



HomeTrust Bancshares, Inc. 

2nd Quarter 2025 Investor Presentation

Forward Looking Statements

This document includes "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are not statements of historical fact, but instead are based on certain assumptions including statements with respect to the Company's beliefs, plans, objectives, goals, expectations, assumptions, and statements about future economic performance and projections of financial items. These forward-looking statements are subject to known and unknown risks, uncertainties and other factors that could cause actual results to differ materially from the results anticipated or implied by forward-looking statements. The factors that could result in material differentiation include, but are not limited to natural disasters, including the lingering effects of Hurricane Helene; expected revenues, cost savings, synergies and other benefits from merger and acquisition activities might not be realized to the extent anticipated, within the anticipated time frames, or at all, and costs or difficulties relating to integration matters, including but not limited to customer and employee retention, might be greater than expected; goodwill impairment charges might be incurred; increased competitive pressures among financial services companies; changes in the interest rate environment; changes in general economic conditions, both nationally and in our market areas; legislative and regulatory changes; and the effects of inflation, a potential recession, and other factors described in the Company's latest annual Report on Form 10-K and Quarterly Reports on Form 10-Q and other documents filed with or furnished to the Securities and Exchange Commission - which are available on the Company's website at www.htb.com and on the SEC's website at www.sec.gov. Any of the forward-looking statements that the Company makes in this document or the documents the Company files with or furnishes to the SEC are based upon management's beliefs and assumptions at the time they are made and may turn out to be wrong because of inaccurate assumptions, the factors described above or because of other factors that management cannot foresee. The Company does not undertake, and specifically disclaims any obligation, to revise any forward-looking statements to reflect the occurrence of anticipated or unanticipated events or circumstances after the date of such statements.

Overview

\$4.6B

Assets

\$3.7B

Loans

\$3.7B

Deposits

132%

Price to TBV

\$716MM

Market Cap

43,988

TTM Average Daily Volume

17,492,143

Outstanding Shares

9,947,945

Total Shares Repurchased Since
Buybacks Approved in April 2013

Founded:
1926

Locations:
32

Employees:
555

Headquarters:
Asheville,
NC

NYSE:
HTB



Our Goal

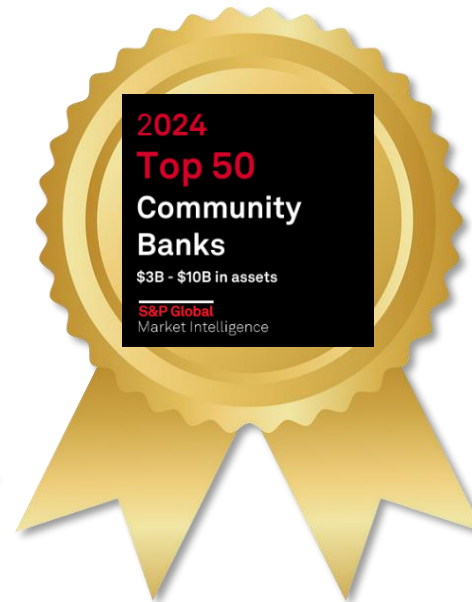
Become a High-Performing, Regional Community Bank



One of only 16 banks (top 5%) recognized for consistent earnings growth over the past 10 years



One of the Top 100 Best Banks two years in a row - 2024 and 2025



One of the Top 50 Community Banks two years in a row - 2023 and 2024



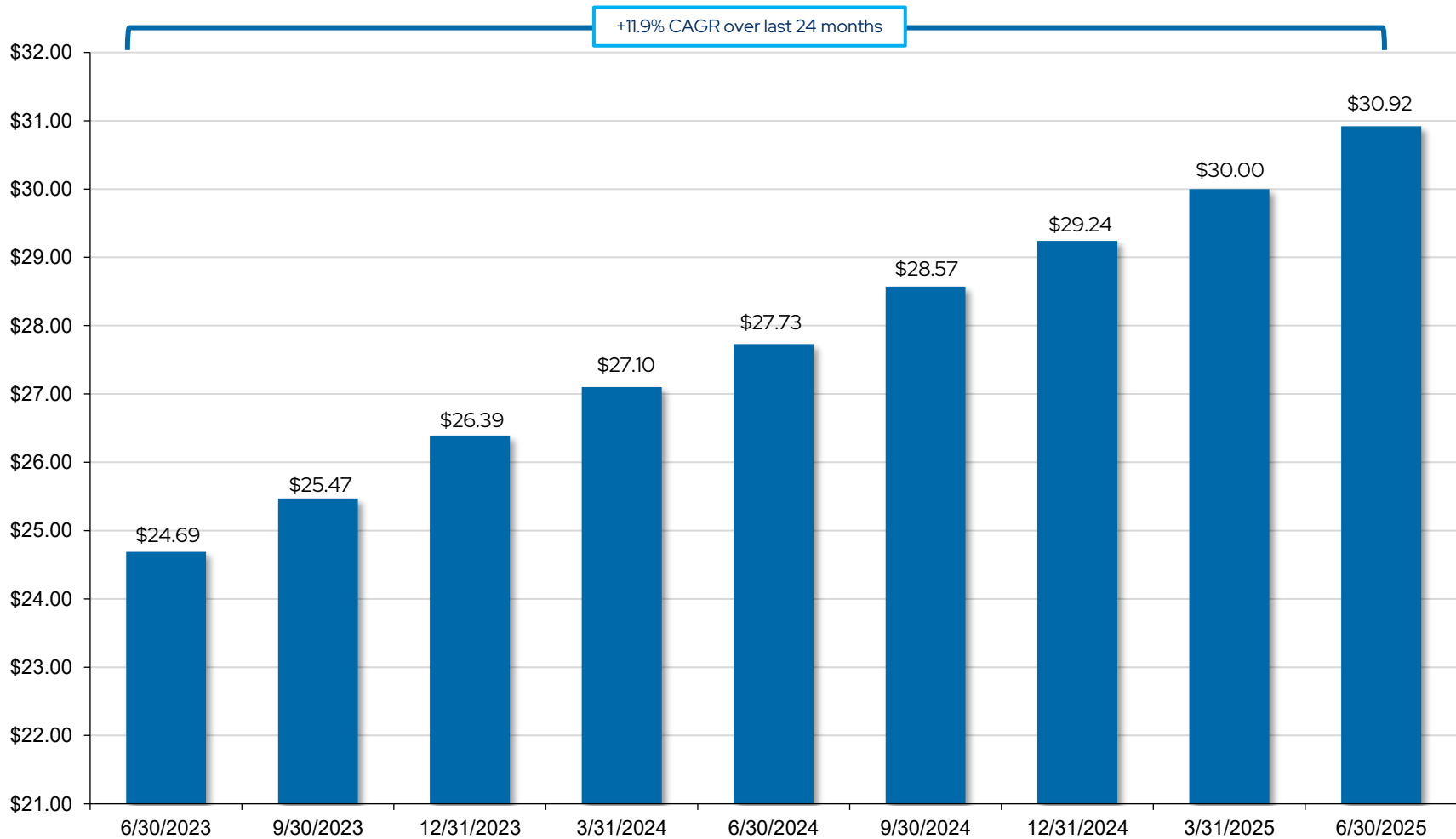
Ranked 34th in Bank Director's Best U.S. Banks less than \$5 billion - 2024

The Strategy to Reach Our Goal

Become a regionally & nationally recognized Best Place to Work



Tangible Book Value Per Share Growth



Transfer of Common Stock to NYSE



- Transitioned from Nasdaq to the NYSE in February 2025
- Change in ticker from HTBI to HTB
- Joined other peers and community banks in transfer
- Further demonstration of the maturation of Company
- Potential enhanced liquidity and trading volume

NYSE 
HTB

Strategic Framework

Priorities



Foundation



Goals



Key Investment Highlights



Footprint in attractive metro markets experiencing growth rates above the national average (See Pages 11-12)



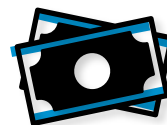
Transformation efforts have driven improvements in profitability and our capital position (See Pages 6, 20, 21-23, 27-28)

- Top quartile financial performance and superior interest margin
- Proven ability to generate noninterest income
- Continued expense rationalization
- Robust tangible book value growth with minimal AOCI effect
- Strong capital position to support continued growth



Successful transition to a commercial bank (See Pages 8, 10, 13-19)

- Expansion of lines of business, adding further diversity to our loan portfolio
- Strong experienced team of revenue producers with local market knowledge
- Attractive core deposit mix and cost
- Refreshed leadership team with extensive banking experience



Strong asset quality and credit discipline to support further growth
(See Page 21)



Our stock represents a value when compared to our peers (See Pages 24-26)

Refreshed Leadership Team



All board members have been appointed since our 2012 mutual to stock conversion, including the addition of three new directors in April 2024



7 of our 8 Executive officers have joined the Company since our 2012 conversion, joining from leadership positions at institutions such as PNC, SouthState, SunTrust, TCF and Wells Fargo

Board of Directors

- Richard T. Williams, Chair (2016)
- C. Hunter Westbrook, Vice-Chair (2021)
- Bonnie V. Hancock (2024)
- Dwight L. Jacobs (2024)
- Jesse J. Cureton, Jr. (2024)
- John A. Switzer (2019)
- Laura C. Kendall (2016)
- Narasimhulu Neelagaru M.D. (2023)
- Rebekah M. Lowe (2020)
- Robert E. James, Jr. (2016)

Executive Management

- C. Hunter Westbrook – President & CEO (2012)
- Charles F. Sivley Jr. – Chief Technology Officer (2024)
- John Sprink – Commercial Banking Group Executive (2014)
- Kevin M. Nunley – Chief Credit Officer (2020)
- Kristin Y. Powell – Consumer & Bus. Banking Group Executive (2015)
- Lora Jex – Chief Risk Officer (2023)
- Megan Pelletier – Chief Operations & People Officer (2022)
- Tony J. VunCannon – CFO, Corporate Secretary & Treasurer (1992)

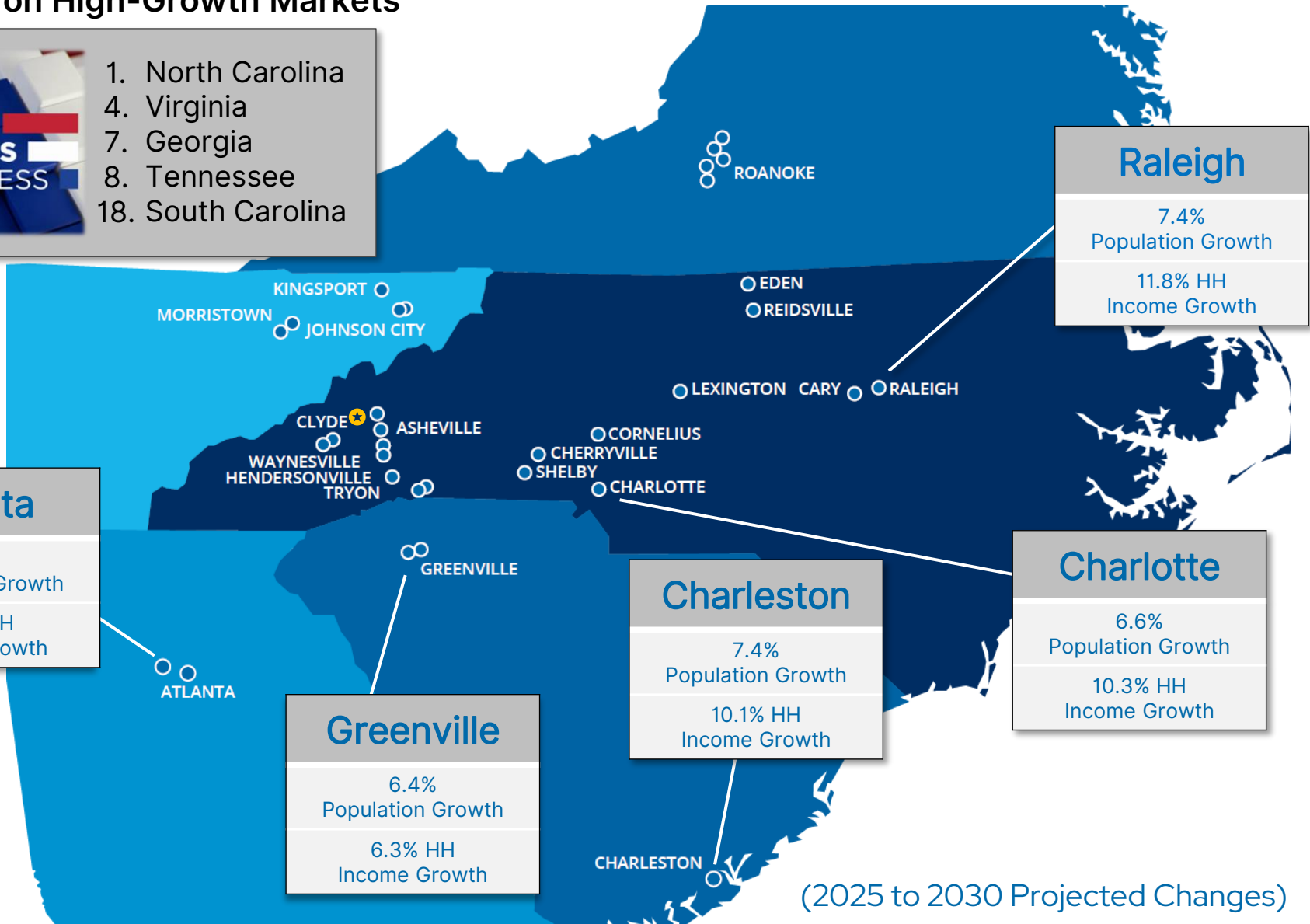
**The years identified above reflect the years these individuals joined the Company*

Strong Southeast Footprint

Focused on High-Growth Markets



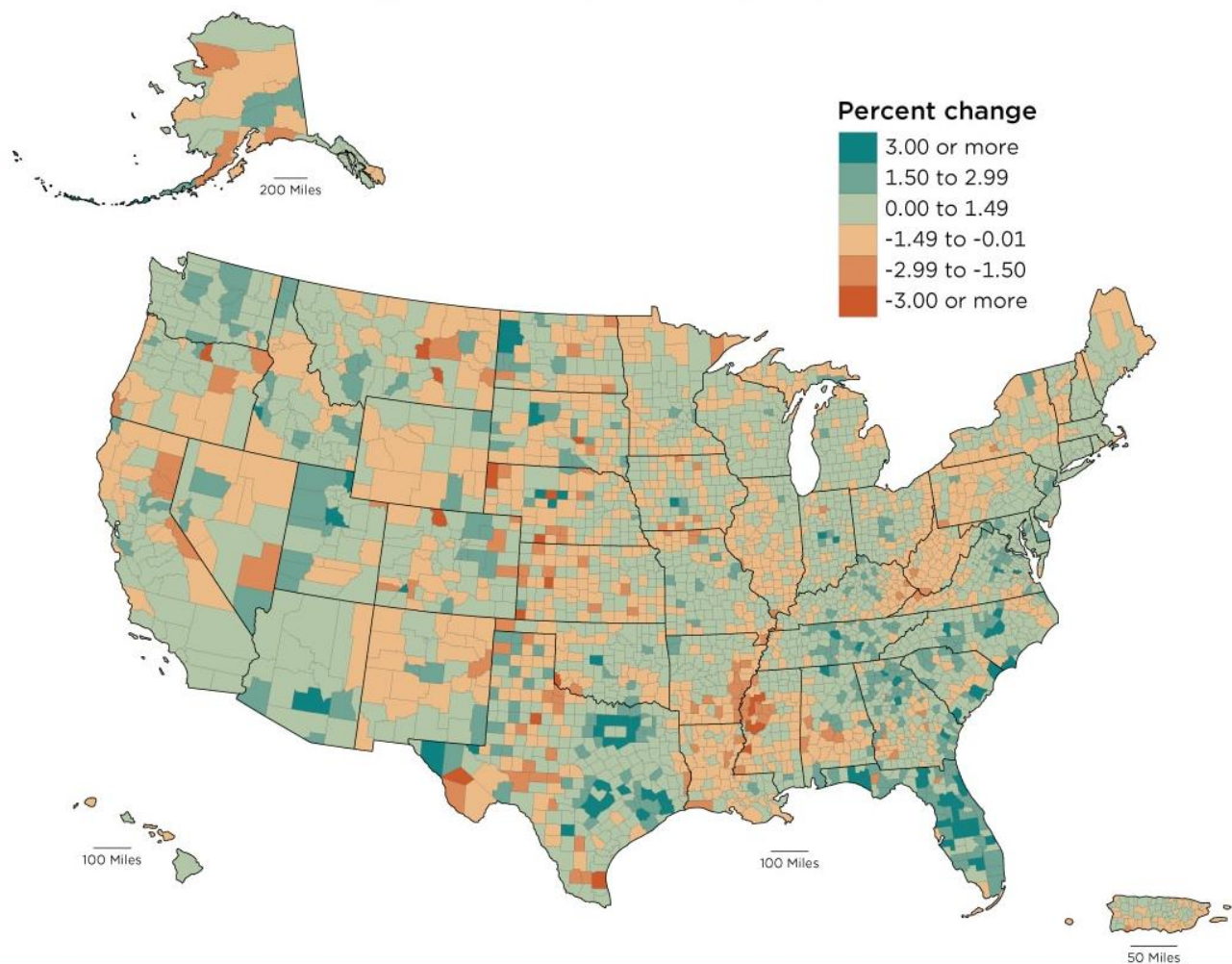
1. North Carolina
4. Virginia
7. Georgia
8. Tennessee
18. South Carolina



Continuing Southeast Migration

Focus on High-Growth Markets

Percent Change in County Population: July 1, 2023, to July 1, 2024



Primary Lines of Business



Commercial

Commercial Real Estate
Commercial & Industrial
Middle Market Banking
Equipment & Municipal Finance
Treasury Management Services



Small Business Banking

Business Banking
Business Banking Centers
SBA Lending
Community Association Banking



Consumer Banking

Retail Banking Market Teams
Consumer Banking
Digital Banking
Mortgage Banking
Investment Services
Professional Banking
HELOCs Originated for Sale

Hybrid Branch Strategy

"Branch Heavy" Consumer Markets

Asheville
Roanoke
Tri-Cities

Branch Manager &
Consumer Banker

Introducing
Micro-Business Loans

"Branch-Lite" Business Banking Centers

Atlanta
Charlotte
Greenville
Raleigh

Branch Manager &
Small Business Banker

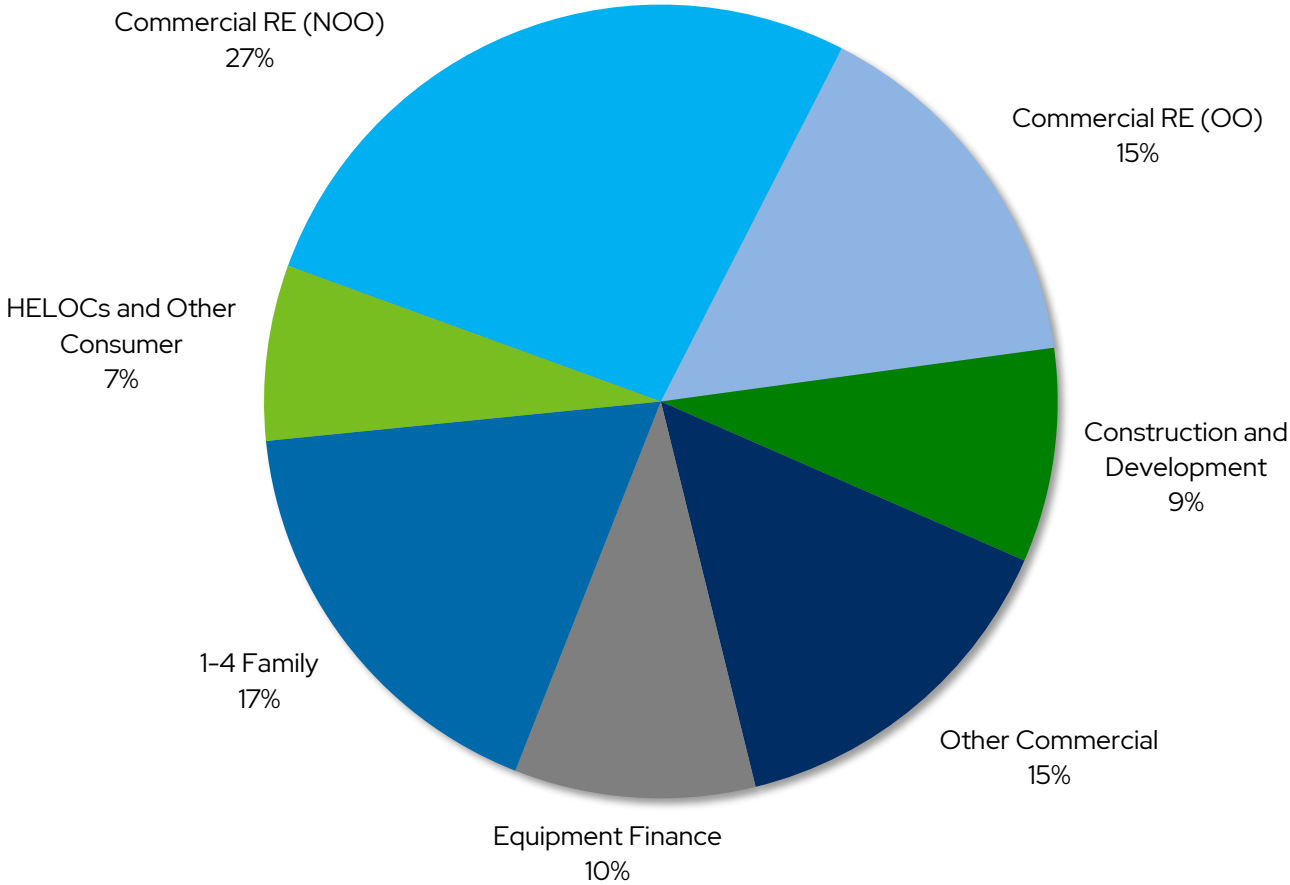
Small Business Banking &
Professional Banking

Diversified Loan Portfolio

With Low Concentration Risk

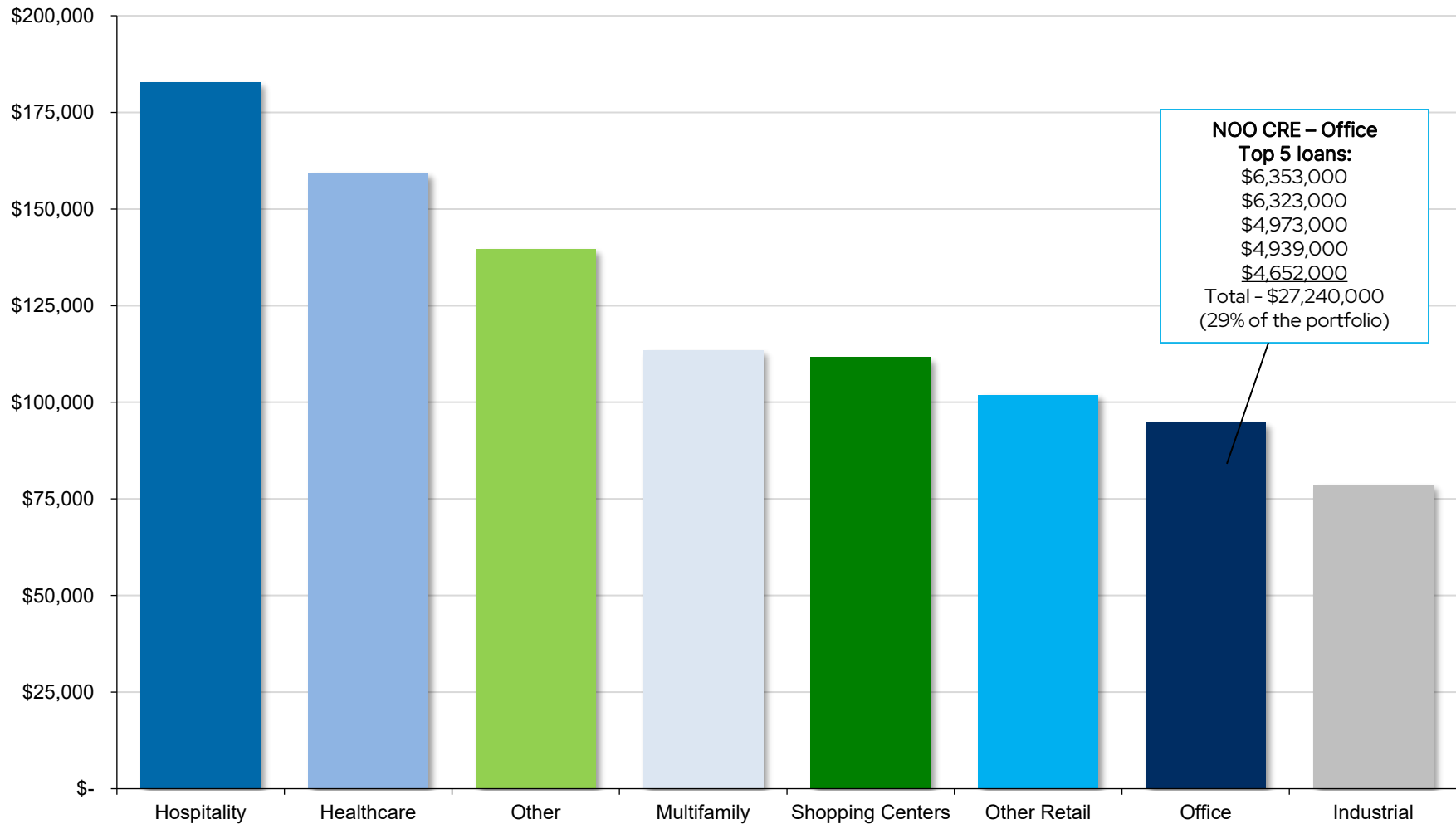
(Dollars in thousands, as of June 30, 2025)

Total Loans
\$3,671,951



Non-Owner Occupied CRE

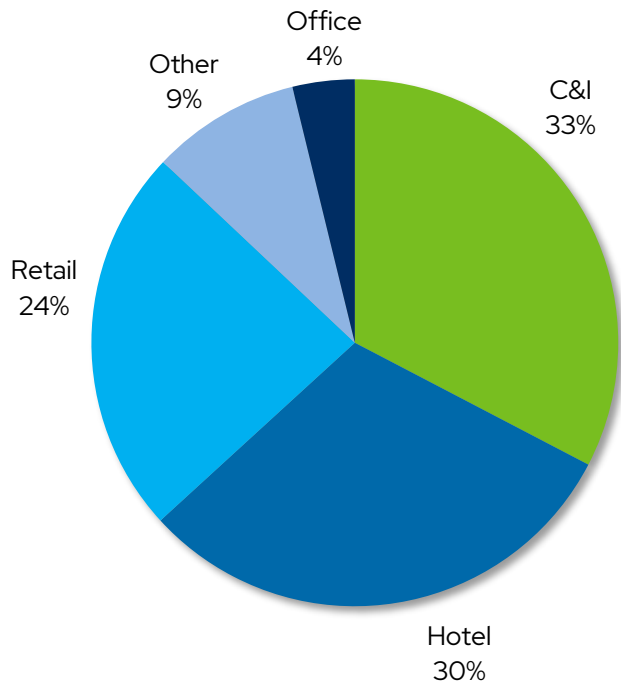
(Dollars in thousands, as of June 30, 2025)



SBA Loans Portfolio

(Dollars in thousands, as of June 30, 2025)

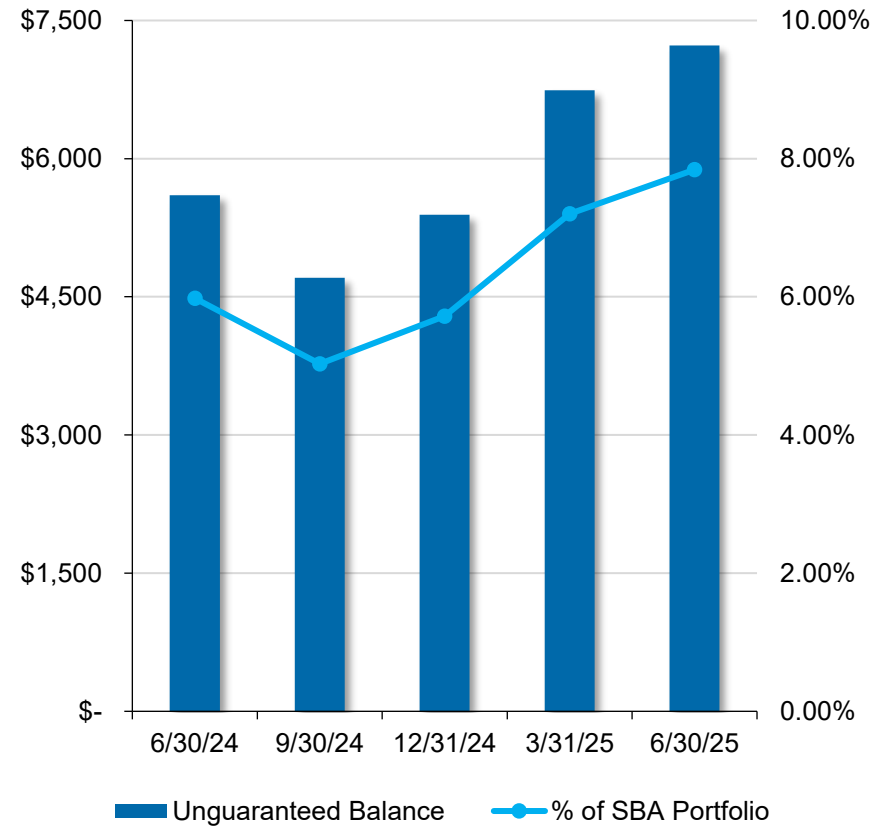
SBA Portfolio



Total Balance
\$137,278

Guaranteed Balance
\$45,084

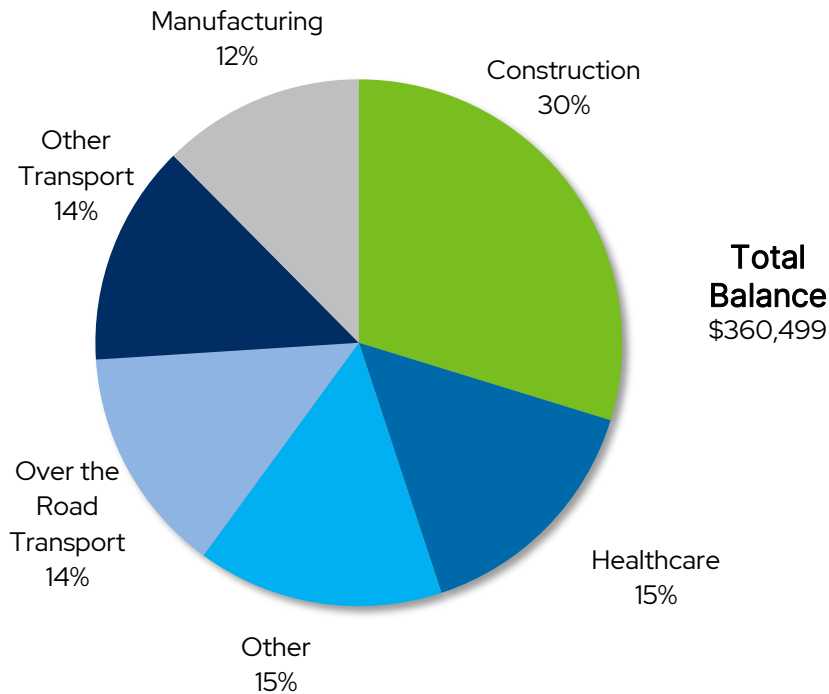
Classified SBA Loans



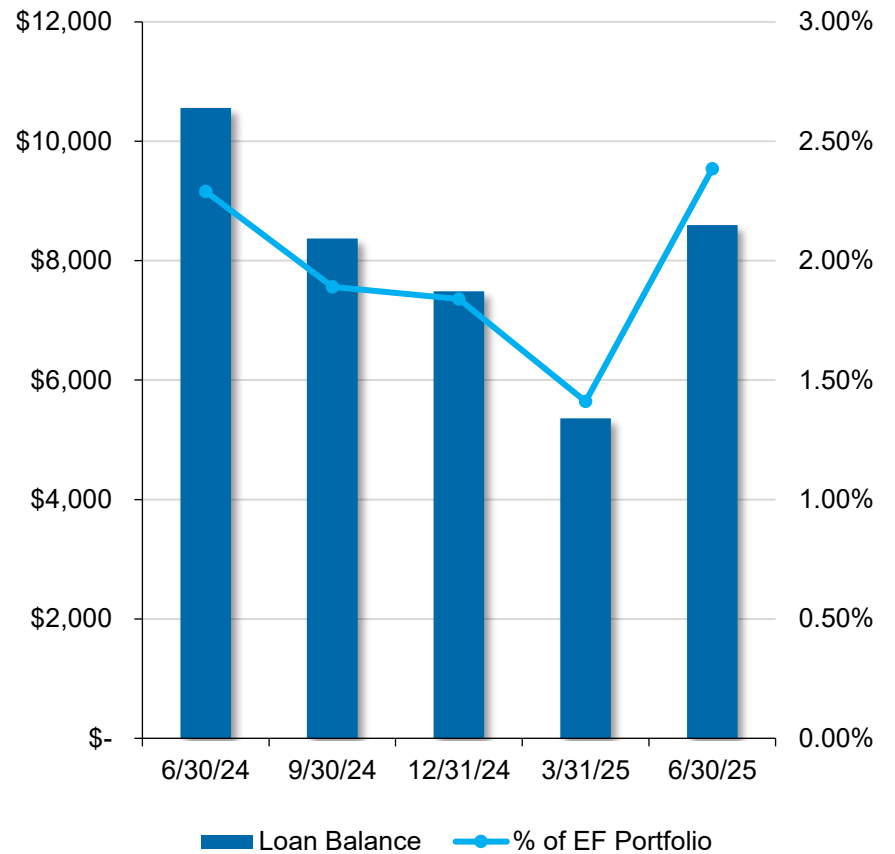
Equipment Finance Portfolio

(Dollars in thousands, as of June 30, 2025)

Equipment Finance Portfolio



Classified EF Loans

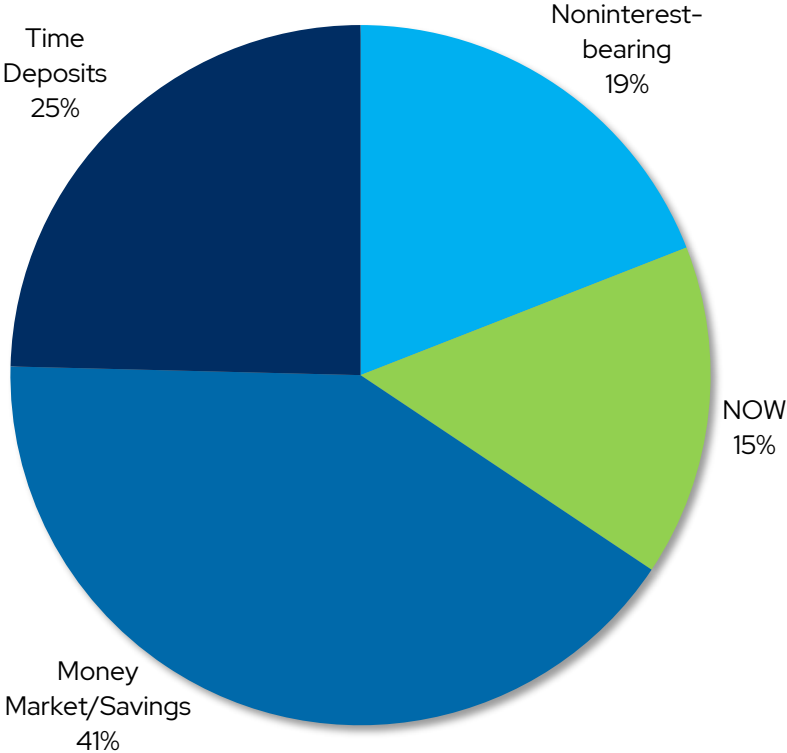


Deposit Franchise

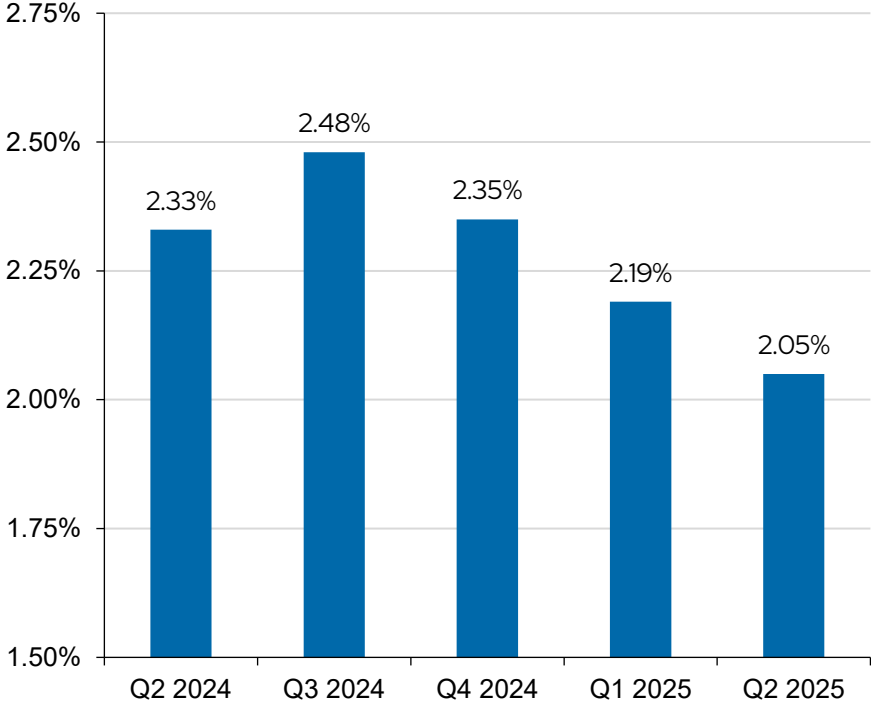
(Dollars in thousands, as of June 30, 2025)

Total Deposits

\$3,666,178



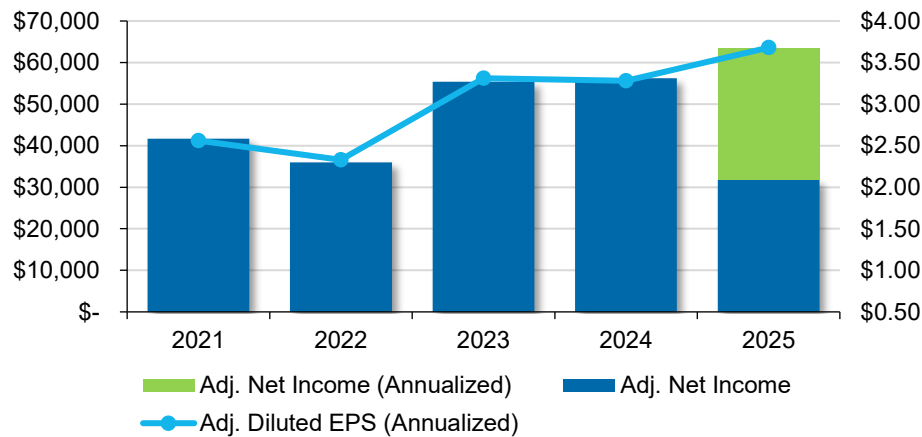
Cost of Deposits



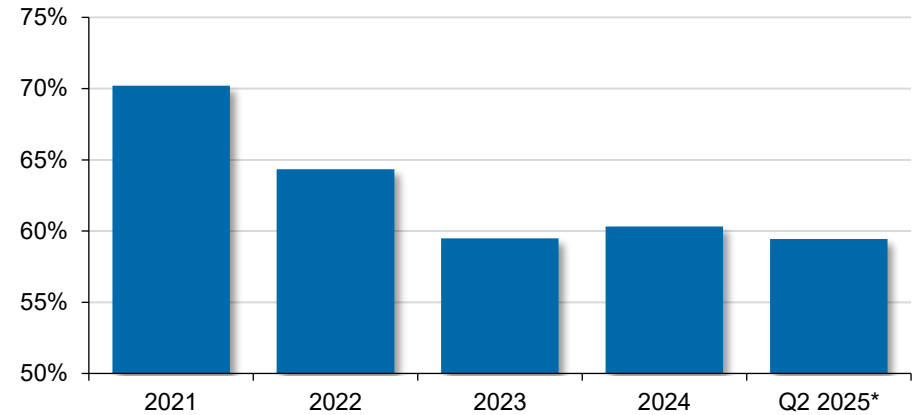
Strong Profitability Metrics

(Dollars in thousands, by year)

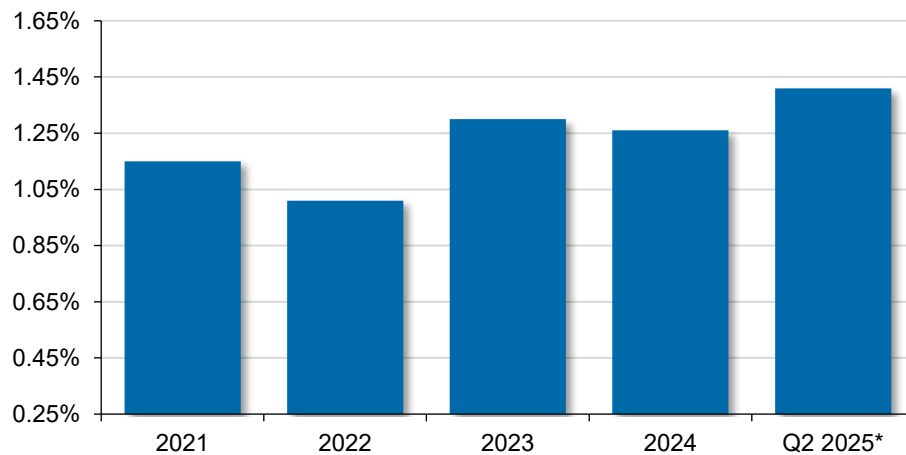
Adjusted Earnings Performance



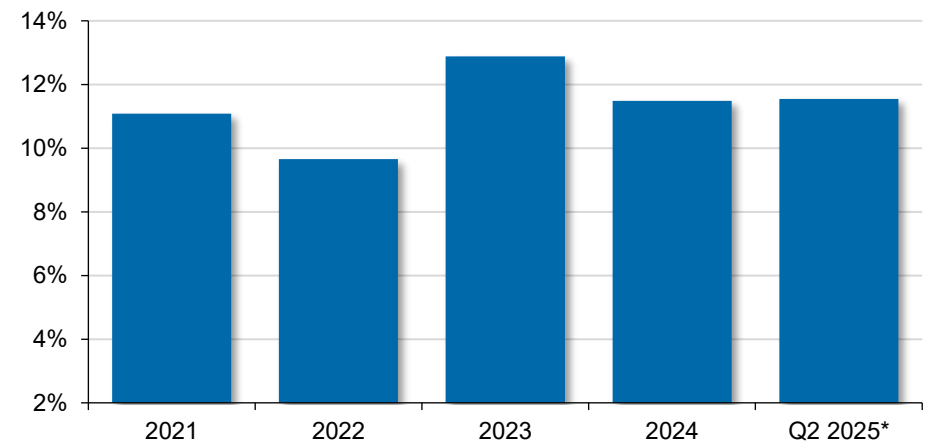
Adjusted Efficiency Ratio



Adjusted Return on Assets



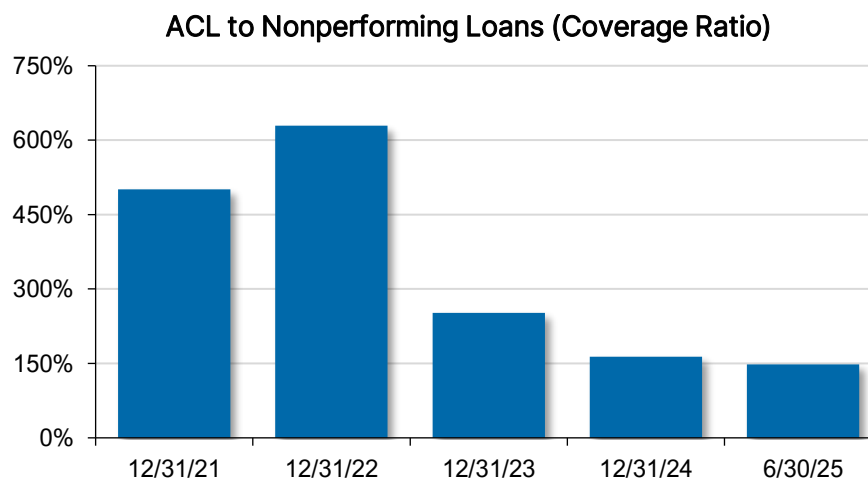
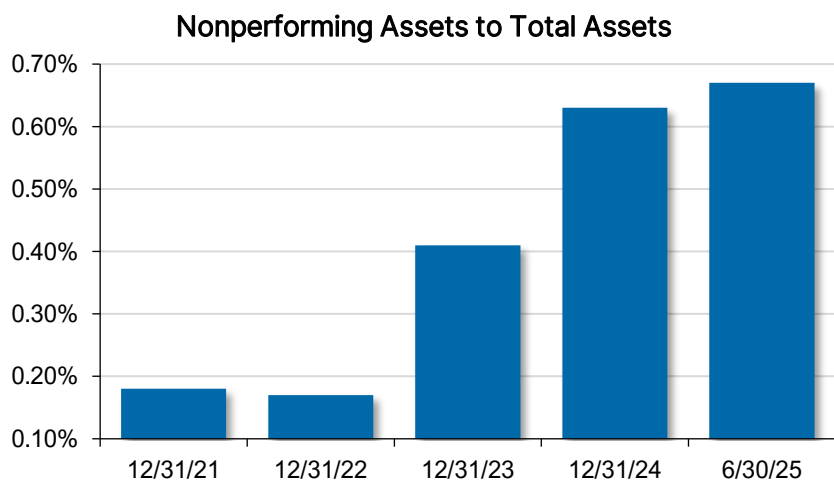
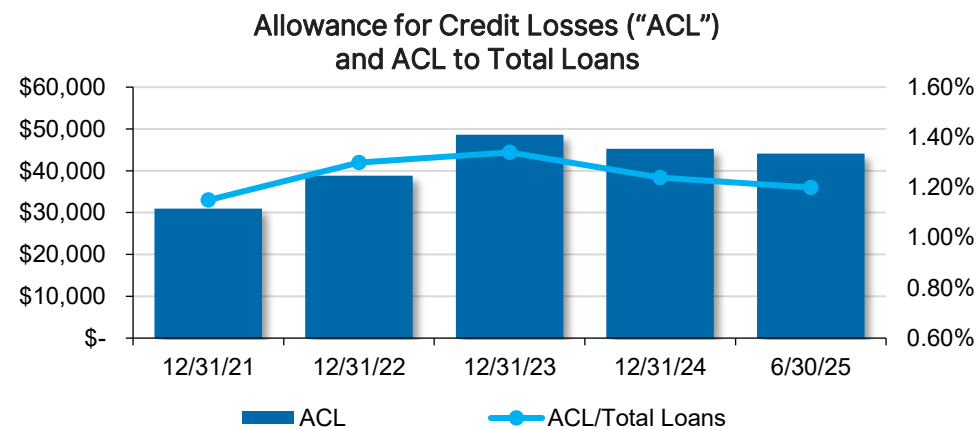
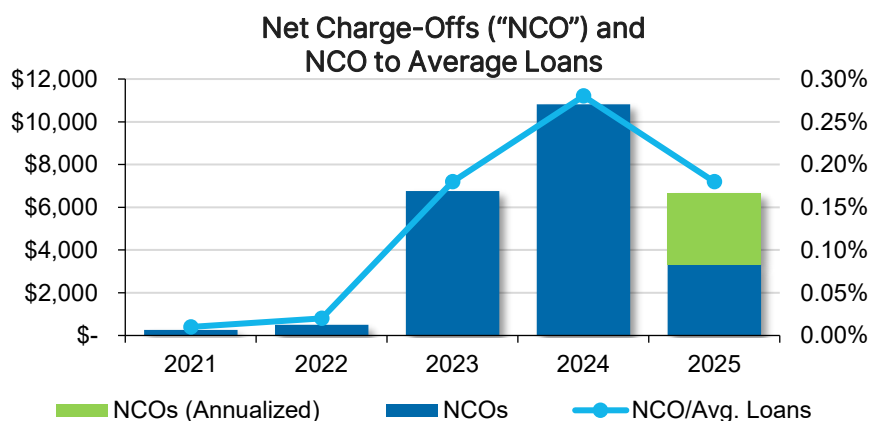
Adjusted Return on Average Tangible Common Equity



* Period reflects calendar year to date data
See Appendix – Non-GAAP Reconciliation

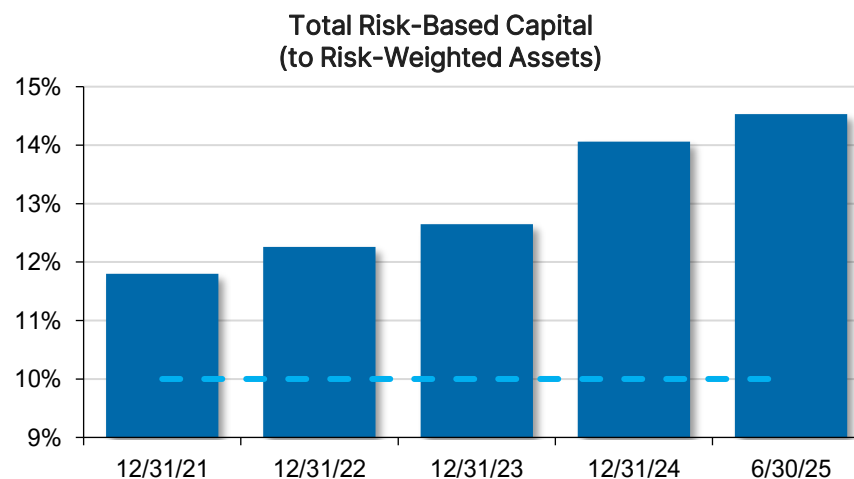
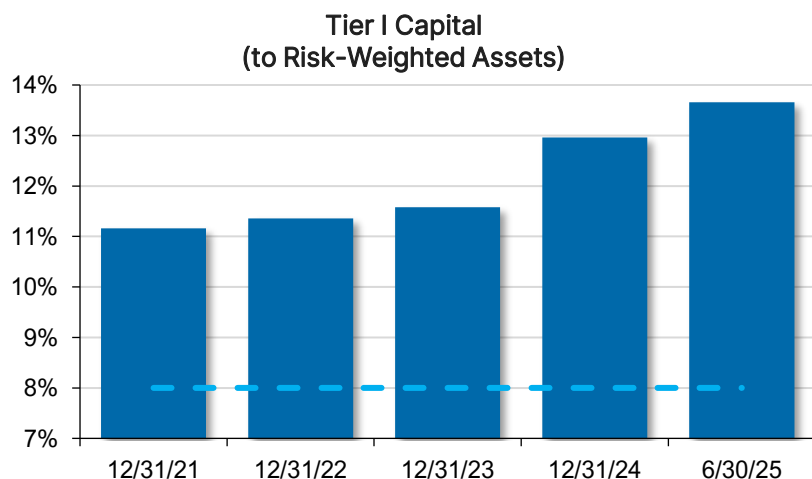
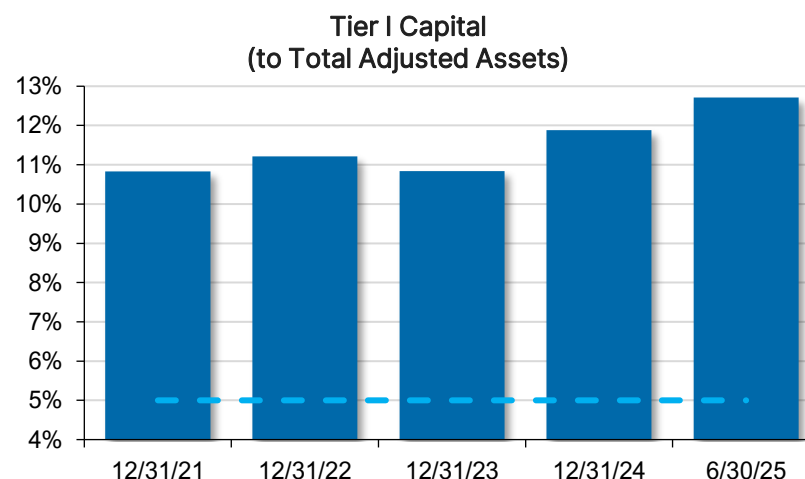
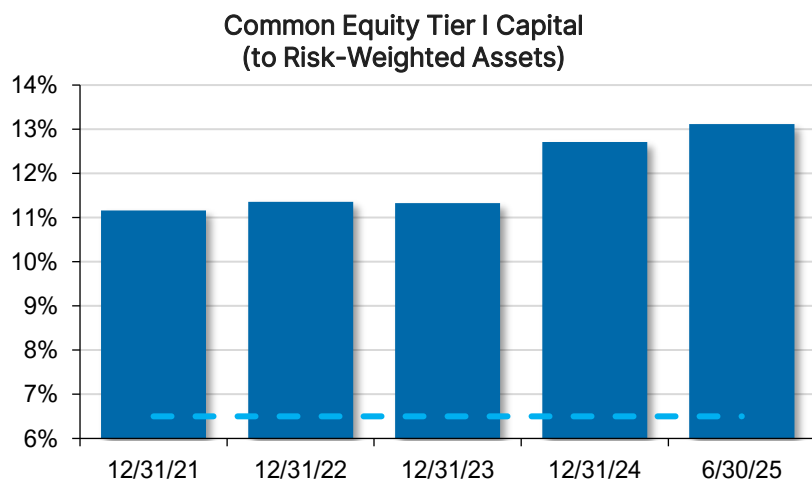
Solid Asset Quality and Credit Discipline

(Dollars in thousands)



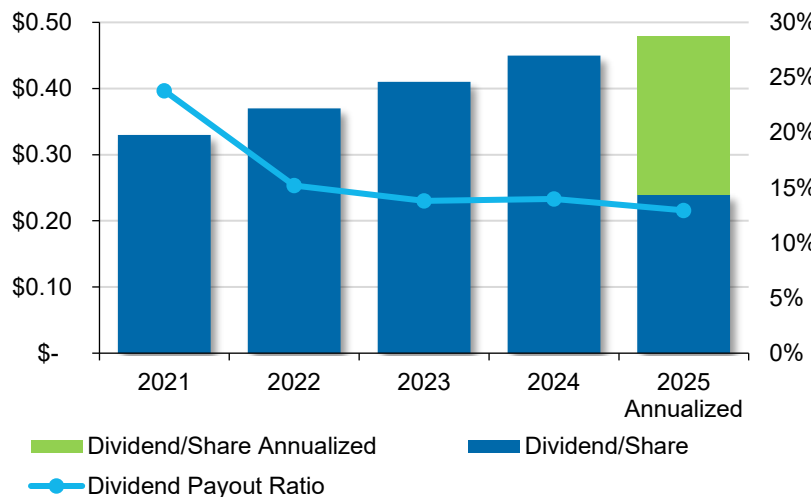
Strong Capital Position to Support Continued Growth

(Dollars in thousands)

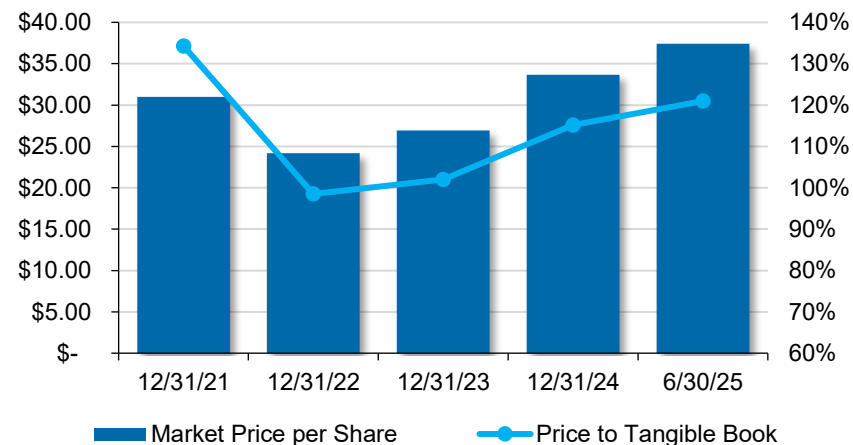


Capital Strategy

Cash Dividends



Market Price and Price to Tangible Book



Stock Buybacks				
Buybacks	Total Buybacks as a % of O/S Shares as of 2/19/13	Number of Shares	Total Cost (\$)	Average Cost Per Share (\$)
Total repurchased through June 30, 2025	45.9%	9,947,945	\$207,532,000	\$20.86
Shares remaining to be repurchased under most recent buyback plan		149,944	78,412 shares repurchased during the three months ended June 30, 2025	
Total repurchased and authorized		10,097,889		

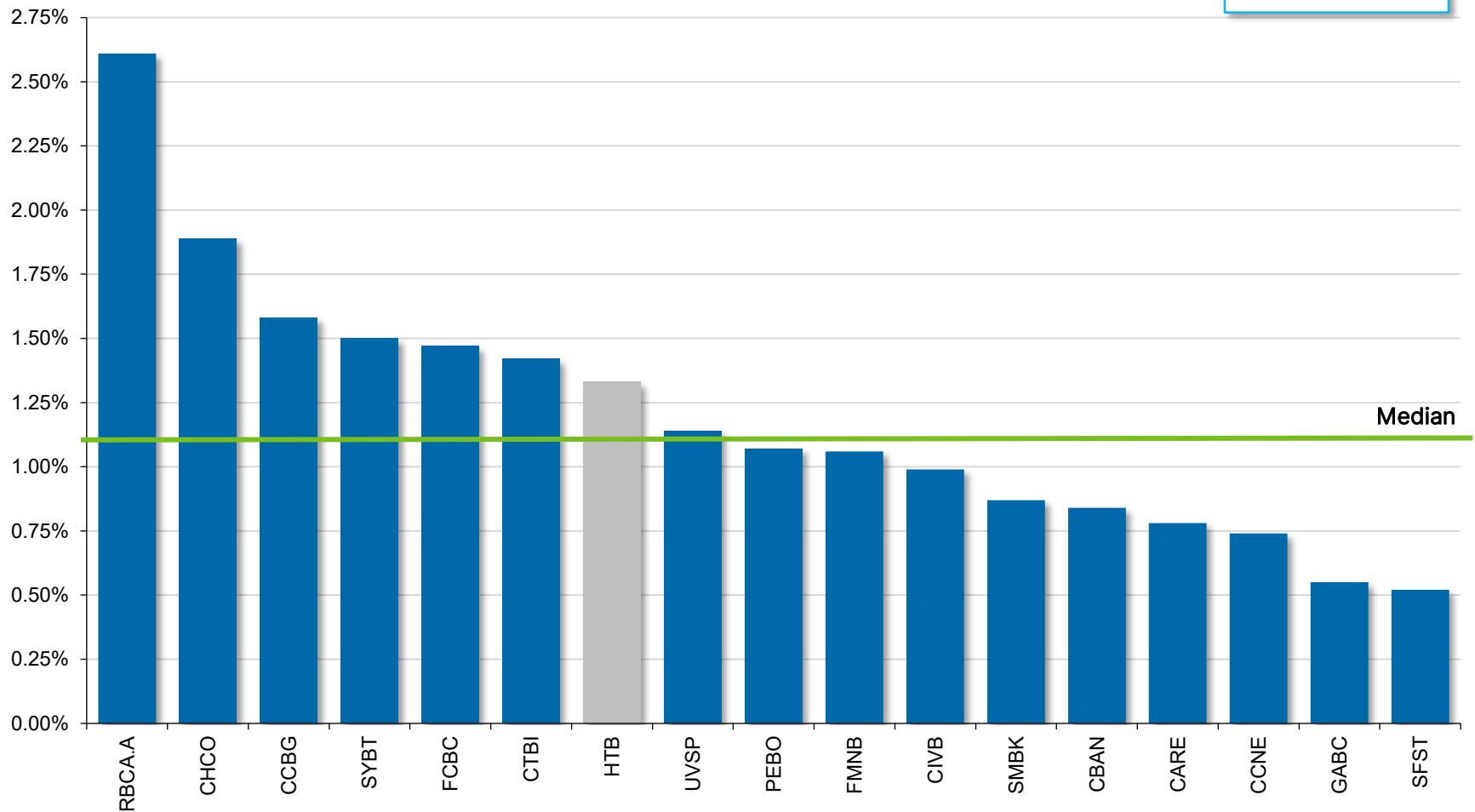
- On April 22, 2024, the Company's Board of Directors re-authorized the repurchase of the remaining shares of the Company's common stock under the repurchase plan originally authorized in February of 2022.

Valuation – Peer Comparison

(Three Months ended March 31, 2025)

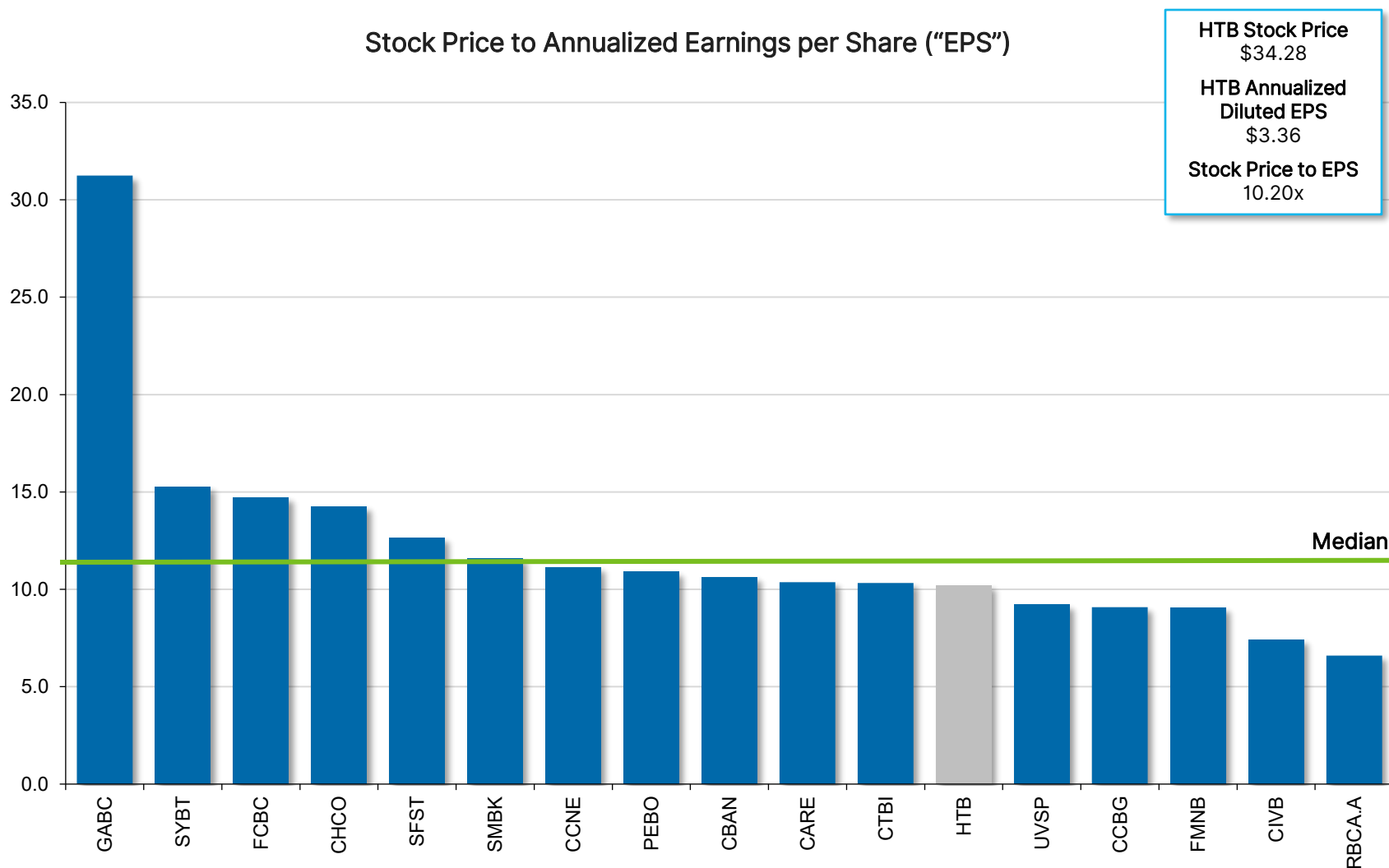
Annualized Return on Assets ("ROA")

HTB ROA
(Annualized)
1.33%



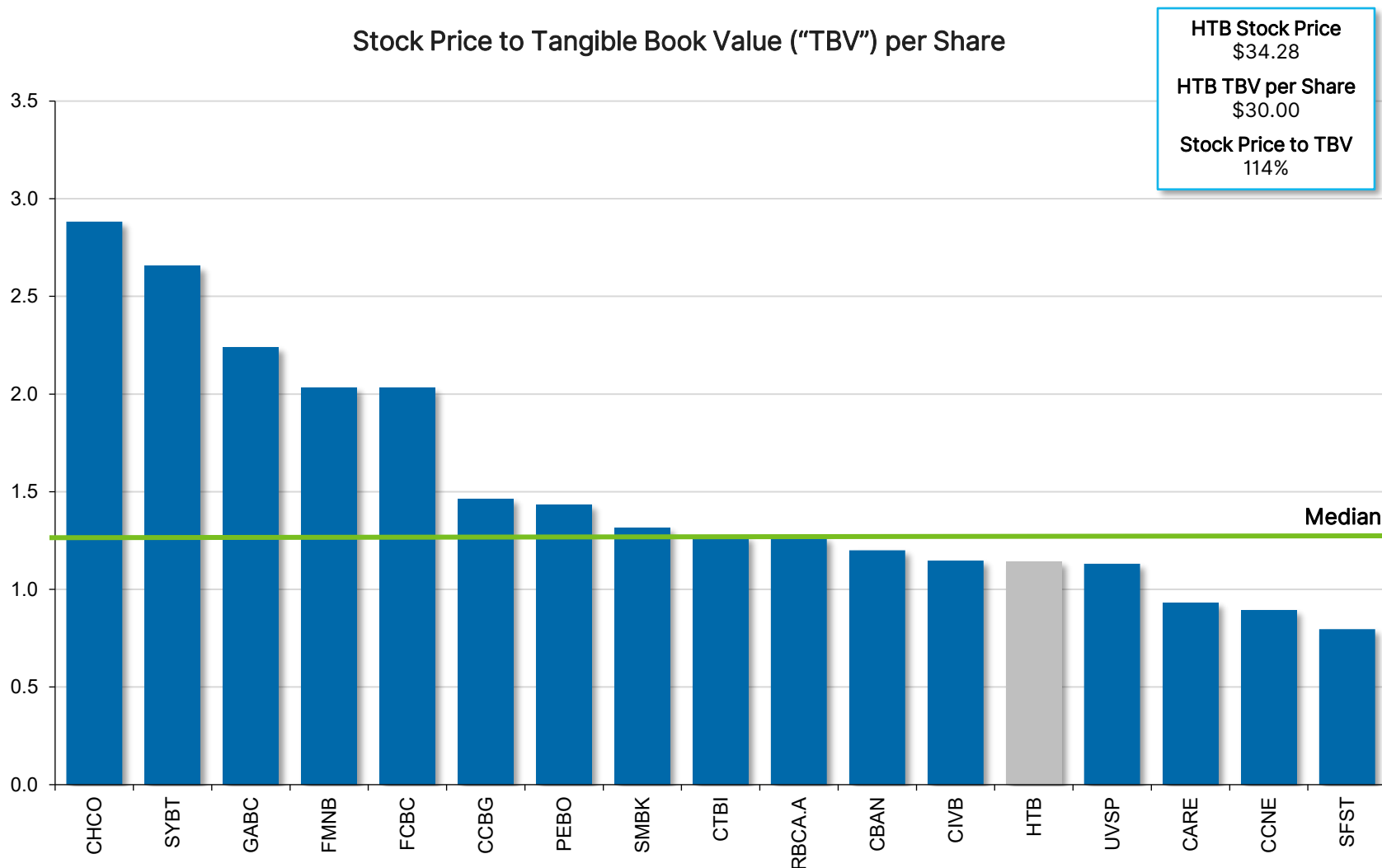
Valuation – Peer Comparison

(Three Months ended March 31, 2025)



Valuation – Peer Comparison

(Three Months ended March 31, 2025)



Quarterly Highlights

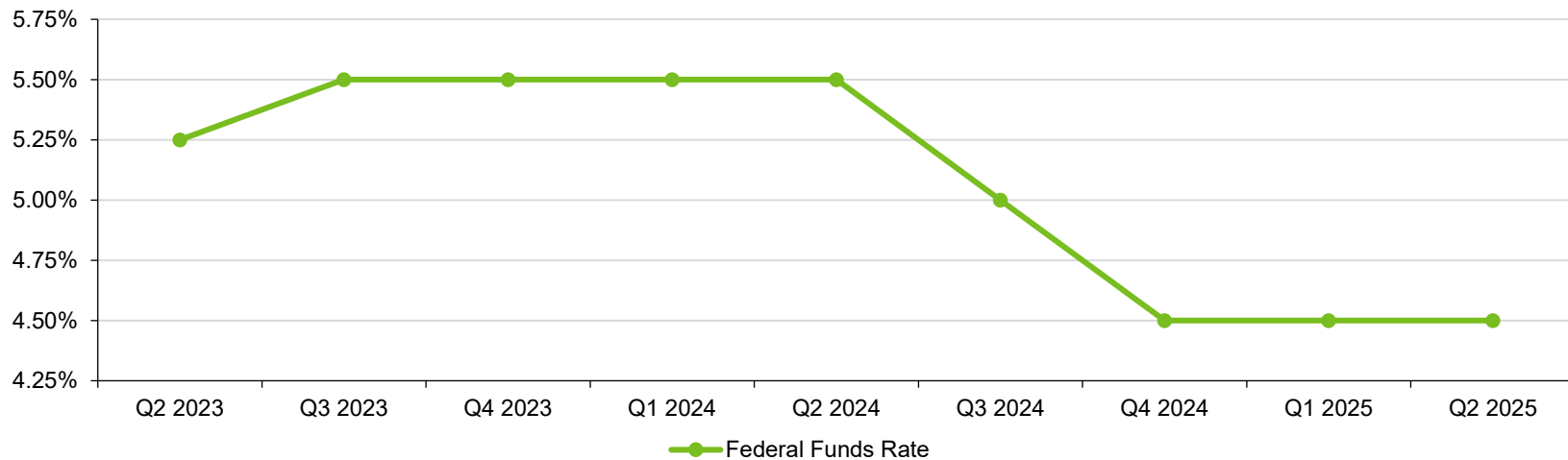
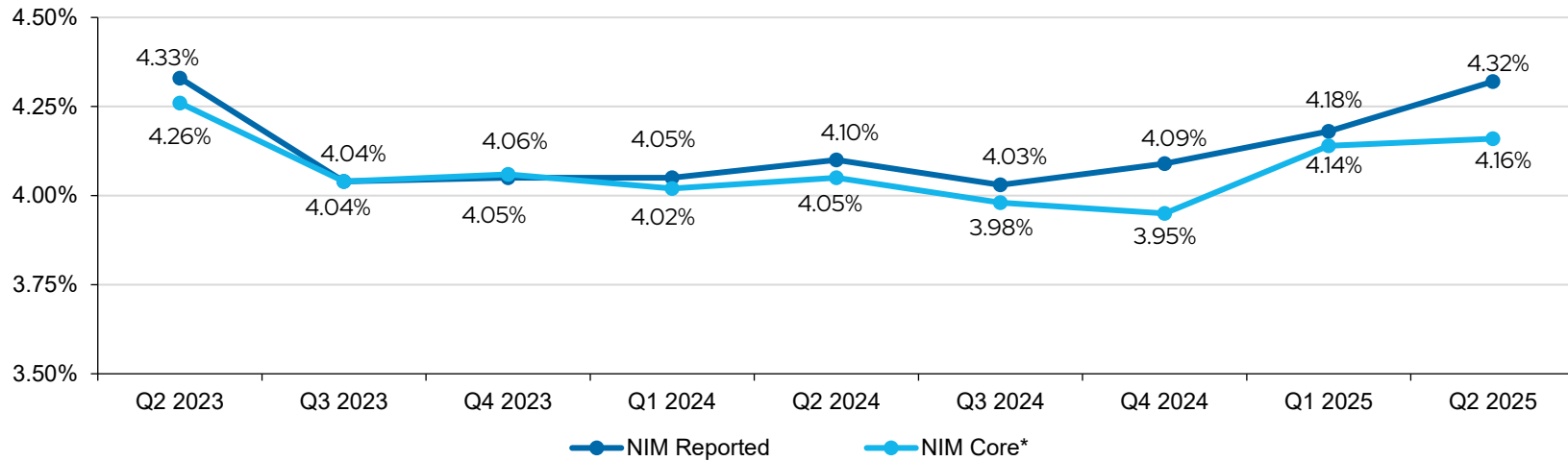
Net Income Per Share	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024	3/31/2024
Basic	\$ 1.01	\$ 0.84	\$ 0.83	\$ 0.77	\$ 0.73	\$ 0.88
Diluted	\$ 1.00	\$ 0.84	\$ 0.83	\$ 0.76	\$ 0.73	\$ 0.88

Performance Ratios	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024	3/31/2024
Return on assets (ROA)	1.58 %	1.33 %	1.27 %	1.17 %	1.13 %	1.37 %
Return on equity (ROE)	11.97 %	10.52 %	10.32 %	9.76 %	9.58 %	11.91 %
Yield on earning assets	6.22 %	6.20 %	6.27 %	6.34 %	6.32 %	6.18 %
Rate paid on interest-bearing liabilities	2.61 %	2.73 %	2.94 %	3.09 %	3.01 %	2.87 %
Net interest margin	4.32 %	4.18 %	4.09 %	4.03 %	4.10 %	4.05 %
Efficiency ratio - adjusted	58.59 %	60.29 %	59.89 %	60.52 %	59.89 %	60.85 %

Asset Quality Ratios	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024	3/31/2024
Nonperforming assets to total assets	0.67 %	0.61 %	0.63 %	0.64 %	0.54 %	0.43 %
Nonperforming loans to total loans	0.81 %	0.74 %	0.76 %	0.78 %	0.68 %	0.55 %
Classified assets to total assets	1.07 %	0.85 %	1.06 %	0.99 %	0.91 %	0.80 %
ACL to nonperforming loans	147.98 %	165.96 %	163.68 %	166.51 %	194.80 %	235.18 %
ACL to total loans	1.20 %	1.23 %	1.24 %	1.30 %	1.33 %	1.30 %
Net charge-offs to average loans	0.21 %	0.14 %	0.19 %	0.42 %	0.27 %	0.24 %

Quarterly Highlights

Net Interest Margin



* Core net interest margin excludes accretion income and other loan fees.

Appendix – Non-GAAP Recon

In addition to results presented in accordance with generally accepted accounting principles utilized in the United States (“GAAP”), this document contains certain non-GAAP financial measures, which include: the efficiency ratio; tangible book value; tangible book value per share; net income, EPS, ROA, and return on average tangible common equity (ROATE) as adjusted to exclude transactions which management does not consider to be reflective of “core” financial results. Management has presented the non-GAAP financial measures in this document as it believes including these items provides useful and comparative information to assess trends in our core operations while facilitating the comparison of the quality and composition of our earnings over time and in comparison to our competitors. However, these non-GAAP financial measures are supplemental, are not audited and are not a substitute for operating results or any analysis determined in accordance with GAAP. Where applicable, we have also presented comparable earnings information using GAAP financial measures. Because not all companies use the same calculations, our presentation may not be comparable to other similarly titled measures as calculated by other companies.

Set forth is a reconciliation to GAAP of our efficiency ratio:

	6 Months Ended		12 Months Ended		
	6/30/2025	12/31/2024	12/31/2023	12/31/2022	12/31/2021
<i>(Dollars in thousands)</i>					
Noninterest expense	\$ 62,216	\$ 125,497	\$ 123,655	\$ 105,423	\$ 130,578
Less: contract renewal consulting fee	-	(2,965)	-	-	-
Less: merger-related expense	-	-	(4,741)	(724)	-
Less: branch closure and restructuring expenses	-	-	-	-	(1,513)
Less: officer transition agreement expense	-	-	-	(1,795)	-
Less: prepayment penalties on borrowings	-	-	-	-	(22,690)
Noninterest expense - adjusted	\$ 62,216	\$ 122,532	\$ 118,914	\$ 102,904	\$ 106,375
Net interest income	\$ 87,136	\$ 169,504	\$ 169,999	\$ 127,964	\$ 106,566
Plus: tax-equivalent adjustment	849	1,460	1,244	1,189	1,268
Plus: noninterest income	18,184	33,449	32,073	34,515	42,284
Less: net death benefit proceeds from BOLI policies	-	(1,143)	(2,646)	-	-
Less: gain on sale of debt securities available for sale	-	-	-	(1,895)	-
Less: gain on sale of equity securities	-	-	-	(721)	-
Less: gain on sale of branches	(1,448)	-	-	-	-
Less: (gain) loss on sale of premises and equipment	(28)	9	(734)	(1,115)	1,398
Net interest income plus noninterest income - adjusted	\$ 104,693	\$ 203,279	\$ 199,936	\$ 159,937	\$ 151,516
Efficiency ratio	59.07%	61.84%	61.19%	64.88%	87.72%
Efficiency ratio - adjusted	59.43%	60.28%	59.48%	64.34%	70.21%

Set forth is a reconciliation to GAAP of tangible book value, tangible book value per share, and price to tangible book value:

	As of				
	6/30/2025	12/31/2024	12/31/2023	12/31/2022	12/31/2021
<i>(Dollars in thousands)</i>					
Total stockholder's equity	\$ 579,274	\$ 551,758	\$ 499,893	\$ 410,155	\$ 401,746
Less: goodwill, core deposit intangibles, net of taxes	(38,477)	(39,189)	(41,086)	(25,663)	(25,780)
Tangible book value	\$ 540,797	\$ 512,569	\$ 458,807	\$ 384,492	\$ 375,966
Common shares outstanding	17,492,143	17,527,709	17,387,069	15,673,595	16,303,461
Book value per share	\$ 33.12	\$ 31.48	\$ 28.75	\$ 26.17	\$ 24.64
Tangible book value per share	\$ 30.92	\$ 29.24	\$ 26.39	\$ 24.53	\$ 23.06
HomeTrust Bancshares, Inc. share price	\$ 37.41	\$ 33.68	\$ 26.92	\$ 24.17	\$ 30.98
Price to tangible book value	121.0%	115.2%	102.0%	98.5%	134.3%

Appendix – Non-GAAP Recon

(Continued)

Set forth is a reconciliation to GAAP of tangible book value, tangible book value per share, and price to tangible book value:

	As of				
	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024
<i>(Dollars in thousands)</i>					
Total stockholder's equity	\$ 579,274	\$ 565,449	\$ 551,758	\$ 540,004	\$ 523,628
Less: goodwill, core deposit intangibles, net of taxes	(38,477)	(38,793)	(39,189)	(39,626)	(40,063)
Tangible book value	\$ 540,797	\$ 526,656	\$ 512,569	\$ 500,378	\$ 483,565
Common shares outstanding	17,492,143	17,552,626	17,527,709	17,514,922	17,437,326
Book value per share	\$ 33.12	\$ 32.21	\$ 31.48	\$ 30.83	\$ 30.03
Tangible book value per share	\$ 30.92	\$ 30.00	\$ 29.24	\$ 28.57	\$ 27.73
HomeTrust Bancshares, Inc. share price	\$ 37.41	\$ 34.28	\$ 33.68	\$ 34.08	\$ 30.03
Price to tangible book value	121.0%	114.2%	115.2%	119.3%	108.3%

	As of			
	3/31/2024	12/31/2023	9/30/2023	6/30/2023
<i>(Dollars in thousands)</i>				
Total stockholder's equity	\$ 513,173	\$ 499,893	\$ 484,411	\$ 471,186
Less: goodwill, core deposit intangibles, net of taxes	(40,500)	(41,086)	(41,748)	(42,410)
Tangible book value	\$ 472,673	\$ 458,807	\$ 442,663	\$ 428,776
Common shares outstanding	17,444,787	17,387,069	17,380,307	17,366,673
Book value per share	\$ 29.42	\$ 28.75	\$ 27.87	\$ 27.13
Tangible book value per share	\$ 27.10	\$ 26.39	\$ 25.47	\$ 24.69
HomeTrust Bancshares, Inc. share price	\$ 27.34	\$ 26.92	\$ 21.67	\$ 20.89
Price to tangible book value	100.9%	102.0%	85.1%	84.6%

Appendix – Non-GAAP Recon

(Continued)

In relation to the two-class method, net income used in the calculations of basic and diluted EPS have adjustments, which are included in Company documents previously filed with the SEC.

	6 Months Ended		12 Months Ended		
	6/30/2025	12/31/2024	12/31/2023	12/31/2022	12/31/2021
<i>(Dollars in thousands)</i>					
Contract renewal consulting fee	\$ -	\$ 2,965	\$ -	\$ -	\$ -
Merger-related expense	-	-	4,741	724	-
Provision for credit losses established for merger	-	-	5,270	-	-
Net death benefit proceeds from BOLI policies	-	(1,143)	(2,646)	-	-
Tax impact of BOLI restructuring	-	-	288	-	-
Gain on sale of equity securities	-	-	-	(721)	-
Gain on sale of branches	(1,448)	-	-	-	-
(Gain) loss on sale of premises and equipment	(28)	9	(734)	(1,115)	1,398
Branch closure and restructuring expenses	-	-	-	-	1,513
Officer transition agreement expense	-	-	-	1,795	-
Gain on sale of debt securities available for sale	-	-	-	(1,895)	-
Prepayment penalty on borrowings	-	-	-	-	22,690
Total adjustments	(1,476)	1,831	6,919	(1,212)	25,601
Less: tax effect	347	(430)	(1,558)	285	(6,016)
Total adjustments, net of tax	(1,129)	1,401	5,361	(927)	19,585
Net income (GAAP)	31,749	54,805	50,044	36,905	22,066
Adjusted net income (non-GAAP)	\$ 30,620	\$ 56,206	\$ 55,405	\$ 35,978	\$ 41,651
Average shares outstanding - basic	17,008,699	16,914,741	16,604,881	15,149,241	15,815,635
Average shares outstanding - diluted	17,109,842	16,977,330	16,622,371	15,319,601	16,182,068
Basic EPS (GAAP)	\$ 1.85	\$ 3.21	\$ 2.99	\$ 2.42	\$ 1.38
Non-GAAP adjustment	(0.07)	0.08	0.32	(0.06)	1.24
Adjusted basic EPS (non-GAAP)	\$ 1.78	\$ 3.29	\$ 3.31	\$ 2.36	\$ 2.62
Diluted EPS (GAAP)	\$ 1.84	\$ 3.20	\$ 2.99	\$ 2.39	\$ 1.35
Non-GAAP adjustment	(0.07)	0.08	0.32	(0.06)	1.21
Adjusted diluted EPS (non-GAAP)	\$ 1.77	\$ 3.28	\$ 3.31	\$ 2.33	\$ 2.56
Average assets	\$ 4,396,802	\$ 4,439,661	\$ 4,285,115	\$ 3,551,791	\$ 3,618,635
Average equity	\$ 568,488	\$ 528,288	\$ 471,107	\$ 398,055	\$ 401,527
ROA (GAAP)	1.46%	1.23%	1.17%	1.04%	0.61%
Non-GAAP adjustment	-0.05%	0.03%	0.13%	-0.03%	0.54%
Adjusted ROA (non-GAAP)	1.41%	1.26%	1.30%	1.01%	1.15%
ROE (GAAP)	11.26%	10.37%	10.62%	9.27%	5.50%
Non-GAAP adjustment	-0.40%	0.27%	1.14%	-0.23%	4.88%
Adjusted ROE (non-GAAP)	10.86%	10.64%	11.76%	9.04%	10.38%
Average equity	\$ 568,488	\$ 528,288	\$ 471,107	\$ 398,055	\$ 401,527
Less: goodwill, core deposit intangible, net of taxes	(38,477)	(39,189)	(41,086)	(25,663)	(25,780)
Average tangible book value	\$ 530,011	\$ 489,099	\$ 430,021	\$ 372,392	\$ 375,747
Adjusted ROATCE	11.55%	11.49%	12.88%	9.66%	11.08%

Appendix – Non-GAAP Recon

(Continued)

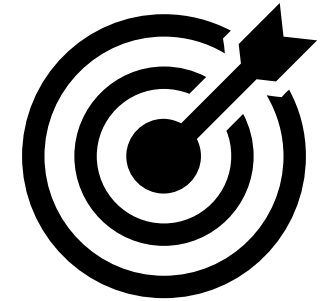
Set forth is a reconciliation to GAAP of our quarterly efficiency ratio:

	3 Months ended					
	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024	3/31/2024
<i>(Dollars in thousands)</i>						
Noninterest expense	\$ 31,255	\$ 30,961	\$ 34,009	\$ 30,869	\$ 30,490	\$ 30,138
Less: contract renewal consulting fee	-	-	(2,965)	-	-	-
Noninterest expense - adjusted	\$ 31,255	\$ 30,961	\$ 31,044	\$ 30,869	\$ 30,490	\$ 30,138
Net interest income	\$ 44,229	\$ 42,907	\$ 43,205	\$ 42,358	\$ 42,446	\$ 41,495
Plus: tax-equivalent adjustment	431	418	389	368	354	349
Plus: noninterest income	10,157	8,027	8,243	8,282	8,113	8,820
Less: gain on death benefit proceeds from BOLI policies	-	-	-	-	-	(1,143)
Less: gain on sale of branches	(1,448)	-	-	-	-	-
Less: (gain) loss on sale of premises and equipment	(28)	-	-	-	-	9
Net interest income plus noninterest income - adjusted	\$ 53,341	\$ 51,352	\$ 51,837	\$ 51,008	\$ 50,913	\$ 49,530
Efficiency Ratio	57.47%	60.79%	66.10%	60.96%	60.31%	59.90%
Efficiency Ratio - adjusted	58.59%	60.29%	59.89%	60.52%	59.89%	60.85%

Set forth is a reconciliation to GAAP of our quarterly return on assets:

	3 Months ended					
	6/30/2025	3/31/2025	12/31/2024	9/30/2024	6/30/2024	3/31/2024
<i>(Dollars in thousands)</i>						
Contract renewal consulting fee	\$ -	\$ -	\$ 2,965	\$ -	\$ -	\$ -
Gain on death benefit proceeds from BOLI policies	-	-	-	-	-	(1,143)
Gain on sale of branches	(1,448)	-	-	-	-	-
(Gain) loss on sale of premises and equipment	(28)	-	-	-	-	9
Total adjustments	\$ (1,476)	\$ -	\$ 2,965	\$ -	\$ -	\$ (1,134)
Less: tax effect	347	-	(697)	-	-	266
Total adjustments, net of tax	(1,129)	-	2,268	-	-	(868)
Net income (GAAP)	17,210	14,539	14,208	13,112	12,418	15,067
Adjusted net income (non-GAAP)	\$ 16,081	\$ 14,539	\$ 16,476	\$ 13,112	\$ 12,418	\$ 14,199
Average assets	\$ 4,366,891	\$ 4,427,045	\$ 4,461,612	\$ 4,449,215	\$ 4,426,915	\$ 4,420,556
Average equity	\$ 576,574	\$ 560,312	\$ 547,711	\$ 534,726	\$ 521,562	\$ 508,870
ROA (GAAP)	1.58%	1.33%	1.27%	1.17%	1.13%	1.37%
Non-GAAP adjustment	-0.10%	0.00%	0.20%	0.00%	0.00%	-0.08%
Adjusted ROA (non-GAAP)	1.48%	1.33%	1.47%	1.17%	1.13%	1.29%
ROE (GAAP)	11.97%	10.52%	10.32%	9.76%	9.58%	11.91%
Non-GAAP adjustment	-0.78%	0.00%	1.66%	0.00%	0.00%	-0.68%
Adjusted ROE (non-GAAP)	11.19%	10.52%	11.98%	9.76%	9.58%	11.23%

33 Culture Fundamentals



1. DO THE RIGHT THING, ALWAYS
2. LOOK AHEAD AND ANTICIPATE
3. BE POSITIVE
4. THINK TEAM
5. LISTEN GENEROUSLY
6. SPEAK STRAIGHT
7. EMBRACE DIVERSE PERSPECTIVES
8. FIND A WAY
9. PRACTICE BLAMELESS PROBLEM-SOLVING
10. BE OBJECTIVE
11. PAY ATTENTION TO THE DETAILS
12. INVEST IN RELATIONSHIPS
13. DEBATE, THEN ALIGN
14. GO THE EXTRA MILE
15. TAKE INTELLIGENT RISKS
16. PRACTICE KINDNESS
17. THINK AND ACT LIKE AN OWNER
18. GET CLEAR ON EXPECTATIONS
19. HONOR COMMITMENTS
20. SHOW MEANINGFUL APPRECIATION
21. ASSUME POSITIVE INTENT
22. "BRING IT" EVERY DAY
23. BE RELENTLESS ABOUT IMPROVEMENT
24. BE A FANATIC ABOUT RESPONSE TIME
25. WORK ON YOURSELF
26. COLLABORATE
27. MAKE QUALITY PERSONAL
28. BE READY FOR WHAT'S NEXT
29. DELIVER AN EFFORTLESS EXPERIENCE
30. CREATE A GREAT IMPRESSION
31. OWN YOUR WORK-LIFE BALANCE
32. FOCUSED EXECUTION
33. KEEP THINGS FUN

"How we engage our customers, how we treat each other, and how we manage the Bank."

Hunter Westbrook

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