HomeTrust Bancshares, Inc.

NEWS RELEASE

HomeTrust Bank Named a 2025 America's Best Workplace and Best Place to Work in Tennessee and Virginia

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ASHEVILLE, N.C., Jan. 16, 2025 (GLOBE NEWSWIRE) -- HomeTrust Bancshares, Inc. (NASDAQ: HTBI) ("Company"), the holding company of HomeTrust Bank ("Bank", "HomeTrust" or "HTB"), today announced that the Bank has been named a 2025 America's Best Workplace as well as a Best Place to Work in Tennessee and a Best Place to Work in Virginia by Best Companies Group.

"At HTB we have been committed to creating a high performing regional community bank, and we believed the best way to achieve this goal was to become a regionally and nationally recognized best place to work," said C. Hunter Westbrook, President & Chief Executive Officer. "This goal and our collective achievements highlight the commitment to fostering a culture where everyone feels valued, inspired, and empowered to succeed. I am convinced these continued recognitions directly correlate to the financial performance and success of the Bank."

Since 2023, HomeTrust has been acknowledged by multiple organizations for the successful creation of a workplace culture that engages team members, fosters a sense of belonging, while establishing the Bank as a high-performing regional community bank. Those accolades include the Bank's ranking in the Top 200 of Newsweek Magazine's America's Most Loved Workplaces® list, and certification as a Best Place to Work in North Carolina, South Carolina, Tennessee and Virginia by Best Companies Group. HTB has been recognized by American Banker as a 2024 Best Bank to Work For. Within the financial services industry, the Bank has received national recognition as a Top 50 Community Bank in S&P Global Market Intelligence's annual rankings of 2023's Best-Performing Large Community Banks with assets between $3 billion and $10 billion. HomeTrust also ranked in the top 100 of Forbes 15th Annual Best Banks list.

To receive these recognitions, companies completed a two-part survey process. The first part consisted of evaluating each company's workplace policies, practices, and demographics, worth 25% of the total evaluation.

Second, an employee survey was conducted to measure actual employee experience which consisted of 75% of the total score. Best Companies Group used the combined scores to determine top companies.

About HomeTrust Bancshares, Inc.

HomeTrust Bancshares, Inc. is the holding company for HomeTrust Bank. As of September 30, 2024, the Company had assets of $4.6 billion. The Bank, founded in 1926, is a North Carolina state chartered, community-focused financial institution committed to providing value added relationship banking with over 30 locations as well as online/mobile channels. Locations include: North Carolina (the Asheville metropolitan area, the "Piedmont" region, Charlotte, and Raleigh/Cary), South Carolina (Greenville and Charleston), East Tennessee (Kingsport/Johnson City, Knoxville, and Morristown), Southwest Virginia (Roanoke Valley) and Georgia (Greater Atlanta).

Forward-Looking Statements

This press release may include "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, the impact of bank failures or adverse developments involving other banks and related negative press about the banking industry in general on investor and depositor sentiment; the remaining effects of the COVID-19 pandemic on general economic and financial market conditions and on public health, both nationally and in the Company's market areas; natural disasters, including the 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, costs or difficulties relating to integration matters, including but not limited to customer and employee retention, might be greater than expected, and 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 press release or in 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 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.

www.htb.com

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