



Beyond Ordinary Banking

2024 Corporate Social Responsibility Report

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Message from our CEO

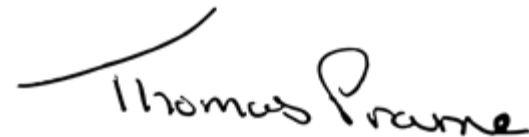
At Horizon, we believe that our strength is built on the relationships we foster, the trust we earn, and the positive impact we make in the lives of those we serve.

We understand that the health of our bank is directly linked to the health of the communities we call home. By focusing on building strong, lasting relationships with local businesses, families, and individuals, we continuously build our foundation for both social and financial growth.

Our dedicated advisors are at the center, consistently going above and beyond to ensure that our banking services are not just transactional, but transformative. Whether through volunteering, supporting local charities, or creating programs that directly benefit those in need, our team exemplifies what it means to serve with purpose and commitment.

The link between our community investments and our financial success is clear: when our communities thrive, we thrive. As we reflect on our commitments highlighted here in our annual corporate social responsibility report, we remain steadfast in our belief that long-term success is driven by our ability to collectively serve with integrity and a shared sense of purpose.

With the ongoing support of our advisors, clients, community partners and shareholders, we will continue to create positive social impact, drive local economic development, and deliver strong financial performance.



Thomas Prame
Chief Executive Officer and President



Horizon at a Glance

Beyond Ordinary Banking

We are deeply committed to helping our customers realize their dreams, empowering them with the tools and support they need to succeed. At the same time, we are passionate about giving back to our communities, fostering growth and opportunity for all.

We are dedicated to Beyond Ordinary Banking.



\$7.8 Billion
in Assets



Loans over
\$4.9 Billion



Deposits over
\$5.6 Billion



850+
Advisors



70+
Locations
in IN & MI



NASDAQ Symbol
HBNC

Our Advisors

Going Beyond in the Workplace

As trusted advisors to our clients and communities, we understand that strong relationships are built on trust, anticipating needs, and solving problems. That's why we cultivate a culture dedicated to going above and beyond in every aspect of our work to serve our customers, support our communities, and uplift one another. Our workforce plays a key role in creating an inclusive environment where collaboration, innovation, and teamwork directly impact our business outcomes.

850+
Advisors



HORIZON VALUES

We place the highest value on people—our customers, our communities, and our advisors. We are inclusive, always act with integrity, and relentlessly pursue success in everything we do.



We support external learning and personal development through our Tuition Assistance program, which provides advisors with access to tuition reimbursement after one full year of employment.



100%

of Advisors Completed
Regulatory Training

57%

of Advisors Took an
Elective Course



This development program taught me that no matter where I am in my career, there's always room for growth, and I learned that building a strong network is essential to reaching my full potential."

— Karin DeVries, AVP, Commercial Loan Officer

Talent Attraction and Development

Our people-first philosophy is core to cultivating a culture where our advisors feel valued and can thrive personally and professionally. We take pride in welcoming our new advisors and value their feedback by providing new hire surveys.

Growth and career development are at the core of our commitment to progressive learning, extending far beyond just compliance and regulatory training. We are dedicated to supporting our advisors by investing in resources and learning opportunities that enhance both individual performance and personal growth.

In 2024, nearly 100% of advisors accessed our in-house Be Horizon Learning platform. These learning opportunities encompass our ongoing efforts to adapt and transform our ways of working to meet the evolving needs of our customers, while also empowering our advisors to develop the skills necessary for career growth and advancement.



LEADS (LEADERSHIP EXPLORATION AND DEVELOPMENT)

Our LEADs program is a tailored training series for select advisors, focused on fostering growth through leadership development, career advancement, challenging experiences, and the enhancement of leadership competencies.



Work-Life Balance and Wellness

Our dedication to supporting our advisors goes beyond just their professional growth—it extends to fostering balance in both their personal and work lives. We offer competitive health and wellness insurance plans, along with incentives, including a 401k plan that boasts an 89% participation rate.

We also recognize the importance of personal time, providing paid time off for vacation, personal days, sick leave, and bereavement. In addition, Horizon offers 11 paid holidays, allowing our advisors time to reflect, celebrate, and engage in community events as well as a paid day off to celebrate their birthday.

Our advisors and their family members also have free access to confidential, professional assistance within our Employee Assistance Program to support their emotional wellness.

In 2024 we provided over 155 Advisor Assist Loans for \$152,350. Our advisors can get this interest free loan up to \$1,000.



Over 89% of Advisors
Participate in our 401k Plan



Employee Assist Program (EAP)
Free Access to Counseling



155 Advisor Assist Loans
Given in 2024



11 Paid Holidays +
Advisor Birthday Off



"Horizon creates a supportive environment for advisors, both personally and professionally, empowering them to achieve their full potential."

— Kathi Tilling, Assistant Vice President, Horizon Bank

Advisor Resource Groups

Horizon offers membership to all advisors to several Advisor Resource Groups. These voluntary groups help foster an inclusive environment and play a key role in educating and recruiting advisors, engaging in community outreach, and identifying unique opportunities to support the communities we serve.



Multicultural Network

Celebrates and fosters an inclusive environment where everyone feels seen, heard, and appreciated.



Voices Of Pride

Nurtures a welcoming and inclusive atmosphere where every member of the LGBTQ+ community is acknowledged and accepted.



Womens Network

Is a supportive network dedicated to empowerment, and encourages continuous professional and personal growth.



Military Veterans Families

Ensures veterans, military personnel, and their families are recognized, supported, and empowered within our organization.



22%

of Horizon's workforce are members of an Advisor Resource Group.

Horizon Day of Giving

Horizon Cares Day, September 12, 2024

Guided by a steadfast commitment to community service, our advisors dedicated their time to support ninety nonprofit organizations across Indiana and Michigan. Among the many deserving causes were local Habitat for Humanities, United Ways, food banks, and more. Advisors participated in a variety of volunteer activities, each thoughtfully designed to address local needs and strengthen the fabric of our communities.



90 Organizations
Served



745 Advisors
Volunteered



2,500+
Volunteer Hours



Watch the recap
video on YouTube



At Horizon Bank, we believe in the power of community. Horizon Cares Day reflects our commitment to making a meaningful impact, and we were thrilled by the enthusiasm and dedication of our advisors in making the second annual event a success."

— Thomas Prame, CEO and President



Our Community

Volunteering and Community Service

At Horizon, we have a culture of giving back and recognize that our strength lies in the people we serve. This is supported by offering a formal paid time off policy in which we encourage advisors to seek volunteer opportunities and causes that are important to them.

By donating to over 700 organizations and volunteering thousands of hours, our advisors contributed positively to the future of our communities and supported nonprofits that are actively addressing the most pressing challenges our communities face.

\$1,140,000+
Awarded in Donations

746
Organizations

800+
Advisors Volunteered

12,788
Volunteer Hours



Received Commitment to Community Award from Indiana Bankers Association





ADVISORY BOARDS

Horizon has sixteen regional advisory boards, made up of local leaders with diverse viewpoints, who provide valuable insight into the needs and opportunities within the communities we serve.

Horizon Cares Grants and Donations



During 2024 we provided over \$25,000 in Horizon Cares grants to 8 organizations. These grants are typically \$5,000 or more and given to nonprofit organizations doing incredible work for our communities.

Our goal is to create a lasting impact on the future of our communities by supporting education, economic growth, the arts, and initiatives that address the housing needs of low- to moderate-income families. Through our grant program, we aim to make a positive difference in the lives of residents across our neighborhoods in Indiana and Michigan.

Awarded over \$25,000 in Horizon Cares Grants to 8 organizations in 2024.

Donated \$58,000 to Local United Ways to help local communities.



Financial Literacy and Education

Actively involving our advisors in community outreach is essential for both employee well-being and strengthening our communities. By harnessing our advisors' passion for financial literacy, we were able to prioritize advisor-led financial literacy programs in 2024.

Our advisors volunteered over 600 hours at over 200 community events focused on first-time homebuying, FDIC Money Smart training, preventing financial fraud, and more. We also have two student-led branches in Northwest Indiana high schools, where our student advisors provide valuable financial education to the region's youth, who gain financial literacy skills while educating their peers.



Provided a donation of \$25,000 to Purdue University Northwest.

Awarded a \$15,000 grant to support Junior Achievement of Northern Indiana's partnership in the Finance Park Business Town program.

Donated \$7,500 for the Youth of the Year Scholarship for Boys & Girls Club of Northwest Indiana.



221 Financial Literacy Events



637 Financial Literacy Hours



Awarded \$23,000 in Scholarships



Bank On Certification

Horizon's Fresh Start Checking account was updated to meet the 'Bank On' national account standards, expanding our outreach to underbanked and unbanked individuals by offering secure and affordable banking services. Through 2024, more than 1,000 customers have benefited from the ability to access checking services with our Fresh Start account.

Bilingual Banking

We provide Spanish banking services for customers through live chat, phone, email, and interactive video. Our locations in LaPorte and Whiting, Indiana are staffed with Spanish-speaking team members and offer a full range of banking services, along with bilingual financial education and planning support.



Improving Banking Services

In 2024 Horizon has taken steps to provide several renovations that have helped to enhance the customer experience, improve accessibility, and foster stronger community connections. These renovations align with the bank's commitment to community investment, economic growth, and providing resources that benefit local residents.



Newly renovated
branches in LaPorte
and Auburn, Indiana.



Home Ownership and Affordable Housing

Homeownership is a goal for many in our communities. In addition to offering affordable loan options for those with non-traditional credit histories or needing down payment assistance, we also play a key role in educating and guiding individuals toward a clear path to homeownership.

Over \$17 million in mortgage loan programs for low to moderate income homebuyers, making the dream of homeownership a reality.

We awarded over \$750,000 in down payment assistance for the Homeownership Opportunities Program (HOP) that helped low to moderate income home buyers.

We secured \$1 million in Affordable Housing Program grant funding for The City Rescue Mission of Lansing, Michigan. This achievement was part of the Federal Home Loan Bank of Indianapolis' record \$34.6 million in AHP grants awarded across Indiana and Michigan in 2024.

The \$1 million grant will directly support The City Rescue Mission's efforts to provide safe, stable housing and vital resources to families and individuals in need. This funding reinforces Horizon Bank's ongoing commitment to improving the lives of Michigan families and creating sustainable communities.



"Thanks to Horizon for making my first home buying experience easy. My family is so grateful for this opportunity! We are looking forward to start a wonderful journey in our new home."

— Alisha



"We are so grateful for Horizon Bank for being an important part in our journey. To finally say 'Our Home' brings smiles to our faces."

— Karen

\$17 Million
in Mortgage Loan
Programs

\$750,000+
in Down Payment
Assistance

Small Business and Community Lending

At Horizon, we recognize that small businesses are the heart of thriving communities. That's why we intentionally recruit advisors from the very communities we serve and empower them to take action. We believe there's nothing more valuable than local insight and engagement. As trusted lenders, Horizon remains a steady source of support and growth for small businesses across Indiana and Michigan providing over \$30 million in loans as an Small Business Administration Preferred Lender.

In addition to assisting small businesses, we continue to respond to credit needs through our community development lending efforts that support affordable housing, economic development, the revitalization/ stabilization of low to moderate income areas and organizations that provide community services to these individuals and families. In 2024, these partnerships resulted in \$196 million community development loans.



\$30 Million in Small Business Administration Loans



\$196 Million in Community Development Lending

Our Environment

Sustainability and Positive Impacts

As a responsible corporate citizen, we are committed to improving our environmental impact.

Digital banking has become a popular choice for our customers' everyday transactions, and our ongoing enhancements help reduce paper waste and the need for trips to the bank. In addition to expanding our digital services, we actively manage end-of-life equipment to reduce waste and minimize the strain on local landfills.



67% Customer Adoption of eStatements



Leveraged Software for Digital Documents Across Business Lines



76% of Customers Conduct Routine Transactions Online



Retrofitted HVAC System with VFD Drives and Digital Controls at our East Lansing and Greenwood West offices



Continue to Replace Parking Lot and Security Lighting with LED's



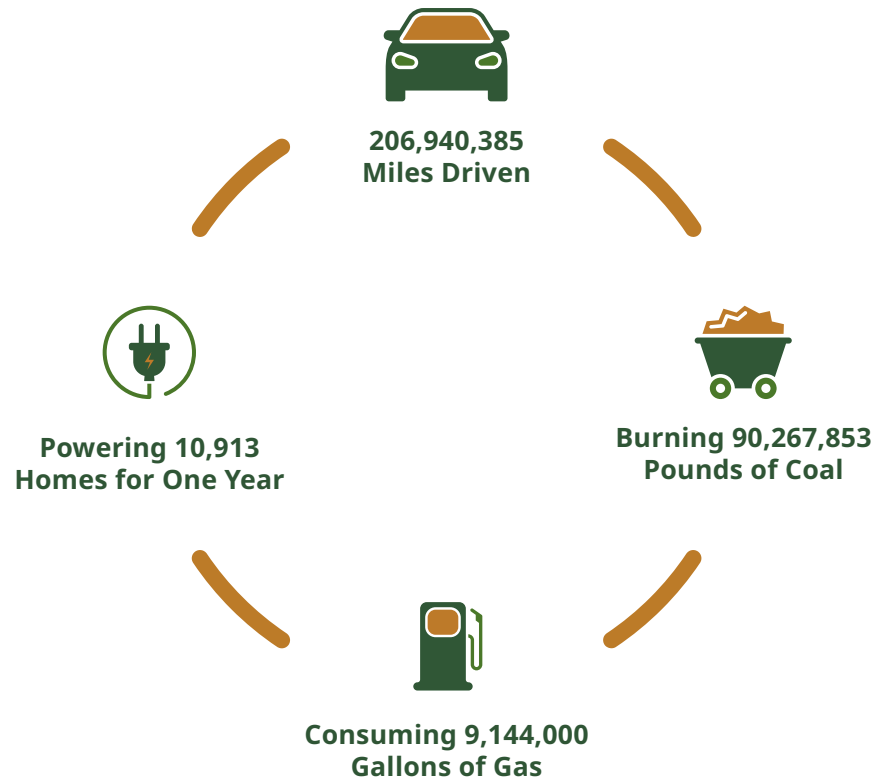
Continued Reduction of Printed Page Consumption



Recycled Cardboard, Electronics, Fluorescent Bulbs and Ballasts

Renewable Energy Projects

Horizon has financed \$75 million in SOLCAP Renewable Energy Projects which represents our investment commitments through December 31, 2024. These projects will produce 120,953,561kw hours of clean power each year.*



*Annual power production is a projected annual amount of power produced based on each project's name-plate capacity and the investor's pro rata investment in each project. The clean power produced is equivalent to removing 81,263 metric tons of greenhouse gas emissions. Examples shown above demonstrate other equivalents that produce a similar amount of greenhouse gas emissions.

Source: US EPA Greenhouse Gas Equivalents Calculator. Results generated January 31, 2025.
www.epa.gov/energy/greenhouse-gas-equivalencies-calculator



Our Governance

Strong Leadership and Culture

As a community bank, we take pride in the deep local connections, extensive backgrounds, and vast experience of our leadership team and Board of Directors. Their guidance lays the foundation for our long-term success, grounded in our core values: putting people first, fostering trust-based relationships, engaging with our communities, and upholding disciplined management practices.

85%

**Independent
Board Members**

100%

**Completion of Board Member
Educational Programs**

Data as of December 31, 2024.

Governance and Business Ethics

We are dedicated to maintaining strong governance and risk management practices, as they are essential to building a resilient and well-governed organization. Our Corporate Governance and Nominating Committee, which is overseen by the Board, evaluates our corporate social responsibility strategy and progress.



All Advisors Completed an Annual Code of Conduct Acknowledgement

Risk Management

Our risk management strategy has been instrumental in positioning us for continued growth and long-term shareholder value. We continually refine our policies and procedures to align with industry best practices, strengthening our ability to provide exceptional solutions to our customers and achieve strong financial performance.



Shareholder Engagement

Maintaining ongoing engagement with our shareholders is essential to building trust and transparency. We keep shareholders informed through a variety of channels, including quarterly earnings presentations, investor conferences, press releases, SEC filings, shareholder discussions, our annual report, proxy statement, and the annual shareholders meeting.

For more information, you can access our formal code of ethics, charters, and policies on our Investor Relations website under the Corporate Governance section:

investor.horizonbank.com/governance/governance-documents



Data Protection

Protecting customer data and maintaining robust information security measures are fundamental to our commitment to safeguarding our clients. In 2024, all of our advisors successfully completed comprehensive cybersecurity awareness and regulatory compliance training, underscoring our steadfast dedication to upholding the highest safety and security standards.



**100% Completion of
Compliance Training**



**100% Completion of
Cyber Security**



Forward Looking Statements

This communication may contain forward-looking statements regarding the financial performance, business prospects, growth and operating strategies of Horizon Bancorp, Inc. and its affiliates (collectively, "Horizon"). For these statements, Horizon claims the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995. Statements in this communication should be considered in conjunction with the other information available about Horizon, including the information in the filings we make with the Securities and Exchange Commission (the "SEC"). Forward-looking statements provide current expectations or forecasts of future events and are not guarantees of future performance. The forward-looking statements are based on management's expectations and are subject to a number of risks and uncertainties. We have tried, wherever possible, to identify such statements by using words such as "anticipate," "estimate," "project," "intend," "plan," "believe," "will" and similar expressions in connection with any discussion of future operating or financial performance. Although management believes that the expectations reflected in such forward-looking statements are reasonable, actual results may differ materially from those expressed or implied in such statements. Risks and uncertainties that could cause actual results to differ materially include: current financial conditions within the banking industry, including the effects of recent failures of other financial institutions, liquidity levels, and responses by the Federal Reserve, Department of the Treasury, and the Federal Deposit Insurance Corporation to address these issues; changes in the level and volatility of interest rates, changes in spreads on earning assets and changes in interest bearing liabilities; increased interest rate sensitivity; the ability of Horizon to remediate its material weaknesses in its internal control over financial reporting; continuing increases in inflation; loss of key Horizon personnel; increases in disintermediation; potential loss of fee income, including interchange fees, as new and emerging alternative payment platforms take a greater market share of the payment systems;

estimates of fair value of certain of Horizon's assets and liabilities; changes in prepayment speeds, loan originations, credit losses, market values, collateral securing loans and other assets; changes in sources of liquidity; economic conditions and their impact on Horizon and its customers, including local and global economic recovery from the pandemic; legislative and regulatory actions and reforms; changes in accounting policies or procedures as may be adopted and required by regulatory agencies; litigation, regulatory enforcement, and legal compliance risk and costs; rapid technological developments and changes; cyber terrorism and data security breaches; the rising costs of cybersecurity; the ability of the U.S. federal government to manage federal debt limits; climate change and social justice initiatives; material changes outside the U.S. or in overseas relations, including changes in U.S. trade relations related to imposition of tariffs, Brexit, and the phase out of the London Interbank Offered Rate ("LIBOR"); the inability to realize cost savings or revenues or to effectively implement integration plans and other consequences associated with mergers, acquisitions and divestitures; acts of terrorism, war and global conflicts, such as the ongoing conflicts between Russia and Ukraine and Israel and Hamas; and supply chain disruptions and delays. These and additional factors that could cause actual results to differ materially from those expressed in the forward-looking statements are discussed in Horizon's reports (such as the Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, and Current Reports on Form 8-K) filed with the SEC and available at the SEC's website (www.sec.gov). Undue reliance should not be placed on the forward looking statements, which speak only as of the date hereof. Horizon does not undertake, and specifically disclaims any obligation, to publicly release the result of any revisions that may be made to update any forward-looking statement to reflect the events or circumstances after the date on which the forward-looking statement is made, or reflect the occurrence of unanticipated events, except to the extent required by law.



Horizon Bancorp, Inc.

515 Franklin Street, Michigan City, IN 46360

HorizonBank.com | 888-873-2640

A NASDAQ Traded Company – Symbol HBNC

INVESTOR RELATIONS

219-814-5618



About Horizon Bancorp, Inc.

Horizon Bancorp, Inc. (NASDAQ GS: HBNC) is the nearly 8 billion-asset bank holding company for Horizon Bank, which serves customers across attractive Midwestern markets through convenient digital tools, as well as its Indiana and Michigan branches. Horizon's retail offerings include prime residential, indirect auto, and other secured consumer lending, as well as a range of personal banking and wealth management solutions. Horizon also provides a comprehensive array of in-market business banking and treasury management services, as well as equipment financing solutions for customers regionally and nationally, with commercial lending representing over half of total loans. More information on Horizon, headquartered in Northwest Indiana's Michigan City, is available at horizonbank.com and investor.horizonbank.com.