

OUR WORKPLACE

WHERE TO GO FOR HELP

In most cases, your manager should be your first point of contact should you have questions, problems, or concerns. He or she is likely in the best position to understand your concern and take the appropriate action. If you are not comfortable going to your manager, if you have already shared a concern and feel it's not being addressed appropriately, or if your manager is unable to answer the question, please contact First Interstate's General Counsel or another member of the Legal Department.

ETHICSPPOINT IS ALSO A RESOURCE AVAILABLE TO YOU.

EthicsPoint is operated by an independent reporting service and serves as a confidential way to speak up with questions or allegations of violations of our Code, our policies, our procedures, or the law. You may contact EthicsPoint 24 hours a day, 7 days a week, via phone or Web.

Report by phone:

1-844-762-5158

Report online:

<http://firstinterstatebank.ethicspoint.com>

When you contact EthicsPoint—whether by phone or Web—a web-based form will document the information you share, and it will be released to the Company to ensure that the individuals with the appropriate expertise can effectively respond to the question or concern. Rest assured that the Company takes this process very seriously. It is important that you provide as much detail as possible. For example, let the Company know who, what, when, and where. The Company will strive to maintain the confidential nature of your submission. After reporting your concern, you will receive a case number that will be your reference should you want to receive updates regarding your submission.

HOW TO REQUEST A WAIVER

Waivers of compliance with any provision of this Code will be granted only rarely, if at all. For an executive officer or director, any waivers must be approved by the board of directors. For all other employees, any waiver must be approved by the General Counsel. All waivers must be in writing and in advance of any conduct requiring a waiver. In accordance with applicable law, the Company will disclose waivers of compliance to appropriate parties.