



Diversity and Inclusion Policy

Horizon values and promotes diversity and inclusion in every aspect of its business. We firmly believe that every person has worth, unique talents and perspective that are invaluable to the future growth of our Company. Therefore Horizon Bank is committed to fostering, cultivating and preserving a culture of diversity and inclusion for all Advisors, Customers, Vendors and the communities that we serve.

Advisor Expectations:

Horizon's diversity and inclusion efforts are a direct reflection of the activities and behaviors of each individual advisor. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our Advisors invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our Advisors' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, genetic history, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Advisors unique.

Horizon's diversity and inclusion initiatives are applicable—but not limited—to our practices and policies on vendor selection, employee recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and reinforces each Advisors pledge to:

- Value, respect, embrace and champion diversity in all aspects of Horizon's activities.
- Not engage in or tolerate any form or act of discrimination or harassment and to be vigilant against any such conduct.
- To be open and accessible to all.
- At all times treat each other and those we serve with respect and dignity.
- To demonstrate fair and equal treatment for all.
- To participate in community service efforts that impact our customers and communities
- To serve as a collaborative voice around shared issues and concerns
- To broaden understanding and awareness of inclusion, diversity and cultural competence

Governance:

- We are committed to a system of management and governance that is fair, inclusive and proactive in undertaking our responsibilities to actively promote equality of opportunity.
- We will include diversity and cultural competency training in our orientation and ongoing training programs for all Advisors
- We will seek a diverse applicant pool for job openings.
- We will actively market our products and services to diverse communities.
- We will sponsor a broad array of diverse not for profit organizations.
- We will be accountable for our results and measure our efforts through benchmark reports that include employment, lending, vendor management and sponsorship opportunities.
- We will be proactive in our efforts for community outreach to assure all areas of our community are represented in our endeavors.

Administration

- We will retain a Diversity Council made up of outside independent representatives reflective of the diverse communities that we serve. The Diversity Council shall provide oversight and counsel related to Horizon's overall diversity efforts, practices, provide community input, assist in achieving goals and assist in our outreach efforts
- We will report Horizon's outreach efforts and benchmark data reports to the respective Committees of the Board of Directors and the Diversity Council.
- We will seek vendors who are reflective of all segments of the community.
- We will adopt and adhere to a procedure that ensures complaints concerning equitable treatment are processed in a timely and responsive manner and reported to executive management.
- We will be accountable and measure progress on a quarterly basis. Horizon's leaders shall be rated on their diversity at all performance reviews.
- We will provide equitable pay for each person relative to their job and skill level.