



Pioneer Bankcorp, Inc (PBKC) is the Bank Holding Company

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FOR IMMEDIATE RELEASE

First Bank Announces Leadership Transition

December 19, 2024

The Board of Directors of First Bank and Pioneer Bankcorp (PBKC) is pleased to announce the appointment of Andrew Couse as President and Chief Executive Officer, effective January 1, 2025. This leadership transition is part of First Bank's long-term succession plan, designed to ensure the continued success and growth of the organization.

Andrew Couse brings nearly two decades of experience with First Bank, having joined the organization in 2005. Over the years, he has worked across all areas of the bank, developing deep institutional knowledge and a strong commitment to the company's values and vision. In March 2022, Andrew was named President and Chief Operating Officer, a role in which he demonstrated exceptional leadership and operational expertise.

Andrew will succeed Carey Soud, who has served as CEO with distinction and dedication. Carey will retire from the position on December 31, 2024, after a successful tenure marked by significant achievements and steady growth for the organization.

"Carey's contributions to First Bank have been extraordinary, and we are deeply grateful for his leadership," said Miller Couse, Chairman. "Andrew has proven himself as a visionary leader with the skills, experience, and dedication needed to guide First Bank into the future. We are confident that under his leadership, First Bank will continue to thrive and serve our communities."

Andrew Couse stated, "It is an honor to be entrusted with this opportunity to lead First Bank as its next CEO. I am deeply committed to building on the strong foundation Carey has established and working with our talented team to drive continued success for our clients, employees, and stakeholders."

Carey Soud reflected on his tenure, saying, "It has been a privilege to lead First Bank and work with such an incredible team. I am proud of all we have accomplished together and look forward to seeing the company reach new heights under Andrew's leadership."

About Pioneer Bankcorp (PBKC)

Pioneer Bankcorp is the bank holding company for First Bank. First Bank has served communities in the Glades and Southwest Florida since 1922. Through its branch network of 7 locations in Hendry, Glades, Lee, Palm Beach and Collier counties, First Bank strives to deliver excellent service to the residents and businesses of these communities. For more information, visit www.first1bank.com.