsz**

Age: 66

Independent

Director Since 2019

Board Committees:

- Audit
- Comp. & Benefits
- NCG

Principal Occupation:

Certified Public Accountant and Partner, Barsz Gowie Amon & Fultz, LLC



Jeffrey D. Grube

Age: 69

Independent

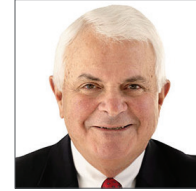
Director Since 1997

Board Committees:

- Audit
- Comp. & Benefits
- Credit Risk (Chair)
- Risk
- Executive

Principal Occupation:

Retired President, B.F.G. Manufacturing Service, Inc.



Frank J. Palermo**

Age: 70

Independent

Director Since 2013

Board Committees:

- Audit (Chair)
- NCG
- Risk
- Executive

Principal Occupation:

Certified Public Accountant and managing shareholder, Palermo/Kissinger & Associates, P.C.



Lewis W. Adkins, Jr.

Age: 59

Independent

Director Since 2019

Board Committees:

- NCG
- Credit Risk

Principal Occupation:

Shareholder and Practice Group Manager of Public Law, Regulatory and Finance - Roetzel & Andress LPA



Christina A. Cassotis

Age: 58

Independent

Director Since 2017

Board Committees:

- Audit
- Comp. & Benefits (Chair)
- Risk
- Executive

Principal Occupation:

CEO, Allegheny County Airport Authority



William J. Hieb

Age: 66

Independent

Director Since 2019

Board Committees:

- Credit Risk
- Risk (Chair)
- Executive

Principal Occupation:

Former President and CEO, DNB



Steven J. Weingarten

Age: 64

Independent

Director Since 2015

Board Committees:

- Comp. & Benefits
- NCG (Chair)
- Risk
- Executive

Principal Occupation:

Retired attorney, McNees Wallace & Nurick, LLC



David G. Antolik

Age: 56

Non-Independent

Director Since 2019

Board Committees:

NA

Principal Occupation:

President, S&T Bank



Michael J. Donnelly

Age: 65

Independent

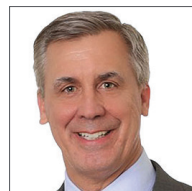
Director Since 2001

Board Committees:

- Comp. & Benefits
- Credit Risk

Principal Occupation:

President, Indiana Printing and Publishing Company, Inc.



Christopher J. McComish

Age: 58

Non-Independent

Director Since 2021

Board Committees:

- Executive

Principal Occupation:

CEO, S&T Bank

*Chairperson of the Board

**Audit Committee Financial Expert

S&T Bancorp Board Governance Summary	
Total number of directors	11
Independent directors	9
Independent chairperson	Yes
Number of female directors	2
Number of ethnically diverse directors	1
Average age of directors	63
Mandatory retirement age	72
Meetings of the board in 2022	8
Meetings of the independent directors in 2022	3
Policy requiring minimum holding of S&T common stock	Yes
Average tenure	11.7 years
Term in service	1 year
Plurality plus resignation in uncontested director elections	Yes
Audit committee meets with independent auditor in executive session	Yes
Annual board evaluations	Yes
Continuing education program	Yes
General Code of Conduct available on website	Yes
Corporate governance policies available on website	Yes
Anti-hedging policy	Yes
Clawback policy	Yes
Whistleblower policy	Yes

Advisory boards

Our commitment to our local communities and understanding the needs of the various markets we serve is at the heart of our purpose at S&T. Advisory boards help us do just that. The mission of S&T Bank's advisory boards is to bring business and community leaders together to provide insight into industry trends and banking experiences as well as advice regarding products/services, business development and recruitment. It's a partnership between the Bank and the communities that we serve. Members offer informed suggestions and opinions regarding S&T's products and services in the market, an understanding of the local economy and insight into the competitive landscape.

Compliance and risk management

S&T has an Enterprise Risk Management (ERM) program in place to identify, assess, measure, monitor, report and mitigate risk across our organization. While we recognize that risk is an inevitable part of doing business, we need to determine how much risk we are willing to bear. We make decisions within the context of our risk-appetite statement and purpose to achieve our long-term strategic goals. Our board oversees the management of our risk-appetite statement to optimize long-term shareholder value while supporting our employees, customers and communities.

The board's risk committee is responsible for overseeing S&T's risk management activities and the effectiveness of its ERM framework

including, among other things, the identification, assessment, measurement, monitoring and management of S&T's major risk categories. The risk committee considers current risks, emerging risks and future threats.

Our Enterprise Risk Management Committee (ERMC) is comprised of our executive leadership team, and is responsible for monitoring risk exposures of the enterprise and promoting risk management practices throughout S&T. Our ERM framework is overseen by our chief risk officer, who reports directly to the CEO, but has direct access to the risk committee, without impediment. You can find a description of the principal risks overseen by board committees in our proxy statement. In addition, management has established internal committees or working groups that provide oversight for various elements of our business that contribute to our risk management activities for the following:

- Asset/liability management
- Business continuity
- Compliance
- CRA
- Data governance
- Disclosure control
- Enterprise risk management
- Financial intelligence
- Information security
- Sarbanes-Oxley (SOX)

S&T maintains a strong ethical framework to prevent internal fraud and employee misconduct. We continue to invest in training, education and new technologies, designed to integrate processes, personnel and technology to protect our customers information and finances, our employees and our organizational systems, assets and data. We efficiently and effectively identify areas susceptible to unauthorized access to customer information, money laundering, fraud, identity theft and other criminal activity. S&T personnel will promptly respond to and investigate a security or fraud incident to protect S&T and our customers from financial



loss or harm. We are committed to deter and detect those who seek to misuse S&T financial services to commit fraud, launder criminal proceeds, finance terrorist acts or move funds for other illicit purposes.

Data privacy and cybersecurity

The board's risk committee oversees management's programs and controls to maintain data privacy of customer records and cybersecurity. The risk committee reviews reports from and has discussions with S&T's chief risk officer, chief security officer, chief compliance officer and director of operations to ensure the adequacy of data security programs and controls.

Third-party risk management

S&T's enterprise risk management practices extend to our supply chain. The risk committee oversees our third-party risk management program which is designed to identify, manage and minimize third-party risk through a centralized approach aligned with regulatory guidance and industry best practices. We manage the program to optimize Bank performance and enhance customer experience.

Executive compensation

S&T's approach to goal setting, setting of targets with payouts at multiple levels of performance and evaluation of performance results, assist in mitigating excessive risk taking that could harm our value or reward poor judgment by our executives. We believe that several features of our compensation policies and programs reflect sound risk management practices. In 2022, this included basing annual incentive awards on the achievement of a predetermined earnings per share (EPS) goal (an audited number), pre-provision net revenue (PPNR) and asset quality. Long term incentive awards are in the form of restricted stock units that have both relative performance and time based features. These awards are subject to a three year vesting period that serves the additional purposes of encouraging senior management to make decisions that promote long-term growth, promote retention of senior management, encourage senior management to meet stock ownership guidelines and

recognize performance. All awards granted under the 2022 incentive plans were subject to compensation committee review and approval. The incentive plan for senior management, as described in the compensation discussion and analysis section of the proxy statement, contains a *minimum gateway requirement* and a *shareholder protection feature*, which provides a guarantee that awards will not be made unless S&T achieves a Return on Average Equity of at least 5% and maintains well capitalized capital ratio requirements, as established by applicable regulatory authorities. S&T believes that compensation among base salary and short and long-term compensation target opportunities does not encourage excessive risk-taking.



Environment

At S&T, doing the right thing is at the heart of our values. With that in mind, our objective is to reduce any potential harm to the environment and ensure our business is conducted in an environmentally responsible manner.

In our operations, with advice and oversight of S&T's Board of Directors, we regularly seek to minimize our consumption of energy and utilize environmentally conscious operating strategies wherever possible. This is not only good for the environment, but also reduces our costs. Management has made and continues to make significant 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; digital banking including: consumer and business online banking and mobile solutions for account opening, statements, bill pay, loan applications, and deposits; and eWorkflow integrated solutions to streamline document flow and retention efforts.

Cyber security

In October of 2022, with the help of S&T's Financial Intelligence Group, information technology and information security, the Bank sponsored the second annual Identity Theft Shredding Event. There were events at three locations and all events were open to the public to assist our customers, employees and community members in protecting their identity by shredding their hard drives. 3,175 pounds of hard drives and data devices were collected and destroyed at these events.

Reducing waste

Early in 2022, S&T President, Dave Antolik, requested a commitment from all employees to end the use of plastic water bottles. To help with this effort, each S&T employee was provided a reusable commemorative 120-year anniversary cup that was made of recycled materials. Recycling efforts continue to be a mainstay in the corporate culture of S&T Bank.

Planting trees

In an effort to provide sustainability for generations to come, Bank President, Dave Antolik, committed to planting trees across our footprint. On April 22, 2022, we kicked off this initiative with the *Stars & Stripes Employee Resource Group* and the Bank's Board Chair, Christine Toretta, at the Plant A Tree at Flight 93 event. As a continuation of S&T's commitment to supporting this initiative, trees were planted across the Bank's footprint.

Sustainable S&T merchandise

In 2022, S&T added apparel and other merchandise for employees made from bamboo and other recycled materials to their company store.



Employees

S&T strives to hire and retain talented people who are based in our communities and will provide premier financial products and services to our customers. We primarily employ full time positions, with less than ten percent of employees being part-time or temporary. The Bank offers employees health care, dental, vision and term life insurance benefits, as well as participation in the qualified defined contribution plan.

Diversity, equity and inclusion (DE&I)

The S&T Bank mindset is to encourage, develop and inspire all employees to achieve their best, motivated by their own personal development. Our commitment is to a diverse, equitable and inclusive workplace where everyone utilizes their knowledge, skills, abilities and unique interests to help each other find success and drive positive results. The compensation and benefits committee of the S&T Board annually measures the success of DE&I initiatives by reviewing our strategies and statistics from the S&T Human Capital Management System.

In 2021, S&T created the role of vice president, business development and diversity relationship officer to execute our DE&I strategy in our communities through our consumer bank to conduct business development and to build relationships with minorities and minority-owned organizations. This role partners with our vice president of talent acquisition and DE&I engagement in employee services, which facilitates S&T's diversity initiatives to provide financial literacy to members of our

surrounding communities, and to identify meaningful programs to offer our employees. We have seen much success in building relationships with our customers in the Pittsburgh market for many years and look to expand this initiative throughout our entire footprint. In 2022, S&T created the role of Diversity Recruitment Specialist to align our corporate, DE&I and recruitment strategies.

A new program launched in 2022 was the S&T Bank Equality Scholarship. This scholarship has been designed to assist with the financial needs of minority high school students in their pursuit of post-secondary education as well as provide an opportunity to gain exposure to the financial services industry through a paid internship. The intention of this initiative is to provide opportunities for students who may not have previously considered a career in financial services through their career exploration. This program will continue in 2023, with the application period launching in Q2 2023.

In 2023, S&T Bank hosted its first annual Women In Banking conference which focused on internal networking of women in banking, while fostering relationships and inspiring women to reach their career goals and aspirations.

This will provide a platform where women take the lead encouraging professional development and leadership in our organization and continue to foster male support of women in banking.

Employee resource groups (ERGs)

S&T Bank had previously established four Employee Resource Groups (ERGs). In 2023, we strategically added community service to the goals of all ERGs and as a result, collapsed the *Community Cares Team ERG*. There will be four new ERGs that will launch throughout 2023, and will exist alongside the *Embracing Abilities*, *Leadership* and *Stars and Stripes ERGs*. The new Employee Resource Groups will be:

- Caregivers
- Women in Banking
- Black and Brown Employee Network
- LGBTQ+

Embracing Abilities ERG

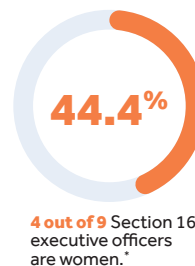
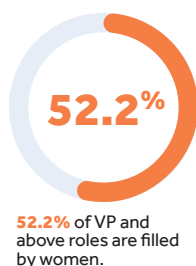
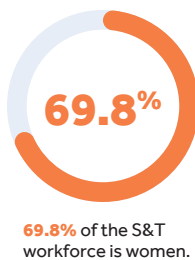
Through their commitment to embrace the abilities of others, this group has been able to focus on building relationships with organizations that provide services to individuals with disabilities. They have initiated partnerships with the **Goodwill Family Foundation, Office of Vocational Rehabilitation, Miracle League, Arc of Indiana County** and many others.

Leadership ERG

This ERG is focused on engagement and development of current and future leaders throughout the organization through webinars, discussions and the Brice Mentorship program introduced in 2021.

Stars and Stripes ERG

The Stars and Stripes ERG has conducted a drive for donations in the Harrisburg area branches (Allentown Boulevard, Colonial Road and New Cumberland) for our military troops stationed in Qatar. The group was able to send ten large boxes full of personal items and snacks for our troops this past Christmas. In January, an Air Force Sergeant returning from service, presented a flag in appreciation to the Stars and Stripes ERG for their efforts. They also sponsored a children's patriotic coloring contest that was displayed in our employee newsletter, intranet and in our branches.



*Executive officer for purposes of Section 16 of the Securities Exchange Act of 1934.



Training and development

Building our future together through people-forward banking can only be accomplished through a comprehensive, competitive training program across all departments and all job positions at S&T. The Bank considers this training plan and the values described earlier to be intentional ways to promote diversity and inclusion; professional development; and safety, health, and wellness. The training plan also includes leadership development courses. More information about our employee practices can be found in our human capital management disclosure in *Item 1* in Form 10-K for the year ended December 31, 2022.



In 2022, our employees logged **70,807** training hours

Employee relations and programs

Helping Hands program

Another way that S&T makes people our purpose is by offering a Helping Hands program to employees that assists them in difficult times. The program is fully funded by employees for employees. It allows employees to donate in two ways:

1. Monetary contributions
2. Donating unused paid time off (PTO)

Last year, employees went above and beyond by donating more PTO time than ever before to our Helping Hands fund. As a result, we donated many gift cards, time off and expense reimbursement to employees to assist with various unexpected costs.

Brice Mentorship program

S&T provides paid training to our employees and offers a mentoring opportunity, the Brice Mentorship

Program, established in 2021 in honor of now retired CEO, Todd Brice. The program pairs newer employees with more seasoned professionals in an effort to foster their career and experiences in the business world. In 2022, we partnered 15 mentees with 15 mentors across our market footprint.

The success of the program has been attributed to many promotions and the career development of talented team members across the Bank's footprint.

Scholarships for employees' children

The Bank offers an annual scholarship program to the children of employees entering college as a freshman. Selected students receive a \$1,000 scholarship for college related expenses.



Over 15 years, the Bank has invested more than **\$150,000** in scholarships

Years of service

Employees are recognized for their years of service with service awards, cash gifts and a breakfast. When eligible for retirement, a cash award is provided to the retiree, based on their years of service.

Peak performer award

Employees are also rewarded for their teamwork and extra efforts through the Bank's Peak Performer Award that spotlights an employee that is known to go above and beyond.

Incredible customer experience awards (ICE) acknowledge exceptional customer service when a customer sends a note, email or card to an employee, and kudos (money awarded to the company store) provide a way for peers to recognize extra effort internally.

For thirty years, the Bank has held an annual **All Employee Meeting (AEM)**, providing an opportunity for all employees to come together and hear first-hand from the executive leadership, the goals and strategies outlined for the upcoming year. In 2022, the AEM was live-streamed to all employees.

Health and wellness programs

Employees are provided the opportunity to participate in financial health and wellness education with access to programs such as the *Bright Plan* financial literacy program and lunch and learns on budgeting, retirement planning, elder care planning and other financial topics.

Employees have the option to participate in the Bank's health and wellness program. S&T health plan participants receive a Bank contribution to their health savings account (which was increased in 2023 for certain grade levels), for meeting the wellness requirements. In 2022, the wellness requirements included a health risk assessment, a biometric screening, a flu shot and health education seminars. We also sponsor a monthly walking at work program that encourages our team members to get outside and stay active. Supporting the mental health and well-being of our employees is important, and through our Employee Assistance Program (EAP), employees are provided resources such as counseling. In 2022, S&T was pleased to offer paid parental leave to employees for the birth or adoption of a child. This enhancement allows the employee the time needed to care for and bond with their new family member.