

## **Diversity & Inclusion**

Today's workforce is fundamentally different than it was even just twenty years ago; both in the types of jobs available as well as the workforce. In order for a company to remain competitive, it must be open to individuals with different backgrounds, experiences, and ideas. It is not about "let's do diversity today," but rather about embedding diversity into everyday operations and making it an intrinsic part of business strategies.

Horizon Bank has made a commitment to our workforce and customers not only through our everyday actions, but also through our Diversity Council. This Council will provide oversight for Horizon Bank NA's ("Horizon") outreach efforts to diverse groups. Outreach efforts shall be all inclusive and will support Horizon's goal to be the bank of choice for financial products, services and employment within the communities we serve.