

Full-year 2024 Investor Presentation

February 5, 2025



Information as of December 31, 2024, unless otherwise noted



Safe Harbor Statement and Non-GAAP Measures

Certain statements included in this presentation, including those regarding our earnings outlook, expected catastrophe losses, our investment strategies, our plans to implement additional rate actions, our plans relating to share repurchases and dividends, our efforts to enhance customer experience and expand our products and solutions to more educators, our strategies to create sustainable long-term growth and double-digit ROEs, our strategy to achieve a larger share of the education market, and other business strategies, constitute forward-looking statements within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements are made based on management's current expectations and beliefs concerning future developments and their potential effects upon Horace Mann and its subsidiaries. Horace Mann cautions investors that such statements are subject to risks and uncertainties, many of which are difficult to predict and generally beyond Horace Mann's control, that could cause actual results to differ materially from those expressed in, or implied or projected by, the forward-looking statements included in this document. Certain important factors that could cause actual results to differ, possibly materially, from expectations or estimates reflected in such forward-looking statements can be found in the "Risk Factors" and "Forward-Looking Information" sections included in Horace Mann's Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q filed with the Securities and Exchange Commission (SEC). The forward-looking statements herein are subject to the risk, among others, that we will be unable to execute our strategy because of market or competitive conditions or other factors. Horace Mann does not undertake to update any particular forward-looking statement included in this document if we later become aware that such statement is not likely to be achieved.

The historical and forward-looking financial information contained in this presentation includes measures marked with an asterisk (*) the first time they are presented within this document that are not based on accounting principles generally accepted in the United States of America (non-GAAP) such as core earnings, core earnings per share, adjusted core earnings and adjusted book value per share. An explanation of these measures is contained in the Glossary of Selected Terms included as Exhibit 99.1 in our most recent Form 8-K filed with the SEC and are reconciled to the most directly comparable measures prepared in accordance with accounting principles generally accepted in the United States of America (GAAP) in the Appendix of the most current Investor Supplement available on our website at investors.horacemann.com.

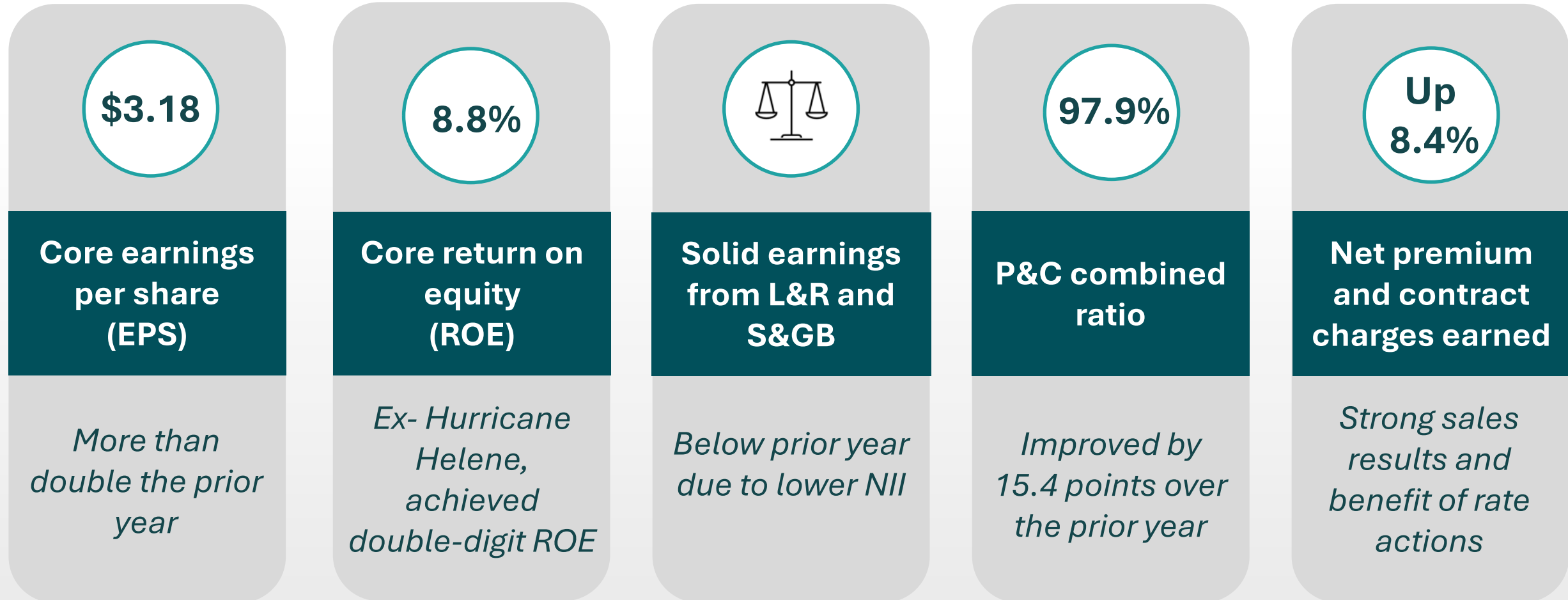
Full-year 2024 business results



DIVERSIFIED BUSINESS DELIVERED RECORD CORE EPS AND HIGHEST CORE ROE⁽¹⁾ SINCE 2014



Results reflect successful P&C profitability restoration, stable earnings contributions from L&R and S&GB, and strong sales growth across all segments



(1) Excluding 2020 (\$3.40 / 10.5%) and 2021 (\$4.24 / 11.9%) which were favorably impacted by Covid

HORACE MANN FINANCIAL POSITION CONTINUES TO STRENGTHEN

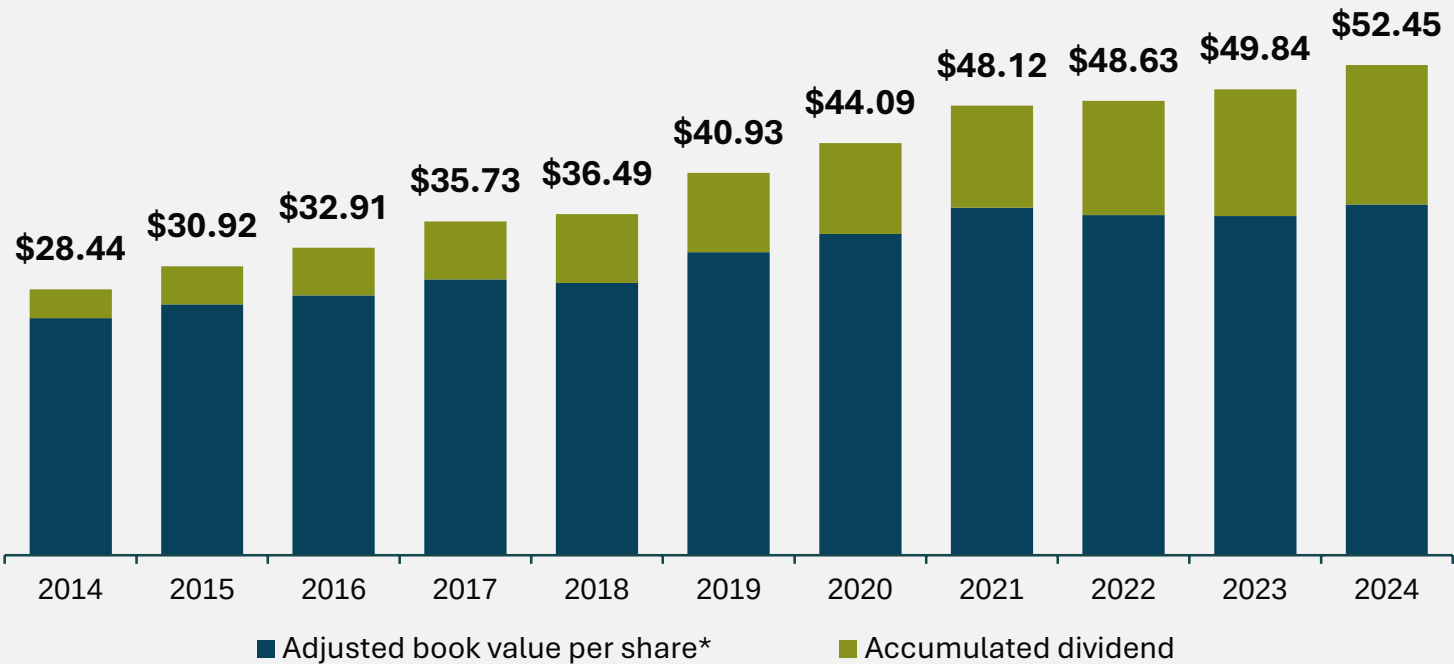


16 consecutive years of dividend increases with current yield of 3.5%⁽¹⁾

Target **~50%** payout ratio

\$123.7 million in share repurchases since initial authorization in 2011⁽¹⁾

7.0% COMPOUND ANNUAL GROWTH IN ADJUSTED BOOK VALUE Plus accumulated dividends since 2010



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
CORE EPS	\$2.30	\$2.00	\$1.97	\$1.74	\$0.68	\$2.20	\$3.40	\$4.24	\$1.63	\$1.54	\$3.18
CORE ROE	9.7%	7.9%	7.4%	6.4%	2.3%	7.3%	10.5%	11.9%	4.5%	4.3%	8.8%

(1) Through January 31, 2025; 2021 and 2022 data adjusted for impact of LDTI

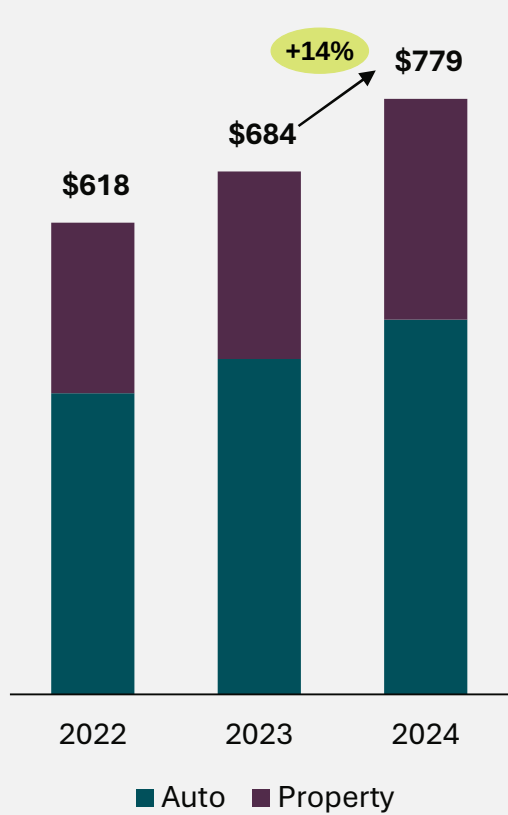


P&C SEGMENT: ACHIEVED FULL-YEAR UNDERWRITING PROFITABILITY

Full-year segment core earnings of \$49.1 million reflect improved underlying results, favorable prior year development, and slightly lower catastrophe losses

P&C Revenue

Net Premiums Written* (\$M)

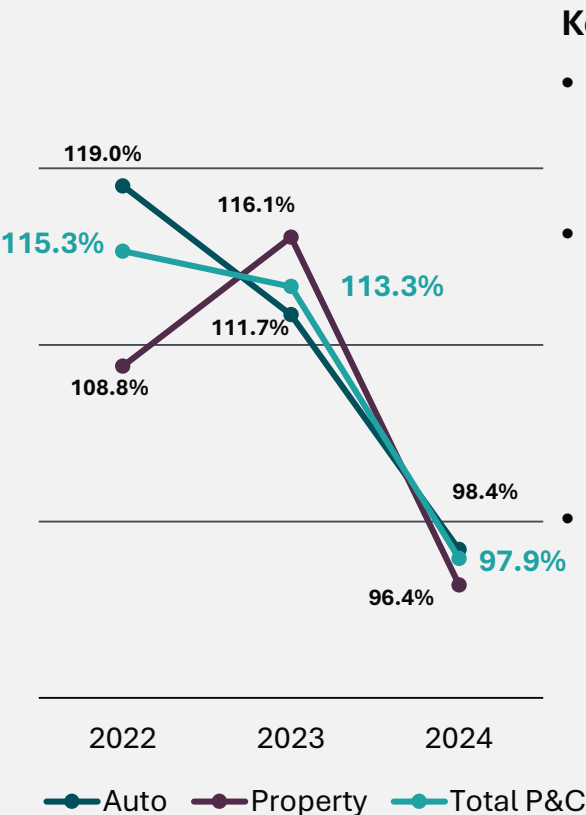


Key Takeaways

- Net premiums written up 13.9% over prior year primarily on higher average premiums
- Full-year 2024 average written premiums up 15.7% for Auto and 18.2% for Property
- Policyholder retention remains strong in both Auto at 85.3%, and Property at 89.6%

P&C Profitability

Combined Ratio (%)



Key Takeaways

- Total combined ratio of 97.9% improved 15.4 points over prior year
- Total underlying loss ratio of 61.9% improved 9.3 points over prior year reflecting higher average premiums and lower non-cat weather losses
- Prior year reserve development contributed 4.0 points of improvement

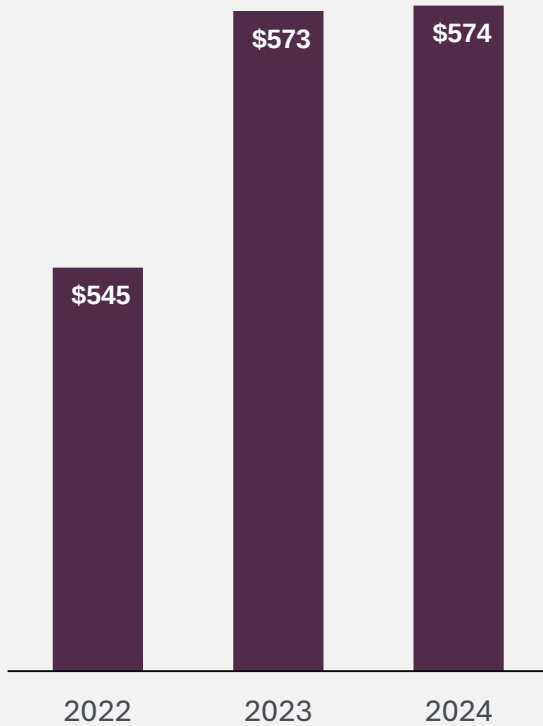
LIFE & RETIREMENT: STABLE RESULTS WITH STRONG LIFE ANNUALIZED SALES

Full-year segment core earnings of \$56.3 million below prior year primarily due to lower net interest margins



L&R Revenue

Net Premiums Written and Contract Deposits* (\$M)

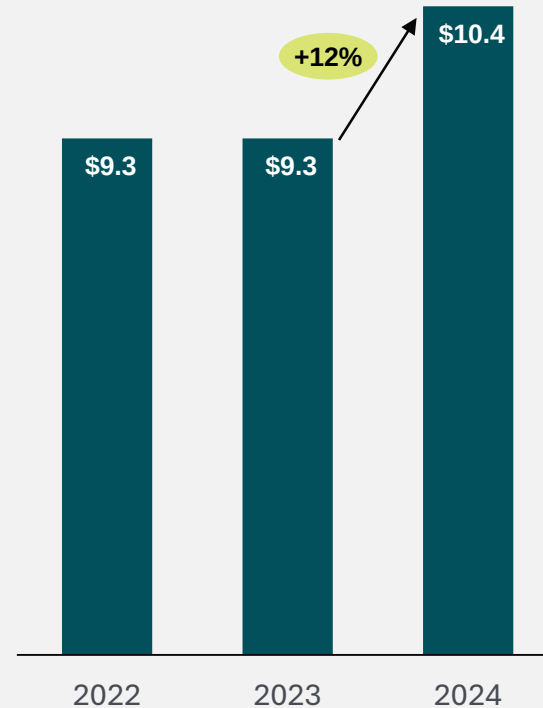


Key Takeaways

- Segment net investment income of \$363.6 million slightly below prior year
- Net interest spread on fixed annuity business of 172 bps reflecting lower commercial mortgage loan fund returns
- Core 403(b) deposits remain strong

Life New Business

Life Annualized Sales (\$M)



Key Takeaways

- Life annualized sales up 11.8% over prior year
- Retirement persistency steady at 91.4%
- Life persistency improved to 96.1%



SUPPLEMENTAL & GROUP BENEFITS: CORE EARNINGS UP 10% OVER PRIOR YEAR

Full-year segment core earnings of \$60.4 million reflect favorable profit margins and strong Individual Supplemental sales

S&GB Revenue

Net Premiums and Contract Charges Earned(\$M)

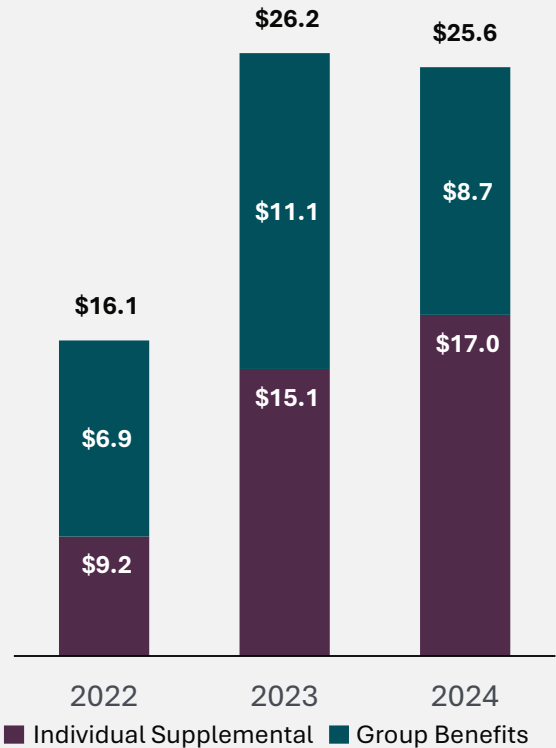


Key Takeaways

- Segment net investment income of \$38.1 million slightly below prior year
- Individual Supplemental pre-tax profit margin of 35.7%
- Group Benefits pre-tax profit margin of 17.4%

S&GB New Business

Sales* (\$M)



Key Takeaways

- Individual Supplemental sales increased 12.6% over prior year; record fourth-quarter sales of \$5.5 million
- Individual Supplemental persistency steady at 90.5%
- Group Benefits covered lives grew to 838,000

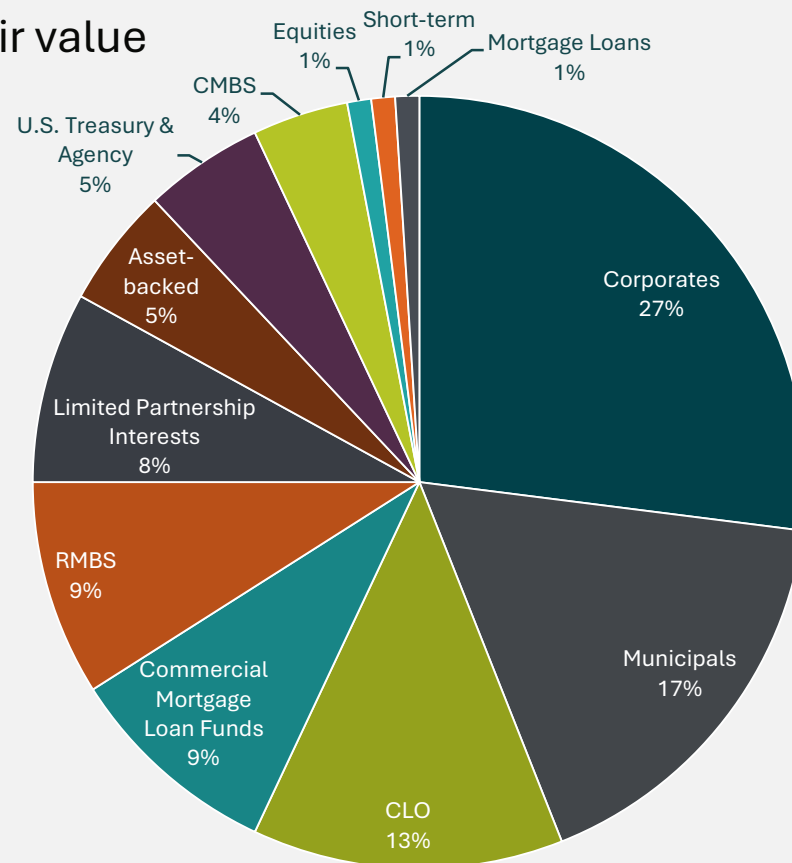
HIGH-QUALITY, WELL-DIVERSIFIED INVESTMENT PORTFOLIO

Constructed to support insurance liabilities through various market cycles



Portfolio composition⁽¹⁾

\$6.8 billion fair value



\$5.4 billion fixed-maturity portfolio

- 74% A-rated or higher
- A+ weighted-average credit quality
- <3% below-investment grade exposure⁽²⁾
- 6.8 average duration⁽³⁾
- 4.31% Q4 core pre-tax yield⁽⁴⁾
- 5.38% Q4 core new money yield⁽⁴⁾

\$596 million commercial mortgage loan fund portfolio

- 10% target portfolio allocation
- Majority of exposure is to open-ended funds comprised of senior loans

\$525 million limited partnership portfolio

- 5% target portfolio allocation
- Majority of LPs are lower-volatility, fixed income-like strategies

(1) As of December 31, 2024; excludes \$140.8 million in policy loans and \$18.5 million in derivatives used to hedge fixed indexed annuity and life insurance products

(2) Does not include securities that are not rated

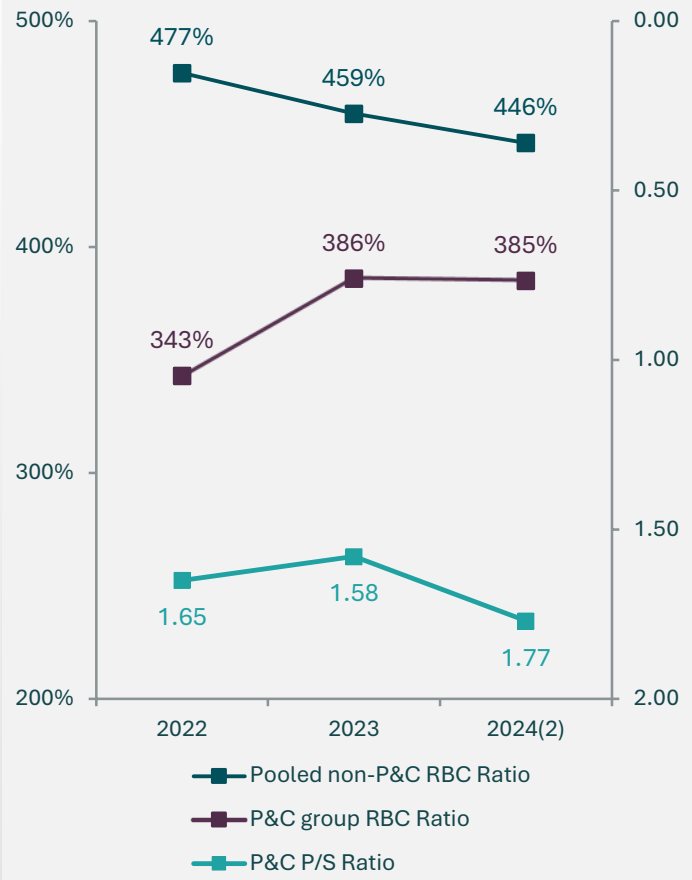
(3) Core fixed-maturity portfolios only

(4) Prospective investment yield

FINANCIAL LEVERAGE AND OTHER CAPITAL METRICS ALIGN WITH LEVELS APPROPRIATE FOR CURRENT FINANCIAL STRENGTH RATINGS



RBC Ratios



Key Takeaways

- More than adequate capital to continue to grow business
- Conservative targets for year-end RBCs of 425% for pooled non-P&C subsidiaries and 400% for P&C subsidiaries
- Debt-to-capital ratio⁽¹⁾ of 26.3%

Agency	Rating (affirmed/reviewed)	Outlook
AM Best Company	A (8/22/24)	Stable
Fitch Ratings	A (8/29/24)	Stable
Moody's Investor Services	A2 (7/24/24 – Life group) (4/1/24 – P&C group)	Negative
Standard & Poor's Global Inc.	A (1/30/24)	Stable

(1) As of December 31, 2024, excluding net unrealized investment gains/losses on fixed maturity securities and net reserve remeasurements attributable to discount rates*
(2) Estimated

Forward guidance

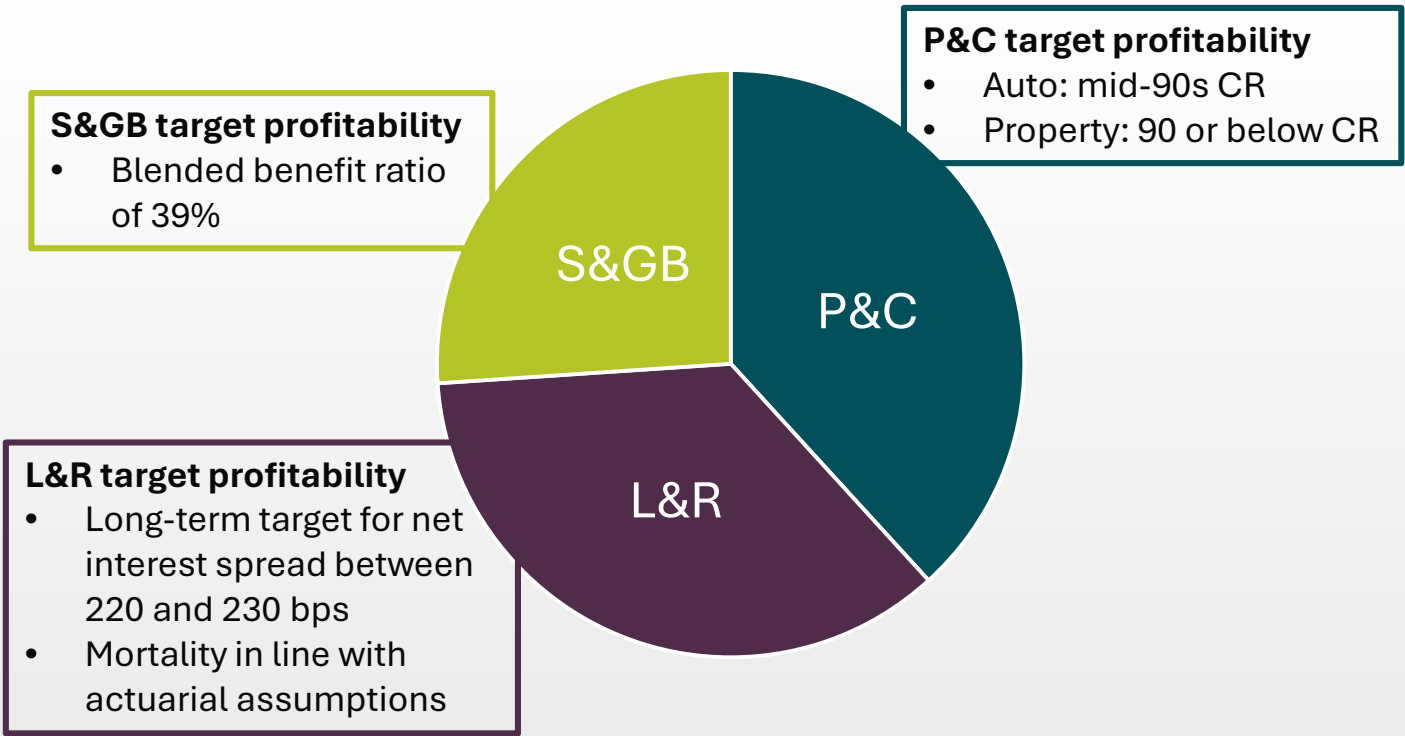




Full-year 2025 core EPS guidance of \$3.60 to \$3.90

Core earnings of \$150 million to \$165 million⁽¹⁾

Long-term profitability targets



2025 core EPS guidance assumptions

- ~\$90M of catastrophe losses, in line with five-year historical average⁽²⁾
- Total net investment income of \$470-\$480M⁽³⁾, \$370-\$380M⁽³⁾ on the managed portfolio
- Segment earnings offset by interest expense and other corporate items of \$35-\$40M

(1) After-tax
(2) On an exposure-weighted basis
(3) Pre-tax

ENTERPRISE FOCUS FOR SUSTAINED PROFITABLE GROWTH

Deliver sustainable double-digit ROE and support growth while maintaining disciplined capital stewardship



Hyper-focused on plan outcomes

2024: Restored P&C profitability

2025: Business positioned to deliver 10%+ ROE; focus on sustained profitable growth

2026+: Deliver sustainable double-digit ROE and support continued growth

ENTERPRISE STRATEGIC PRIORITIES

- 1. Achieve and maintain profitability while reducing earnings volatility**
- 2. Position Horace Mann for sustained, profitable household growth**
- 3. Drive outsized growth in Individual Supplemental & Group Benefits**
- 4. Optimize enterprise spend to drive growth with distinctive service**

About Horace Mann



TODAY, AN 80-YR OLD COMPANY WITH A STRONG HISTORY OF PROFITABLE GROWTH



80 YEARS
1945-2025

Excellent financial strength
“A” AM Best
“A” S&P
“A” Fitch
“A2” Moody’s

Longevity	Financial Strength	Niche Market	Multiline Model
• 1945: Founded by Educators for Educators to sell auto insurance • 1961: Began offering 403(b) tax-qualified annuities • 1991: Listed on NYSE (HMN) • 2019: Acquired educator-centric NTA Life with 50-year history serving educators • 2022: Acquired educator-centric Madison National Life with 60 years of experience	• \$14.5B in assets⁽¹⁾ • \$1.6B in net premium and contract deposits for 2024 • \$1.6B market capitalization⁽²⁾ • Highly rated by all four major rating agencies	• Educators have preferred risk profile • Homogeneous customer set • Serving about half of school locations⁽³⁾ in our market footprint	• Business mix balanced between segments • Ability to provide total household solutions • Provides earnings diversification

*Proud to be the largest multiline financial services company
focused on America’s educators*

(1) As of December 31, 2024
(2) Based on stock price as of January 31, 2025
(3) Includes school buildings and administration locations

DRIVEN BY A NOBLE MISSION



Mission

We listen to and understand educators and those who serve our community. They are taking care of our children's future. We believe they deserve someone to look after theirs.

Vision

We aspire to be the company of choice to provide financial solutions for all educators and others who serve our communities - to help them protect what they have today and prepare for a successful tomorrow.

Value Proposition

We understand and solve the issues facing educators and others who serve the community, helping them achieve financial success to live better and retire happier.

HORACE MANN OVERVIEW

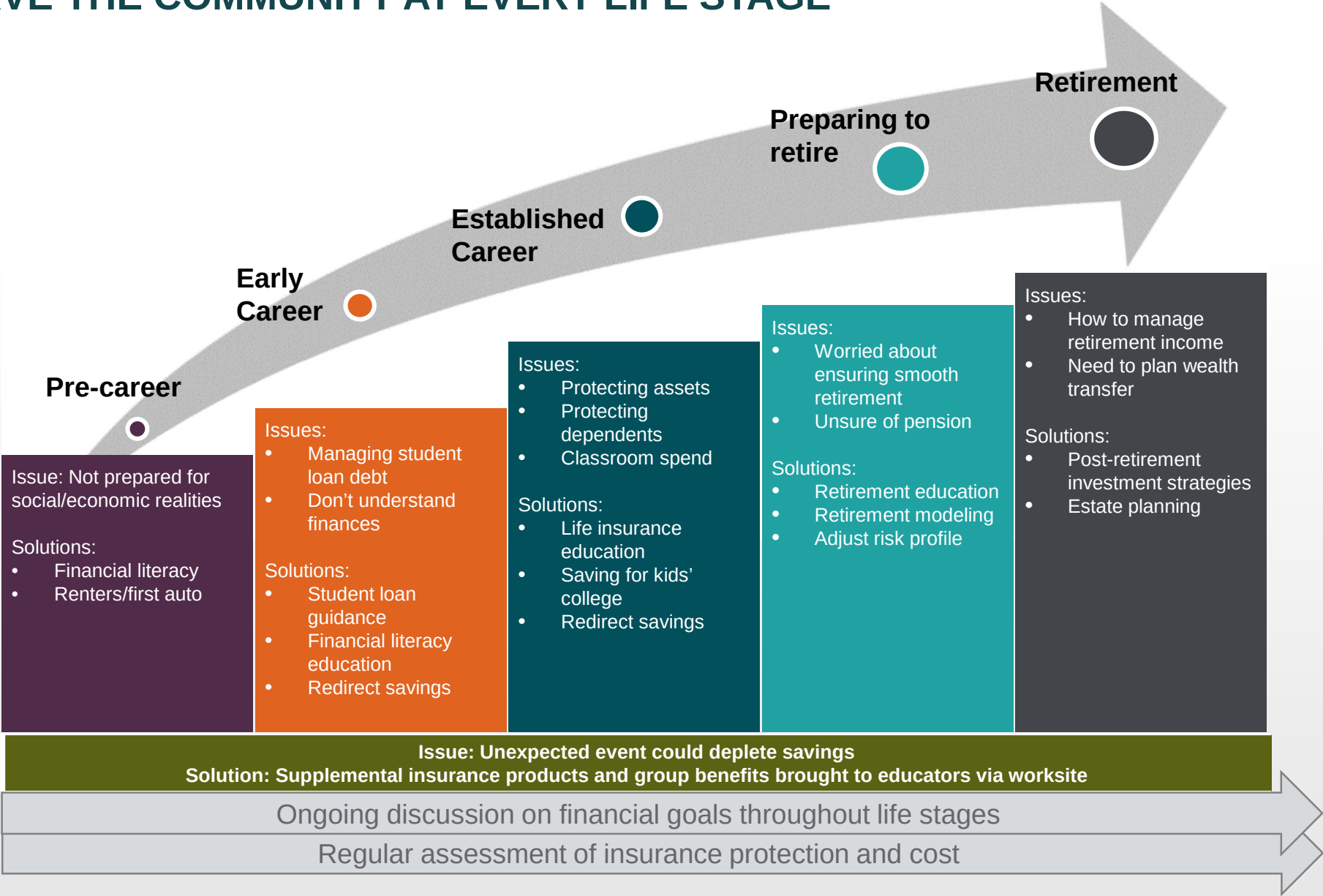


Products	 Auto	 Property	 Life	 Retirement	 Individual Supplemental	 Group Benefits
Distribution Channel						
Product Details	Auto	- Home - Condo - Rental - Dwelling Fire	- Term - Whole Life - IUL	- Fixed & Variable Annuities - Mutual Funds - Managed Accounts and Brokerage	- Accident - Cancer - Critical Illness - Hospital - Short-term Disability	- Group Disability - Group Life - Group Supplemental Health
Strategic Enablement	Rate maintenance Roof schedules Add points of distribution Continued investment in technology Launch new products					
Market Conditions	Carriers pivoting from profit restoration to profit maintenance and growth	Carriers remain focused on profitability with limited growth appetite	Market continues technology advancements to improve experience and efficiency	Aging demographics and reliance on individual retirement savings will continue to drive demand for retirement solutions	Rising healthcare costs and reduced coverage continue to drive importance and value of supplemental products	Disciplined competition; Carriers assessing changes to work environment with legislative and technology changes
2024 Revenue ⁽¹⁾	49%		34%		18%	

-  EA
-  Benefits Specialist
-  Call Ctr
-  Digital
-  Brokers

(1) 2024 revenues include -1% in Corporate & Other segment

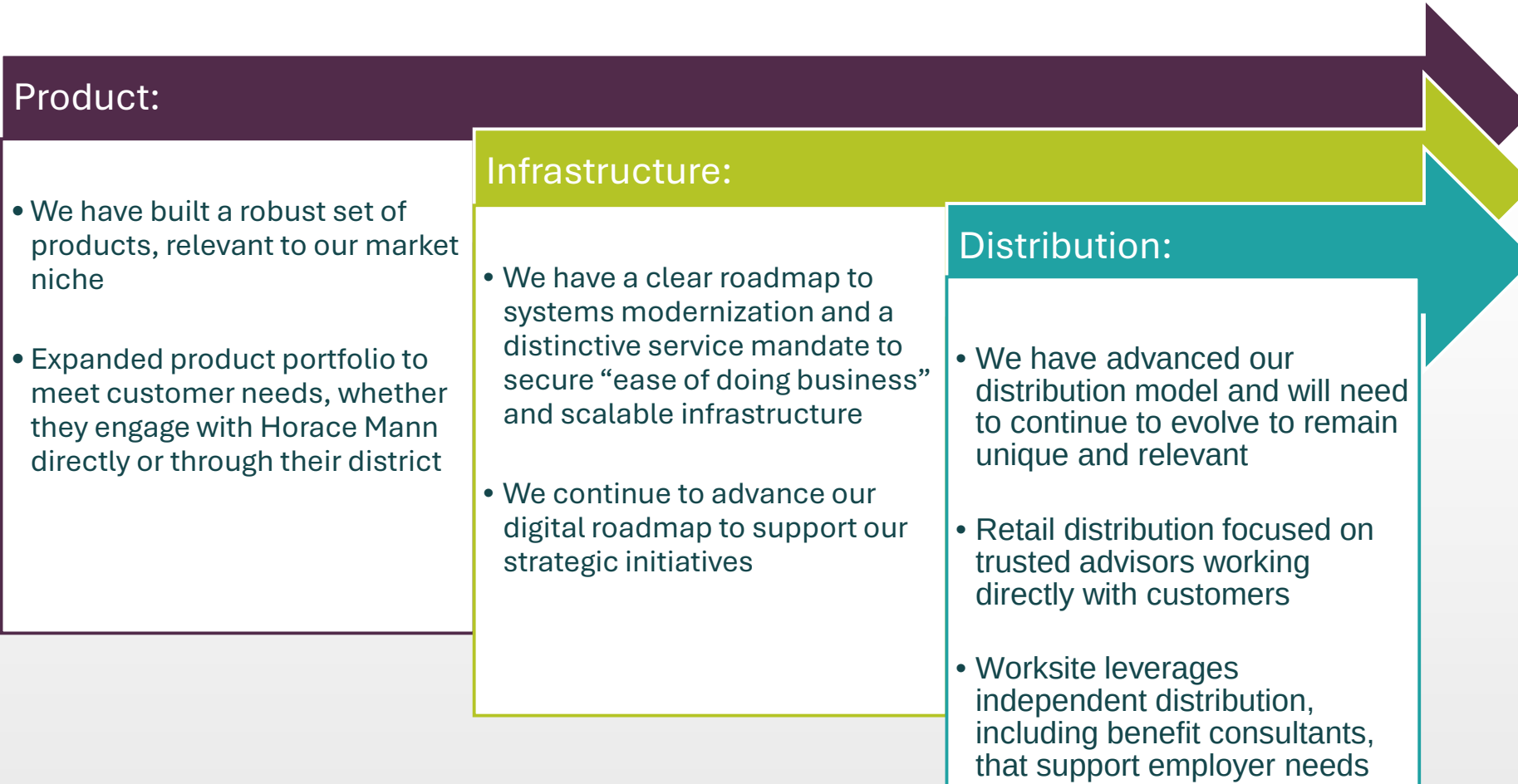
STRATEGIC EMPHASIS ON SOLUTIONS TAILORED FOR EDUCATORS AND OTHERS WHO SERVE THE COMMUNITY AT EVERY LIFE STAGE





PDI STRATEGY TO DRIVE STRONG SHAREHOLDER VALUE CREATION

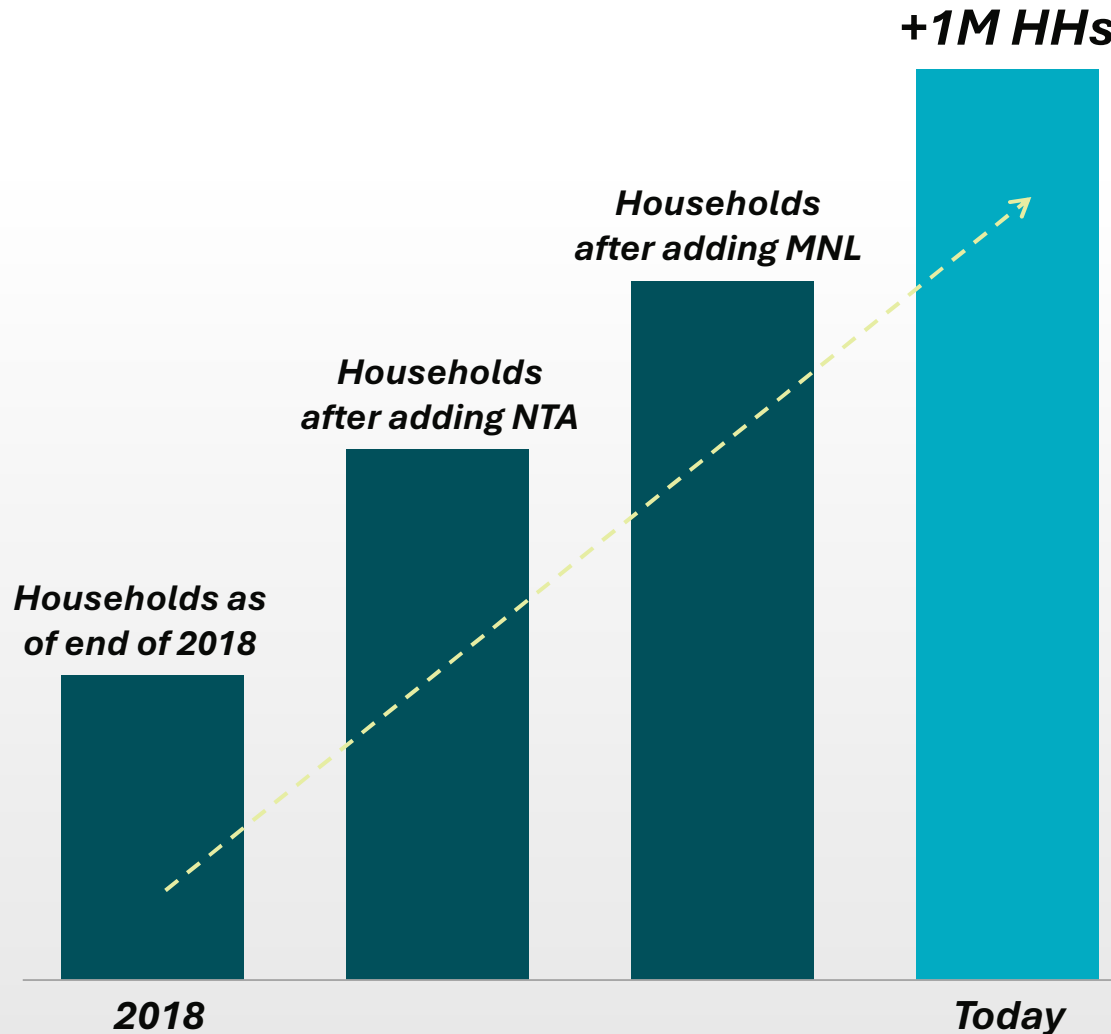
Focused on initiatives to drive market share expansion



SIGNIFICANT TRANSFORMATION & GROWTH OVER THE PAST DECADE



Market share has climbed to approximately 15% of K-12 educators in our current footprint with additional opportunities in adjacent markets of others who serve the community



- Business diversification expands customer reach through retail and worksite channels
- Positive growth trend with more than one million total households across market footprint
- Homogeneous customer set with preferred risk profile and strong policyholder retention



Poised for sustained profitable growth

Appendix

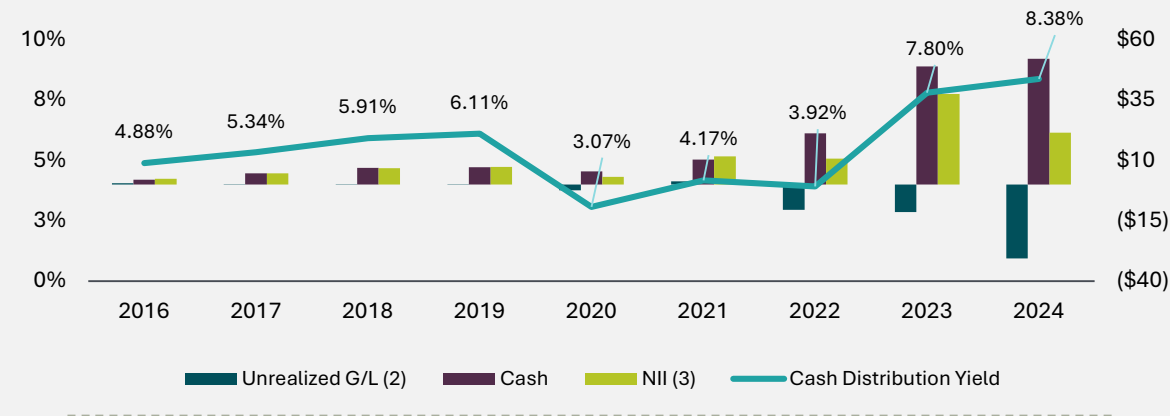




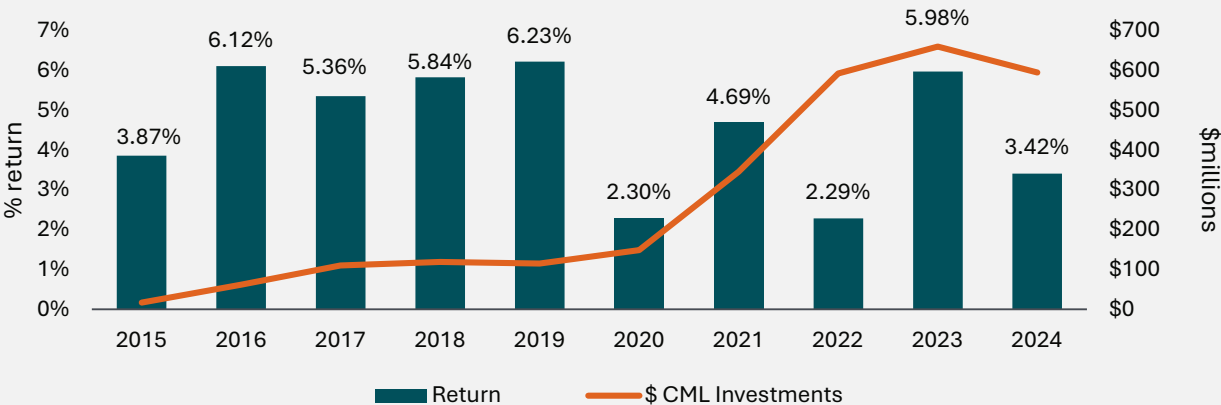
\$596M COMMERCIAL MORTGAGE LOAN FUNDS

Portfolio continues to produce strong cash returns; equity method of accounting requires changes in fair value to be reported in net investment income

CML NII vs. Distribution Yield ⁽¹⁾ Analysis



Inception-to-date Average Annual Return: 4.6%



Key Takeaways

- CML funds are held in L&R and S&GB segments; no allocation in P&C, 10% target portfolio allocation
- Majority of exposure is to open-ended funds comprised of senior loans
- Fund structure and diversification of managers provide access to broader markets – geography, property types, borrowers and loan type versus direct origination
- YTD performance impacted by valuation adjustments largely due to higher cap rates
 - o Average annual return of 4.6% since inception
 - o YTD negative unrealized mark to market adjustments have reduced net investment income by ~\$22M
 - o Expect recovery for majority of unrealized loss adjustments in future periods

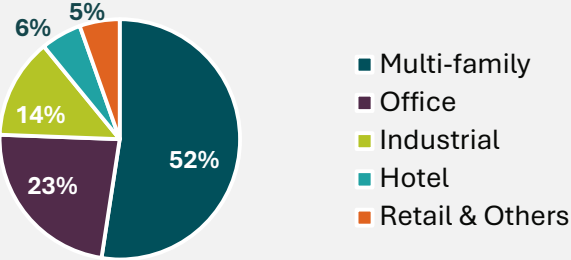
(1) Annualized
(2) Included in income but not in cash distributions
(3) Represents cash yield less change in unrealized, excludes management fees and expenses

COMMERCIAL MORTGAGE LOAN FUND PORTFOLIO CHARACTERISTICS⁽¹⁾

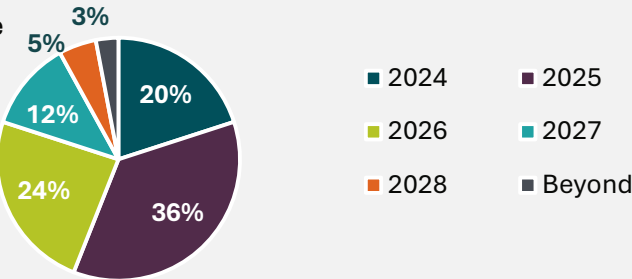


Well diversified by underlying property type, geography and maturity profile

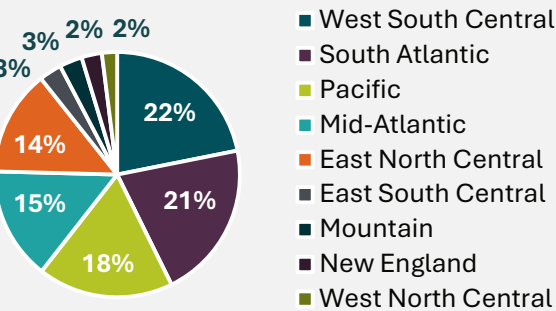
By Property Type



By Maturity Schedule



By Geography



Key Takeaways

- Underlying loan characteristics
 - 255 loans, average size of ~\$49M
 - Average loan-to-value of 79%
 - Average debt service coverage ratio of 1.11x
 - 84% of loans are floating-rate
- Loan-to-value (LTV) ratios are updated quarterly and reflect best estimate of current valuation of property collateral
- Quarterly valuation adjustments have impacted LTVs but do not reflect stabilized and expected long-term valuations

By Property Type	LTV ⁽²⁾
Multifamily	78%
Hotel	49%
Industrial	69%
Retail / Other	78%
Office	86%

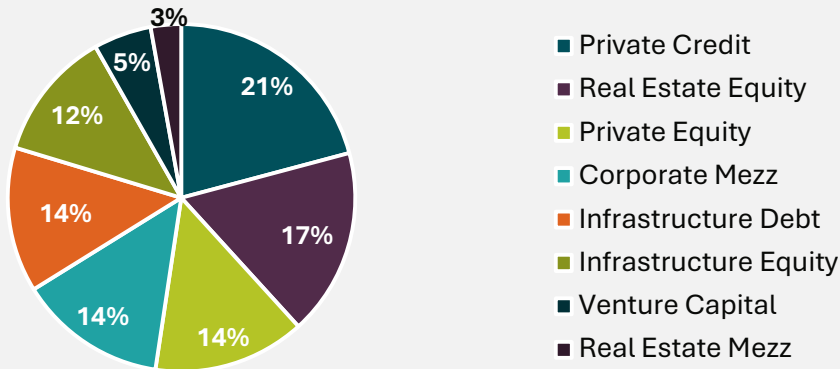
(1) As of September 30, 2024, reporting is on a one-quarter lag
(2) Four non-performing loans have been removed from the analysis

\$525M LIMITED PARTNERSHIP FUND PORTFOLIO

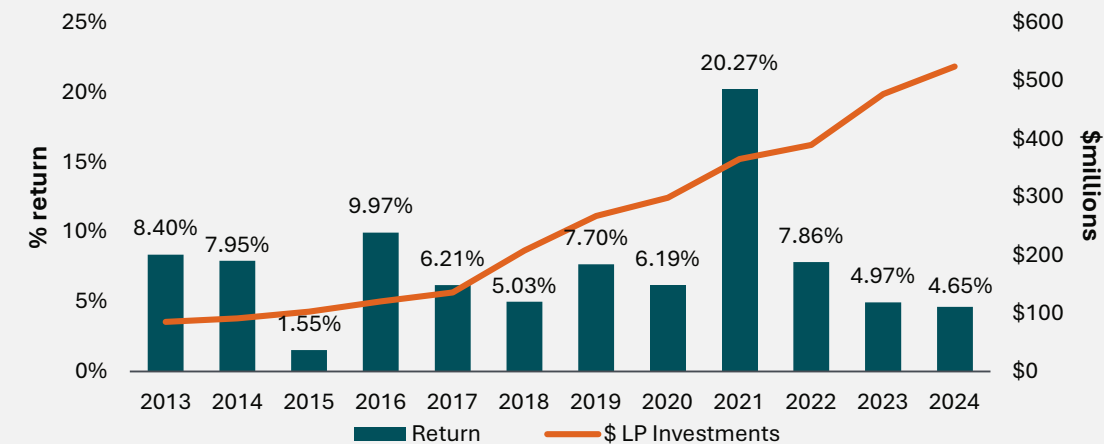


Well diversified by strategy⁽¹⁾, vintage year and potential volatility of returns

LP exposure by strategy



Inception-to-date Average Annual Return: 8.7%



Fund ct.	2	5	7	8	12	17	29	39	50	73	74	73
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Key Takeaways

- Inception-to-date performance strong
 - Average annual return of 8.7%
 - Resilient portfolio benefits from diligent manager selection, prudent diversification
 - Full-year 2024 returns reflect solid contributions from Infrastructure Debt, Private Credit and Corporate Mezz; detractors primarily Real Estate-related strategies
- Lower-volatility, fixed income-like strategies comprise majority¹ of LP exposure
 - Largest allocations to Private Credit, Corporate Mezzanine and Infrastructure Debt strategies
 - Majority of these funds are held in L&R and S&GB segments
- Prudent allocation to more equity-sensitive strategies, which comprise smaller share¹ of exposure
 - Largest allocation to Private Equity, Real Estate and Infrastructure Equity
 - No public equity exposure at this time

(1) Reflects exposure on a risk-weighted basis

COMMITMENT TO MAKING A POSITIVE IMPACT EXTENDS TO ALL STAKEHOLDERS

Our CSR commitment is ingrained in long-term strategy and day-to-day operations



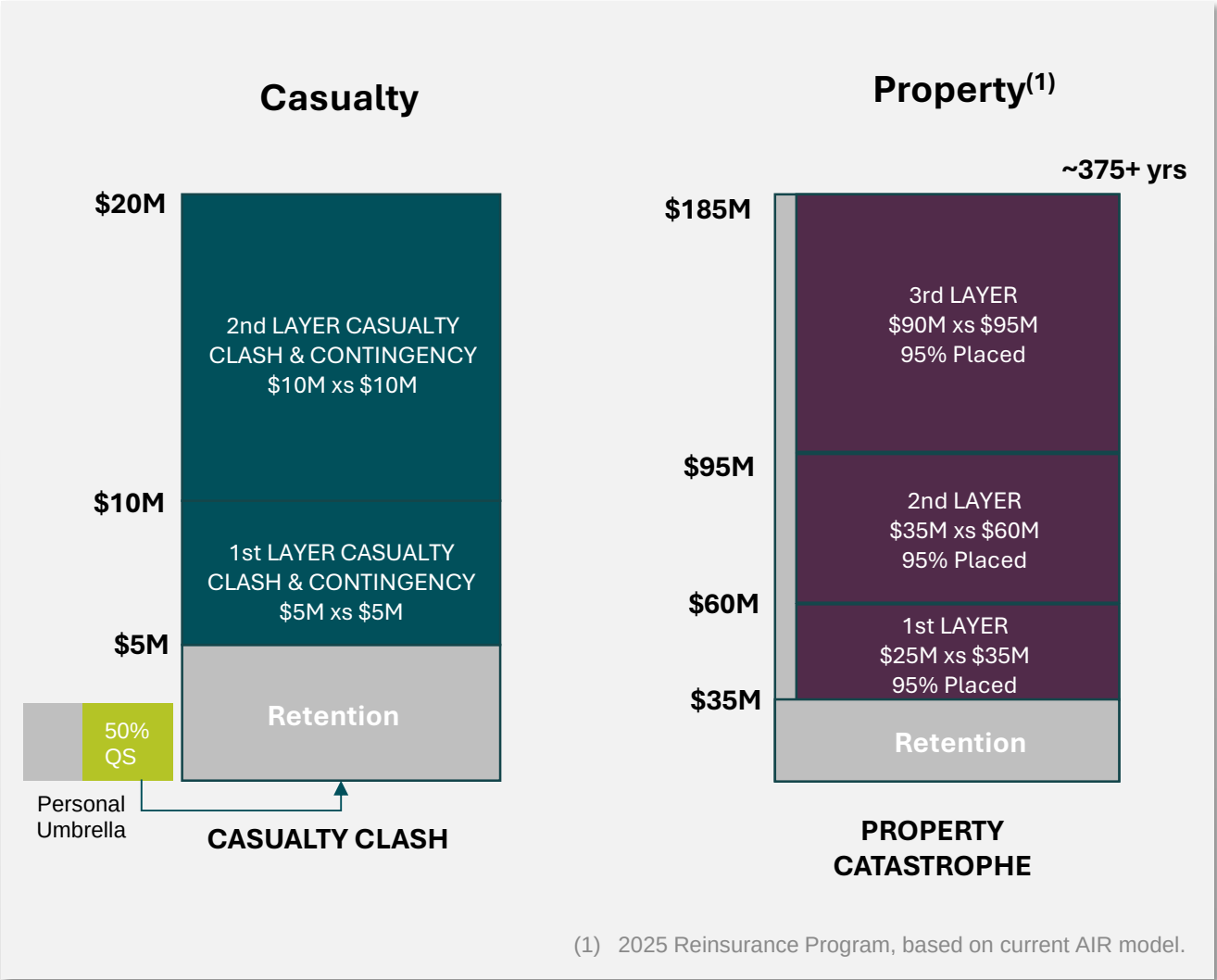
We are committed to doing our part to protect the environment, including a **pledge to reach net-zero carbon emissions.**

We strive to have a **significant positive social impact on America's educational community**, our employees and the communities in which we live and work.

We are committed to following corporate governance best practices to ensure a **financially strong company that operates ethically.**

For more information, please visit our Corporate Social Responsibility (CSR) site at csr.horacemann.com

2025 SINGLE-EVENT CATASTROPHE REINSURANCE PROVIDES PML COVERAGE OF APPROXIMATELY 375+ YEARS



HORACE MANN AT A GLANCE



Exchange ticker symbol	NYSE: HMN
Share Price	\$38.63 ⁽¹⁾
Weighted Average Diluted Shares (for 4Q24)	41.5 million
Market Capitalization	\$1.6 billion ⁽¹⁾
Annualized Dividend Per Share	\$1.36
Dividend Yield Per Share	3.5% ⁽¹⁾
Adjusted Book Value Per Share (at December 31, 2024)	\$37.54
Analyst Coverage	Dowling & Partners: Julia Ferguson JMP Securities: Matt Carletti Keefe, Bruyette & Woods: Meyer Shields Piper Sandler: John Barnidge Raymond James: Wilma Burdis
Contact	Brendan Dawal, Vice President, Investor Relations 217-670-8766 Rachael Luber, Assistant Vice President, Investor Relations 217-788-5163 investorrelations@horacemann.com investors.horacemann.com

(1) Based on stock price as of January 31, 2025