

<div>Form 5500</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Annual Return/Report of Employee Benefit Plan</div> <div>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ Complete all entries in accordance with the instructions to the Form 5500.</div>	<div>OMB Nos. 1210-0110 1210-0089</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: <div><div>☐ a multiemployer plan</div><div>☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)</div><div>☒ a single-employer plan</div><div>☐ a DFE (specify) _____</div><div>☐ the first return/report</div><div>☐ the final return/report</div><div>☐ an amended return/report</div><div>☐ a short plan year return/report (less than 12 months)</div></div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div><div>☒ Form 5558</div><div>☐ automatic extension</div><div>☐ the DFVC program</div><div>☐ special extension (enter description)</div></div>
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1989
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) FIRST FINANCIAL BANCORP 255 EAST FIFTH STREET SUITE 700 CINCINNATI, OH 45202
2b	Employer Identification Number (EIN) 31-1042001
2c	Plan Sponsor's telephone number 513-979-5768
2d	Business code (see instructions) 522110

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2024	MOLLIE FRY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor PLAN COMMITTEE 255 EAST FIFTH STREET SUITE 700 CINCINNATI, OH 45202		3b Administrator's EIN 31-1042001	
		3c Administrator's telephone number 513-979-5768	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	3166
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year		6a(1)	2094
a(2) Total number of active participants at the end of the plan year		6a(2)	2153
b Retired or separated participants receiving benefits		6b	194
c Other retired or separated participants entitled to future benefits		6c	899
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	3246
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	34
f Total. Add lines 6d and 6e		6f	3280
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)		6g(1)	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g(2)	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	28
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) – Number Attached <u>0</u> (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

<div>SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Single-Employer Defined Benefit Plan Actuarial Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500 or 5500-SF.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
▶ Round off amounts to nearest dollar.	
▶ Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.	
A Name of plan FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FIRST FINANCIAL BANCORP	D Employer Identification Number (EIN) 31-1042001
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information			
1	Enter the valuation date: Month 01 Day 01 Year 2023			
2	Assets:			
a	Market value	2a	133448829	
b	Actuarial value	2b	146793712	
3	Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a	For retired participants and beneficiaries receiving payment	204	13659588	13659588
b	For terminated vested participants	868	18365687	18365687
c	For active participants	2094	46972536	46996380
d	Total	3166	78997811	79021655
4	If the plan is in at-risk status, check the box and complete lines (a) and (b) ☐			
a	Funding target disregarding prescribed at-risk assumptions	4a		
b	Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5	Effective interest rate	5	5.29 %	
6	Target normal cost			
a	Present value of current plan year accruals	6a	7902059	
b	Expected plan-related expenses	6b	1255848	
c	Target normal cost	6c	9157907	

Statement by Enrolled Actuary
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

<div>SIGN HERE</div>	<div>Signature of actuary</div> <div>RICHARD P. WEAVER</div> <div>Type or print name of actuary</div> <div>WILLIS TOWERS WATSON US LLC</div> <div>Firm name</div> <div>3340 PLAYERS CLUB PARKWAY SUITE 200 MEMPHIS, TN 38125</div> <div>Address of the firm</div>	<div>09/11/2024</div> <div>Date</div> <div>23-05950</div> <div>Most recent enrollment number</div> <div>901-930-0000</div> <div>Telephone number (including area code)</div>
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Part II Beginning of Year Carryover and Prefunding Balances		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	23407973	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	23407973	0
10	Interest on line 9 using prior year's actual return of <u>-13.61</u> %	-3185825	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		0
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> %		0
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		0
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	20222148	0

Part III Funding Percentages			
14	Funding target attainment percentage	14	160.17 %
15	Adjusted funding target attainment percentage	15	185.76 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	192.70 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls					
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:	
a Contributions allocated toward unpaid minimum required contributions from prior years.	19a 0
b Contributions made to avoid restrictions adjusted to valuation date	19b 0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c 0
20 Quarterly contributions and liquidity shortfalls:	
a Did the plan have a "funding shortfall" for the prior year?	☐ Yes ☒ No
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner?	☐ Yes ☐ No
c If line 20a is "Yes," see instructions and complete the following table as applicable:	
Liquidity shortfall as of end of quarter of this plan year	
(1) 1st	(2) 2nd
(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
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21 Discount rate:			
a Segment rates:	1st segment: 4.75 %	2nd segment: 5.00 %	3rd segment: 5.74 %
			☐ N/A, full yield curve used
b Applicable month (enter code).....			21b 0
22 Weighted average retirement age			22 62
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute			

Part VI	Miscellaneous Items
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24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.		☐ Yes ☒ No
26 Demographic and benefit information		
a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.		☒ Yes ☐ No
b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...		☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27	

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
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28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII	Minimum Required Contribution For Current Year
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31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c).....		31a	9157907
b Excess assets, if applicable, but not greater than line 31a		31b	9157907
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount		33	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....		34	0
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35).....		36	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....		37	0
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)		38a	0
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances		38b	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)		39	0
40 Unpaid minimum required contributions for all years		40	0

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021
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<div>SCHEDULE C</div> <div>(Form 5500)</div> <div>Department of the Treasury</div> <div>Internal Revenue Service</div> <div>Department of Labor</div> <div>Employee Benefits Security Administration</div> <div>Pension Benefit Guaranty Corporation</div>	<div>Service Provider Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

<div>A</div> <div>Name of plan</div> <div>FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST</div>	<div>B</div> <div>Three-digit plan number (PN)</div> <div>▶</div> <div>001</div>
<div>C</div> <div>Plan sponsor's name as shown on line 2a of Form 5500</div> <div>FIRST FINANCIAL BANCORP</div>	<div>D</div> <div>Employer Identification Number (EIN)</div> <div>31-1042001</div>

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

Yes

x

No
- b

If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b)

Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b)

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SEI INVESTMENTS

23-1707341

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 21 25 28 50 51	TRUSTEE	628488	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

MERRILL LYNCH

13-5674085

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 50	NONE	248973	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON US LLC

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 50	NONE	42075	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CROWE LLP

35-0921680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	25725	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

<div>SCHEDULE D</div> <div>(Form 5500)</div> <div>Department of the Treasury Internal Revenue Service</div> <div>Department of Labor Employee Benefits Security Administration</div>	<div>DFE/Participating Plan Information</div> <div>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
<div>A Name of plan</div> <div>FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST</div>	<div>B Three-digit plan number (PN)</div> <div>▶</div> <div>001</div>	
<div>C Plan or DFE sponsor's name as shown on line 2a of Form 5500</div> <div>FIRST FINANCIAL BANCORP</div>	<div>D Employer Identification Number (EIN)</div> <div>31-1042001</div>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div> <div>SEI CORE PROPERTY COLLECTIVE INV TR</div>		
<div>b Name of sponsor of entity listed in (a):</div> <div>SEI TRUST COMPANY</div>		
<div>c EIN-PN</div> <div>27-3224429-045</div>	<div>d Entity code</div> <div>C</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div> <div>5760044</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div> <div>SEI SPECIAL SITUATIONS COLLECTIVE</div>		
<div>b Name of sponsor of entity listed in (a):</div> <div>SEI TRUST COMPANY</div>		
<div>c EIN-PN</div> <div>27-0977453-038</div>	<div>d Entity code</div> <div>C</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div> <div>8513306</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div>		
<div>b Name of sponsor of entity listed in (a):</div>		
<div>c EIN-PN</div>	<div>d Entity code</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div>		
<div>b Name of sponsor of entity listed in (a):</div>		
<div>c EIN-PN</div>	<div>d Entity code</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div>		
<div>b Name of sponsor of entity listed in (a):</div>		
<div>c EIN-PN</div>	<div>d Entity code</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div>		
<div>b Name of sponsor of entity listed in (a):</div>		
<div>c EIN-PN</div>	<div>d Entity code</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div>
<div>a Name of MTIA, CCT, PSA, or 103-12 IE:</div>		
<div>b Name of sponsor of entity listed in (a):</div>		
<div>c EIN-PN</div>	<div>d Entity code</div>	<div>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</div>

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II**Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FIRST FINANCIAL BANCORP		
		D Employer Identification Number (EIN) 31-1042001

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
	Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	158542	192829
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	39	0
(2) U.S. Government securities	1c(2)	4601740	2750430
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)	14138738	14273350
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	114550446	127322534
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	133449505	144539143
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	225029	258978
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	225029	258978
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	133224476	144280165

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)		
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		0
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	116	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		116
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	3776241	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3776241
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	3923770	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	4550803	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	768320	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		134612
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		13867800
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		17920056

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5615170	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		5615170
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	248973	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)	25725	
(5) Investment advisory and investment management fees	2i(5)	600877	
(6) Bank or trust company trustee/custodial fees	2i(6)	27611	
(7) Actuarial fees	2i(7)	42075	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	303936	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1249197
j Total expenses. Add all expense amounts in column (b) and enter total	2j		6864367

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		11055689
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **CROWE LLP**

(2) EIN: **35-0921680**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 517211.

<div>SCHEDULE R (Form 5500) <div>Department of the Treasury Internal Revenue Service</div><div>Department of Labor Employee Benefits Security Administration</div><div>Pension Benefit Guaranty Corporation</div></div>		<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>		<div>OMB No. 1210-0110</div> <div>2023</div> <div>This Form is Open to Public Inspection.</div>	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST				B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FIRST FINANCIAL BANCORP				D Employer Identification Number (EIN) 31-1042001	
Part I Distributions					
All references to distributions relate only to payments of benefits during the plan year.					
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....				1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 23-1707341					
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.					
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year				3	193
Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)					
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A If the plan is a defined benefit plan, go to line 8.					
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.					
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)				6a	
b Enter the amount contributed by the employer to the plan for this plan year				6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)				6c	
If you completed line 6c, skip lines 8 and 9.					
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A					
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A					
Part III Amendments					
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☒ No					
Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.					
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No					
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No					
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No					
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No					
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.				Schedule R (Form 5500) 2023 v. 230707	

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: <u>50.0</u> % Private Equity: <u>0.0</u> % Investment-Grade Debt and Interest Rate Hedging Assets: <u>34.0</u> % High-Yield Debt: <u>4.0</u> % Real Assets: <u>4.0</u> % Cash or Cash Equivalents: <u>0.0</u> % Other: <u>8.0</u> %	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☒ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☐ "Current year" ADP test ☒ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULE

First Financial Bancorp Employees' Pension Plan and Trust
Years Ended December 31, 2023 and 2022
With Independent Auditor's Report

First Financial Bancorp Employees’
Pension Plan and Trust

Financial Statements and Supplemental Schedule

Years Ended December 31, 2023 and 2022

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INDEPENDENT AUDITOR'S REPORT

The Compensation Committee of First Financial Bancorp
First Financial Bancorp Employees' Pension Plan and Trust
Cincinnati, Ohio

Opinion

We have audited the financial statements of First Financial Bancorp Employees' Pension Plan and Trust (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Crowe LLP
Crowe LLP

Chicago, Illinois
October 10, 2024

First Financial Bancorp Employees' Pension Plan and Trust

Statements of Net Assets Available for Benefits

	December 31,	
	2023	2022
Assets		
Investments, at fair value:		
Money market funds	\$ -	\$ 39
U.S. Government agencies	2,750,430	4,601,740
Mutual funds	127,322,534	114,550,446
Collective trusts	14,273,350	14,138,738
Total investments	144,346,314	133,290,963
Receivables:		
Interest and dividends	192,829	158,542
Total assets	144,539,143	133,449,505
Liabilities		
Accrued administrative expenses	258,978	225,029
Net assets available for benefits	\$ 144,280,165	\$ 133,224,476

See accompanying Notes to Financial Statements.

First Financial Bancorp Employees' Pension Plan and Trust

Statements of Changes in Net Assets Available for Benefits

	Year Ended December 31,	
	2023	2022
Additions to net assets:		
Investment income:		
Interest and dividends	\$ 3,776,357	\$ 3,625,837
Net appreciation in fair value of investments	14,143,699	—
Total additions to net assets	17,920,056	3,625,837
Deductions from net assets:		
Net depreciation in fair value of investments	—	25,298,108
Benefits paid	5,615,170	7,003,737
Administrative expenses	1,249,197	1,196,758
Total deductions from net assets	6,864,367	33,498,603
Net increase (decrease) in net assets	11,055,689	(29,872,766)
Net assets available for benefits at beginning of year	133,224,476	163,097,242
Net assets available for benefits at end of year	\$ 144,280,165	\$ 133,224,476

See accompanying Notes to Financial Statements.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements

December 31, 2023 and 2022

NOTE 1: DESCRIPTION OF THE PLAN

The following description of the First Financial Bancorp Employees' Pension Plan and Trust (the Plan) is provided for general information purposes only. Participants should refer to the Summary Plan Description for a more complete description of the Plan's provisions.

General. The Plan is a defined benefit pension plan covering substantially all associates of First Financial Bancorp (the Bancorp or the Company) and its subsidiaries that meet certain age and service requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Company contributes amounts sufficient to annually fund the Plan's current service cost and prior service cost, plus interest. The Plan has met the ERISA minimum funding requirements. No contributions were required during the years ended December 31, 2023 and 2022 since the Plan was sufficiently funded.

SEI Private Trust Company (SEI) (the Trustee), a wholly owned subsidiary of SEI Investments, holds the Plan's investments and executes investment transactions.

Participating Corporation. The terms of the Plan provide that any corporation which is, or becomes, a subsidiary of the Bancorp may adopt this Plan for those associates which the subsidiary determines to be eligible, with consent of the Bancorp.

Vesting. All benefits immediately vest for active plan participants.

Pension Benefits. The Plan permits early retirement for associates ages 50 to 64 with ten years of vested service, provided the sum of the associate's age and vesting service is at least 65. Participants may elect to receive pension benefits in the form of lump-sum distributions or monthly annuity payments for specified periods or for life. Participants may elect to receive their annuity payments in the form of a joint and 50%, 66.67%, 75% or 100% survivor annuity or an annuity guaranteed payable for 60, 120, 180 or 240 months.

As of January 1, 2008, Plan benefits are based on a hypothetical individual account known as a Cash Balance Account. During each year of employment, each participant's account is credited with regular and interest credits. Regular credits for participants, who have a full year of benefit service, are based on the participant's covered compensation at the end of each year. Prior to January 1, 2014, the annual service credit was equal to 5% of total compensation plus 4% of excess compensation for that year of benefit service. For Plan years beginning on and after January 1, 2014, the annual service credit is equal to 5% of total compensation. Interest credits

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

are added to the account at the end of each Plan year and can vary from year to year. The annual interest credit rate equals: (a) the interest rate on 5-year Treasury securities as of the second full calendar month preceding the Plan Year with respect to service credits earned prior to January 1, 2014, and (b) the annual return on a portfolio invested 40% in the Vanguard Institutional Index Fund and 60% in the Vanguard Total Bond Market Index Fund with respect to service credits earned on and after January 1, 2014. While the returns in the stock market and bond market can vary over time and can result in either a positive or negative interest credit in any single plan year, the sum of the interest credits on service credits earned on and after January 1, 2014 can never be below zero.

Under other supplements of the Plan, certain participants accrued benefits as “grandfathered” employees based on hire date and participation in the plan under a covered group. Grandfathered participant benefits were calculated based upon the participant’s average compensation, the participant’s years of service, and other factors, as defined in the Plan document.

Death and Disability Benefits. For the cash balance benefit, if a vested terminated participant dies before retirement, a designated beneficiary will receive 100% of the benefit. For a married participant, 100% of the cash balance benefit is payable to the participant’s spouse as a life annuity or lump sum. For an unmarried participant, 100% of the cash balance benefit is payable to the beneficiary only as an immediate lump sum.

For the traditional benefit, if the vested terminated participant dies and is married, the surviving spouse is eligible to receive the survivor portion of the 50% joint and survivor annuity option of the participant’s traditional benefit as a lump sum or life annuity. If the participant dies and is not married, none of the traditional benefit is payable to the beneficiary.

Participants with at least 15 years of vested service who are no longer able to work for First Financial because of total and permanent disability are entitled to receive their normal retirement benefit under the terms of the Plan beginning on the first date of the month following their normal retirement date.

Subsequent Events. Management evaluated subsequent events for the Plan for recognition and disclosure through October 10, 2024, the date the financial statements were available to be issued.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation. The accompanying financial statements have been prepared on the accrual basis of accounting and in conformity with accounting principles generally accepted in the United States of America (GAAP).

Estimates. The preparation of financial statements in conformity with GAAP requires management to make estimates, assumptions and judgments that affect the amounts reported in the financial statements, accompanying notes and supplemental schedules. Actual realized amounts could differ materially from those estimates.

Risks and Uncertainties. The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate risk, market risk and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that those changes could materially affect the amounts reported in the statements of net assets available for benefits.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported, based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption processes, it is at least reasonably possible that changes in these estimates and assumptions in the near term could materially affect the amounts reported and disclosed in the financial statements.

Valuation of Investments and Income Recognition. Investments are stated at fair value, which is defined as the price that would be received to sell an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date (an exit price). See Note 3 – Fair Value Measurements for further discussion and disclosures related to fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded as earned. Dividends are recorded on the ex-dividend date. Net realized and unrealized appreciation (depreciation) includes the Plan's gains and losses on investments purchased and sold as well as held during the year.

Payment of Benefits. Benefits are recorded when paid.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

Actuarial Present Value of Accumulated Plan Benefits. Accumulated plan benefits are future periodic payments that are attributable under the Plan's provisions for the service participants have rendered. Accumulated plan benefits include benefits expected to be paid to (a) retired or terminated participants or their beneficiaries, (b) beneficiaries of participants who have died, and (c) present participants or their beneficiaries. Prior to January 1, 2008, benefits under the Plan were based on participants' compensation during their highest consecutive five years of vested service. Effective January 1, 2008, the Plan was amended to convert to a cash balance pension plan. Participants with vested benefits prior to this transition date continue to have a frozen benefit as calculated under the traditional formula, in addition to benefits accrued under the cash balance formula after the transition date.

Benefits payable under all circumstances (retirement, death, disability and termination of employment) are included, to the extent they are deemed attributable to participant service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits earned by participants to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

NOTE 3: FAIR VALUE MEASUREMENTS

The fair value framework as disclosed in the Fair Value Measurements and Disclosure Topic of FASB ASC Topic 820, (Fair Value Topic) includes a hierarchy which focuses on prioritizing the inputs used in valuation techniques. The fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1), a lower priority to observable inputs other than quoted prices in active markets for identical assets and liabilities (Level 2) and the lowest priority to unobservable inputs (Level 3). When determining the fair value measurements for assets and liabilities, the Plan looks to active markets to price identical assets or liabilities whenever possible and classifies such items in Level 1. When identical assets and liabilities are not traded in active markets, the Plan looks to observable market data for similar assets and liabilities and classifies such items as Level 2. Certain assets and liabilities are not actively traded in observable markets and the Plan must use alternative techniques, based on unobservable inputs, to determine the fair value and classifies such items as Level 3. The level within the fair value hierarchy is based on the lowest level of input that is significant in the fair value measurement.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

The following methods, assumptions and valuation techniques were used by the Plan to measure assets and liabilities at fair value:

U.S. Government and Government Agency Securities. These securities are valued using matrix pricing models developed by a third party and consider standard input factors such as observable market data, benchmark yields, interest rate volatilities, broker/dealer quotes, credit spreads and new issue data. Matrix pricing is widely used to value securities without solely relying on quoted market prices for specific securities (Level 2).

Mutual funds. Mutual funds held by the Plan are open-end mutual funds that are registered with the U.S. Securities and Exchange Commission and are valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1).

Collective trusts. The Core Property Collective Investment Trust and Special Situations Collective Trust are alternative investments valued at the net asset value of units of the collective trusts. The net asset value is used as a practical expedient to estimate fair value and is priced quarterly on a month lag. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value.

The Plan utilizes values provided by third-party pricing vendors to price investment securities in accordance with the fair value hierarchy of the Fair Value Topic and reviews the pricing methodologies utilized by the pricing vendors to ensure that the fair value determination is consistent with the applicable accounting guidance. The Plan's pricing process includes a series of quality assurance activities where prices are compared to recent market conditions, historical prices and other independent pricing services. Further, the Plan periodically validates the fair values of a sample of securities in the portfolio by comparing the fair values to prices from other independent sources for the same or similar securities. The Plan analyzes unusual or significant variances, conducts additional research with the pricing vendor, and if necessary, takes appropriate action based on its findings. The results of the quality assurance process are incorporated into the selection of pricing providers by the portfolio manager.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022:

Assets at Fair Value as of December 31, 2023				
	Level 1	Level 2	Level 3	Total
U.S. Government agencies	\$ -	\$ 2,750,430	\$ -	\$ 2,750,430
Mutual funds	127,322,534	-	-	127,322,534
Collective trusts*	-	-	-	14,273,350
Total investments at fair value	<u>\$ 127,322,534</u>	<u>\$ 2,750,430</u>	<u>\$ -</u>	<u>\$ 144,346,314</u>

Assets at Fair Value as of December 31, 2022				
	Level 1	Level 2	Level 3	Total
Money market funds	\$ 39	\$ -	\$ -	\$ 39
U.S. Government agencies	-	4,601,740	-	4,601,740
Mutual funds	114,550,446	-	-	114,550,446
Collective trusts*	-	-	-	14,138,738
Total investments at fair value	<u>\$ 114,550,485</u>	<u>\$ 4,601,740</u>	<u>\$ -</u>	<u>\$ 133,290,963</u>

*Net Asset Value

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

NOTE 4: ACCUMULATED PLAN BENEFITS

The actuarial present value of accumulated plan benefits is determined by an actuary and is summarized as follows:

	December 31, 2022
Actuarial present value of vested benefits:	
Participants receiving payments	\$ 11,617,320
Participants with deferred benefits	17,371,902
Other participants	47,315,034
Total vested benefits	<u>76,304,256</u>
Actuarial present value of non-vested benefits	<u>0</u>
Total Accumulated Plan Benefits	<u><u>\$ 76,304,256</u></u>

The changes in accumulated plan benefits for the year ended December 31, 2022 are as follows:

Actuarial present value of accumulated benefits at December 31, 2021	\$ 78,861,335
Changes during the year due to:	
Benefits accumulated	7,261,381
Actuarial (gains) losses	(9,385,160)
Increase for interest due to the decrease in the discount period	5,990,011
Actual benefits paid	(7,003,736)
Assumption changes	580,425
Net decrease	<u>(2,557,079)</u>
Actuarial present value of accumulated benefits at December 31, 2022	<u><u>\$ 76,304,256</u></u>

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

The significant actuarial assumptions used in the valuations as of December 31, 2022 were as follows:

Mortality: Pri-2012 tables for males and females (separate rates for annuitants and non-annuitants) projected forward generationally with scale MP-2021.

Retirement age: Graded from age 55 to 65

Discount rate: The 2022 valuation included assumed an average rate of return of 7.25%.

Cash balance interest rate: pre-2014 cash balances: 2.13%; post-2013 cash balances: Cash balance accruals after 2013 are credited with interest at the annual rate of return for a hypothetical investment portfolio that is invested 40% in Vanguard Institutional Index Institutional Shares (VINIX) and 60% in Vanguard Total Bond Market Index Fund Institutional Shares (VBTIX). As an approximation of this rate, the applicable Effective Interest Rate was used.

PPA Optional Combined Unisex Mortality table is used to determine lump sum values.

The assumption changes presented in the previous table are mainly attributed to changes in the interest crediting rates.

NOTE 5: PLAN TERMINATION

Although it has not expressed intentions to do so, the Bancorp has the right under the Plan to discontinue the contributions of any participating Bancorp subsidiary at any time and to amend or terminate the Plan subject to the provisions set forth in ERISA. Should the Plan terminate at some future time, whether a particular participant's accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided for at all.

NOTE 6: INCOME TAX STATUS

The Plan has received a determination letter from the Internal Revenue Service (IRS) dated May 3, 2013 stating that the Plan is qualified under Section 401(a) of the Internal Revenue Code (the Code) and, therefore, the related trust is exempt from taxation. Subsequent to this

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

determination by the IRS, the Plan was amended. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The plan administrator believes the Plan is in compliance with the applicable requirements of the Code and that the Plan, as amended, is qualified and the related trust is tax-exempt.

GAAP requires plan management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken.

The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

NOTE 7: ADMINISTRATIVE EXPENSES

The Plan incurs administrative expenses directly related to the Plan which consist primarily of actuarial fees, PBGC fees and miscellaneous professional fees. These expenses are reported on the statements of changes in net assets available for benefits as administrative expenses. Expenses relating to purchases, sales or transfers of the Plan's investments are charged to the particular investment fund to which the expenses relate. All other expenses are paid by the Company on behalf of the Plan.

NOTE 8: PARTY-IN-INTEREST TRANSACTIONS

Certain Plan assets are invested in funds managed by an affiliate of the trustee of the Plan. These transactions qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA. The Plan is not charged for administrative services performed on its behalf by the Bancorp.

First Financial Bancorp Employees' Pension Plan and Trust

Notes to Financial Statements (continued)

December 31, 2023 and 2022

NOTE 9: DECEMBER 31, 2023 ACTUARIAL VALUATION: UNAUDITED INFORMATION

The December 31, 2023 actuarial valuation was completed prior to the date the financial statements were available to be issued. A summary of the actuarial valuation information provided by the Plan's actuary, which has not been audited by independent auditors, is provided below for informational purposes.

	(Unaudited) December 31, 2023
Actuarial present value of vested benefits:	
Participants receiving payments	\$ 11,592,651
Participants with deferred benefits	20,618,310
Other participants	57,134,547
Total vested benefits	89,345,508
Actuarial present value of non-vested benefits	0
Total Accumulated Plan Benefits	<u>\$ 89,345,508</u>

The changes in accumulated plan benefits for the year ended December 31, 2023 are as follows:

Actuarial present value of accumulated benefits at December 31, 2022	\$ 76,304,256
Changes during the year due to:	
Benefits accumulated	7,890,091
Actuarial losses	4,063,848
Increase for interest due to the decrease in the discount period	5,900,540
Actual benefits paid	(5,615,170)
Assumption changes	801,943
Net increase	13,041,252
Actuarial present value of accumulated benefits at December 31, 2023	<u>\$ 89,345,508</u>

Supplemental Schedule

First Financial Bancorp Employees' Pension Plan and Trust

First Financial Bancorp
 EIN #31-1042001 Plan #001

Schedule H, line 4i – Schedule of Assets (Held at End of Year)

December 31, 2023

(a)	(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Fair Value
	U.S. Government agencies:			
	U.S. Treasury	Strips-Z-Cpn bond 11/15/27	\$ 436,490	\$ 457,110
	U.S. Treasury	Strips-Z-Cpn bond 11/15/29	481,206	454,689
	U.S. Treasury	Strips-Z-Cpn bond 2/15/33	689,243	620,457
	U.S. Treasury	Strips-Z-Cpn bond 8/15/37	1,033,207	865,700
	U.S. Treasury	Strips-Z-Cpn bond 2/15/43	198,205	197,648
	U.S. Treasury	Strips-Z-Cpn bond 5/15/48	40,382	39,221
	U.S. Treasury	Strips-Z-Cpn bond 11/15/52	119,145	115,605
	Total U.S. Government agencies		2,997,878	2,750,430
	Mutual funds:			
*	SEI	Core Fixed Income Fund	33,781,782	29,355,326
*	SEI	Dynamic Asset Alloc Fund	7,023,289	7,057,332
*	SEI	Emerging Mkts Debt Fund	4,667,687	4,263,069
*	SEI	US Equity Factor Allocation Fund	9,264,880	10,066,420
*	SEI	Extended Mkt Index	4,694,245	5,465,106
*	SEI	High Yield Bond Fund	4,906,054	4,160,351
*	SEI	Inst Inv S&P 500	8,126,653	10,854,837
*	SEI	Intermediate Dur Credit-A	13,964,240	12,573,580
*	SEI	Long Dur Credit Fund A	2,624,135	2,669,760
*	SEI	World Select Equity Fund A	27,277,874	31,631,821
	SSGA	State St GL Eq Ex-US Ind-K	8,803,344	9,224,932
	Total mutual funds		125,134,183	127,322,534
	Collective trusts:			
*	SEI	Core Property Collective Inv Tr	4,750,000	5,760,044
*	SEI	Special Situations Collective	8,050,000	8,513,306
	Total collective trusts		12,800,000	14,273,350
	Total investments		\$ 140,932,061	\$ 144,346,314

* Represents a party-in-interest investment

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2023

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	48	73	4	0	0	0	0	0	0	0	125
	9,988	34,001	-	-	-	-	-	-	-	-	25,029
25-29	36	125	41	0	0	0	0	0	0	0	202
	11,870	51,131	54,235	-	-	-	-	-	-	-	44,764
30-34	29	134	77	4	1	0	0	0	0	0	245
	19,112	67,613	76,980	-	-	-	-	-	-	-	64,891
35-39	17	103	113	27	3	1	0	0	0	0	264
	-	90,060	85,355	76,373	-	-	-	-	-	-	81,563
40-44	15	105	109	36	10	11	0	0	0	0	286
	-	105,096	94,335	116,080	-	-	-	-	-	-	98,554
45-49	18	83	93	18	9	15	2	0	0	0	238
	-	101,374	109,181	-	-	-	-	-	-	-	100,587
50-54	16	71	111	26	9	6	6	2	0	0	247
	-	138,446	105,757	122,923	-	-	-	-	-	-	111,312
55-59	7	69	96	33	5	5	5	3	4	1	228
	-	118,528	107,055	102,710	-	-	-	-	-	-	107,523
60-64	5	45	89	32	5	13	3	3	2	2	199
	-	108,818	101,713	82,631	-	-	-	-	-	-	94,278
65-69	2	10	12	7	2	2	1	0	0	1	37
	-	-	-	-	-	-	-	-	-	-	82,037
70 & over	1	6	9	5	1	1	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	57,149
Total	194	824	754	188	45	54	17	8	6	4	2,094
	16,622	86,247	93,796	99,085	108,651	94,292	-	-	-	-	84,455

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust

EIN / PN: 31-1042001/001

Plan Sponsor: First Financial Bancorp

Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2023

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	73	4	0	0	0	0	0	0	0	77
	-	2,084	-	-	-	-	-	-	-	-	2,371
25-29	0	125	41	0	0	0	0	0	0	0	166
	-	4,463	11,373	-	-	-	-	-	-	-	6,169
30-34	0	134	77	4	1	0	0	0	0	0	216
	-	6,718	17,617	-	-	-	-	-	-	-	11,125
35-39	0	103	113	27	3	1	0	0	0	0	247
	-	9,068	21,531	33,577	-	-	-	-	-	-	17,950
40-44	0	104	108	36	10	11	0	0	0	0	269
	-	11,706	24,094	54,085	-	-	-	-	-	-	26,244
45-49	0	83	93	18	9	15	2	0	0	0	220
	-	10,332	30,085	-	-	-	-	-	-	-	29,501
50-54	0	71	111	26	9	6	6	2	0	0	231
	-	14,397	26,658	65,601	-	-	-	-	-	-	31,714
55-59	0	69	96	33	5	5	5	3	4	1	221
	-	12,082	29,602	53,424	-	-	-	-	-	-	32,305
60-64	0	44	89	32	5	13	3	3	2	2	193
	-	12,989	26,567	47,667	-	-	-	-	-	-	31,204
65-69	0	10	12	7	2	2	1	0	0	1	35
	-	-	-	-	-	-	-	-	-	-	26,141
70 & over	0	6	9	5	1	1	0	0	0	0	22
	-	-	-	-	-	-	-	-	-	-	23,001
Total	0	822	753	188	45	54	17	8	6	4	1,897
	-	8,713	24,221	50,606	70,644	57,658	-	-	-	-	22,932

² Age and service for purposes of determining category are based on exact (not rounded) values.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
 EIN / PN: 31-1042001/001
 Plan Sponsor: First Financial Bancorp
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month January
- Interest rate basis 3-Segment Rates

Interest rates

Reflecting Stabilization

Not Reflecting Stabilization

- First segment rate 4.75% 2.13%
- Second segment rate 5.00% 3.62%
- Third segment rate 5.74% 3.93%
- Effective interest rate 5.29% 3.67%

Annual rates of increase

- Compensation 3.50%
- Future Social Security wage bases 3.00%
- Statutory limits on compensation 2.50%
- Assumed cost of living adjustments None
- Cash balance interest crediting rate
- Pre-2014 Cash balances 2.13%
- Post-2013 Cash balances Effective interest rate

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).

Termination rates (not due to disability, retirement, or mortality) The rates are which participants withdraw by age and gender are given below:

Attained Age	Males (%)	Females (%)
20	12.5	15.0
25	9.0	11.0
30	6.5	8.0
35	4.5	5.5
40	2.6	3.5
45	1.3	1.7
50	0.3	0.7
55	0.0	0.0

Participants are assumed to terminate in the first 3 years at the following rates:

Year	Percentage
1	25
2	20
3	15

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age and gender are shown below.

Age	Males (%)	Females (%)
55	5	5
56	5	5
57	5	5
58	5	5
59	5	5
60	10	10
61	10	10
62	10	10
63	10	10
64	10	10
65	100	100

Percent married

For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of eligible participants are assumed to be married.

Spouse age

Male spouses are assumed to be 3 years older than female spouses.

Covered pay

Plan Compensation is W-2 earnings provided by the employer for the prior year adjusted by the compensation increase rate.

Administrative expenses

\$1,255,848. Administrative expenses are accounted for as an addition to Target Normal Cost. Investment management expenses are included as an administrative expense.

Administrative expenses for the coming year are estimated by using the actual administrative expenses for the prior year.

Form of payment

95% of active participants are assumed to receive an immediate lump sum and 5% of active participants are assumed to elect life annuity when they retire. 100% of terminated vested participants are assumed to receive an immediate lump sum upon withdrawal. Current terminated vested participants are assumed to receive a lump sum upon attaining normal retirement age.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Calculation of lump sum	Lump sums were valued using the general rule under Proposed IRC §1.430(d)-1(f)(4) without application of generational mortality and without recognition of the phase-in of IRC §417(e)(3) assumptions. The PPA optional combined unisex table for the valuation year and January segment rates are used to determine lump sums based on the traditional formula.
Participant data	Participant data was supplied by Milliman as of the valuation date.
Tax policy	The actuarial valuation performed for the plan year ending December 31, 2023 is used to determine the maximum deductible contribution for the tax year ending December 31, 2023.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

Plan Name:	First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN:	31-1042001/001
Plan Sponsor:	First Financial Bancorp
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with First Financial Bancorp regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with First Financial Bancorp and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023 via Milliman. Information on plan provisions was supplied by the plan sponsor. Assets were provided by SEI. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Cash Balance Interest crediting rate

Pre-2014 Cash Balance Interest crediting rate:

Cash balance accruals prior to 2014 are credited with interest at the rate of 5-year Treasuries. As an approximation of this rate, the first segment rate from the average segment rates for January disregarding the interest rate corridors has been selected.

Post-2013 Cash Balance Interest crediting rate:

Cash balance accruals after 2013 are credited with interest at the annual rate of return for a hypothetical investment portfolio that is invested 40% in Vanguard Institutional Index Institutional Shares (VINIX) and 60% in Vanguard Total Bond Market Index Fund Institutional Shares (VBTIX). As an approximation of this rate, the applicable Effective Interest Rate was used.

Lump sum conversion rate

As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Annuity conversion rate for hybrid plans

As required by IRC 430, annuity benefits are valued by converting accounts to annuities using the current IRC 430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.

Rates of increase in compensation

Assumed compensation increases are based on plan sponsor expectations, including general pay practices and targets, for near-term years and the effect that the assumed long-term CPI and NAW will have on compensation increases over the longer term.

Plan-related expenses

As required by regulation, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Termination	Termination rates are based on plan sponsor expectations. Assumed termination rates differ by age, sex, and service because of expected differences in termination rates.
Retirement	Retirement rates are based on plan sponsor expectations. Assumed retirement rates vary by age, because of expected differences in retirement rates as participants age.
Benefit commencement date for deferred vested benefits	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible, but deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.
Form of payment	The form of payment assumption is based on recent experience showing a small number of annuity commencements with all remaining participants electing a lump sum upon retirement, and is believed to be a best estimate of future experience.

Source of Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.
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Plan Name:	First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN:	31-1042001/001
Plan Sponsor:	First Financial Bancorp
Valuation Date:	January 1, 2023

SCHEDULE SB ATTACHMENTS

Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

The following changes in assumptions and methods were made as part of this valuation:

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC 430.
- The interest crediting rate used to project pre-2014 cash balances was updated to the current first segment rate of the 24-month average from January, disregarding interest rate corridors. The basis for the assumption remains unchanged.
- The interest crediting rate used to project post-2013 cash balances was updated to the applicable effective interest rate. The basis for the assumption remains unchanged.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.
- The assumed plan expenses changed from \$1,151,019 for the 2022 plan year to \$1,255,848 for the 2023 plan year. The basis for the assumption remains unchanged.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan FIRST FINANCIAL BANCORP EMPLOYEES' PENSION PLAN AND TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF FIRST FINANCIAL BANCORP	D Employer Identification Number (EIN) 31-1042001
E Type of plan: ☒ Single ☐ Multiple-A ☐ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month 01 Day 01 Year 2023			
2 Assets:			
a Market value.....		2a	133,448,829
b Actuarial value.....		2b	146,793,712
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment.....	204	13,659,588	13,659,588
b For terminated vested participants.....	868	18,365,687	18,365,687
c For active participants.....	2,094	46,972,536	46,996,380
d Total.....	3,166	78,997,811	79,021,655
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐			
a Funding target disregarding prescribed at-risk assumptions.....		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....		4b	
5 Effective interest rate.....		5	5.29%
6 Target normal cost			
a Present value of current plan year accruals.....		6a	7,902,059
b Expected plan-related expenses.....		6b	1,255,848
c Target normal cost.....		6c	9,157,907

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	Richard P. Weaver <i>RPW</i>	9/11/2024
	Signature of actuary	Date
Richard P. Weaver	Type or print name of actuary	2305950
Willis Towers Watson US LLC	Firm name	Most recent enrollment number
		901-930-0000
		Telephone number (including area code)
3340 Players Club Parkway Suite 200 Memphis TN 38125 Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2023
v. 230728

Part II		Beginning of Year Carryover and Prefunding Balances	
		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	23,407,973	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	23,407,973	0
10	Interest on line 9 using prior year's actual return of <u>-13.61</u> %	-3,185,825	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		0
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> %		0
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		0
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	20,222,148	0

Part III		Funding Percentages	
14	Funding target attainment percentage	14	160.17 %
15	Adjusted funding target attainment percentage	15	185.76 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	192.70 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.	17	%

Part IV		Contributions and Liquidity Shortfalls			
18 Contributions made to the plan for the plan year by employer(s) and employees:					
(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c)
				0	0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:			
a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0	
b Contributions made to avoid restrictions adjusted to valuation date.	19b	0	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	0	
20 Quarterly contributions and liquidity shortfalls:			
a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No			
b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No			
c If line 20a is "Yes," see instructions and complete the following table as applicable:			
Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V	Assumptions Used to Determine Funding Target and Target Normal Cost
---------------	--

21 Discount rate:

a Segment rates:

1st segment:
4.75 %

2nd segment:
5.00 %

3rd segment:
5.74%

□ N/A, full yield curve used

b Applicable month (enter code).....	21b	0
---	------------	----------

22 Weighted average retirement age	22	62
---	-----------	----

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment... ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	27	
--	-----------	--

Part VII	Reconciliation of Unpaid Minimum Required Contributions For Prior Years
-----------------	--

28	Unpaid minimum required contributions for all prior years.....	28	0
-----------	--	-----------	---

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
---	-----------	---

30	Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....	30	0
-----------	--	-----------	---

Part VIII	Minimum Required Contribution For Current Year
------------------	---

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c).....	31a	9,157,907
--	------------	-----------

b Excess assets, if applicable, but not greater than line 31a	31b	9,157,907
--	------------	-----------

32 Amortization installments:	Outstanding Balance	Installment
-------------------------------	---------------------	-------------

a Net shortfall amortization installment	0	0
---	---	---

b Waiver amortization installment.....	0	0
---	---	---

33	If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month Day Year) and the waived amount	33	
-----------	---	-----------	--

34	Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)....	34	0
-----------	--	-----------	---

	Carryover balance	Prefunding balance	Total balance
--	-------------------	--------------------	---------------

35	Balances elected for use to offset funding requirement.....	0	0	0
-----------	---	---	---	---

36	Additional cash requirement (line 34 minus line 35)	36	0
-----------	---	-----------	---

37	Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0
-----------	---	-----------	---

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	38a	0
--	------------	----------

b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0
---	------------	----------

39	Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0
-----------	---	-----------	----------

40	Unpaid minimum required contributions for all years.....	40	0
-----------	--	-----------	----------

Part IX	Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)
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41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☐ 2020 ☒ 2021

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	First Financial Bancorp
EIN/PN	31-1042001/001
Plan Name	First Financial Bancorp Employees' Pension Plan and Trust
Valuation Date	January 1, 2023
Enrolled Actuary	Richard P. Weaver
Enrollment Number	23-05950

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

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Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000,000	1.000000	0.050000	2.750000
56	0.05	950,000	0.950000	0.047500	2.660000
57	0.05	902,500	0.902500	0.045125	2.572125
58	0.05	857,375	0.857375	0.042869	2.486388
59	0.05	814,506	0.814506	0.040725	2.402793
60	0.10	773,781	0.773781	0.077378	4.642686
61	0.10	696,403	0.696403	0.069640	4.248057
62	0.10	626,763	0.626763	0.062676	3.885928
63	0.10	564,086	0.564086	0.056409	3.553744
64	0.10	507,678	0.507678	0.050768	3.249137
65	1.00	456,910	0.456910	0.456910	29.699144
Average age at retirement					62.150001
Rounded for Schedule SB item 22					62.000000

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Schedule SB, Part V Statement of Actuarial Assumptions/Methods

Economic Assumptions

Interest rate basis

- Applicable month January
- Interest rate basis 3-Segment Rates

Interest rates	Reflecting Stabilization	Not Reflecting Stabilization
• First segment rate	4.75%	2.13%
• Second segment rate	5.00%	3.62%
• Third segment rate	5.74%	3.93%
• Effective interest rate	5.29%	3.67%

Annual rates of increase

- Compensation 3.50%
- Future Social Security wage bases 3.00%
- Statutory limits on compensation 2.50%
- Assumed cost of living adjustments None
- Cash balance interest crediting rate
- Pre-2014 Cash balances 2.13%
- Post-2013 Cash balances Effective interest rate

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Demographic Assumptions

Inclusion date The valuation date coincident with or next following the date on which the employee becomes a participant.

New or rehired employees It was assumed there will be no new or rehired employees.

Mortality Separate rates for non-annuitants (based on RP-2014 "Employees" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021) and annuitants (based on RP-2014 "Healthy Annuitants" table without collar or amount adjustments, adjusted backward to 2006 with MP-2014, and then projected forward with a static projection as specified in the regulations under §1.430(h)(3)-1 using Scale MP-2021).

Termination rates (not due to disability, retirement, or mortality) The rates are which participants withdraw by age and gender are given below:

Attained Age	Males (%)	Females (%)
20	12.5	15.0
25	9.0	11.0
30	6.5	8.0
35	4.5	5.5
40	2.6	3.5
45	1.3	1.7
50	0.3	0.7
55	0.0	0.0

Participants are assumed to terminate in the first 3 years at the following rates:

Year	Percentage
1	25
2	20
3	15

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Retirement

For purposes of determining the Funding Target and Target Normal Cost (both disregarding at-risk assumptions), the rates at which participants retire by age and gender are shown below.

Age	Males (%)	Females (%)
55	5	5
56	5	5
57	5	5
58	5	5
59	5	5
60	10	10
61	10	10
62	10	10
63	10	10
64	10	10
65	100	100

Percent married

For purposes of valuing the pre-retirement surviving spouse's benefit, 80% of eligible participants are assumed to be married.

Spouse age

Male spouses are assumed to be 3 years older than female spouses.

Covered pay

Plan Compensation is W-2 earnings provided by the employer for the prior year adjusted by the compensation increase rate.

Administrative expenses

\$1,255,848. Administrative expenses are accounted for as an addition to Target Normal Cost. Investment management expenses are included as an administrative expense.

Administrative expenses for the coming year are estimated by using the actual administrative expenses for the prior year.

Form of payment

95% of active participants are assumed to receive an immediate lump sum and 5% of active participants are assumed to elect life annuity when they retire. 100% of terminated vested participants are assumed to receive an immediate lump sum upon withdrawal. Current terminated vested participants are assumed to receive a lump sum upon attaining normal retirement age.

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Calculation of lump sum	Lump sums were valued using the general rule under Proposed IRC §1.430(d)-1(f)(4) without application of generational mortality and without recognition of the phase-in of IRC §417(e)(3) assumptions. The PPA optional combined unisex table for the valuation year and January segment rates are used to determine lump sums based on the traditional formula.
Participant data	Participant data was supplied by Milliman as of the valuation date.
Tax policy	The actuarial valuation performed for the plan year ending December 31, 2023 is used to determine the maximum deductible contribution for the tax year ending December 31, 2023.
Timing of benefit payments	Annuity payments are payable monthly at the beginning of the month and lump sum payments are payable on date of decrement.

Methods

Valuation date	First day of plan year
Funding target	Present value of accrued benefits as required by regulations under IRC §430.
Target normal cost	Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

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Actuarial value of assets

Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year).

The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years.

Benefits not valued

All benefits described in the Plan Provisions section of this report were valued based on discussions with First Financial Bancorp regarding the likelihood that these benefits will be paid. WTW has reviewed the plan provisions with First Financial Bancorp and, based on that review, is not aware of any significant benefits required to be valued that were not.

Sources of Data and Other Information

The plan sponsor furnished participant data as of January 1, 2023 via Milliman. Information on plan provisions was supplied by the plan sponsor. Assets were provided by SEI. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

Assumptions Rationale - Significant Economic Assumptions

Discount rate

The basis chosen was selected by the plan sponsor from among choices prescribed by law, all of which are based on observed market data over certain periods of time.

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Cash Balance Interest crediting rate

Pre-2014 Cash Balance Interest crediting rate:

Cash balance accruals prior to 2014 are credited with interest at the rate of 5-year Treasuries. As an approximation of this rate, the first segment rate from the average segment rates for January disregarding the interest rate corridors has been selected.

Post-2013 Cash Balance Interest crediting rate:

Cash balance accruals after 2013 are credited with interest at the annual rate of return for a hypothetical investment portfolio that is invested 40% in Vanguard Institutional Index Institutional Shares (VINIX) and 60% in Vanguard Total Bond Market Index Fund Institutional Shares (VBTIX). As an approximation of this rate, the applicable Effective Interest Rate was used.

Lump sum conversion rate

As required by IRC 430, lump sum benefits are valued using “annuity substitution”, so that the interest rates assumed are effectively the same as described above for the discount rate.

Annuity conversion rate for hybrid plans

As required by IRC 430, annuity benefits are valued by converting accounts to annuities using the current IRC 430 interest rates, so that the interest rates assumed are effectively the same as described above for the discount rate.

Rates of increase in compensation

Assumed compensation increases are based on plan sponsor expectations, including general pay practices and targets, for near-term years and the effect that the assumed long-term CPI and NAW will have on compensation increases over the longer term.

Plan-related expenses

As required by regulation, plan-related expenses are calculated by estimating the expenses to be paid from the trust during the coming year (including, for example, expected PBGC premiums and actuarial, accounting, legal, administration and trustee fees to be paid from the trust).

Assumptions Rationale - Significant Demographic Assumptions

Healthy Mortality

Assumptions used for funding purposes are as prescribed by IRC §430(h).

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Termination	Termination rates are based on plan sponsor expectations. Assumed termination rates differ by age, sex, and service because of expected differences in termination rates.
Retirement	Retirement rates are based on plan sponsor expectations. Assumed retirement rates vary by age, because of expected differences in retirement rates as participants age.
Benefit commencement date for deferred vested benefits	Deferred vested participants are assumed to begin benefits at age 65 (or current age if later) because the plan's experience is not considered to be credible, but deferred vested early commencement factors are not subsidized so that the difference between this approach and using assumed commencement rates at earlier ages is not expected to be significant.
Form of payment	The form of payment assumption is based on recent experience showing a small number of annuity commencements with all remaining participants electing a lump sum upon retirement, and is believed to be a best estimate of future experience.

Source of Prescribed Methods

Funding methods	The methods used for funding purposes as described in Appendix A, including the method of determining plan assets, are "prescribed methods set by law", as defined in the actuarial standards of practice (ASOPs). These methods are required by IRC §430, or were selected by the plan sponsor from a range of methods permitted by IRC §430.
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Changes in Assumptions and Methods

Change in assumptions and methods since prior valuation

The following changes in assumptions and methods were made as part of this valuation:

- The segment interest rates used to calculate the funding target and target normal cost were updated to the current valuation date as required by IRC 430.
- The interest crediting rate used to project pre-2014 cash balances was updated to the current first segment rate of the 24-month average from January, disregarding interest rate corridors. The basis for the assumption remains unchanged.
- The interest crediting rate used to project post-2013 cash balances was updated to the applicable effective interest rate. The basis for the assumption remains unchanged.
- The mortality table used to calculate the funding target and target normal cost was updated to reflect the latest mortality improvement scale, as required by guidance issued by IRS under IRC §430.
- The assumed plan expenses changed from \$1,151,019 for the 2022 plan year to \$1,255,848 for the 2023 plan year. The basis for the assumption remains unchanged.

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Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was most recently amended with Amendment 4, effective January 1, 2021.

Coverage and participation Employees become participants on the date on which 1 hour of service is completed after attainment of age 18.

Definitions

Vesting service A full year is earned for each plan year the employee completes 1,000 hours of service.

Credited service A full year is credited for each plan year the employee completes 1,000 hours of service.

Covered compensation Attained age 50 and 10 years of Service as of December 31, 2007: The 35-year average of Social Security Wage Bases, ending in the year Social Security Normal Retirement Age (SSNRA) is attained. The Wage Base is assumed to be constant from the year of termination to the SSNRA.

For those not meeting the age and service requirement, covered compensation is frozen as of December 31, 2007.

Excess compensation The total cash amount paid to a participant in a particular Plan Year in excess of 50% of the contribution and benefits base under section 230 of the Social Security Act as of the first day of that Plan Year.

Excess compensation is not applicable beginning January 1, 2014.

Compensation The total cash amount paid to a participant for services rendered to the employer that is not in excess of the applicable amount, adjusted for cost-of-living increases, in accordance with Section 401(a)(17) of the Internal Revenue Code of 1986, as amended from time to time.

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Final average monthly compensation

Attained age 50 and 10 years of service as of December 31, 2007:
The monthly average of the highest five consecutive years of compensation.

For those not meeting the age and service requirement, final average monthly compensation is frozen as of December 31, 2007.

Normal retirement date (NRD)

Later of Age 65 or fifth anniversary of plan participation.

Interest credit

- Pre-2014

Interest is credited as of the end of each Plan Year and applied as of the first day of each Plan Year. Terminating participants will receive partial year interest credits. The rate is 5% for any Plan Year ending before January 1, 2008 and the interest rate on 5-year Treasury securities as of the second full calendar month preceding the Plan Year for plan years ending after December 31, 2008.

- Post-2013

Interest is credited as of the end of each Plan Year and applied as of the first day of each Plan Year. Terminating participants will receive partial year interest credits. The rate is the annual rate of return for a hypothetical investment portfolio that is invested 40% in Vanguard Institutional Index Institutional Shares (VINIX) and 60% in Vanguard Total Bond Market Index Fund Institutional Shares (VBTIX).

Service credit

- Pre-2014

5% of Compensation for the plan year plus four 4% of Excess Compensation for the Plan Year.

- Post-2013

5% of compensation for the Plan Year.

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Monthly pension benefit:

- Frozen formula pension The monthly benefit is the greater of
 - (a) If the participant's SSNRA is 65: 1.10% of Final Average Monthly Compensation multiplied by years of service up to 40, plus 0.60% of Final Average Monthly Compensation in excess of Covered Compensation multiplied by years of service up to 35, plus \$6.25 multiplied by years of service up to 20.
 - ▶ If the participant's SSNRA is 66, replace the multipliers above with 1.15% and 0.55%
 - ▶ If the participant's SSNRA is 67, replace the multipliers above with 1.20% and 0.50%
 - (b) \$12.00 multiplied by years of service up to 40 plus \$6.25 multiplied by years of service up to 20
 - (c) \$40.00

Years of service are frozen as of December 31, 2007.
- Pre-2014 Cash Balance pension For participants prior to July 1, 2007 the initial cash balance as of January 1, 2008 is zero.

Cash Balance: Equals the sum of (a) + (b) + (c) given below:

 - (a) The prior year Cash Balance.
 - (b) Each year's Service Credit.
 - (c) Each year's Interest Credit.
- Post-2013 Cash Balance pension The initial cash balance as of January 1, 2014 is zero.

Post-2013 Cash Balance: Equals the sum of (a) + (b) + (c), held to a minimum of (d).

 - (a) The prior year post-2013 Cash Balance.
 - (b) Each year's post-2013 Service Credit.
 - (c) Each year's post-2013 Interest Credit.
 - (d) The sum of all post-2013 Service Credits.

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Accrued benefit	A monthly annuity for the life of the participant determined as the sum of (a) + (b) + (c). (a) Frozen Formula Pension at Normal Retirement age. (b) Pre-2014 Cash Balance Pension. (c) Post-2013 Cash Balance Pension.
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Eligibility for Benefits

Normal retirement	Attainment of NRD.
Early retirement	Age 50 with 10 years of service provided that age plus service equals or exceeds 65 points.
Postponed retirement	Retirement after NRD.
Vested termination:	
• Frozen formula pension	Immediate.
• Pre-2014 and Post-2013 Cash Balance pensions	Immediate.
Disability	Completion of 15 years of Vesting Service and disability rendering participant incapable of engaging in substantial gainful employment.
Preretirement death benefit:	
• Frozen formula pension	Immediate.
• Pre-2014 and Post-2013 Cash Balance pensions	Immediate.

Benefits Paid Upon the Following Events

Normal retirement	For participants prior to July 1, 2007, the sum of the frozen formula pension, Pre-2014 and Post-2013 Cash Balance pensions. For participants on or after July 1, 2007, the sum of the Pre-2014 and Post-2013 Cash Balance pensions.
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Early retirement

Frozen formula pension accrued benefit as of the date of early retirement reduced by $\frac{1}{3}$ of 1% for each of the first 60 months and $\frac{1}{2}$ of 1% for each of the next 60 months and actuarially for each additional month benefits commence prior to Normal Retirement Date.

Postponed retirement

Monthly benefit calculated as of Late Retirement Date.

Vested termination:

- Frozen formula pension
Accrued benefit payable at Normal Retirement Date. A reduced benefit (described above) may be paid upon meeting early retirement eligibility. In addition, terminated vested participants may elect an immediate lump sum payment.
- Pre-2014 and Post-2013 Cash Balance pensions
The equivalent actuarial value of the participant's Pre-2014 and Post-2013 Cash Balance pensions paid as a lump sum.

Disablement:

- Frozen formula pension
Benefit Before Normal Retirement: None.

Benefit After Normal Retirement: Accrued benefit calculated as if the participant had remained in service until Normal Retirement. For this purpose, pay immediately before disability is projected to remain level until Normal Retirement.
- Pre-2014 and Post-2013 Cash Balance pensions
Continued accrual of Pre-2014 and Post-2013 Interest Credits and Pre-2014 and Post-2013 Service Credits, calculated at the rate of compensation in effect immediately preceding the disability, until Normal Retirement or distribution date, if earlier.

Preretirement death:

- Frozen formula pension
For married participants eligible for early retirement, a lump sum equal to the present value of the accrued benefit. For married participants not eligible for early retirement, a life annuity equal to half of the 50% joint and survivor annuity commencing at the participant's earliest retirement date.

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- Pre-2014 and Post-2013 Cash Balance pensions For married participants, the spouse may elect to commence receiving payment of the participant's Pre-2014 and Post-2013 Cash Balance pensions in the form of level monthly annuity for life or receive a single lump sum of the balance of the participant's Pre-2014 and Post-2013 Cash Balance pensions.

Other Plan Provisions

Forms of payment:

- Normal form Life annuity for single participants and 50% Joint and Survivor Annuity for married participants which is actuarially equivalent to the life annuity.
- Optional forms Life annuity, 50%, 66 2/3%, 75% or 100% joint and survivor annuity, life annuity with 5, 10, 15, or 20 years certain, lump sum.

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity. Actuarial equivalence is based on the Revenue Ruling 2001-62 mortality table and 8.00% interest.

Pension Increases

None.

Plan participants' contributions

They are not required or permitted.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

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Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2023

Number accruing pay-related benefits and average plan compensation limited by IRC §401(a)(17) distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ¹										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	48	73	4	0	0	0	0	0	0	0	125
	9,988	34,001	-	-	-	-	-	-	-	-	25,029
25-29	36	125	41	0	0	0	0	0	0	0	202
	11,870	51,131	54,235	-	-	-	-	-	-	-	44,764
30-34	29	134	77	4	1	0	0	0	0	0	245
	19,112	67,613	76,980	-	-	-	-	-	-	-	64,891
35-39	17	103	113	27	3	1	0	0	0	0	264
	-	90,060	85,355	76,373	-	-	-	-	-	-	81,563
40-44	15	105	109	36	10	11	0	0	0	0	286
	-	105,096	94,335	116,080	-	-	-	-	-	-	98,554
45-49	18	83	93	18	9	15	2	0	0	0	238
	-	101,374	109,181	-	-	-	-	-	-	-	100,587
50-54	16	71	111	26	9	6	6	2	0	0	247
	-	138,446	105,757	122,923	-	-	-	-	-	-	111,312
55-59	7	69	96	33	5	5	5	3	4	1	228
	-	118,528	107,055	102,710	-	-	-	-	-	-	107,523
60-64	5	45	89	32	5	13	3	3	2	2	199
	-	108,818	101,713	82,631	-	-	-	-	-	-	94,278
65-69	2	10	12	7	2	2	1	0	0	1	37
	-	-	-	-	-	-	-	-	-	-	82,037
70 & over	1	6	9	5	1	1	0	0	0	0	23
	-	-	-	-	-	-	-	-	-	-	57,149
Total	194	824	754	188	45	54	17	8	6	4	2,094
	16,622	86,247	93,796	99,085	108,651	94,292	-	-	-	-	84,455

¹ Age and service for purposes of determining category are based on exact (not rounded) values.

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Schedule SB, Line 26a - Schedule of Active Participant Data as of January 1, 2023

Number and average account balance distributed by attained age and attained years of credited service

Attained Age	Attained Years of Credited Service ²										Total
	Under 1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40 & Over	
Under 25	0	73	4	0	0	0	0	0	0	0	77
	-	2,084	-	-	-	-	-	-	-	-	2,371
25-29	0	125	41	0	0	0	0	0	0	0	166
	-	4,463	11,373	-	-	-	-	-	-	-	6,169
30-34	0	134	77	4	1	0	0	0	0	0	216
	-	6,718	17,617	-	-	-	-	-	-	-	11,125
35-39	0	103	113	27	3	1	0	0	0	0	247
	-	9,068	21,531	33,577	-	-	-	-	-	-	17,950
40-44	0	104	108	36	10	11	0	0	0	0	269
	-	11,706	24,094	54,085	-	-	-	-	-	-	26,244
45-49	0	83	93	18	9	15	2	0	0	0	220
	-	10,332	30,085	-	-	-	-	-	-	-	29,501
50-54	0	71	111	26	9	6	6	2	0	0	231
	-	14,397	26,658	65,601	-	-	-	-	-	-	31,714
55-59	0	69	96	33	5	5	5	3	4	1	221
	-	12,082	29,602	53,424	-	-	-	-	-	-	32,305
60-64	0	44	89	32	5	13	3	3	2	2	193
	-	12,989	26,567	47,667	-	-	-	-	-	-	31,204
65-69	0	10	12	7	2	2	1	0	0	1	35
	-	-	-	-	-	-	-	-	-	-	26,141
70 & over	0	6	9	5	1	1	0	0	0	0	22
	-	-	-	-	-	-	-	-	-	-	23,001
Total	0	822	753	188	45	54	17	8	6	4	1,897
	-	8,713	24,221	50,606	70,644	57,658	-	-	-	-	22,932

² Age and service for purposes of determining category are based on exact (not rounded) values.

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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2023	5,406,456	1,500,484	1,341,498	8,248,438
2024	3,366,736	497,424	1,308,122	5,172,282
2025	3,859,199	327,150	1,273,128	5,459,477
2026	2,610,072	1,335,176	1,236,175	5,181,423
2027	3,167,895	1,272,438	1,197,823	5,638,156
2028	3,016,507	782,757	1,158,267	4,957,531
2029	3,732,245	1,127,157	1,111,963	5,971,365
2030	3,118,649	733,100	1,064,881	4,916,630
2031	2,952,846	696,103	1,020,631	4,669,580
2032	2,895,328	767,156	973,506	4,635,990
2033	3,068,358	1,428,306	924,779	5,421,443
2034	2,794,900	1,370,948	876,028	5,041,876
2035	2,666,196	807,995	828,088	4,302,279
2036	2,744,179	979,275	779,155	4,502,609
2037	2,691,483	884,558	729,414	4,305,455
2038	2,427,415	1,320,632	678,009	4,426,056
2039	2,501,111	1,272,967	625,984	4,400,062
2040	2,507,459	857,770	574,487	3,939,716
2041	2,725,355	1,147,955	523,001	4,396,311
2042	2,669,868	701,544	472,026	3,843,438
2043	2,543,718	1,407,735	422,910	4,374,363
2044	2,681,059	1,821,084	376,525	4,878,668
2045	2,470,664	1,902,899	332,291	4,705,854
2046	2,275,259	1,853,982	290,506	4,419,747
2047	1,934,154	1,388,058	251,418	3,573,630
2048	1,769,905	1,315,926	215,228	3,301,059
2049	1,826,199	1,519,924	182,101	3,528,224
2050	1,819,019	1,259,891	152,150	3,231,060
2051	1,292,533	1,437,211	125,434	2,855,178
2052	1,221,201	1,475,584	101,938	2,798,723
2053	1,187,127	1,564,257	81,584	2,832,968
2054	848,765	1,352,239	64,238	2,265,242
2055	1,054,498	1,169,463	49,713	2,273,674
2056	768,172	1,540,499	37,778	2,346,449
2057	606,806	1,312,418	28,162	1,947,386
2058	575,137	1,012,926	20,576	1,608,639
2059	469,014	843,858	14,720	1,327,592
2060	385,865	698,738	10,304	1,094,907
2061	312,692	645,046	7,051	964,789
2062	294,780	440,567	4,714	740,061
2063	219,156	388,217	3,077	610,450
2064	184,706	334,695	1,960	521,361
2065	156,427	309,478	1,218	467,123
2066	133,299	259,534	738	393,571
2067	121,348	240,504	435	362,287
2068	110,930	222,012	251	333,193
2069	100,792	204,095	141	305,028
2070	92,006	186,795	77	278,878
2071	83,865	170,163	41	254,069
2072	76,025	154,252	22	230,299

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
 EIN / PN: 31-1042001/001
 Plan Sponsor: First Financial Bancorp
 Valuation Date: January 1, 2023

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	First Financial Bancorp
EIN/PN	31-1042001/001
Plan Name	First Financial Bancorp Employees' Pension Plan and Trust
Valuation Date	January 1, 2023
Enrolled Actuary	Richard P. Weaver
Enrollment Number	23-05950

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b Schedule of Projection of Expected Benefit Payments

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2023	5,406,456	1,500,484	1,341,498	8,248,438
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2030	3,118,649	733,100	1,064,881	4,916,630
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2054	848,765	1,352,239	64,238	2,265,242
2055	1,054,498	1,169,463	49,713	2,273,674
2056	768,172	1,540,499	37,778	2,346,449
2057	606,806	1,312,418	28,162	1,947,386
2058	575,137	1,012,926	20,576	1,608,639
2059	469,014	843,858	14,720	1,327,592
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Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
 EIN / PN: 31-1042001/001
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SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22 Description of Weighted Average Retirement Age as of January 1, 2023

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

x	q_x^r	l_x	${}_{x-55}p_{55} = l_x / l_{55}$	$q_x^r * l_x / l_{55}$	$x * q_x^r * l_x / l_{55}$
55	0.05	1,000,000	1.000000	0.050000	2.750000
56	0.05	950,000	0.950000	0.047500	2.660000
57	0.05	902,500	0.902500	0.045125	2.572125
58	0.05	857,375	0.857375	0.042869	2.486388
59	0.05	814,506	0.814506	0.040725	2.402793
60	0.10	773,781	0.773781	0.077378	4.642686
61	0.10	696,403	0.696403	0.069640	4.248057
62	0.10	626,763	0.626763	0.062676	3.885928
63	0.10	564,086	0.564086	0.056409	3.553744
64	0.10	507,678	0.507678	0.050768	3.249137
65	1.00	456,910	0.456910	0.456910	29.699144
Average age at retirement					62.150001
Rounded for Schedule SB item 22					62.000000

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
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SCHEDULE SB ATTACHMENTS

Schedule SB, Part V Summary of Plan Provisions

Plan Provisions

The plan was most recently amended with Amendment 4, effective January 1, 2021.

Coverage and participation Employees become participants on the date on which 1 hour of service is completed after attainment of age 18.

Definitions

Vesting service A full year is earned for each plan year the employee completes 1,000 hours of service.

Credited service A full year is credited for each plan year the employee completes 1,000 hours of service.

Covered compensation Attained age 50 and 10 years of Service as of December 31, 2007: The 35-year average of Social Security Wage Bases, ending in the year Social Security Normal Retirement Age (SSNRA) is attained. The Wage Base is assumed to be constant from the year of termination to the SSNRA.

For those not meeting the age and service requirement, covered compensation is frozen as of December 31, 2007.

Excess compensation The total cash amount paid to a participant in a particular Plan Year in excess of 50% of the contribution and benefits base under section 230 of the Social Security Act as of the first day of that Plan Year.

Excess compensation is not applicable beginning January 1, 2014.

Compensation The total cash amount paid to a participant for services rendered to the employer that is not in excess of the applicable amount, adjusted for cost-of-living increases, in accordance with Section 401(a)(17) of the Internal Revenue Code of 1986, as amended from time to time.

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SCHEDULE SB ATTACHMENTS

Final average monthly compensation

Attained age 50 and 10 years of service as of December 31, 2007:
The monthly average of the highest five consecutive years of compensation.

For those not meeting the age and service requirement, final average monthly compensation is frozen as of December 31, 2007.

Normal retirement date (NRD)

Later of Age 65 or fifth anniversary of plan participation.

Interest credit

- Pre-2014

Interest is credited as of the end of each Plan Year and applied as of the first day of each Plan Year. Terminating participants will receive partial year interest credits. The rate is 5% for any Plan Year ending before January 1, 2008 and the interest rate on 5-year Treasury securities as of the second full calendar month preceding the Plan Year for plan years ending after December 31, 2008.

- Post-2013

Interest is credited as of the end of each Plan Year and applied as of the first day of each Plan Year. Terminating participants will receive partial year interest credits. The rate is the annual rate of return for a hypothetical investment portfolio that is invested 40% in Vanguard Institutional Index Institutional Shares (VINIX) and 60% in Vanguard Total Bond Market Index Fund Institutional Shares (VBTIX).

Service credit

- Pre-2014

5% of Compensation for the plan year plus four 4% of Excess Compensation for the Plan Year.

- Post-2013

5% of compensation for the Plan Year.

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SCHEDULE SB ATTACHMENTS

Monthly pension benefit:

- Frozen formula pension The monthly benefit is the greater of
 - (a) If the participant's SSNRA is 65: 1.10% of Final Average Monthly Compensation multiplied by years of service up to 40, plus 0.60% of Final Average Monthly Compensation in excess of Covered Compensation multiplied by years of service up to 35, plus \$6.25 multiplied by years of service up to 20.
 - ▶ If the participant's SSNRA is 66, replace the multipliers above with 1.15% and 0.55%
 - ▶ If the participant's SSNRA is 67, replace the multipliers above with 1.20% and 0.50%
 - (b) \$12.00 multiplied by years of service up to 40 plus \$6.25 multiplied by years of service up to 20
 - (c) \$40.00

Years of service are frozen as of December 31, 2007.
- Pre-2014 Cash Balance pension For participants prior to July 1, 2007 the initial cash balance as of January 1, 2008 is zero.

Cash Balance: Equals the sum of (a) + (b) + (c) given below:

 - (a) The prior year Cash Balance.
 - (b) Each year's Service Credit.
 - (c) Each year's Interest Credit.
- Post-2013 Cash Balance pension The initial cash balance as of January 1, 2014 is zero.

Post-2013 Cash Balance: Equals the sum of (a) + (b) + (c), held to a minimum of (d).

 - (a) The prior year post-2013 Cash Balance.
 - (b) Each year's post-2013 Service Credit.
 - (c) Each year's post-2013 Interest Credit.
 - (d) The sum of all post-2013 Service Credits.

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SCHEDULE SB ATTACHMENTS

Accrued benefit	A monthly annuity for the life of the participant determined as the sum of (a) + (b) + (c). (a) Frozen Formula Pension at Normal Retirement age. (b) Pre-2014 Cash Balance Pension. (c) Post-2013 Cash Balance Pension.
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Eligibility for Benefits

Normal retirement	Attainment of NRD.
Early retirement	Age 50 with 10 years of service provided that age plus service equals or exceeds 65 points.
Postponed retirement	Retirement after NRD.
Vested termination:	
• Frozen formula pension	Immediate.
• Pre-2014 and Post-2013 Cash Balance pensions	Immediate.
Disability	Completion of 15 years of Vesting Service and disability rendering participant incapable of engaging in substantial gainful employment.
Preretirement death benefit:	
• Frozen formula pension	Immediate.
• Pre-2014 and Post-2013 Cash Balance pensions	Immediate.

Benefits Paid Upon the Following Events

Normal retirement	For participants prior to July 1, 2007, the sum of the frozen formula pension, Pre-2014 and Post-2013 Cash Balance pensions. For participants on or after July 1, 2007, the sum of the Pre-2014 and Post-2013 Cash Balance pensions.
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Plan Name:	First Financial Bancorp Employees' Pension Plan and Trust
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Early retirement

Frozen formula pension accrued benefit as of the date of early retirement reduced by $\frac{1}{3}$ of 1% for each of the first 60 months and $\frac{1}{2}$ of 1% for each of the next 60 months and actuarially for each additional month benefits commence prior to Normal Retirement Date.

Postponed retirement

Monthly benefit calculated as of Late Retirement Date.

Vested termination:

- Frozen formula pension
Accrued benefit payable at Normal Retirement Date. A reduced benefit (described above) may be paid upon meeting early retirement eligibility. In addition, terminated vested participants may elect an immediate lump sum payment.
- Pre-2014 and Post-2013 Cash Balance pensions
The equivalent actuarial value of the participant's Pre-2014 and Post-2013 Cash Balance pensions paid as a lump sum.

Disablement:

- Frozen formula pension
Benefit Before Normal Retirement: None.

Benefit After Normal Retirement: Accrued benefit calculated as if the participant had remained in service until Normal Retirement. For this purpose, pay immediately before disability is projected to remain level until Normal Retirement.
- Pre-2014 and Post-2013 Cash Balance pensions
Continued accrual of Pre-2014 and Post-2013 Interest Credits and Pre-2014 and Post-2013 Service Credits, calculated at the rate of compensation in effect immediately preceding the disability, until Normal Retirement or distribution date, if earlier.

Preretirement death:

- Frozen formula pension
For married participants eligible for early retirement, a lump sum equal to the present value of the accrued benefit. For married participants not eligible for early retirement, a life annuity equal to half of the 50% joint and survivor annuity commencing at the participant's earliest retirement date.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
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- Pre-2014 and Post-2013 Cash Balance pensions For married participants, the spouse may elect to commence receiving payment of the participant's Pre-2014 and Post-2013 Cash Balance pensions in the form of level monthly annuity for life or receive a single lump sum of the balance of the participant's Pre-2014 and Post-2013 Cash Balance pensions.

Other Plan Provisions

Forms of payment:

- Normal form Life annuity for single participants and 50% Joint and Survivor Annuity for married participants which is actuarially equivalent to the life annuity.
- Optional forms Life annuity, 50%, 66 2/3%, 75% or 100% joint and survivor annuity, life annuity with 5, 10, 15, or 20 years certain, lump sum.

Preretirement death benefits are payable only as described above. Monthly pension benefits are paid as described above as a life annuity, if the participant has no spouse as of the date payments begin, or if the participant so elects. Otherwise, benefits are paid in the form of 50% joint and survivor annuity option or, if the participant elects and the spouse consents, another actuarially equivalent optional form offered by the plan. Optional forms are a 100% joint and survivor annuity, a ten-year certain and life annuity, or (for married participants) a life annuity. Actuarial equivalence is based on the Revenue Ruling 2001-62 mortality table and 8.00% interest.

Pension Increases

None.

Plan participants' contributions

They are not required or permitted.

Maximum on benefits and pay

All benefits and pay for any calendar year may not exceed the maximum limitations for that year as defined in the Internal Revenue Code. The plan provides for increasing the dollar limits automatically as such changes become effective. Increases in the dollar limits are not assumed for determining contributions.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
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Future Plan Changes

No future plan changes were recognized in determining pension cost or in determining minimum and maximum contributions.

Changes in Benefits Valued Since Prior Year

None.

Plan Name: First Financial Bancorp Employees' Pension Plan and Trust
EIN / PN: 31-1042001/001
Plan Sponsor: First Financial Bancorp
Valuation Date: January 1, 2023

Plan Name	First Financial Bancorp Employees Pension Plan and Trust
Plan Sponsor EIN	31-1042001
ERISA Plan #	001
Plan Year Ending	12/31/2023

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 3	Financial statements used in formulating the IQPA's opinion	X
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	