

## MISSION

*Creating financial solutions  
for ag and business banking  
customers where people  
and relationships make the  
difference.*

## VISION

Investors Community Bank will be the community bank of choice in the markets we serve for both customers and team members, emphasizing passion, commitment and energy for our business, employees and clients.

We will grow sound, profitable relationships with a customer-focused and innovative approach; consistently performing in the top quartile compared to peer banks.

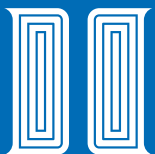
## VALUES

**A**ccountable

**C**ustomer-focused

**T**rustworthy

**S**olution-oriented



**INVESTORS**  
COMMUNITY BANK

Member FDIC

# CULTURE

## **Investors Community Bank is:**

A trusted, relationship-driven financial service provider focused on creative, solution based outcomes and win-win situations for both the bank and our customers.

A high integrity, empathetic and dedicated organization with a strong consistent vision.

A people-focused organization, where we care about our team members with a supportive, caring, family orientation with performance driven results.

## DIVERSITY & INCLUSION STATEMENT

At Investors Community Bank, we believe our employees are our most valuable asset. We strive to recruit, retain and reward a diverse and talented workforce that is reflective of the communities we serve. We embrace and respect the varied life experiences, abilities, beliefs, and backgrounds that each individual brings to our organization. We recognize that diversity and inclusion creates a dynamic and stimulating workplace that maximizes the potential of all individuals. We encourage diverse thoughts and ideas that foster innovation and drive business success.