

**FIRST MIDWEST BANCORP, INC.**  
**CODE OF ETHICS AND STANDARDS OF BUSINESS CONDUCT**  
**(Effective Date: August 18, 2020)**

**Introduction**

This Code of Ethics and Standards of Business Conduct (the “*Code*”) has been adopted by the Board of Directors (the “*Board*”) of First Midwest Bancorp, Inc. The purpose of the Code is to provide guidance to the employees (including officers) and directors of First Midwest Bancorp, Inc. and its subsidiaries and affiliates (collectively “*First Midwest*”) in an effort to promote honest and ethical conduct and compliance with applicable laws, rules, and regulations. Any reference to “applicable law” in the Code includes any and all laws, rules, and regulations that are applicable to First Midwest Bancorp, Inc., any of its subsidiaries or affiliates, or any employee or director.

Because this Code cannot cover every situation or circumstance each employee or director will face during his or her tenure with First Midwest, the policies outlined in this Code should be viewed as the baseline of expected behavior. The Code should be used as a resource when questions of legal or ethical appropriateness arise on the job. In all circumstances, First Midwest employees and directors are expected to be committed to and exhibit trust, integrity, and ethical behavior.

In administering the Code, each manager is responsible for seeing that all employees under his or her supervision are familiar with the Code, understand its importance and meaning, and are applying it consistently in all of their business dealings. Each employee and director must comply with the provisions of the Code and expect and encourage others to do so. Employees failing to comply with the Code will be subject to disciplinary action, possibly including termination. With respect to directors, the General Counsel will administer the Code, including making sure each director is familiar with and understands the Code.

Questions regarding the interpretation or application of the Code should be directed to the General Counsel, the Chief Human Resources Officer, or a Human Resources manager.

**Basic Principles and Practices**

***Compliance with Laws***

It is First Midwest’s policy to conduct its business in accordance with sound ethical standards and in compliance with all applicable laws. While various policies, procedures, systems, and functions exist that promote First Midwest’s adherence to applicable laws, it remains the responsibility of each employee and director to adhere to the standards and restrictions imposed by such laws.

## ***Public Disclosure***

### *General*

First Midwest has developed and maintains a *Corporate Disclosure Policy* that outlines how First Midwest will disclose material nonpublic information to the public. All employees and directors are expected to read, be familiar with and adhere to the *Corporate Disclosure Policy*.

### *Financial and Operational Disclosures*

First Midwest is committed to full, fair, accurate, timely and understandable disclosure in its public communications, including filings with the Securities and Exchange Commission (the “SEC”) and banking regulators. Employees and directors are prohibited from knowingly misrepresenting, or causing others to misrepresent, information about First Midwest in public disclosures and government filings. All employees and directors are responsible for acting in furtherance of this policy.

In particular, employees must use their best efforts to:

- Ensure that all transactions are properly recorded and supported by adequate documentation to provide a complete, accurate, and auditable record.
- Provide accurate and complete information to First Midwest’s officers, legal counsel, internal auditors, independent auditors, banking regulators, and any other person authorized to receive the information.
- Report to the Chief Executive Officer, Chief Financial Officer or Chair of the Audit Committee of the Board: (1) any information of which he or she becomes aware that may affect the statements made by First Midwest in public disclosures or government filings or otherwise; (2) deficiencies in the design or operation of internal controls that could adversely affect First Midwest’s ability to record, process, summarize, and report financial data; or (3) any fraud, whether or not material, that involves management or other employees who have a role in First Midwest’s financial reporting, disclosures or internal controls.

## ***Confidentiality***

Employees and directors must maintain the confidentiality of proprietary and confidential information entrusted to them by First Midwest and its customers or other third parties, except when disclosure is authorized, appropriate under the circumstances, and made on a need-to-know basis, or is legally mandated. Any unauthorized access or use of First Midwest’s systems or information is strictly prohibited.

Confidential information includes all non-public information about First Midwest or any of its customers and any non-public information provided by a third party with the expectation that the information will be kept confidential and used solely for the business purpose for which it was conveyed. Confidential information also includes confidential supervisory information pertaining to First Midwest that is communicated by a regulatory agency or authority to any of First

Midwest's employees or directors. All employees and directors must be careful not to disclose non-public information to unauthorized persons, either within or outside of First Midwest, and must exercise care to protect the confidentiality of such information.

### ***Conflicts of Interest***

A conflict of interest occurs when an individual's private interest improperly interferes with the interests of First Midwest. This includes circumstances where the individual is in a position to influence First Midwest's relationship with an employee, competitor, vendor, or customer and where the individual's judgment could be affected, or could appear to be affected, as it relates to the employee, competitor, vendor, or customer because of the significance of the individual's personal interest. Actions or relationships that create an actual or apparent conflict of interest are prohibited, unless approved or waived by First Midwest in accordance with the Code.

Without limiting the general scope of this policy, the following relationships and courses of conduct by any employee or director will be considered to involve a conflict of interest unless they are specifically approved or waived by First Midwest in accordance with the Code:

- Concurrent employment by First Midwest and by another entity or person if the employment encroaches materially on time or attention that should be devoted to the affairs of First Midwest.
- Concurrent employment by First Midwest and by a current or potential competitor, supplier, or customer of First Midwest.
- Direct or indirect holding of a significant financial interest in any current or potential competitor, vendor, or customer of First Midwest. The term "financial interest" refers to any form of ownership or amount of ownership of such competitor, vendor, or customer of First Midwest, regardless of whether such financial interest is voting or non-voting. Generally, an employee's financial interest in a publicly held company will not be considered "significant" if the employee and the employee's immediate relatives collectively own less than 1%.
- Membership on the board of directors or similar governing body of a current or potential competitor, vendor, or customer of First Midwest.
- Acting as a consultant or advisor to a current or potential competitor of First Midwest.
- Participation in any charitable organization, or nomination or appointment to any public office, where the individual may be expected to divulge privileged or confidential information or trade secrets of First Midwest, or take any other action that may negatively affect First Midwest's business, reputation, or goodwill or where the participation encroaches materially on time or attention that should be devoted to the affairs of First Midwest.

While First Midwest respects the privacy of its employees and directors in the conduct of their personal affairs, it is expected that all employees and directors will fully discharge their obligations

to First Midwest. It is important that you carefully consider whether any of your activities or relationships, including business or volunteer positions outside First Midwest, could cause a conflict (or the appearance of a conflict) with the interests of First Midwest.

Further, in order to avoid potential conflicts of interest, and the appearance of any conflict of interest, employees should avoid handling or managing any transaction or business relationship, such as accepting deposits or issuing loans, that involves First Midwest and themselves, members of his or her family, or other people or organizations where he or she or his or her family have significant personal connections or financial interest.

It is not possible to list all cases in which a conflict of interest may exist. Accordingly, First Midwest relies on the integrity and sound judgment of its employees and directors to avoid situations that may create a conflict of interest. If you are unsure about a particular situation or if you are aware of a transaction or relationship that could reasonably be expected to give rise to a conflict of interest or perceived conflict of interest, you should discuss the matter promptly with the General Counsel prior to engaging in or otherwise becoming involved with such situation or transaction.

In addition, all employees and directors must read, be familiar with and adhere to First Midwest's *Related Person Transaction Policy*. Each employee and director must report to the General Counsel any proposed transaction that may be subject to the policy. The General Counsel will refer any such transaction to the Nominating and Corporate Governance Committee for consideration when required by the policy.

### ***Fiduciary Activities and Conflicts of Interest***

To assist employees in identifying and avoiding an actual or apparent conflict of interest, no employee may accept a fiduciary obligation (*e.g.*, becoming a trustee) involving a First Midwest account (including deposit, trust or investment) for any third party other than the employee's spouse, children, step children, parents or in-laws, unless the employee notifies his or her Human Resources manager and receives the prior consent of the General Counsel.

### ***Corporate Opportunity***

Personal gain and advantage must never take precedence over obligations to First Midwest. Employees and directors must never use or attempt to use their position at First Midwest to obtain any improper personal benefit or advantage (including loans or guarantees of obligations or gifts from any person or entity) for themselves, their family members or any other individual or group ("*self-dealing*").

Employees and directors are prohibited from taking for their own gain or advantage opportunities that could reasonably be available to First Midwest or otherwise engaging in any form of self-dealing. For example, employees and directors are prohibited from directly or indirectly: (1) selling, or otherwise using for personal gain, information to which a person has access because of his/her position with First Midwest; (2) acquiring rights to any property that the individual knows First Midwest may also be interested in acquiring; (3) receiving compensation, including any commission or fee, which would otherwise accrue to First Midwest; (4) diverting business or personnel from First Midwest; or (5) negotiating with First Midwest on behalf of others (except to

the extent required to fulfill his or her duties as an employee or director). Employees and directors should advance the legitimate interests of First Midwest when the opportunity to do so arises.

### ***Honesty and Fair Dealing***

When interacting with First Midwest's employees, competitors, vendors, or customers, each employee and director should strive to act with integrity and honesty and is prohibited from engaging in any illegal, unfair, or unethical practice, including, but not limited to, the following:

- Entering into arrangements with competitors for the purpose of setting or controlling prices, rates, trade practices, or marketing policies or otherwise engaging in restraint of competition.
- Offering or giving, to any individual, organization, government, political party, or other entity or representative thereof, a bribe, kickback, or similar unlawful remuneration or consideration.
- Deliberately withholding any knowledge of illegal or unethical practices by an employee or director of First Midwest.
- Soliciting or accepting competitive information that he or she believes to be confidential and that may have been obtained through improper means.
- Otherwise taking advantage of anyone through manipulation, intimidation, concealment, abuse of privileged information, misrepresentation of material facts, or any unfair dealing practices.

### ***Gifts, Gratuities and Entertainment – Prohibition on Bribery and Kickbacks***

Employees and directors are prohibited from soliciting for themselves, or for any third party, anything of value or personal benefit in return for any business, loan, product, service, or confidential information of First Midwest. Receiving business gifts, including the acceptance of meals and business entertainment, of a reasonable value is permissible where customary. Receiving gifts of cash, checks or gift cards in any amount or gifts of significant value is strictly prohibited.

Customary business entertainment, including sporting events, theatre, meals, or transportation, is proper unless the value, cost, or frequency of the business entertainment is such that it could be interpreted as affecting an otherwise objective business decision. When determining if a gift could be interpreted as affecting an individual's otherwise objective business decision, the position of the individual and whether the individual is or could be in a position to influence First Midwest's relationship with the third party will be taken into account.

Sometimes it can be difficult to determine the line between customary benefits and inappropriate benefits. If you are unsure whether anything of value or personal benefit you have received or been offered, including any gift, gratuity, or business entertainment, or use of an existing or potential customer's, vendor's or other third party's property, is appropriate, you should discuss the matter promptly with your supervisor, who may consult the General Counsel.

Many state and local governments where First Midwest does business have anti-bribery laws under which it is unlawful for any employee or director to, directly or indirectly (including through a conduit), solicit, demand, or accept any gifts or other items of value (including meals and entertainment) intended to influence or reward that person in connection with any aspect of First Midwest's business. Similarly, under such laws, no employee or director may directly or indirectly (including through a conduit) give a bribe, kickback, or other payment, consideration, or benefit to government officials (including meals and entertainment) in order to obtain business for First Midwest or secure a particular result or an improper advantage.

In addition, such state and local governments also have expansive definitions of what constitutes an improper benefit or gift under their conflict of interest laws. Employees and directors are expected to adhere to applicable law at all times and always conform to the most stringent requirement where multiple laws may apply.

### ***Money Laundering and Other Financial Crimes***

Anti-money laundering ("AML") laws and regulations are intended to safeguard the global financial system and the financial institutions that make up that system from the abuses of financial crime, including money laundering, terrorist financing, and other illicit financial transactions. First Midwest is committed to complying with applicable AML laws and regulations of all countries in which it does business, as well as applicable U.S. government sanctions laws, including orders and regulations issued by the U.S. Treasury's Office of Foreign Assets Control, and all other applicable government sanctions laws and regulations of the jurisdictions in which First Midwest does business. Employees and directors are expected to adhere to all such laws, rules and regulations at all times.

Additionally, under the U.S. Foreign Corrupt Practices Act ("FCPA"), it is a crime for an employee, director or any agent, representative, or business partner of or consultant for First Midwest, to give or offer to give money or anything of value with the intent to improperly influence the business decisions of officials or employees of a foreign government or its entities who have discretionary authority, including officials of public international organizations. Providing gifts, travel, entertainment or other items of value (for example, favorable loan terms or debt forgiveness), or directing business directly or indirectly to particular vendors may constitute FCPA violations.

### ***Insider Trading***

Employees and directors may not trade in First Midwest securities or the securities of other companies, including customers, vendors, and others, on the basis of material non-public information the employee or director learned as a result of his or her position at First Midwest. Information is material if it is reasonably likely to influence or affect an investor's decision to buy, sell, or hold securities of a company.

In accordance with applicable law, First Midwest has developed and maintains an *Insider Trading Policy* (the "*Insider Trading Policy*"), which addresses: (1) those aspects of the securities laws that relate to employees and directors; (2) the restrictions, including permanent and special trading blackout periods, applicable to employees and directors when dealing in First Midwest securities;

(3) the reporting requirements of certain executive employees and directors when dealing in First Midwest securities; and (4) the guidelines to be followed by employees and directors when they come into possession of material undisclosed information regarding First Midwest and its customers, vendors and business prospects.

All employees and directors must read, be familiar with and adhere to the Insider Trading Policy, including complying with First Midwest's securities trading blackout periods and pre-clearance procedures.

### ***Political Activity***

Applicable law prohibits certain executive officers and directors of First Midwest (and their immediate family members) from making individual political contributions to certain local, state and federal candidates for political office (*e.g.*, Governor, Lieutenant Governor, Attorney General, Secretary of State, Comptroller, and Treasurer) if First Midwest does business with the government entity. As a result, the General Counsel shall maintain a list of all prohibited contributions applicable to First Midwest and its officers and directors and their family members. At least annually the General Counsel shall distribute to the officers and directors a list of candidates to whom contributions are prohibited.

A political contribution means more than just a cash donation. The use of First Midwest resources (equipment, supplies, time, facilities, computing or communications networks, administrative support, or similar resources) and/or the assistance of First Midwest personnel in connection with a candidate, political party, political action committee, political event, referendum, or ballot initiative are also considered "political contributions."

### ***Protection and Proper Use of Corporate Property***

Employees and directors should protect First Midwest's assets and ensure their proper use. Customer information is considered proprietary and an asset of First Midwest. The theft, embezzlement, or misuse, including unauthorized personal use, of any of First Midwest's premises, assets, information, and influence is strictly prohibited.

First Midwest's assets should only be used for the conduct of First Midwest's business, except where otherwise provided for by the Code or other policies of First Midwest. All physical and technology assets provided by First Midwest, whether used at or away from any location that First Midwest does business, is First Midwest property and intended for business use. Employees should not sell, lend, or give away, regardless of condition or value, First Midwest's assets unless properly authorized to do so by First Midwest.

### ***Equal Treatment***

First Midwest is dedicated to treating all employees, customers, vendors, and others with respect without regard to race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, or any other protected status, as required by law. First Midwest emphasizes diversity and inclusion and prohibits any form of discrimination, harassment, intimidation, or systemic exclusion at all levels.

## ***Workplace Health and Safety***

First Midwest seeks to provide a safe and healthy work environment for all employees. Each employee is responsible for following applicable safety and health rules and practices and promptly reporting any incidents, injuries or unsafe conditions, practices, or equipment. Violence and threatening behavior are prohibited, and all employees must report to work in condition to perform their duties, free from the influence of illegal drugs or alcohol.

### **Reporting Violations of the Code**

An employee or director who becomes aware of or suspects a violation of the Code, or believes that a violation may take place in the future, must report the matter to the General Counsel or to the employee's immediate supervisor who, in turn, must report it to the General Counsel. Employees also may report the violation through First Midwest's "In Touch" hotline. To ensure that a reporting employee is protected from reprisal, a request for anonymity will be respected to the extent that it does not result in the violation of the rights of another employee.

A person making a good-faith report of a known or suspected violation of the Code or applicable law will not be subject to intimidation or retaliation. In addition, individuals may have certain rights in connection with reporting legal, compliance, ethical, or other issues to regulatory, administrative or other governmental or self-regulatory bodies. Nothing in this Code is intended to limit those rights or any protections that may be applicable in connection with reporting potential violations. Any attempt at reprisal against the reporting person will result in disciplinary action, including possible termination of employment.

### **Consequences**

First Midwest's commitment to honest and ethical conduct and compliance with applicable laws is very serious and important to the organization. Employees and directors cannot directly or indirectly use a third party to engage in any activity that is prohibited by or contrary to this Code or applicable law. The penalties for violating certain sections of this Code can be severe and may include monetary damages, governmental sanctions, and/or civil and criminal actions against First Midwest or an employee or director. Consequently, First Midwest may take any disciplinary or preventive action deemed appropriate to address existing or potential violations of the Code or applicable law, up to and including termination of service to First Midwest.

### **Waivers**

If an employee believes that a waiver of the Code is necessary or appropriate, a request for a waiver and the reasons for the request must be submitted in writing to the General Counsel. Any waiver for an executive officer will be disclosed promptly to the Chair of the Nominating and Corporate Governance Committee (the "*NCG Chair*"). A director must submit the request for a waiver to the NCG Chair. Any waiver of the Code for an executive officer or director must be approved by the Board and, if approved, will be disclosed as required by the rules of the SEC and The NASDAQ Stock Market.



### **Other Policies**

The Code does not limit any obligations that an employee or director may have to comply with any other First Midwest policies. Copies of the other policies referenced in this Code (including First Midwest's *Corporate Disclosure Policy*, *Related Person Transaction Policy* and *Insider Trading Policy*) are available to all employees via Colleague Central or from the General Counsel's office upon request.

### **Annual Reporting**

In order to promote effective administration of the Code, the following annual reporting will be required:

- Each employee must certify that they have reviewed, are familiar with, and are in compliance with the Code.
- Each officer must disclose all outside employment, board memberships, public offices held, significant financial interests in current or potential competitors, suppliers, or customers, and aggregate gifts in excess of \$500.

The General Counsel shall have the authority to establish procedures to implement the required annual reporting, including to whom reporting shall be made as well as any other processes or procedures for monitoring compliance with the Code.