



# BANKING

*with heart*

Environmental, Social  
& Governance Report

**2023**



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## ON THE COVER

R to L: Erin Willoughby, Brandi Baker and Jeff Rhinerson volunteer in Owensboro, Ky., during our two-day Better Together Days volunteer blitz. Read about Better Together Days on pages 28 and 29.

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## Reflecting on a year of love, care and support

When you have been in business for 190 years, you are bound to experience moments in time that test the mettle and culture of your organization. This was the case for Old National in 2023—a year when our company, and the team members that drive our success, demonstrated what it means to care for our clients, our communities and one another.



Old National Chairman and CEO Jim Ryan (front left), Louisville Market President Dennis Heishman (front right) and a group of other Old National team members pause for a selfie during a Better Together Days volunteer event last fall in Louisville.

Back in March, when the financial industry experienced liquidity issues at a small number of niche banks, the strength and stability of Old National's franchise became more evident than ever. Not only did we continue to passionately serve our clients, but we also expanded our commitment to addressing the needs of underserved communities through a new Empowerment Small Business Loan Program (see page 18).

A month later, a tragic act of violence in Louisville took the lives of five of our team members (see page 25 for a tribute to those we lost). During this unimaginably difficult time, our Old National family was sustained by an immense outpouring of love and support from throughout the country. Nearly one year later, we remain incredibly grateful for that support as we continue to grieve, heal and remember.

While there is no way to adequately thank all those who stood by our side, our team members did their best to pay that love, care and support forward during our September "Better Together Days." During this two-day volunteer blitz, our team members donated 7,200+ collective hours of service in partnership with 175 community organizations (see recap on pages 28 and 29).

It's worth noting that Better Together Days is a microcosm of our year-round approach to supporting and sustaining the communities we call home. In 2023 alone, our organizational giving (grants and sponsorships) topped \$11.8 million while our team members donated 57,369 volunteer hours.

This 2023 Environmental, Social and Governance (ESG) Report captures the key events of a year that placed a premium on family and culture while proving that our organizational values are not merely words on paper. If it is possible to sum all of this up in a single phrase, that phrase would be "Banking with Heart." This simple yet powerful approach to banking, community sustainability, and the growth and development of our team members, continues to set Old National apart.

Sincerely,

Jim Ryan  
CHAIRMAN & CEO

Becky Skillman  
LEAD INDEPENDENT DIRECTOR



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- Our Mission, Vision and Values
- Better Together by the Numbers
- ESG at a Glance
- Continued Growth
- Partnering with Our Stakeholders



# ABOUT THIS REPORT

This 2023 ESG Report covers a number of topics, including governance and ethics; client service; team member growth and development; diversity, equity and inclusion; community engagement; and sustainability. When viewed together, these topics form the pillars of Old National's corporate social responsibility strategy as a regional bank and help define our community banking culture. At the center of this culture and strategy is the belief that Old National is only as strong as the communities we serve.

ESG considerations, and other elements of corporate social responsibility, are integrated and embedded within the policies, procedures and principles that govern Old National and help define our culture. This includes having robust governance and audit systems; employing strong, enterprise-wide risk management systems and controls; striving to serve our clients exceptionally well and with full transparency; investing in the growth and development of our team members; and cultivating a diverse, equitable and inclusive work environment.

We do all of this while striving daily to strengthen and support the communities in which we live and work. And we rely on oversight and guidance from a strong, independent Corporate Board to help us achieve these goals.

All data in this report is as of December 31, 2023, unless otherwise noted. The contents have also been informed by other reporting standards and guidance, such as the Sustainability Accounting Standards Board (SASB). A separate index, available at [oldnational.com](https://oldnational.com), maps our disclosures related to the SASB indicators and recommendations. For Old National's financial information, please visit the **Investor Relations** section at [oldnational.com](https://oldnational.com).

As used in this report, references to "Old National," "the Company," "we," "our," "us," and similar terms refer to the consolidated entity consisting of Old National Bancorp and its wholly owned subsidiaries. Old National Bancorp refers solely to the parent holding company, and Old National Bank refers to Old National Bancorp's bank subsidiary.

## About our 2023 SASB Index

In previous years, Old National has created and published a separate Sustainability Accounting Standards Board (SASB) Index alongside our annual ESG Report. Serving as an environmental, social and governance guidance framework, the SASB Standards identify potential sustainability issues that might impact financial performance and enterprise value for companies in 77 industries, including the financial industry. Our 2023 SASB Index defines Old National's approach to following these SASB Standards.

For 2023, Old National's SASB Index is included within the electronic version of this ESG Report as the final section of the publication. SASB Index content begins on page 67.



**MISSION | VISION | VALUES**

## our purpose

With deep roots as a trusted partner, we invest our time, heart and expertise so that our clients and communities thrive.

## our why

To be the bank of choice that helps our clients fulfill their dreams, passionately supports our communities, and invests in the growth and development of our team members.

## who we are

The culture at Old National is firmly rooted in our six core values.

These values strengthen the fabric of the communities we serve, distinguish our team members as our greatest asset and allow us to deliver a consistent, convenient and customized experience for every client.



### **Integrity**

Trusted, Authentic and Ethical



### **Inclusion**

Courageously Embrace Our Differences



### **Collaboration**

Better Together



### **Excellence**

Consistently Delivering Our Best



### **Optimism**

Spirit of Possibilities



### **Agility**

Resourceful and Innovative



# ESG AT A GLANCE



## STRENGTHENING AND SUPPORTING OUR COMMUNITIES

**\$564  
MILLION**

in Community Reinvestment Act (CRA)-eligible community development loans that supported affordable housing, economic development, community services for low- and moderate-income people, and revitalization/stabilization of low- and moderate-income communities

**\$3.3 million**

in Affordable Housing Program (AHP) grants through the federal home loan bank

Since 2015, ONB Community Equity has provided

**\$334 million**

in equity funding to disadvantaged businesses and communities, and supported projects with a total cost of

**\$1.5 billion**

**\$11.8  
MILLION**

in total grants and sponsorships benefiting more than 2,000 organizations

**57,369**

volunteer hours

(valued at \$1.8 million<sup>1</sup>) and more than

**1.1 MILLION**

since 2005

**95%**<sup>2</sup>

of Foundation grants awarded to CRA-eligible initiatives

**84%**<sup>2</sup>

of Foundation grants in support of underrepresented populations

**\$19.1 MILLION**

spent with diverse suppliers

**\$779,417**

total team member and corporate contribution to the United Way



## COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

**47%**

Corporate Board diversity (women + people of color)

**50%**

Executive Leader diversity (women + people of color)

**67%**

of all Old National team members were women

**25%**

Total workforce racial/ethnic diversity

**100%**

score on the Disability Equality Index Best Places to Work



## CORPORATE GOVERNANCE

**100%**

of our team members completed risk-based compliance training as well as training related to our Code of Business Conduct and Ethics

- Comprehensive Risk Appetite Statement
- 50% Gender/Ethnic Diversity on Executive Leadership Team
- Independent Chief Audit Executive/Ethics Officer

**ONB**

NASDAQ Ticker Symbol

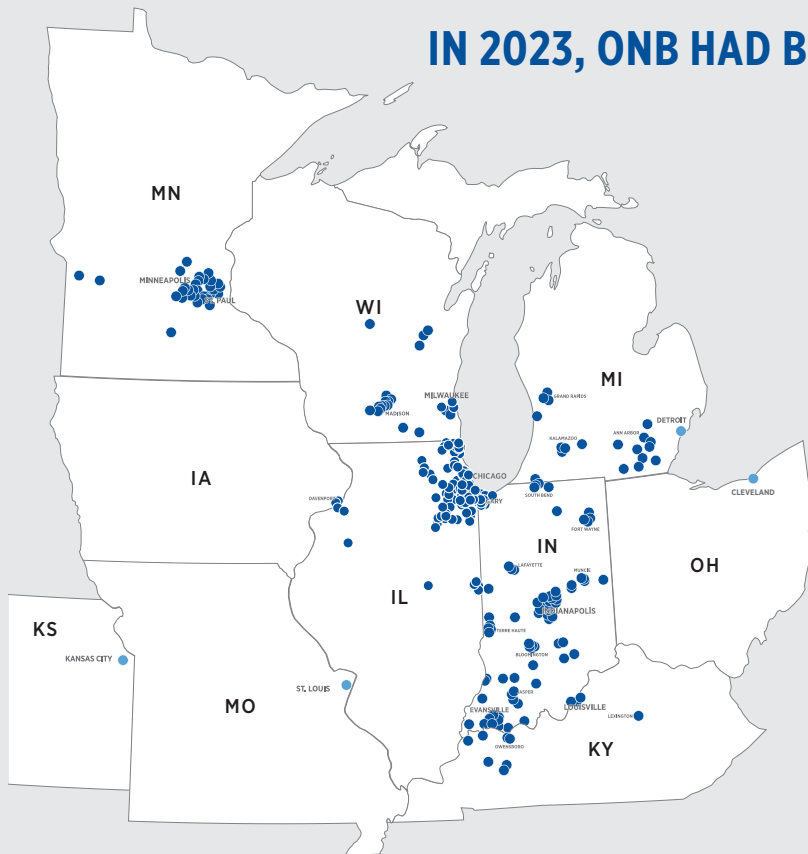
<sup>1</sup>Value of volunteer time based on figure of \$31.80 as established by the Independent Sector. <sup>2</sup>Excludes Love for Louisville grants (see page 25).

# 2023: BETTER TOGETHER BY THE NUMBERS

|  |  |  |
|--|--|--|
| <p><b>\$49 billion</b><br/>in total assets</p>                           | <p><b>\$29 billion</b><br/>in assets under management</p>  | <p><b>\$37 billion</b><br/>in total deposits</p>   |
| <p><b>Top 30 largest bank</b><br/>headquartered in the United States</p> | <p><b>6th largest</b><br/>Commercial bank headquartered in the Midwest by assets<sup>1</sup></p> | <p><b>10th largest</b><br/>Wealth Management platform among banks &lt;\$100B in assets<sup>2</sup></p> |
| <p><b>Nearly 190 years</b><br/>of service</p>                            | <p><b>Dual headquarters</b><br/>in Evansville, Indiana and Chicago, Illinois</p>                 | <p><b>NASDAQ: ONB</b></p>  |

As of December 31, 2023

## IN 2023, ONB HAD BANKING CENTERS IN 7 STATES



**ILLINOIS**

\$15.5 billion deposits | 42% of total franchise

**INDIANA**

\$11.6 billion deposits | 32% of total franchise

**MINNESOTA**

\$3.8 billion deposits | 10% of total franchise

**WISCONSIN**

\$2.6 billion deposits | 7% of total franchise

**MICHIGAN**

\$1.7 billion deposits | 5% of total franchise

**KENTUCKY**

\$1.1 billion deposits | 3% of total franchise

**IOWA**

\$0.1 billion deposits | <1% of total franchise

As of 6.30.2023 FDIC Summary of Deposits

● Banking Centers    ● Commercial Banking Office Only

<sup>1</sup>Includes depositories headquartered in the Midwest. Excludes merger targets, mutuals and trust banks. <sup>2</sup>Ranked by gross revenue from fiduciary activities for the year ended 12/31/23. Includes U.S.-headquartered depositories with MRQ assets less than \$100 billion. Excludes merger targets, MOE participants, trust companies, broker-dealers and subsidiaries of foreign organizations.







# PARTNERING WITH OUR STAKEHOLDERS

## Engaging with clients

We use multiple channels to communicate with and seek feedback from our clients, including surveys, our website (oldnational.com), social media, phone and email. We also regularly engage with and solicit feedback from our corporate, institutional, public sector and other clients through multiple channels, including individual meetings, conferences and other forums.

Additionally, we engage with nonprofit organizations on matters that are important to the community, consumers and our business. The information we gather assists us in determining how best to deploy our resources. Through the Old National Bank Foundation, an independent charitable organization as defined by IRC 501(c)(3), the Company maintains philanthropic relationships with nonprofit organizations focused on making a positive impact in our communities.

## Engaging with shareholders

We interact and communicate with shareholders through our quarterly earnings calls, Securities and Exchange Commission filings, our Annual Report and Proxy Statement, our Annual Meeting of shareholders, investor conferences, press releases, our website and other forums. We solicit our shareholders' opinions on topics including corporate governance, strategy and performance, and matters related to the Proxy Statement. We also share feedback from our investors with our Board and engage in dialogue outside these more formal channels. These engagements provide us with useful feedback, which we consider when determining our strategic direction.

## Engaging with team members

We share information with our team members and gather their input through regular emails and videos from the CEO and other senior leaders, the company news portion of our intranet site, blogs and newsletters, team member surveys and Town Halls, and a variety of team meetings and Leadership Summits. We also empower all team members to share their thoughts and suggestions with Management using "iSuggest," our online suggestion box.

**Old National believes in partnering with our numerous stakeholders, including clients, shareholders, team members, regulators and policymakers, research analysts and our communities. Continuous dialogue and engagement with these groups has the following results:**

- It makes Old National stronger and better informed.
- It helps us gain valuable insight into our stakeholders' diverse perspectives and better understand the topics that matter to them.
- It enables us to develop products, services and programs that are responsive and effective.
- It allows us to share information about our strategy, practices and performance.



Additionally, we have a robust, confidential reporting system, EthicsPoint, through which team members can report any known or suspected violation of our Code of Conduct, company policies or laws that govern our business. This includes a hotline as well as online access to confidential reporting. Team members may make an anonymous report to EthicsPoint by phone or online at [oldnational.ethicspoint.com](https://oldnational.ethicspoint.com).

Team members may also reach out to their HR partner, their manager or their ELT leader with any ethical concerns.

## Engaging with regulators and policymakers

Old National maintains an excellent relationship with policymakers and our various regulators. Management engages routinely with our regulators through exams, recurring meetings and periodic requests.

Additionally, the Company also shares reports with regulators on a range of matters and seeks feedback about whether they are receiving the appropriate level, quality and frequency of information.

*In 2023, Old National invested approximately \$11.8 million in our communities through charitable giving, while our team members devoted 57,369 hours to volunteerism.*



## Engaging with our communities

A passionate commitment to engaging with, supporting and strengthening our communities is woven into the fabric of Old National's cultural DNA.

In addition to this commitment to corporate giving and volunteerism, Old National engages our community by providing free financial education classes and resources, homeownership classes, and fraud awareness and prevention sessions. We also engage with our communities through social media and through our website, [oldnational.com](https://oldnational.com).



# AWARDS & RECOGNITION



## CEO **ACT!ON** FOR DIVERSITY & INCLUSION



## COMMITTED TO STRONG CORPORATE GOVERNANCE AND ETHICS

- **Newsweek's America's Most Trustworthy Companies** designation.
- **Institutional Shareholder Services** score of 5 with third-party validation.
- Rated a 4-Star (outstanding) institution by **Bauer Financial** (Based on December 31, 2023 financial data).
- **ESG Credit Impact Score** of CIS-2 (neutral-to-low) from Moody's Investors Service.
- Named among **America's Best Midsize Employers** by Forbes.

## COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

- **Bloomberg Gender-Equality Index:** Awarded to companies that support gender equality through policy development, representation and transparency.
- **Military Friendly Employer:** Recognizes efforts to recruit and retain military veterans.
- **CEO Act!on for Diversity & Inclusion:** Recognizes companies that take measurable action in advancing diversity and inclusion in the workplace.
- **National Organization on Disability:** Recognizes organizations that lead the way in disability inclusion, and tap into the benefits of hiring talent with disabilities.
- **Disability Equality Index:** One of the most comprehensive benchmarking tool for disability inclusion.

## RECOGNIZED FOR COMMUNITY ENGAGEMENT

- **Previous multiple-time winner of the American Bankers Association Community Commitment Award**, which recognizes unique and effective ways to serve at-risk clients and communities.
- **Previous winner of the Corporate Engagement Award of Excellence:** Named for George H.W. Bush, this award recognizes institutions that model integrity, empathy, respect, optimism and conviction.



## CLIENTS AT THE CENTER

# 2



Old National client Monty Scruggs (center), owner of Seymour, Indiana-based Scruggs Construction, gives a tour of one of his company's construction sites to Old National team members Joseph Smith (left) and Leo Lopez (right).

- Our Commitment to Client Service
- A Team-Based Approach to Service
- Digital Banking and Technology
- Serving Underrepresented Businesses
- SBA Lending
- Treating Our Clients Fairly



# BANKING

*with heart*

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## How Old National Defines Banking with Heart

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### **Banking with Heart**

means taking time to truly connect with and invest in the success of our clients by understanding not just their financial needs, but also their goals and dreams.

It also means working to devise customized banking solutions that help bring those goals and dreams into reality.

### **Banking with Heart**

means striving to keep our clients at the center of all we do.

It also means working hard, and passionately, to exceed the expectations of every single client in every interaction.

### **Banking with Heart**

means empowering our team members to be active, engaged participants in the communities they—and their clients—call home.

It also means never losing sight of our responsibility and opportunity to strengthen and support ALL segments of the markets we serve.

Above all else,

### **Banking with Heart**

means taking pride in treating EVERY client who places their trust in Old National with the care, compassion and respect they richly deserve.



# PILLARS OF CLIENT SUCCESS



Partnering with each client to help them manage and grow their money.



Taking a consultative, client needs-based approach to delivering products and services.



Providing tools and technology that are powerful, yet extremely flexible and easy to use.



Prioritizing the privacy and security of our clients in everything we do.

## WE SERVE CLIENTS IN A VARIETY OF WAYS

**250+**

banking centers

**348**

Old National ATMs

**6,000+**

fee-free Allpoint® ATMs

**Ability to Open Accounts Online**

Robust and easy to use **mobile app and online banking portal**





# A TEAM-BASED ORGANIZATIONAL STRUCTURE

## Our Community Banking Vision

We strive to provide a distinctive, client-centric approach to Community Banking that is tailored to the needs of each client and the unique characteristics of each market. With a commitment to meeting our clients where they want to be, we deliver exceptional products and services through a full range of distribution channels. We're committed to engaging our clients with sales and service practices that utilize connected and convenient physical, digital and voice channels.

- [Checking Accounts](#)
- [Savings Accounts & CDs](#)
- [Consumer Lending](#)
- [Credit Cards](#)
- [Home Mortgages](#)
- [Small Business Banking & Lending](#)

## Our Commercial Banking Vision

With a highly consultative approach to client service, we strive to exceed the expectations of every Commercial client by aligning the expertise of our team members with the client's size and the business and industry in which it operates. We work exceptionally hard to provide an unsurpassed level of support in every aspect of the client relationship, and we offer a full suite of powerful, flexible products and services to address both the current and future financial needs of the client.

- [Checking Accounts](#)
- [Savings Accounts & CDs](#)
- [Loans and Lines of Credit](#)
- [Credit Cards](#)
- [Capital Markets](#)
- [Treasury Management: Payables and Receivables](#)
- [Merchant Services](#)

## Our Wealth Management Vision

When it comes to helping clients manage and protect their wealth, we provide customized, holistic solutions. This means partnering with each client and taking the time to fully understand their goals and objectives. With a seasoned group of Wealth professionals all under one roof, including Wealth Advisors, Private Bankers, Trust Officers, Wealth Planners and Investment Strategists, our integrated team offers a full suite of Wealth Management services for individuals, businesses and nonprofit organizations.

- [Financial Planning](#)
- [Investment Management](#)
- [Private Banking](#)
- [Trust & Estate Services](#)
- [Institutional Services, including Philanthropy & Endowment Services, Corporate Trust Services and Retirement Planning Services](#)

# A HIGHLY DIFFERENTIATED APPROACH TO WEALTH MANAGEMENT



A DIVISION OF  
OLD NATIONAL BANK

To better meet the often-complex Financial and Wealth advisory needs of high-net-worth individuals and institutions, Old National offers an enhanced Wealth Management business, 1834, a division of Old National Bank. 1834 is a boutique-style experience with integrated, customized wealth advisory and investment management services, including:

- [Wealth Planning](#)
- [Investment Management](#)
- [Trust & Fiduciary Services](#)
- [Estate Planning & Administration](#)
- [Private Banking](#)
- [Specialized Services](#)
- [Institutional Services for businesses and nonprofits](#)
- [Retirement Plan Services](#)

1834 has offices throughout Old National's Midwestern and Southeastern footprint, in addition to a newly added location in Nashville, Tennessee.



## DIGITAL BANKING & TECHNOLOGY

### Empowering clients through digital solutions

Another way that Old National works to exceed client expectations is by providing powerful, flexible and easy-to-use digital banking tools. Through the use of these tools, our clients are empowered to take control of their finances and bank on *their* terms.

In 2023, Old National recognized an opportunity to better serve our Spanish-speaking clients by launching a Spanish language option within our online and mobile banking platforms (see page 20 for more details).

In 2024-25, Old National will partner with a company called NCR to launch a new small business digital banking online/mobile platform for our small business clients. Here's an overview:

- Modern money movement capabilities including Bill Pay, Wire and ACH, Zelle® for Business, Positive Pay, and Remote Deposit Capture
- Comprehensive business management tools including digital invoicing
- Multi-user and multi-entity capabilities
- Seamless self-service support and assisted support through our Banking Centers and Client Care team

# SERVING UNDERREPRESENTED CLIENTS & COMMUNITIES

## EMPOWERMENT SMALL BUSINESS PROGRAM

To expand credit and improve access to capital for underserved communities, particularly Black and Brown entrepreneurs, Old National Bank launched an Empowerment Small Business Loan Program in 2023 that is unique to the U.S. financial industry. Loans generated through the program, which create access to capital to help expand entrepreneurial dreams, are evaluated using an approach that is not as dependent on consumer credit scores as most traditional credit models.

In its first full year, the Empowerment Small Business Loan Program generated nearly \$30 million in loans in service of 72 clients. Here are just a handful of life-changing examples.

**Chicago, Illinois:** Our Empowerment Small Business Loan Program helped C & W Market and Ice Cream Parlor Inc.'s Clarence and Wendy Weaver purchase the building in which their business has been located for more than eight years.

**Indianapolis, Indiana:** Marquita Berry, owner of Supreme Tax Services LLC, had to slow down her business during the pandemic due to a lack of childcare. Our Empowerment Small Business Loan Program allowed her to bounce back and acquire new office space.

**Madison, Wisconsin:** The program helped Seanna Whalen and Nick Larke achieve their dream of owning the restaurant where they worked together for years (see sidebar story).

**Minnetonka, Minnesota:** Benjamin Ojogwu, owner of Songhai Construction, struggled to survive with a 70% interest rate loan from another financial institution. Through the Empowerment Small Business Loan Program, he was able to consolidate debt and free up cashflow.



At the heart of our success lies a conscious decision to align not just with financial strength, but with ethical fortitude. Choosing a bank that mirrors our values is not just a business decision; it's a commitment to a shared journey of empowerment and integrity. As a Minority-owned business, we proudly partner with Old National.

**MARQUITA BERRY**  
CEO, EA, THE TRILLION WEALTH SYNDICATE



### Empowerment Loan Keeps Casetta Kitchen and Counter in Business

When the owners of Casetta Kitchen and Counter wanted to sell their business in the fall of 2022, partners Seanna Whalen and Nick Larke recognized a golden opportunity. Seanna and Nick had worked for Casetta for years and didn't want to see the Madison, Wisconsin staple disappear.

Seanna and Nick have a passion for food and for the restaurant business. When they met with Old National Bank and learned about the Empowerment Small Business Loan Program, they said they knew they had found the right financial partner.

The program offers a longer amortization schedule that allows business owners to reduce payments, with an overall process that is shorter than a Small Business Administration (SBA) loan. Thanks to the program, Seanna and Nick have not only saved their favorite restaurant, they've positioned themselves to expand their products and services.

In photo from left to right: Nick Larke, Casetta's original owner Tommy Gering, and Seanna Whalen



## HOME MANAGER MORTGAGE PROGRAM

Old National's Home Manager Program empowers clients who might not qualify for a traditional mortgage to achieve their dream of homeownership. Home Manager clients can purchase a home with as little as 3% down and enjoy a lower monthly payment with no Private Mortgage Insurance (PMI) requirements. Additionally, a special account called Home Manager Checking is available to help the client save what they need for real estate taxes and homeowner's insurance.



## 'BANK ON' AND ONB EZ ACCESS CHECKING

Old National helped launch the third Bank On program in the nation in 2008. Bank On focuses on helping the unbanked gain access to mainstream financial services. In 2016, Old National created [ONB EZ Access Checking](#), a Bank On nationally-certified account. Bank On-certified accounts are safe, affordable transaction accounts designed for those who might not otherwise have access to a checking account. Old National experts help coach other financial institutions on how to establish certified Bank On accounts and speak on webinars discussing the importance of these accounts.

## OTHER PRODUCTS AND PROGRAMS

In addition to the Home Manager Mortgage, Old National offers several other innovative and flexible loan products and programs, including:

- Downpayment assistance for eligible home buyers
- Amish and Older Mennonite Residential Mortgage
- USDA Rural Housing Loans
- Federal Housing Administration (FHA) Loans
- Veterans Administration (VA) Mortgage Loans
- Farm Service Agency (FSA) Guarantee Loan Program
- Secured Credit Card
- First-Time Consumer Borrower's Program



## SERVING HISPANIC AND LATINO CLIENTS

In 2023, Old National continued to focus on improving the banking experience for our Latino clients by enhancing our mobile and online banking applications, as well as functionality in our Client Care Center, to enable Spanish language capabilities and services.

- We expanded the list of acceptable forms of customer identification for establishing accounts to include driver's license or government-issued I.D. to better serve the growing immigrant populations in markets we serve.
- We are serving more clients who often have limited options when it comes to establishing their personal finances in a new country.

Our Latino market focus areas include:

- **Chicagoland**, the second-largest Latino market in the United States
- **Milwaukee**, with a nearly 20% Latino population
- **Indianapolis** where the Latino population has quadrupled since the 1990s
- **Minneapolis**, where the Latino market has increased 38% since 2010

Phase II of this initiative will center on providing more financial products and services to our Spanish-speaking clients with a principal focus on homeownership and financial education.

“The access we provide is a great way to become a more inclusive financial institution while providing services to the underserved,” says Rafael Sanchez, Old National's Chief Impact Officer.



I appreciate Old National considering the Spanish-speaking community and how they have made life just a little bit easier by giving me the ability to access my account via a mobile platform and making me feel confident that you care about me and my financial success by your kind and thoughtful approach!

OLD NATIONAL BANK CLIENT

## SMALL BUSINESS ADMINISTRATION (SBA) LOANS

Old National is considered a Preferred Lender by the U.S. Small Business Administration, and we specialize in SBA 7(a) loans. Our experts are also experienced in assisting clients with the SBA Express program and the SBA 504 program. We leverage this experience and expertise to develop solutions in:

- Real estate purchase/construction
- Business acquisition/buyout
- Business expansion
- Working capital
- Starting your own business

# \$167.9 million

in total SBA 7(a) loan production, 2022 to 2023

- #1** Indiana-based SBA 7(a) lender in Indiana
- #1** SBA 7(a) lender in Minnesota
- #1** SBA 7(a) lender in Wisconsin
- #3** SBA 7(a) lender in our banking footprint



# PROVIDING TRANSPARENCY, PROTECTION, AND SECURITY



We strive to gain our clients' trust by always treating them fairly and with complete transparency. We do this by having policies and procedures aimed at simplifying our disclosures, as well as our products and services; aligning our sales practices with our clients' interests; and taking rigorous measures to safeguard the privacy of client information.

## Protecting Vulnerable Individuals from Financial Abuse

Old National works to educate our clients, team members and communities about the risk of financial abuse in several ways:

- Our [Money Safety for Seniors](#) program educates people about financial abuse that targets seniors.
- We built a robust [Security Center](#) at oldnational.com with detailed information about protecting yourself and those you love from fraud and abuse.
- We constantly **explore new strategies and best practices for combating financial exploitation**, working with nonprofit organizations, advocacy groups, regulators, law enforcement and others.

## Client Privacy and Data Security

As detailed in our Privacy Policy, Old National places the highest possible priority on protecting the privacy and security of client data.

- We never call, text or email clients asking for personal information such as Online Banking credentials, Social Security Number, debit card number or PIN.
- When clients use our mobile app, their sensitive account information is masked by HTTPS and 128-bit SSL encryption, and their financial information is not stored on their electronic device.
- We offer automated text alerts to help our clients monitor account activity, including when their balance falls below a certain amount.
- All Old National debit card clients are automatically enrolled in a free fraud monitoring service.

## Providing Fair and Transparent Marketing

We empower our clients to make informed financial choices by providing clear, concise and transparent information about our products and services. Our inhouse design studio works closely with the Compliance segment of our Risk Management Department to ensure that all our marketing/advertising messaging and materials are accurate, compliant and clearly understandable while also ensuring that they properly reflect our organizational commitment to diversity, equity and inclusion.

## Aligning Team Member Incentives with Client Interests

Our incentive programs and rules around incentives are designed to ensure that team members ALWAYS keep client interests at the center of their decision-making. Old National rewards our team members for providing clients with a positive experience and products and services that fit their needs. Additionally, our Risk Management team and the Enterprise Risk Committee of our Corporate Board work together to regularly review our organizational sales practices, including sales culture and incentive plans.



3



- Strengthening Communities through the ONB Foundation
- Pay It Forward / Choose Your Charity
- Better Together Volunteer Days
- Volunteer of the Year
- Updating Our Community Growth Plan





# FUNDING COMMUNITY PROGRESS

## MAKING A DIFFERENCE THROUGH THE ONB FOUNDATION

Old National has always focused on strengthening and supporting the communities we serve. In 2023, we invested nearly \$4.2 million in our communities via grants to 222 organizations. Here are just a handful of initiatives funded in 2023 through our Foundation:

### Affordable Housing



#### **Bickerdike Redevelopment Corporation – Chicago, Illinois**

This initiative aims to develop and preserve affordable housing throughout Chicago. Work distribution is prioritized to benefit local BIPOC small business contractors to promote community development, economic stimulation and job growth.

#### » **Veterans Point – Terre Haute, Indiana**

Our grant funding helps the growing number of veterans experiencing homelessness. Veterans Point gives hope, resources and a voice to those who served our country and now struggle to achieve the dreams they fought for.

### Economic Development



#### **Seward Redesign – Minneapolis, Minnesota**

In the aftermath of the civil unrest of 2020, which led to significant property damage, Seward Redesign is working to develop deep partnerships that will build the capacity of developers of color. Our grant provides access to capital for business growth and expansion based on a framework of racial equity.

#### » **Ecumenical Senior Center – Kalamazoo, Michigan**

Ecumenical Senior Center is an important hub of senior activity on Kalamazoo's Northside. This funding will allow the Center to offer numerous programs and services at the same time, including community office space for service providers.

## Workforce Development



### » League for the Blind and Disabled – Fort Wayne, Indiana

The League is a disability-rights organization with a vision of full inclusion for people with disabilities in all aspects of community life. The ONB Foundation’s grant was used to fund the Inclusion Institute Leadership Academy.

### Lexington Rescue Mission – Lexington, Kentucky

ONB funds impacted multiple program areas, including a building with increased space to connect people with addictions to recovery services so they can achieve stability, moving families out of homelessness and into affordable housing, and other services.

## Financial Education



### » Business Ownership Initiative of Indiana – Indianapolis, Indiana

Our grant enables BOI to coach, train and lend to entrepreneurs and diverse, traditionally underserved small businesses in Central Indiana. Recent expansion has included the Greater Greenwood Chamber of Commerce and the OneZone Chamber of Commerce in Fishers, Indiana.

### » A Hand Up Community Resource Center – Louisville, Kentucky

Our funding helps expose children who live in economically disadvantaged neighborhoods to financial resources that can help lessen the impact of poverty and narrow the gap to income inequalities.

## Education Achievement



### » Ark Crisis Child Care Center – Evansville, Indiana

Funding focused on The Ark Crisis 2-Gen Program which provides free curriculum-based care to young children while their parents or caregivers are either working (without access to safe, affordable childcare), attending school or participating in job skills trainings.

### » I have a Dream Foundation – Milwaukee, Wisconsin

The “I Have A Dream” Foundation provides individualized social, emotional and academic support to students “from first grade to first job.” Funding from ONB helps provide housing stability, workforce development, broadband access, financial empowerment, literacy support and more.



Old National Bank Foundation has been a key partner for the last 10 years, providing financial support and directly impacting the lives of literally thousands of young people. We are just delighted and grateful for that partnership.

**JAY EDIGER, SENIOR VICE PRESIDENT OF DEVELOPMENT FOR JUNIOR ACHIEVEMENT OF THE MICHIGAN GREAT LAKES**

# 94%

of all ONB Foundation grant funding in 2023 supported CRA-eligible initiatives\*

# 84%

of grants in 2023 served underrepresented populations\*

\* Percentages exclude 2023 Love for Louisville donations





# Forever IN OUR HEARTS



JOSH BARRICK



DEANA ECKERT



TOMMY ELLIOTT



JULIANA FARMER



JIM TUTT

On April 10, 2023, a tragedy at our downtown Louisville, Ky., location claimed the lives of five beloved Old National team members—Josh Barrick, Deana Eckert, Tommy Elliott, Juliana Farmer and Jim Tutt.

These were extraordinary, loving and gifted members of our Old National family who poured themselves out, every day, in service of others. We continue to grieve their loss, and we are committed to keeping their memories alive in the years to come.

### The love, care and support we have received has been immeasurable.



Over the past year, we have been humbled, blessed and sustained by an incredible outpouring of love, care and support from individuals and organizations throughout the country. We want to thank everyone who supported us in our time of need.

We also want to express our deepest gratitude to the members of the Louisville Metro Police Department (especially Officer Nick Wilt and Officer Cory Galloway who were wounded in the attack), the University of Louisville Hospital Trauma Center, Governor Andy Beshear, Louisville Mayor Craig Greenberg, the FBI, the Louisville religious and mental health communities, the American Red Cross and countless other heroes who came to the aid of those victimized by this tragedy.

We also want to thank the entire Louisville community for your love, care and support. Our Old National family will never forget!

The ONB Foundation donated more than \$1 million in response to the tragic April 10, 2023, event at our downtown Louisville location where five amazing, generous, and incredibly gifted members of our ONB family lost their lives. The donations to organizations included:

- \$600,000** to the "Love for Louisville Old National Survivors Fund" to care for those impacted
- \$150,000** to the Louisville Metro Police Foundation (supporting injured Officer Nick Wilt)
- \$150,000** to the University of Louisville Hospital Trauma Center
- \$100,000** to the American Red Cross





# OLD NATIONAL CONTINUED TO PAY IT FORWARD IN 2023

Old National's Pay It Forward "acts of kindness" campaign continued for an eighth straight year, led by our Associate and Community Engagement (ACE) teams (see page 48 for more info). In 2023, our team members gave back to the community through food drives, by helping families in need, by assisting childcare centers for low-income families, and more.



### Kids Against Hunger

Quad Cities/Knox (Iowa-Illinois border) team members from all area banking centers donned aprons and hair nets (beard nets for the men) to package life-saving food for children across the world. Kids Against Hunger is an international food relief organization working to save the lives of starving people, and ONB team members packaged 1,500 meals.

### Low-Income Childcare Services

Our Kentucky East ACE team partnered with New Directions and the St. Benedict Center for Early Childhood Education to help provide engaging and age-appropriate childcare to kindergarten and pre-K children. The Louisville center offers Head Start and Early Head Start curriculum to children in low-income families. We provided financial support and an orientation student-success event for parents.



### Help for New Families

The Jasper (Indiana) market held three Jeans Days to collect funds for The Trotter House, which assists women and families who find themselves in an unplanned pregnancy or difficult situation. Team members also held month-long collection drives, in all collecting 2,833 diapers, 45 packs of wipes, along with various toys, blankets, crib sheets, wash cloths and other supplies for new mothers.



### FoodShare Campaign

Our team members partnered with the Minnesota FoodShare March Campaign, the largest grassroots food and fund drive in Minnesota, to restock the food shelves for various organizations that provide food aid. Our team members and clients contributed more than 2,700 items and more than \$2,200 in cash donations across 30 Minnesota food aid organizations.

### Fill the Backpacks Day

Our team members from the Northern Chicago Suburbs, working with staff from the Round Lake Beach school community, identified 55 elementary and middle school students from 22 families or households that would benefit from a donation of school supplies. The Fill the Backpacks Day before the start of the school year was followed by a Back-to-School Backpacks & School Supplies event for other local families.







# CHOOSE YOUR CHARITY

## \$500,000 to nonprofits in Greater Chicago



In 2023, Old National demonstrated our strong commitment to Chicago and the surrounding communities by hosting a “Choose Your Charity” promotional campaign. Through this campaign, Old National gifted a total of \$500,000 to 98 nonprofit organizations who were selected by community members. An online voting process resulted in more than 270,000 votes being cast. The overall top vote recipient received \$15,000, while each of the other winners took home \$5,000.

**\$15,000 WINNER!**

**Midwest Dachshund Rescue** in Highland, Ind., re-homes dachshunds, coordinates adoptions, organizes veterinary appointments and foster homes as a 100% volunteer organization serving Midwestern states.

### A FEW OF OUR \$5,000 WINNERS:



**Ballet 5:8**, headquartered in Orland Park, Ill., is a Women- and Minority-led premiere ballet company recognized for artistic excellence, and the only performing arts company in Chicago’s South Suburbs.



**BraveHearts Therapeutic Riding & Educational Center** of Illinois, located in Harvard and Poplar Grove, connects horses with people as a catalyst for wellness, with a program for military veterans.



The **Trickle Bee Café** was the community voting winner in Milwaukee. The pay-what-you-can community café offers healthy meals, food-service training, and spiritual nourishment while fostering community.

### Other recipients among the 98 organizations receiving grants included:

- **Chicagoland Combined Veterans Museum, Library & Honor Wall** (Chicago)
- **Mental Health America of Lake County, Inc.** (NW Indiana)
- **United Colors of Pink breast cancer awareness** (Chicago)
- **Jennifer S. Fallick Cancer Support Center** (Homewood, Illinois)



We are so excited to be a recipient of a \$5,000 donation from Old National Bank’s ‘Choose Your Charity’ contest. We are so grateful for the bank’s continued support of the Y’s mission and our work in communities throughout Will and Grundy counties.

**KATY LECLAIR, GREATER JOLIET AREA  
YMCA PRESIDENT AND CEO**





# BETTER TOGETHER DAYS

Andrea Ortiz, Old National Banking Center Assistant Manager in Chicago, gives a hug to a new Habitat for Humanity homeowner during Better Together Days.

PUTTING OUR VALUES INTO ACTION



On September 20 and 21, 2023, Old National put our values into action through our 2nd annual Better Together Volunteer Days event. Not only did we help strengthen the local communities we serve, we proved that we truly are Better Together when we take time to roll up our sleeves!

Nearly 100 volunteer events took place, making it the perfect way to say thank you to our communities we serve while also paying it forward.

## DURING THIS TWO-DAY VOLUNTEER SPRINT:



**2,400**  
ONB team members devoted more than



**7,223**  
hours in support of



**175**  
organizations in



**8**  
states





**Top Left:** L to R: Jessica Rust, Jasmine Coit and Tracy Meeks pack meals at Every Meal, a nonprofit that fights child hunger in Minnesota. **Top Middle:** Caroline Garcia volunteers at the Aurora Area Interfaith Food Pantry, just west of Chicago. **Top Right:** L to R: Raquel Lopez and Noemi Hernandez prepare notes for children while volunteering for the United Way in Chicago.



**Middle Left:** Team members in Evansville, Indiana. (L to R) Laura Freeman, Danielle Scales, Lynell Durchholz, and Tena Villines assist a donor at check-in at an American Red Cross Southwestern Indiana Chapter blood drive. **Middle Right:** Sandra Harbin volunteers at Pumpkin Hallow at Brizendine Nature Park in Greenville, Kentucky.



**Left:** The Madison, Wisconsin Old National team cleans-up the gardens at Goodman Community Center with Traci Mann, Walter Seago and Meghan Daly. **Right:** Linda Ford and Stephanie Roland share a laugh while stocking shelves at Evansville Rescue Mission Thrift Store.





SPOTLIGHT

# OLD NATIONAL VOLUNTEER OF THE YEAR

CINDY GREEN-DEUTSCH

Each year, Old National recognizes one volunteer among our ranks whose passion for community and commitment to serving others sets them apart. Our 2023 Volunteer of the Year is Cindy Green-Deutsch, Community Banking Market Manager in DeKalb, Illinois.

Cindy recorded a remarkable 1,133 volunteer hours in 2023. Much of that time was spent serving as a volunteer emergency medical technician (EMT) with the Shabbona, Illinois Fire Department.

Additionally, Cindy volunteers with Meals on Wheels, Feed My Starving Children, Junior Achievement, the

Aurora Food Pantry, the DeKalb Chamber Leadership, her local United Way chapter and more.

“Cindy has a passion for helping people,” explains her direct supervisor at Old National, Marg Simkowski. “She leads by example and works to find the balance in getting others involved to continue to fill the needs in her community.”

Thank you to Cindy for her commitment to community and for consistently putting Old National’s values in action. And a big thanks, as well, to all our Old National volunteers, who showed up and made a difference in our communities throughout 2023.



Anyone can write a check, but it’s important to show up. I don’t always have money to give, but I have time to give.

CINDY GREEN-DEUTSCH

## FULFILLING OUR MISSION

With deep roots as a trusted partner, we invest our time, heart and expertise so that our clients and communities thrive.

## \$11.8 MILLION

in total grants and sponsorships benefiting more than 2,000 organizations

## 57,369 volunteer hours in 2023

(valued at \$1.8 million\*) and more than

## 1.1 MILLION hours since 2005

\*Value of volunteer time based on \$31.80 per hour established by the Independent Sector





# COMMUNITY GROWTH PLAN

Left to right, front second from left: Kevin Murphy, Director of External Affairs at the Chicago Furniture Bank, and Paul Lopez, Old National Community Development Manager, with members of the ONB grant-supported Chicago Furniture Bank.

## 2023 HIGHLIGHTS

In February 2022, Old National announced a five-year, \$8.3 billion Community Growth Plan (CGP) focused on expanding our long-standing commitment to support historically underserved and economically disadvantaged individuals, families and communities. The plan was developed in collaboration with the National Community Reinvestment Coalition (NCRC) and its members.

### A look at our 2023 results:

|   | 2023 Total    | 5-year goal    |
|---|---------------|----------------|
| Small business loans                        | \$480 million | \$3.8 billion  |
| Home purchase & improvement loans           | \$318 million | \$2.4 billion  |
| Mortgage loan subsidies                     | \$769,335     | \$2.5 million  |
| Community Development Lending & Investments | \$730 million | \$3.2 billion  |
| Philanthropic giving                        | \$7.1 million | \$23.8 million |

In early 2024, we expanded the Plan to include the state of Tennessee. Our total five-year commitment is now \$9.5 billion.

### A closer look at 2023 Home Purchase and Home Improvement Loan results:

- \$111 million to Low-to-Moderate income (LMI) borrowers
- \$70.6 million in LMI areas
- \$57 million in Majority Minority (MM) areas
- \$79.8 million to Black or Hispanic borrowers
- \$1 million in subsidies to LMI home purchasers

### A closer look at 2023 Small Business Loan results:

- \$258 million in LMI areas
- \$222 million to businesses with \$1 million or less in gross annual revenue

## OTHER NOTABLE 2023 ACTIVITIES

- Launched the **Empowerment Small Business Loan Program** designed for Minority- and Women-owned businesses with revenues of \$25 million or less who may otherwise be turned down for a loan.
- Significantly increased our **Community Development Mortgage** lenders in key markets.
- **70% of our eligible spend was with diverse suppliers, exceeding our 30% goal.**
- Our ONB Community Equity team **deployed \$70 million in various tax credits** (low-income housing, historic and new markets).
- Further enhanced our **Home Manager Affordable Mortgage Program** to increase eligibility.
- **Expanded our Down Payment Assistance** availability and doubled available amounts in key markets.
- **Increased DEI programming** for our already robust Diversity, Equity and Inclusion program.
- Coordinated an **increase of our Community Growth Plan commitment** with the NCRC, following the planned acquisition of Nashville-based CapStar Bank, which closed on April 1, 2024.





# SUPPORTING A UNIQUE STUDENT FINANCIAL LITERACY EXPERIENCE

Biztown, a simulated town with storefronts that provides a popular learning experience for elementary and middle school students, is part of why Old National Bank provides grant support to the innovative Junior Achievement (JA) of the Michigan Great Lakes, located in Grand Rapids, Mich.

During their day-long visits to Biztown, students learn to operate banks, manage restaurants, write checks, vote for a mayor, and connect the dots between what they learn in school and the real world.

Biztown provides teachers the opportunity to discuss the importance of citizen rights and responsibilities in a community, develop an understanding of basic business practices and responsibilities, and realize and work on the “soft skills” needed in the working world while building money management skills.

The Old National Bank Foundation has been a key partner of Junior Achievement of the Michigan Great Lakes for the last 10 years, providing financial support and directly impacting the lives of literally thousands of young people.

“The Old National Bank Foundation appreciates JA because they’re taking care of our kids,” says ONB Foundation President Joe Kiser. “I’m a dad, and you don’t really know how challenging it can be to understand our financial system until you try to teach it to a child. Junior Achievement makes it fun to learn about money—that’s why we partner with JA.”



4

# Big Brothers Big Sisters



- ONB Community Equity
- Community Development/CRA
- Financial Education
- Sustainability and Social Responsibility





# CULTIVATING STRONG, SUSTAINABLE COMMUNITIES

Old National welcomes our responsibility to effectively manage our social, cultural and economic resources in partnership with our team members, clients, vendors and communities. We seek to accomplish this by continually examining our organizational practices and our role in cultivating strong, sustainable communities, now and for future generations. At Old National, we define our approach to sustainability by dividing our efforts and activities into three categories:

## OLD NATIONAL APPROACH TO SUSTAINABILITY

### SOCIAL SUSTAINABILITY



Grants, sponsorships, board service by team members, donations of physical assets and advancing financial literacy and education.

### CULTURAL SUSTAINABILITY



Empowering team member volunteerism, career development and diversity, equity and inclusion initiatives.

### ECONOMIC SUSTAINABILITY



Commitment to corporate governance, responsible utilization of resources and supply and process efficiencies.



# COMMITTED TO COMMUNITY INVESTMENT

Established in 2015, the ONB Community Equity team plays a critical role in community development and sustainability projects throughout Old National's footprint. With extensive expertise in tax credits (which are government programs designed to incentivize private investment), the team provides equity capital and loans to support projects that rehabilitate historic buildings, provide affordable housing, invest in low-income communities and generate alternative energy.

Old National participates by making equity investments in the underlying projects. ONB Community Equity provides tax credit financing expertise in the following categories:

- Historic Tax Credits
- Alternative Energy Tax Credits
- New Markets Tax Credits
- Affordable Housing Tax Credits
- State Tax Credits

## Old National CDE Corporation: New Markets Tax Credit Allocation Award

In September 2023, Old National CDE Corporation (ON CDE), a subsidiary of ONB Community Equity, received a \$20 million New Markets Tax Credit (NMTC) allocation from the Community Development Financial Institutions Fund. ON CDE plans to fully deploy the \$20 million allocation into four to five projects across 2024. As a certified Community Development Entity, ON CDE allocates tax credits to community facilities and job creating projects in distressed census tracts across our service area.

ON CDE prioritizes allocations to businesses and non-profits that fulfill the needs of the communities they serve, particularly those that will expand the provision of goods and services to low-income communities and/or persons. An additional emphasis is placed on programs that support healthy households.

Paired with ONB Community Equity's New Markets Tax Credit investment capability, the Tax Credit Group uses several powerful tools to extend Old National's reach to disadvantaged communities and businesses within our footprint.

### A track record of impacting underserved communities:

- Since 2015, ONB Community Equity has provided **\$334 million** in equity funding to underserved businesses and communities.
- During this same timeframe, ONB Community Equity has directly funded projects with a total construction cost of **\$900 million** and, when including investment through funds, has supported projects with a total cost of **\$1.57 billion**.



## Low-Income Housing Tax Credit Projects: Beechwood Court Apartments

A tremendous example of the work that ONB Community Equity performs to strengthen and sustain communities is our investments in Low-Income Housing Tax Credit projects.

Beechwood Apartments in New Albany, Indiana, previously existed as an 80-year-old barrack-style property in major need of rehabilitation in a low-income community. The New Albany Housing Authority has owned the property for many years and will remain an owner, as well as a manager, with the help of a local developer and manager, the Marian Development Group.

The apartment complex will be demolished and rebuilt as a single three-story building, along with 19 two-story duplexes and 15 single family homes totaling 83 units. The new complex will include project-based vouchers for all units, making it even more affordable for low-income tenants and allowing rent charged to be based on a tenant's actual income. The vouchers are being provided by the Indiana Housing Community Development Authority.

ONB Community Equity provided \$8.6 million in Low-Income Tax Credit Equity to support the \$21 million project, as well as a bridge loan in the amount of \$3.5 million.

# INVESTING IN OUR COMMUNITIES

Old National is committed to being an active partner in the creation of a more inclusive and equitable society. For us, playing a role in building sustainable communities is both a goal and a responsibility.

We are dedicated to not only upholding the principles of the Community Reinvestment Act, but also to seeking and creating lending, investment and service opportunities that support and empower underserved populations and economically disadvantaged communities.

This important work is driven by the members of our Community Development & Outreach team who are dedicated to building strong community partnerships, listening to and understanding the critical needs of our communities and implementing innovative solutions to make a meaningful impact.

In addition, we firmly believe that financial education and empowerment is the key to wealth creation and a better future for all individuals and communities. In support of this belief, we are proud to draw upon the expertise of our team members to develop and implement financial education programs that aim to build assets, promote equitable outcomes and assist with promoting financial health and well-being.

## OLD NATIONAL'S COMMUNITY DEVELOPMENT GOALS ARE ACHIEVED IN THREE WAYS:



### COMMUNITY INVESTMENT

**We invest funds to support the creation of jobs, affordable housing and other services and revitalization efforts in Low-to-Moderate-Income (LMI) neighborhoods. Here are some of the ways we invest:**

- Low-Income Housing Tax Credits, Historic Rehabilitation Tax Credits and Direct Equity Investments
- Grants that support affordable housing projects and down payment assistance for first-time homebuyers
- Targeted investments in Community Development Financial Institutions (CDFIs)
- Old National Bank Foundation Grants
- New Markets Tax Credits
- Donations and Sponsorships



### COMMUNITY LENDING

**Old National is committed to nurturing dreams of prosperity, from homeownership to entrepreneurship. We do this through:**

- Mortgage lending to LMI borrowers for home purchases, improvement and refinancing
- Serving the borrowing needs of small businesses and farms
- Financing development in LMI areas
- Seeking community development lending opportunities that support affordable housing, economic development and community revitalization initiatives in LMI neighborhoods



### COMMUNITY OUTREACH & SERVICE

**We are active and supportive members of our communities with a consistent focus on volunteerism, building impactful partnerships, purposeful philanthropy and leading with care to strengthen and sustain the places where we live and work. Service to our communities takes many forms, including:**

- Products and services that meet the daily financial management needs of all our clients
- Promoting financial capability by offering workshops on Financial Psychology, Budgeting, Home Ownership, Account Management, Credit, Loans and Debt, Jobs and Careers, Entrepreneurship, Taxes, Risk Management & Insurance, Retirement and Investments
- Forming strategic partnerships with charitable organizations to address community needs
- Supporting community organizations and projects through grants, sponsorships and volunteerism
- Conducting community listening sessions to learn how we can best provide support



## 2023 COMMUNITY DEVELOPMENT HIGHLIGHTS

**94%** of ONB Foundation grants supported Community Reinvestment Act-eligible initiatives\*

**14,320** individuals impacted through financial education classes and workshops

**140** registered Old National instructors available to lead financial education efforts with community partners

**\$946,637** in down payment assistance grants through the ONB Down Payment Assistance Program and the Federal Home Loan Bank

**\$3,365,000** in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

More than **160** community development loans totaling **\$564 million** that supported affordable housing, economic development, and other services for low- and moderate-income individuals and families

\*Percentage excludes 2023 Love for Louisville donations

### CRA Public File and Performance Evaluation

In accordance with the Community Reinvestment Act (CRA) Regulation BB, Old National Bank is required to maintain and make available for public inspection a complete CRA Public File, which includes the results of our most recent CRA Performance Evaluation. These results are publicly available at [oldnational.com](https://oldnational.com).

Old National uses the parameters and guidelines of the CRA Performance Evaluation to help guide our approach to serving our communities, and we are proud of the results we have achieved and the positive impact we have had on our communities.

### Home Manager Mortgage Program

Old National's Home Manager Program empowers clients who might not qualify for a traditional mortgage to achieve their dream of homeownership. Home Manager clients can purchase a home with as little as 3% down and enjoy a lower monthly payment with no Private Mortgage Insurance (PMI) requirements. Additionally, a special account called Home Manager Checking is established to help the client save what they need for real estate taxes and homeowner's insurance.

### 'Bank On' and ONB EZ Access Checking

Old National helped launch the third Bank On program in the nation in 2008. Bank On focuses on helping the unbanked gain access to mainstream financial services. In 2016, Old National created ONB EZ Access Checking, a Bank On nationally-certified account. Bank On-certified accounts are safe, affordable transaction accounts designed for those who might not otherwise have access to a checking account. Old National experts help coach other financial institutions on how to establish certified Bank On accounts and speak on webinars discussing the importance of these accounts.

### CD Believer Loan

The Old National CD Believer Loan is an innovative product designed to help individuals build their credit rating. Through this product, individuals have the opportunity to establish a strong payment history while building a savings balance at the same time. The CD Believer Loan offers flexibility to borrowers with no minimum credit score required. The loan is secured by an Old National Certificate of Deposit (CD) that borrowers purchase using the loaned funds. Once the loan is paid in full, the borrower receives the CD funds including interest.

### Other Products and Programs

In addition to the Home Manager Mortgage, Old National offers several other innovative programs and flexible loan products and programs. This includes:

- Down payment assistance for eligible home buyers
- Amish and Older Mennonite Residential Mortgage
- USDA Rural Housing Loans
- Federal Housing Administration (FHA) Loans
- Veterans Administration (VA) Mortgage Loans
- Farm Service Agency (FSA) Guarantee Loan Program
- Secured Credit Card
- First-Time Consumer Borrower's Program

## COMMITTED TO FINANCIAL EDUCATION



Old National's commitment to financial education begins with a simple yet powerful premise: we can only be as strong as the communities we serve. Drawing upon the expertise of our team members, we have developed or partnered in the creation of several financial education programs.

To some extent, we deliver financial education resources because it's simply the right thing to do. Yet our commitment to financial education also represents a dollars and cents calculation of the tremendous cost to society of financial illiteracy. By addressing this issue head-on and making financial education an integral part of our approach to community investment, we are empowering individuals to become successful money managers, budgeters, first-time homeowners and, in some cases, business owners.

Answering the demand for online learning options, we've added to our ever popular in-person curriculum (ONB Real-Life Finance) with a fully digital, self-paced, online curriculum: Real-Life Finance eLearning. Both business owners and community organizations continue to take advantage of this robust online program.

Old National has 140 registered financial education instructors led by a dedicated Financial Empowerment Director, along with seven Community Outreach and Financial Empowerment Officers.

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## SUPPORTING SUSTAINABILITY THROUGH THE ONB FOUNDATION

Each year, Old National endeavors to promote community sustainability through our Foundation. Here are two examples from 2023.



### Comprenew Grand Rapids, Michigan

The Old National Bank Foundation awarded Comprenew an \$8,000 grant for their "Connect All Michigan Program" (CAMP), which addresses the technological disadvantages that often exist in lower socio-economic homes. Comprenew leverages their position in the e-waste industry to provide free computers to underserved community members in West Michigan.



### Inspiration Kitchens Chicago, Illinois

A \$15,000 grant from the Old National Foundation allowed Inspiration Kitchens to fund a free, eight-week Food Service Training Program. Located in the East Garfield Park neighborhood of Chicago, this social enterprise restaurant and job training facility has more than 30 years' experience providing services to Chicagoans experiencing homelessness and poverty.

# SUSTAINABILITY & SOCIAL RESPONSIBILITY

## ECO-FRIENDLY BANKING

### ONB's Commitment to Recycling Technology with 'PCs for People'

As technology advances, the issue of old technology disposal and electronic waste (e-waste) becomes increasingly pressing. Old National's partnership with PCs for People, which recycles used computers and technology, has resulted in donations of nearly 8,000 pieces of quality refurbished equipment to nonprofits within our footprint over the last decade.

The partnership benefits the environment by:

- Reducing e-waste
- Conserving resources
- Contributing to energy efficiency
- Promoting digital inclusion

This initiative emphasizes the importance of responsible resource management, and demonstrates how e-waste recycling can impact the environment and communities.



### ONB & PCs FOR PEOPLE ENVIRONMENTAL IMPACT

The equipment donations that Old National made to PCs for People in 2023 equates to the following:



**46,679**

pounds of e-waste saved from a landfill



**225**

metric tons of carbon dioxide removed from the atmosphere



**48**

passenger cars annual emissions saved =

**25,291**

gallons of gasoline conserved

## THE ONB TRANSFORMATION FACTORY

In the first half of 2023, Old National debuted the Transformation Factory, enabling and accelerating continuous improvement of our service offerings through the implementation of cutting-edge digital solutions, streamlined workflows and innovative robotics process automation.

Enhancement examples in 2023 included:

- **Automated Valuation Model for Consumer Appraisals:** Lowered the cost of appraisals from \$525 to \$76, and the turnaround time from eight business days to 24 hours.
- **Intelligent Automated Cash Ordering:** Created a platform that provides insights on cash usage at banking centers and ATMs, and automatically orders cash to maintain needed levels.
- **E-signature Automated Processing:** Reduced manual data entry via workflow-enabled processes and automation, providing efficient and easy access to clients.
- **Automated Document Collection:** Removed manual work by automating data/image collection used for investigations.



**~120,000**

documents impacted by e-sign automation

**~19,000**

hours saved by automation technology

**\$1.1 million**

saved in 2023 by implementing automation



# 5



- Attracting and Hiring Great People
- Learning and Development
- Team Member Engagement Programs
- Mental Health Resources
- One Wish and Achieve Your Degree Programs





Old National Bank has been tremendous in my professional and personal growth. In just eight months, I've achieved more than I ever did in my previous jobs. I am very proud to belong here.

2023 ENGAGEMENT SURVEY COMMENT  
FROM AN OLD NATIONAL TEAM MEMBER



## BANKING WITH HEART STARTS WITH OUR TEAM MEMBERS

Old National believes our people are our most valuable asset, whether it is exceeding client expectations or strengthening the communities we work and live in. Regardless of role, location or tenure, our team members embrace the spirit of Banking with Heart, which helps create a powerful culture that distinguishes Old National from our peers.

Recognizing that our team members are our greatest asset means cultivating and investing in them. That includes providing them with the tools, resources and support systems they need to excel. It also means creating and fostering an environment that champions diversity, equity and inclusion; promotes work-life balance and volunteerism; and insists on ethics and integrity.



# A GREAT PLACE FOR GREAT PEOPLE

Being a great bank starts with attracting and hiring great people. Diversity is a priority throughout our hiring process, and we seek candidates with a wide range of backgrounds, skill sets and experiences.

## Building a Strong, Diverse Talent Pipeline

A commitment to people requires tangible action to meet the needs of our team members, our clients and the communities we serve. With this in mind, Old National leaders, in partnership with the Chief Diversity, Equity and Inclusion Officer, drive recruiting strategies and career development efforts to attract and retain underrepresented talent.

In 2023, Old National was recognized by the National Organization on Disability (NOD) as a Leading Disability Employer for the sixth straight year, and we were included in the Bloomberg Gender-Equality Index for the eighth year in a row. Old National has also been named a Military Friendly Employer for six consecutive years. *See the Diversity, Equity and Inclusion section of this ESG Report for more about our commitment to diversity, equity and inclusion.*

## WHAT OUR TEAM MEMBERS SAID IN OUR 2023 ENGAGEMENT SURVEY

- 83%** said that people from diverse backgrounds can succeed at Old National
- 85%** said they have a strong sense of belonging and can be themselves at work
- 87%** said their manager cares about their well-being
- 87%** said they trust the members of their team



## WHAT DOES IT MEAN TO BE AN OLD NATIONAL TEAM MEMBER?



### It's about opportunity.

Team member success is important and we offer a wide range of programs and experiences dedicated to ongoing career and personal development, including those focused on leadership, mentoring and skill-building.



### It's about living your best life—personally and professionally.

Our team members have flexibility to meet both work and personal goals. In addition to a comprehensive benefits package, they have access to paid parental and caregiver leaves, dedicated healthcare clinics and a health and wellness coach, preventive health and wellness programs, and free retirement and investment advice.



### It's about community.

Every team member at Old National is encouraged to be an active participant in the community and is given paid time off to volunteer with nonprofit organizations. We also foster community development and financial education.



### It's about integrity.

At Old National, you are part of an organization that you can be proud of. Our team members have helped us earn numerous awards and honors that reflect our culture and our commitment to doing things the right way.



# LEARNING & DEVELOPMENT



## 5 KEY PRINCIPLES OF PROFESSIONAL AND CAREER DEVELOPMENT AT OLD NATIONAL





## LEARNING & DEVELOPMENT

Whether a team member is beginning their career or building upon it, Old National has a variety of tools and resources to help them create a customized learning plan to support their professional development. Using ONUniversity, our Learning Management System, team members can access multiple self-directed training tools and programs while also taking advantage of guided learning opportunities. Learning paths for specific positions are also available to guide onboarding activities and career development.

## INDIVIDUAL DEVELOPMENT PLANS

Old National has a structured approach to growth and development that centers on the creation of an Individual Development Plan (IDP) by every team member. Extensive resources are available on our ONUniversity intranet site to help team members develop their IDP. Team members then meet with their manager three times or more during the year to discuss their plan and the progress they are making toward their goals.



Old National Bank looks after my career growth and development, but also my personal growth, which I value.

**2023 ENGAGEMENT SURVEY COMMENT  
FROM AN OLD NATIONAL TEAM MEMBER**

## STRUCTURED LEADERSHIP DEVELOPMENT PROGRAMS

In addition to the self-directed growth and development tools available through ONUniversity, Old National has structured leadership development courses for team members at every stage of their career.

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**Leadership Academy** allows team members to gain the skills and knowledge applicable to current and future leadership positions within the organization. The self-paced design of this program makes it attractive for individuals across Old National, and participation continues to increase.

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**Women's Executive Leadership Academy (WELA)** brings female team members across our footprint together to build relationships, network, and gain skills and knowledge. Participants receive support from program alumni leaders, and the program remains a vital part of our future leader base.

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**Relationship Banker Development Program/Path** provides career development opportunities for Community Banking team members through guest speakers, specific activities and stretch assignments. It also provides the opportunity to strengthen institutional knowledge, skills and key behaviors related to the Relationship Banker role.

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**Leading Better Together: Senior Leadership Program** equips senior leaders with tools and practices to lead, support and sustain a thriving culture. It provides a common foundation and language for leading at Old National, and includes leadership reflection with a 360° survey feedback and development planning.

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**Leading Better Together: PLP Program** equips current and aspiring people leaders of people leaders (PLP) with tools and practices to lead, support and sustain a thriving culture. Provides a common foundation and language for leading at Old National.

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**Leading Better Together: PLI Program** equips people leaders of individuals (PLI) with tools and practices to lead, support and sustain a thriving culture. Provides a common foundation and language for leading at Old National.

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**One Culture Program** is an immersive culture shaping session for all people leaders and culture influencers. It creates a common language for how leaders intentionally shape culture and lead teams.

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## A STRONG FOCUS ON CULTURE SHAPING

Throughout 2023, Old National engaged in a culture shaping initiative that touched all team members. This included regular internal communications about monthly culture topics such as energy, inclusion, and how to “Be Here Now.”

Our 150 senior-most leaders completed a 12-month “Leading Better Together” development course that prepared them to cascade key culture topics throughout the organization. A group of emerging leaders were also trained mid-year as “Culture Facilitators.” Once they completed their training, they then led training sessions for all people leaders within the organization.

This culture shaping process continues in 2024 with additional monthly culture topics and training sessions.



Old National Talent Development Director Charles Thompson conducts a culture-themed training session in Minneapolis.



The facilitators helped us with activities that let us be vulnerable and transparent with one another, creating opportunity to identify some of our own blinders or biases that prevent us from leading more inclusively.

**MONICA RUBIO, COMMUNITY LENDING MARKET EXECUTIVE AND CULTURE CARRIER**

### 2023 INTERNS

31 in total | 11 (35%) Ethnically Diverse  
9 (29%) Female | 1 Identified with a Disability

### 2023 LEAD PROGRAM

7 in total | 4 (57%) Ethnically Diverse  
2 (29%) Female | 4 (57%) Promoted Internally



The internship program at Old National Bank not only taught me skills I would not have learned within my college classroom, but also gave me opportunities to transition into a full-time position after graduation. From day one my manager and team truly set me up for success.

**GRACE BELL, ENGAGEMENT AND COMMUNICATIONS SPECIALIST**



The LEAD program has been an amazing experience. It has helped me build professional and networking skills to further my career. I train with industry experts who are as committed to my growth as I am, learning from today to build toward tomorrow.

**KETISHA AKINS, FORMER RELATIONSHIP BANKER PROMOTED TO COMMERCIAL DEVELOPMENT PROFESSIONAL IN THE LEAD PROGRAM**

## SUMMER INTERNSHIP PROGRAM

Old National’s annual summer internship program helps students apply their classroom knowledge to meaningful work experiences in a professional environment. Throughout the 10-week program, students are integrated into a line of business, working closely with team members on assigned projects, connecting with executives, participating in a local community service project, and collaborating on a group project and final presentation to peers and leaders.

## LEAD ROTATIONAL DEVELOPMENT PROGRAM

The two-year program offers an opportunity to experience the many possibilities of a rewarding career in banking through rotational assignments within our organization. Program participants are paired with a peer mentor and executive mentor. Potential career placement could include a variety of professional roles depending on business need and participant interest. The LEAD Program career tracks are Commercial and Credit, Operations, and Strategic Projects.





## ONe WISH PROGRAM

Old National’s ONe Wish program is designed to assist team members who are dealing with hardships and emergency situations including money for car repairs, home repairs and emergency travel expenses. As public health issues continued throughout 2023, ONe Wish also continued to see an increase in emergency requests. Old National responded by ensuring that the funding necessary to help our team members in emergency situations was available.

## ACHIEVE YOUR DEGREE PROGRAM

Old National understands the importance of higher education as a building block to achieving personal success. Our Achieve Your Degree partnership provides financial assistance to team members who have not yet attained an associate’s degree or higher and wish to advance their education through classes at Ivy Tech Community College. Participants can work toward earning a specially-created Old National Certificate that is a component within the Ivy Tech Business Administration Technical Certificate curriculum. The certificate is a recognized credential within Old National.

## TEAM MEMBER RECOGNITION

Old National partners with TerryBerry to recognize team members for their years of service and increase employee engagement. On a milestone anniversary date, a message is sent to the team member and their manager, recognizing the team member for their years of service with a link to a choice of gift. Years of service recognized are by increments of five for 1-50 years of service. The team member choice of gift is accompanied by a certificate personally signed by Chairman and CEO Jim Ryan.



*Old National Lead Independent Director Becky Skillman (L) and Chairman & CEO Jim Ryan (R) pose for a photo with 2023 ONe Vision CEO Award winner Giuseppe Veneziano.*

## ONe VISION AWARD PROGRAM

Each quarter, Old National recognizes team members who have gone above and beyond to exceed expectations, practice leadership and support our communities. In other words, those who consistently put the Old National values into action. These team members are honored within our organization as ONe Vision award winners.

At the end of each year, Chairman & CEO Jim Ryan reviews all quarterly ONe Vision recipients and selects one individual to be honored with our annual ONe Vision CEO award. In 2023, this was Giuseppe Veneziano, a Small Business Bank Relationship Manager based in McHenry, Illinois.

Thank you to Giuseppe for embodying the Old National values and putting them in action!



Giuseppe consistently delivers an exceptional experience to myself and my clients. I am thankful that we have a resource like him.

**CHRIS OSTERFUND**  
ONB BANKING CENTER MANAGER

**INTEGRITY • INCLUSION • EXCELLENCE  
COLLABORATION • OPTIMISM • AGILITY**



## EXPANDING OUR APPROACH TO MENTAL HEALTH

In 2023, Old National raised the bar on our approach to providing mental health resources and services to our team members.

### Additional resources throughout the year included:

**Mental Health Matters:** Old National last year introduced an internal intranet website featuring Employee Assistance Program (EAP) resources, self-care resources and other mental health assets and support.

**Headspace:** A free confidential, comprehensive mental health and life solution for all Old National team members and their families. This robust version of the popular Headspace program includes unlimited real-time mental health coaching via text, or teleconference scheduling; in-person scheduling with a local provider; everyday mindfulness, sleep, stress and anxiety support; traditional employee assistance program (EAP) resources; and access to 24/7 support through the app or a phone call.

**Inclusive Conversations:** Old National's Diversity, Equity and Inclusion Office invites all team members to join Inclusive Conversations during the year focusing on topics of culture, equity, health and more. One month after the Louisville tragedy, the Inclusive Conversation "Learning to Live Mentally Well" was held with clinical psychologist Dr. Tracey Marks on a variety of mental health topics including worry, anxiety, grief and depression, and was moderated by our Chief DEI Officer Corliss Garner. Employees could also receive a free copy of Marks' book, "Why Am I So Anxious?"

**Friday CEO Email:** A weekly email from CEO Jim Ryan to all team members touches on organizational news, culture and mental/emotional health, stressing the intentionality of proper mental health and the importance of employees taking care of themselves.



Difficult times like these remind us how important it is to support, care for and show love for one another. It is also a reminder that we are stronger and better together, and that we should not hesitate to ask for help when needed.

**JIM RYAN**  
CHAIRMAN & CEO

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The reason I volunteer with ACE is because ACE is our differentiator. Through the work we do, we show how important our people are, the positive impact we can have on the community, and what being part of a team is. ACE gives me the opportunity to show the people I work with every day that they are more than just a number.

**JOE THOMAS,  
ACE CENTRAL MICHIGAN  
TEAM LEAD**

Top photo: The Western Chicago Suburbs team delivering ONB blankets to team members.

## ASSOCIATE AND COMMUNITY ENGAGEMENT (ACE) TEAMS

Our ACE team program was implemented in 2015, and today more than 10% of team members participate. ACE teams, which are spread throughout our footprint, work to:

- Create local/regional team member engagement opportunities
- Execute community projects, collaborating with Community Relations Managers
- Facilitate team member recognition
- Build cross-department relationships and collaboration
- Assist with activation of community partnerships by collaborating with our Community Relations Managers
- Serve as a conduit for input and feedback from assigned departments to both regional and corporate leaders

### Impacting internal and external communities



Generally comprised of 5-10 members, ACE teams exemplify Old National's Values in Action, and are at the heart of creating a company culture that helps our communities thrive. ACE teams organize activities such as charity walks, sponsored community events and financial literacy programs, while also identifying and spearheading other high-impact community initiatives.

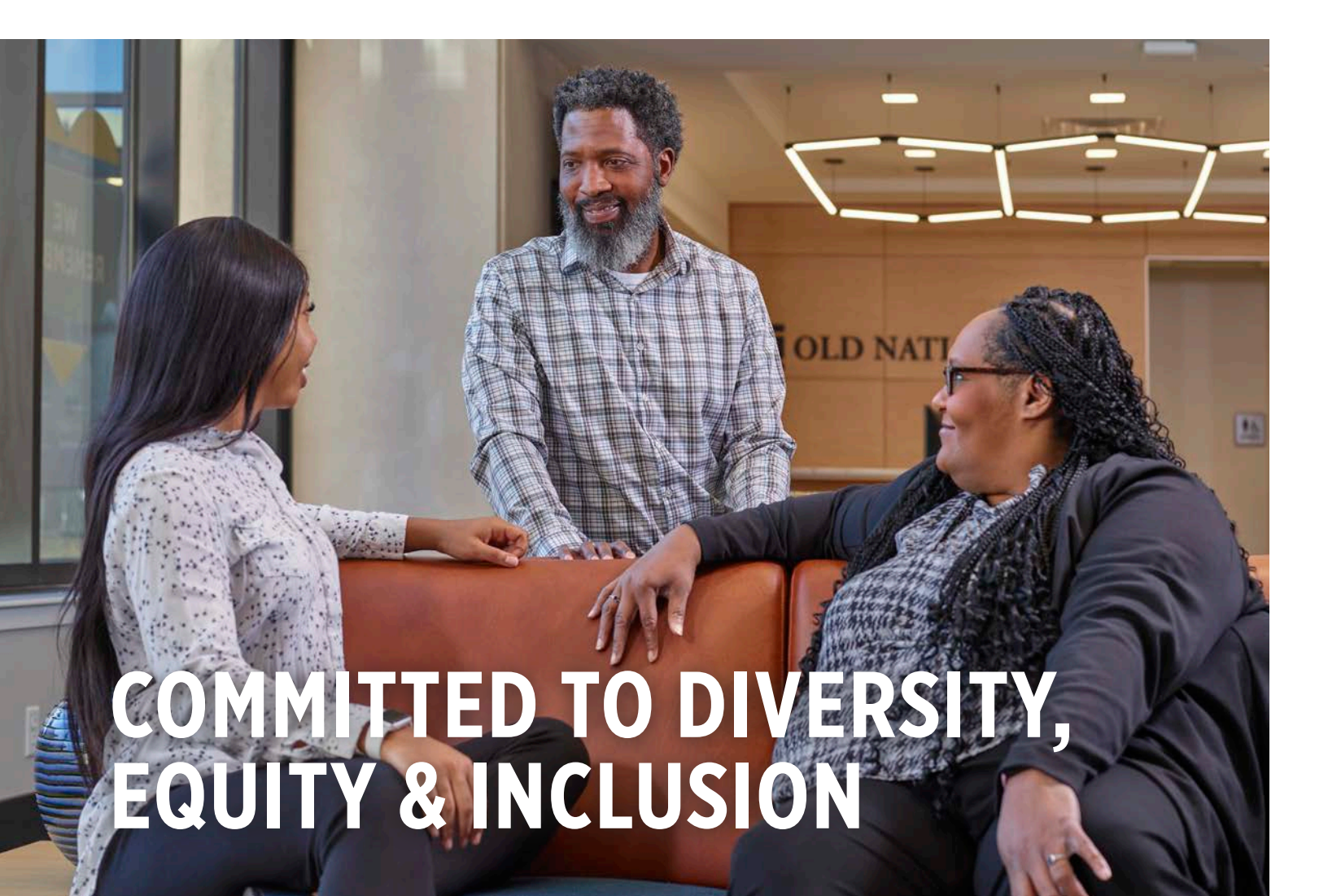
ACE team members also serve as ambassadors and liaisons for Old National programs such as ONE Vision, Sustainability, EAP, the ONB Cares volunteer program, Training and Leadership Development, internal Impact Networks groups and the DEI Office.

# 6



- Our DEI Vision
- Our DEI Pillars
- Team Member Impact Networks
- Focus on Inclusion
- Disabilities Outreach and Recruitment
- Supplier Diversity
- Looking Ahead





# COMMITTED TO DIVERSITY, EQUITY & INCLUSION

Old National respects, values and welcomes all aspects of diversity in our workforce, clients, suppliers and marketplace. Additionally, we strive to be champions of promoting equity and inclusion, both within our workforce and in the communities we serve.

Through the strong support of our Executive Leadership Team, DEI is a guiding principle that benefits our team members and enables Old National and the clients and communities we serve to be *Better Together*.

## OLD NATIONAL'S DEI VISION

By continuously striving to achieve diversity, equity and inclusion goals and strategic objectives, Old National will be viewed as:

- **An employer of choice.** We recognize that actively seeking and championing diversity within our workforce is critical to our success, and we value the unique contribution each individual brings to our company.
- **A financial services provider of choice.** We believe that clients want to align themselves with a bank that recognizes the importance and strategic imperative of DEI, and we are deeply committed to these shared values.
- **A community partner of choice.** We strive to be champions of promoting DEI in the communities we serve, and we seek to build relationships with community organizations that share this important goal.
- **A strong investment.** Our commitment to DEI programs and principles is a cornerstone of our approach to corporate social responsibility, and we are confident it will continue to make Old National a stronger business and attractive investment.

# OUR DEI VISION AND STRATEGIC PILLARS

Old National recognizes that DEI is a differentiator that helps us advance our vision to be the bank of choice that helps our clients fulfill their dreams, passionately supports our communities and invests in the growth and development of our team members.

## WE SUPPORT THIS VISION THROUGH THE FOLLOWING STRATEGIC PILLARS

### OUR PEOPLE



Attract, develop and retain top talent, with a focus on increasing diverse representation across all levels of the company.

### OUR CULTURE



Build a culture of inclusion, belonging and psychological safety where all aspects of diversity are welcomed and celebrated.

### OUR SOCIETY



Contribute to the sustainability of a more just and equitable society through strategic philanthropy, volunteerism, partnerships, lending and investments.

### OUR BUSINESS



Lead a socially responsible business focused on sound and sustainable policies, practices and processes.

## ABOUT OUR EXECUTIVE LEADERSHIP TEAM

**30%**

(6 of 20) are women

**50%**

(10 of 20) are women or people of color

## ABOUT OUR TEAM MEMBERS (AS OF 12-31-23)

**67%**

of team members are women;  
**37%** of those are in Management/Professional roles

**25%**

of all team members are people of color







## OLD NATIONAL IMPACT NETWORKS

These volunteer-based groups are open to all team members who are passionate about driving engagement, creating awareness of diverse backgrounds and experiences, and building a culture of inclusion across the organization. In 2023 we launched and expanded different Impact Networks, and held our first National Co-Chairs Summit that focused on overall leadership development, as well as topics such as effective leadership, measuring impact, and leveraging intersectionality.

Team members who participate in our Impact Networks work with Old National departments and lines of business to support professional development programs, assist with recruitment and retention, identify unique market opportunities, support community outreach, and promote camaraderie and inclusion.



The **African American Business Impact Network** advances Old National's commitment to inclusion by providing a forum to support the professional development and retention of African American team members.

- Relunched in the Chicago and Indianapolis markets in 2023
- Vendor at the Indiana Black Expo



The **Military Veterans Impact Network** is responsible for coordinating companywide efforts to create sustainable programs for transitioning veterans while supporting current veteran team members.

- "Roll Call Chicagoland" event sponsor
- Launched Leadership Development Series
- Relunched chapters in 5 markets



The **Abilities First Impact Network** promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing a disabilities educational forum.

- Launched chapters in 3 markets
- "Lunch & Learn" event in Evansville



The **ONB Young Professionals Impact Network** engages, connects, empowers and fosters the growth and development of young professional team members (primarily ages 18-40) while supporting diversity.

- Launched Coffee Connect series
- Hosted a mentoring program for summer interns



**PRIDE** works to foster an environment that respects, welcomes and supports lesbian, gay, bisexual and transgender professionals and allies by promoting awareness, education and community collaboration.

- Hosted chapter launch events across 3 markets in June
- Held an Inclusive Conversation around National Coming Out Day with almost 300 in attendance



**TODOS** focuses on developing, retaining and attracting Latino and Hispanic team members, growing partnerships within the community and increasing competitiveness in the fast-growing Hispanic market.

- Sponsored the “CLUES Gala Latina” in Minnesota
- Hosted the “Dia de los Muertas” in Owensboro
- Hosted 4 chapter launch events



**Women LEAD** strives to cultivate an inclusive environment where all women thrive and their unique contributions are valued and recognized as critical to the achievement of Old National’s business objectives.

- Launched in 5 markets in 2023
- Held more than 20 professional development and community events

## About Our Impact Networks

**100%**

are sponsored by an Executive Leadership Team member.

Executive leaders are engaged in an advisory capacity as Cabinet members.

Approximately **1,990** team members participated in “Inclusive Conversations” (see below) related to our Impact Networks in 2023.

## BUILDING CULTURAL COMPETENCY WITHIN OUR WORKFORCE

In 2023 our Diversity, Equity & Inclusion Office focused on several initiatives designed to expand the cultural competency of our team members and help them identify the filters and blind spots that each of us has. Here is a look at some of these key initiatives:

### One Culture Learning Experiences

Our organizational culture reflects our commitment to clients, our communities, and each other. All team members engage in learning experiences to support cascading our culture through the organization, with DEI integrated throughout monthly learning experiences, including focused quarterly sessions. Everyone is included. Every voice is heard.

### Senior Leadership Council

Our Executive Leadership Team and next-level leaders gathered in Indianapolis in the fall of 2023 for a two-day summit that focused on building an even stronger and more inclusive culture. Key topics included building inclusive mindsets and behaviors, the Shadow of a Leader principle, and the importance of diversity in delivering our strategic imperatives.



### Inclusive Conversation Series

Inclusive Conversations is a platform to help team members learn and share their experiences and perspectives on DEI topics and principles. In 2023, our team members participated in several thought-provoking, candid conversations on topics such as:

- National Coming Out Day
- Black History Month—Resistance: The Power of Your Voice
- International Women’s Day—Girl Dad
- Mental Health Awareness Month—Learning to Live Mentally Well

### Executive Inclusion Council

2023 saw a continuation of this group, comprising senior leaders within ONB to drive greater alignment of our DEI efforts with organizational business objectives. The results are a natural integration of diversity into our culture and brand.



## INCLUSIVE MINDSET

At Old National, we recognize that welcoming individuals living with a disability into our workforce makes us a stronger, more successful company. This is why we established a mentorship program that helps identify job candidates living with a disability, and it's also why Old National is so proud to be considered a "Best Place to Work for Disability Inclusion" by the organization Disability:IN.

### How does employing people living with a disability make an organization stronger?

Hiring individuals living with a disability, statistics show, creates a competitive business advantage. According to the Center for Disease Control, approximately 27% of Americans live with a disability. At Old National, team members living with disabilities strengthen our understanding of creating more inclusive workplaces and policies, and promote an environment where team members have access to what they need to reach their full potential. When all team members are empowered to do their best work, they in turn better serve our clients and communities.

Our commitment to DEI, including advancement of the disability community, is aligned to the integration of ESG in our business approach and long-term financial goals. ESG is reshaping the financial industry, and has become a strong, consistent component of financial reporting and performance. Bloomberg estimates that ESG-related assets (infrastructure, team member investment, energy and environmental impacts, etc.) will reach \$50 trillion by 2025. "Around the world," Bloomberg states, "fund managers are convinced of the link between ESG and a company's shareholder value, and this link is a key input for investment decisions."

## THE BUSINESS OF INCLUSIVITY

**85%**

Old National team members who report they can "be themselves at work"

Source: ONB 2023 Engagement Survey

**80%**

People who say they would do more business with companies that are inclusive of people living with a disability

Source: Morning Consult, April 2023



### Supporting Active Military and Veterans



Old National is proud to have earned the **Military Friendly® Employer** designation since 2019. Military service builds skills in leadership, discipline and strategic thinking, and we seek to recruit those, who through their military service, bring strong leadership and strategic-thinking skills to our team.

From our Military Veterans Impact Network (MVIN) to providing competitive benefits, we work to assist our active military and veteran team members in balancing their family, duty and work responsibilities.

The MVIN also launched a new mentoring program, in collaboration with the Learning & Development team. This development program pairs veterans with a senior leader, providing valuable work/life insights to both parties.

# TEAM MEMBER RESOURCES

## DISABILITIES OUTREACH AND RECRUITMENT

"We have worked with incredibly talented individuals living with a disability who are motivated to exceed expectations and excited to add value to our organization," said Corliss Garner, ONB Chief Diversity, Equity & Inclusion Officer. "They bring a lived experience to the workplace that offers unique perspectives and differentiated skills to bolster innovation."

Part of being an inclusive company is addressing issues head-on. We do it by instituting programs and initiatives that not only benefit those with disabilities but also educate others.



Left to right: Kate Franck (Abilities First National Co-Chair), Christen Osowski (Chicago Market Lead), Kim Gunaka (Chicago Market Lead), and Nick Chulos (Abilities First Executive Sponsor).

## ACHIEVE★ABILITY

This program pairs Old National leaders with aspiring young people who have disabilities. This mentee-mentor relationship benefits everyone involved as our mentees build their professional network, develop leadership skills, and hone career planning skills. Our mentors grow in their understanding of individuals with disabilities, and Old National builds our talent pipeline and may offer mentees internship opportunities or full-time employment at the end of their one-year cohort.

### The Bottom Line

In today's highly competitive work environment, one of the most significant ways any organization can move the needle on performance—and create a more engaged and inclusive work environment—is through a commitment to disability employment. This approach has helped make Old National one of the strongest and most successful regional banks in the Midwest.







The 2023-24 CEO Council after their first working session at Old National's Evansville headquarters.



## CEO Council

OLD NATIONAL BANK

### CEO COUNCIL

Old National Chairman and CEO Jim Ryan convened the first CEO Council in late 2021, comprising diverse (primarily BIPOC) high-potential Old National team members, to identify opportunities and gain fresh perspectives on how best to serve communities across our geographic footprint. The initial cohort served a two-year term on the Council, and last year saw the second cohort selected.

The CEO Council identifies business opportunities and engages in solving business needs, especially those focused on the growth and sustainability of underrepresented clients and communities. At the same time, the group engages in unique leadership opportunities designed to prepare them for future roles as executive leaders within the organization.

The current 13-member CEO Council cohort is guided by Old National's Chief Diversity, Equity & Inclusion Officer Corliss Garner, and sponsored by Chief Business Partnerships Officer Roland Shelton, Chief People Officer Carrie Ellspermann, and Chief Impact Officer Rafael Sanchez.



The CEO Council is something I'm really passionate about. The ability to connect with, listen to and learn from this diverse group of leaders will make our Executive Leadership Team and our entire organization stronger.

**JIM RYAN, CHAIRMAN & CEO**

# SUPPLIER DIVERSITY

Old National Bank recognizes the importance of being intentional about fostering diversity, equity and inclusion in all of our business practices. Our evolving supplier diversity program is co-managed by the Chief Strategic Business Partnerships Officer and Chief Procurement Officer, a collaboration that results in forward-leaning vision, strategy and delivery bolstered by the four pillars of our Supplier Diversity Policy:

- Promotion of diversity, equity and inclusion
- Environmental, social and governance principles
- Positive community impact
- Sustainability

In 2023,

# 70%

of Old National's eligible spend was with diverse suppliers.

## KEY 2023 METRICS

|                 |  |  |
|-----------------|--|--|
| <b>\$27.3MM</b> | <b>Total amount spent with Small Businesses</b>  | <b>MEMBERSHIPS &amp; AFFILIATIONS</b> <ul style="list-style-type: none"> <li>• Evansville MWBE board member</li> <li>• Mid-States Minority Supplier Development Council</li> <li>• Member of Financial Services Roundtable on Supplier Diversity</li> <li>• Supplier io/CVM</li> <li>• Evansville Regional Economic Development</li> </ul> |
| <b>\$19.1MM</b> | <b>Total amount spent with Diverse Suppliers</b> <ul style="list-style-type: none"> <li>• Minority business enterprises (MBE): <b>31.3%</b></li> <li>• Woman business enterprises (WBE): <b>30.2%</b></li> <li>• Veteran business enterprises (VBE): <b>10.5%</b></li> <li>• Disadvantaged business enterprises (DBE): <b>29.9%</b></li> </ul> |  |
| <b>\$19.1MM</b> | <b>Spent with 143 unique diverse suppliers</b><br>14.2MM (74% of diverse spend) and 120 (84% of diverse suppliers) in ONB footprint  |  |
| <b>\$27.3MM</b> | <b>Spent with a combination of small and/or diverse businesses</b><br>\$20.1MM (77% of diverse and/or small business spend) and 82% of diverse and/or small businesses in ONB footprint  |  |

Note: Suppliers that qualify for multiple certifications are included in each category.

## SUPPLIER PROFILE



Lisa Slade, Owner

# SLADE

Long-time Old National client SLADE, headquartered in Evansville, Indiana, is a WBE-certified (Women Business Enterprise) supplier of transformative printing technology. Among the criteria for a WBE is 51% ownership by a women or group of women, a governing board controlled by a woman or group of women, and with a woman as the top executive officer. SLADE specializes in screenprinting, vinyl work, and various promotional products.

Lisa and Tom Slade decided it was time to branch out independently and create SLADE after operating a graphics franchise for 25 years. "We appreciate being part of the ONB team of vendors and the support of Women-owned businesses," Lisa said.





# MOVING FORWARD

## OUR CONTINUED COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

As we look ahead, we will continue to focus on our core value of inclusion. Our commitment to this work is unwavering and we will build upon the strong momentum created in 2023.

### What our ongoing commitment to DEI looks like »

#### Expect more from our Impact Networks

Our team members are highly engaged and are excited to build our Impact Networks to drive more professional development for team members, to support our community partners through service, and to advance our business objectives by leveraging their unique perspectives and insights.

#### Ongoing learning and development opportunities

We will continue to create opportunities for all team members to learn from the rich diversity across our organization to better connect with our clients, our communities and each other.

#### Integration across our entire enterprise

It is important to ensure principles of diversity, equity and inclusion are imbedded into every facet of our work, including our talent systems, our culture and our business processes, as well as our approach to serving our clients and uplifting our communities.

# 7



- **Our Commitment to Ethics & Integrity**
- **Board of Directors and Management Structure**
- **Risk Management**
- **Internal Audit**
- **Cybersecurity**

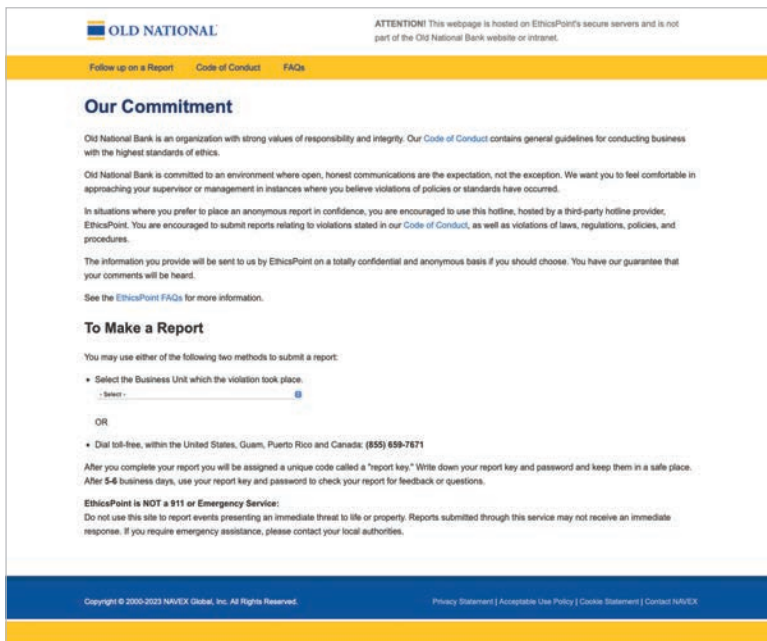


# COMMITTED TO ETHICS & INTEGRITY

Throughout our 190-year history, Old National has been governed by an unwavering commitment to ethics and integrity. In 2008, we were one of the first financial companies in the United States to name an Ethics Officer. The position has evolved with Old National's Chief Audit Executive & Ethics Officer now reporting directly to the chairperson of the Company's Audit Committee.

Further, Old National has taken the following steps to ensure that we promote and maintain a highly ethical culture:

- **Created an internal ethics portal** where team members can access key resources including our Code of Business Conduct and Ethics, Conflicts of Interest Policy, Whistleblower Policy and Corporate Gift Policy.



- **Developed mandatory ethics training** for all team members.
- **Established EthicsPoint**, a confidential Ethics hotline where team members are encouraged to share any ethical concerns.
- **Maintained an ethics-centered culture** where members of Management share ethics-related messaging with their teams, with periodic corporate-wide ethics-related messaging in weekly CEO emails and shared on our intranet.



## IMPLEMENTATION OF AUDITBOARD

To further strengthen the risk profile and risk culture at Old National, we recently implemented AuditBoard—a state-of-the-art software solution that enables us to elevate and better connect our Governance, Risk Management and Compliance (GRC) programs. Not only does AuditBoard help ensure that banks like Old National remain in compliance with their regulators, it also helps streamline administrative and manual tasks, allowing team members to focus on using data to drive insights and enhance business strategies.

“To safeguard Old National and our reputation, we need to promote transparency, consistency and efficiency across our governance, risk management, and compliance efforts,” explains Joan Kissel, Chief Audit Executive & Ethics Officer. “AuditBoard helps us achieve these goals.”



The company's culture is aligned with my personal values and provides an environment for personal and professional growth.

TEAM MEMBER COMMENT  
2023 OLD NATIONAL  
ENGAGEMENT SURVEY



## STRONG ETHICS THROUGH STRONG GOVERNANCE

At Old National, adhering to sound corporate governance practices is the foundation of our ethical approach. Our Board of Directors has approved various corporate governance tools to strengthen and enhance our already robust governance practices, including:



- Corporate Governance Guidelines
- Board Committee Charters
- An organization-wide Code of Business Conduct and Ethics
- A Whistleblower Policy
- A Senior Financial and Executive Officer Code of Ethics
- A Corporate Risk Appetite Statement

Our firm dedication to being an industry leader in corporate governance, risk management and business ethics informs our decision-making and protects our reputation as a safe, secure community bank and reliable community partner. As importantly, it gives our team members the security and freedom to grow their careers in an ethical and highly transparent environment.

## COMMITTED TO CORPORATE GOVERNANCE

Strict adherence to Corporate Governance is one of our guiding principles. Examples include:

- First in peer group (2008) to require majority vote for directors and annual election of directors
- Maintain independence of all non-executive board members
- Commitment to strong Internal Audit structure





# LEADERSHIP & GOVERNANCE

Strong leadership and effective governance come from outstanding people who are the true foundation of our success. Our Executive Leadership Team develops the Company's strategic direction and oversees its execution, while our Board of Directors provides oversight and accountability.

In addition, the Executive Leadership Team and our Board are charged with demonstrating, communicating and reinforcing the Company's commitment to doing business in accordance with our corporate governance principles.

## ETHICS

- **Chief Audit Executive & Ethics Officer**
- Confidential ethics hotline for team members
- Annual affirmation of Code of Business Conduct and Ethics by all team members
- Mandatory ethics training for all team members

## CORPORATE GOVERNANCE

- **Executive compensation tied significantly to performance**
- Maintain independence of non-executive Board members
- CEO incentives based on performance and discourage unnecessary risk-taking
- Stock ownership guidelines established for executive leaders and Board
- Commitment to strong internal audit structure
- Women and people of color comprise 47% of ONB Board of Directors and 50% of Executive Leadership Team

## RISK MANAGEMENT

- **Risk Appetite Statement aligns with business strategy, risk profile and capital plan**
- Independent Chief Risk Officer
- Strong expertise and talent within Enterprise Risk Management team
- Robust risk assessments, monitoring and reporting
- Comprehensive information security and cybersecurity programs in place

## BOARD OF DIRECTORS

The Old National Bancorp Board of Directors comprises diverse, talented and experienced leaders who are aligned with our business and strategy. Apart from Chairman & CEO Jim Ryan, all Directors are considered independent under the standards established by Nasdaq and our corporate governance guidelines. Our Lead Independent Director Becky Skillman—who formerly served as Lieutenant Governor of the State of Indiana—facilitates Board oversight of ONB Management.



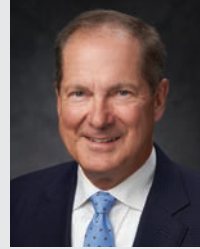
Jim Ryan  
CHAIRMAN & CEO



Becky Skillman  
LEAD INDEPENDENT  
DIRECTOR



Barbara Boigegrain



Thomas Brown



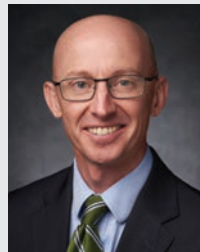
Kathryn Hayley



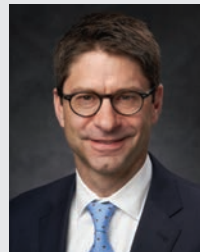
Peter Henseler



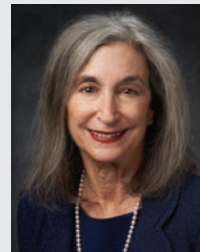
Daniel Hermann



Ryan Kitchell



Austin Ramirez



Ellen Rudnick



Thomas Salmon



Michael Small



Derrick Stewart



Stephen Van Arsdell



Katherine White

The Board structure continues to evolve and align with the values of ESG in all aspects.

▶ **33%** (5 of 15) are women

▶ **47%** (7 of 15) are women or racially/ethnically diverse

## EXECUTIVE LEADERSHIP TEAM

Old National's Management structure fosters and encourages a culture of ethical, transparent leadership that is consistent with our corporate standards. While maintaining strong corporate functions, we take a business team/line of business approach to managing the Company. Within each team, Management structure generally mirrors that of the Company as a whole. Old National's most senior Management body is our Executive Leadership Team, led by CEO Jim Ryan. The Executive Leadership Team is responsible for developing and implementing corporate strategy and community investment while managing operations.

**20 members**

A diverse, talented and highly experienced team.

**30%**

(6 of 20) are women

**5 of 20**

are people of color

### FOCUSED ON COMMUNITY

Representation on

**75+**

nonprofit/  
community boards

More than

**1,045**

total volunteer hours  
in 2023



## ABOUT OUR CORPORATE BOARD COMMITTEES

### Audit Committee

Oversees the integrity of the financial statements of the Company and its financial reporting process; appoints, and reviews the independence and qualifications of, the independent registered public accounting firm; oversees the scope and results of the independent registered public accounting firm's audits and other services, if any; oversees the Company's system of internal controls; oversees the performance of the Company's internal audit function and independent auditors; and verifies the compliance by the Company with legal and regulatory requirements in relation to the accuracy of financial reporting. This committee is also responsible for the preparation of a report as required by the SEC to be included in our annual meeting Proxy Statement.

### Talent Development and Compensation Committee

Approves and evaluates the Company's employee compensation and benefits programs and ensures the competitiveness of those programs; advises the Board regarding the talent development and succession management of key executives of the Company; annually reviews, approves and recommends to the Board for its approval all elements of the compensation of the CEO and other executive officers who report directly to the CEO; establishes performance metrics and goals under

the Company's short- and long-term incentive compensation programs; and determines stock awards to employees.

### Nominating and Corporate Governance Committee

Annually recommends to the Board the Company's director nominees to stand for election at our annual meeting of shareholders and assesses the independence of directors; recruits, as needed, new directors for the Board; leads the Board in its annual performance evaluation; reviews and assesses the adequacy of the Corporate Governance Guidelines; reviews with the full Board, on an annual basis, the size, requisite skills and characteristics of Board members as well as the composition of the Board as a whole; and oversees the annual performance review of, and succession planning for, our CEO.

### Enterprise Risk Committee

Oversees Management regarding the Company's enterprise-wide risk management framework, policies and procedures and risk appetite; monitors regulatory examination results; monitors the Company's key enterprise risks: market/liquidity, credit, strategic/reputational, operational (including information technology and information security), compliance/regulatory, legal and talent management; and reviews the Company's credit controls and loan review program.

### Corporate Responsibility Committee

Oversees Management relating to the Community Reinvestment Act and Fair Lending practices as well as Management relations with community organizations; reviews policies and programs relating to diversity, equity and inclusion, ESG, ethics and employee and client satisfaction and engagement initiatives; reviews progress on the Company's corporate social responsibility initiatives; and monitors company-wide volunteerism and the activities of the Old National Bank Foundation through which major charitable gifts from the Company are funded.

### Executive Committee

Reviews and recommends to the Board of Directors the annual operating plan and budget as well as the multi-year strategic plan of the Company; assesses and monitors the Company's performance against the annual and multi-year strategic plan; reviews strategic direction of the Company with Management; reviews the Company's capital plan and policy and recommends to the Board of Directors dividends and any share repurchase program of the Company; and discusses corporate development and other acquisition opportunities with Management.

### Corporate Responsibility Executive Committee

In 2020, Old National raised the bar on our already strong commitment to corporate social responsibility by creating a Corporate Responsibility Executive Committee comprising members of our Executive Leadership Team. This committee works closely with the Corporate Responsibility Committee of our Board of Directors to ensure that Old National remains a leader in our industry in demonstrating and promoting robust ESG and corporate social responsibility practices.

## EXECUTIVE COMPENSATION

Old National's compensation philosophy is driven by recognition that our long-term success depends on the talents of our team members and alignment of their compensation with performance and business strategy as well as sustained shareholder value. The Talent Development and Compensation Committee (TDCC) of the Board maintains independent oversight of our compensation programs, including executive compensation.

In determining compensation for our CEO and Executive Leadership Team, the TDCC strives to provide financial incentives to achieve performance goals established by the committee, to align our executives' interests with the long-term interests of our shareholders and to foster teamwork among our executives, while at the same time discouraging unnecessary or excessive risk-taking.

Total compensation for Named Executive Officers (NEOs) includes a mix of base salary, annual incentive awards and long-term equity awards. These compensation components, combined with our stock ownership guidelines and recoupment policy, extend the time horizon beyond the vesting and/or performance periods and provide balance. The TDCC believes stock ownership is one of the most important aspects of executive compensation. Thus, equity-based awards represent a significant element of each executive officer's target compensation.

Additionally, we regularly review our compensation programs and actively seek out and consider feedback in making potential changes. Our Proxy Statement has a Compensation Discussion and Analysis section that includes details of our executive pay program.

## RISK MANAGEMENT

Not only is strong Enterprise Risk Management one of Old National's foundational strategic imperatives, it grounds and informs all aspects of our organizational strategy. In 2006, we became the first in our peer group to appoint an independent Chief Risk Officer. While serving as a member of our Executive Leadership Team, the Chief Risk Officer has a reporting relationship to the chairperson of the Enterprise Risk Committee of our Board.

Old National's approach to Enterprise Risk Management employs an overarching strategy for managing and mitigating risk that includes internal training and development; creating improved peer channels for monitoring emerging and evolving risks; conducting comprehensive stress testing; and maintaining a highly disciplined and proactive approach to regulatory compliance issues.

### Risk Appetite Statement

Old National has an enterprise-wide Risk Appetite Statement that aligns our business strategy, risk profile and capital plans to ensure the best use of capital, while balancing risk and reward. Updated annually, it provides the framework for continuous improvement and allows us to use capital as effectively as possible.

#### Key tenets of our Risk Appetite Statement:

- We are committed to effective risk management that is balanced, transparent and designed to manage risks to the risk appetite of the Company.
- We are willing to take risks that can be understood, measured and managed, and which support our mission and vision.
- When considering whether to take a risk, we consistently consider whether the return is commensurate with the risk being taken.
- We are committed to maintaining adequate levels of capital and liquidity, even under stressed conditions.
- We work proactively to maintain constructive relationships and open, transparent dialogue with regulatory agencies
- Our organizational objective is to earn a top quartile relative return.

ONB's comprehensive Risk Appetite Statement clearly defines our approach to and appetite for risk in the following key areas:

- Strategic
- Compliance & Regulatory
- Legal
- Credit
- Operational (including
- Reputation
- Liquidity
- Information Technology
- Talent Management
- Market
- and Information Security)



## SUCCESSION PLANNING

Our Executive Leadership Team completed a comprehensive succession planning process in 2023. Each executive leader identified an interim successor along with succession candidates of various readiness using data from an Executive Development Review. In 2024, robust development plans and programs will be implemented to ensure continuity and stability within our leadership pipeline.

## WHISTLEBLOWER POLICY & INTERNAL AUDIT

Old National team members and/or other business partners are encouraged to report any concerns about violence in the workplace, or issues they witness or suspect are violations of laws, regulations, policies, procedures and/or standards as soon as possible. Those who make such good faith reports are commonly referred to as “whistleblowers.” Any person may submit a good faith complaint, report or concern regarding such matters without fear of dismissal or retaliation of any kind. Old National’s Whistleblower Policy includes, but is not limited to:

- Abuses of Authority
- Accounting and Financial
- Client Information and Data Protection
- Company Assets
- Conflicts of Interest
- Gifts and Entertainment
- Discrimination, Harassment or Equal Employment Issues
- Fair Lending Concerns
- Falsification of Records, Misappropriation of Assets, Theft or Embezzlement
- Insider Trading
- Unsafe Working Conditions
- Retaliation
- Sales, Marketing and Advertising Practices
- Substance Abuse
- Team Member Disputes or Other Inappropriate Behavior
- Violation of Policy or Regulations

Old National’s **Internal Audit team** helps the Company manage risk in today’s highly regulated environment by taking a holistic view of corporate governance and aligning internal audit skills and activities to assess, improve and monitor Old National’s corporate governance capabilities.

The team is led by a Chief Audit Executive & Ethics Officer who reports directly to the chairperson of Old National’s Audit Committee. As such, the Internal Audit team functions independently from our business segments and Risk Management team.

The Internal Audit function at Old National is critical to evaluating and maintaining sound risk governance and management, as well as assessing and evaluating our internal control processes.

## CYBERSECURITY

Old National recognizes that cybersecurity is one of the biggest issues facing society and our financial system today, and we devote significant resources to protecting and continuously improving the security of our systems. We also partner with leading technology companies to identify solutions to meet the fast-evolving threat landscape, and the Enterprise Risk Committee of our Board oversees our approach to protecting client data.

Recognizing that our team members are the first line of defense against cybersecurity threats, we provide them with regular education and training. We also maintain open lines of communication with government representatives and law enforcement agencies to share relevant information. Our goal is to enable more efficient and effective oversight, while also helping to increase security and resiliency.

Specifically, Old National’s commitment to monitoring and managing cybersecurity risk includes, but is not limited to: business disruptions and system failures; cyberattacks, information security or data breaches; client, products and business practices; damage to physical assets; team member and workplace safety; execution, delivery and process management; and external and internal fraud.

Additionally, Old National periodically offers free cybersecurity/fraud protection seminars within our communities, including our popular Money Safety for Seniors program. Businesses and organizations can visit our Money Safety for Seniors page at [oldnational.com](http://oldnational.com) to request a seminar in their community.

### Committed to Privacy & Security

Old National is committed to safeguarding financial information while delivering a convenient, secure banking experience.

Learn more at  
[oldnational.com/security](http://oldnational.com/security)



OLD NATIONAL BANCORP®

8



# BANKING *with heart*

Sustainability  
Accounting Standards  
Board Index

**2023**



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX

This 2023 Report is Old National’s fourth disclosure pursuant to the Industry Standards Version 2018-10 issued by the Sustainability Accounting Standards Board (SASB), an independent standards-setting organization that supports reporting for companies to identify, manage, and communicate financially-material sustainability information to their investors. While we have determined that the Commercial Banks standard is most applicable to our core business, additional Financials sector standards have been disclosed if they are relevant to a particular segment or line of business. We do not currently disclose all metrics included in the Financials sector standards but will continue to evaluate them in the future. Our commitment is to provide investors with useful, relevant, and meaningful sustainability information and we may evolve our disclosures on these SASB topics over time. All data and descriptions are as of or for the year ended December 31, 2023.

| SOURCE KEY |                                   |
|------------|-----------------------------------|
| 10K        | 2023 Form 10-K                    |
| CoC        | Code of Business Conduct & Ethics |
| KM         | Key Metrics Table                 |
| ESG        | ESG Report                        |
| PP         | Privacy Policy                    |
| W          | Web Links                         |

For additional information about Old National Bancorp’s financial performance, please refer to our quarterly earnings materials as well as quarterly and annual reports on Form 10-Q and Form 10-K, respectively.

| METRIC CODE  | ACCOUNTING METRIC   | SOURCE   |     |  |     |   |     |                                    |
|--|---|--|-----|--|-----|---|-----|------------------------------------|
| <b>DATA SECURITY</b>   |   |  |     |  |     |   |     |                                    |
| FN-CB-230a.2<br>FN-CF-230a.3   | Description of approach to identifying and addressing data security risks   | <table border="0"> <tr> <td>10K</td> <td><a href="#">2023 Form 10-K (pgs 25-26, 64)</a></td> </tr> <tr> <td>CoC</td> <td><a href="#">Code of Business Conduct &amp; Ethics</a></td> </tr> <tr> <td>ESG</td> <td><a href="#">ESG Report (pg 66)</a></td> </tr> </table> | 10K | <a href="#">2023 Form 10-K (pgs 25-26, 64)</a>   | CoC | <a href="#">Code of Business Conduct &amp; Ethics</a> | ESG | <a href="#">ESG Report (pg 66)</a> |
| 10K  | <a href="#">2023 Form 10-K (pgs 25-26, 64)</a>  |  |     |  |     |   |     |                                    |
| CoC  | <a href="#">Code of Business Conduct &amp; Ethics</a>   |  |     |  |     |   |     |                                    |
| ESG  | <a href="#">ESG Report (pg 66)</a>  |  |     |  |     |   |     |                                    |
| <b>FINANCIAL INCLUSION &amp; CAPACITY BUILDING</b>   |   |  |     |  |     |   |     |                                    |
| FN-CB-240a.1   | (1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development   | <table border="0"> <tr> <td>KM</td> <td><a href="#">Key Metrics Table</a></td> </tr> <tr> <td>ESG</td> <td><a href="#">ESG Report (pgs 23-24, 31)</a></td> </tr> </table>  | KM  | <a href="#">Key Metrics Table</a>                | ESG | <a href="#">ESG Report (pgs 23-24, 31)</a>            |     |                                    |
| KM   | <a href="#">Key Metrics Table</a>   |  |     |  |     |   |     |                                    |
| ESG  | <a href="#">ESG Report (pgs 23-24, 31)</a>  |  |     |  |     |   |     |                                    |
| FN-CB-240a.2   | (1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development   | <table border="0"> <tr> <td>KM</td> <td><a href="#">Key Metrics Table</a></td> </tr> </table>  | KM  | <a href="#">Key Metrics Table</a>                |     |   |     |                                    |
| KM   | <a href="#">Key Metrics Table</a>   |  |     |  |     |   |     |                                    |
| FN-CB-240a.3   | Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers   | <table border="0"> <tr> <td>ESG</td> <td><a href="#">ESG Report (pg 37)</a></td> </tr> </table>  | ESG | <a href="#">ESG Report (pg 37)</a>               |     |   |     |                                    |
| ESG  | <a href="#">ESG Report (pg 37)</a>  |  |     |  |     |   |     |                                    |
| FN-CB-240a.4   | Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers  | <table border="0"> <tr> <td>KM</td> <td><a href="#">Key Metrics Table</a></td> </tr> <tr> <td>ESG</td> <td><a href="#">ESG Report (pgs 24, 38)</a></td> </tr> </table>   | KM  | <a href="#">Key Metrics Table</a>                | ESG | <a href="#">ESG Report (pgs 24, 38)</a>               |     |                                    |
| KM   | <a href="#">Key Metrics Table</a>   |  |     |  |     |   |     |                                    |
| ESG  | <a href="#">ESG Report (pgs 24, 38)</a>   |  |     |  |     |   |     |                                    |
| <b>INCORPORATION OF ENVIRONMENTAL, SOCIAL AND GOVERNANCE FACTORS IN CREDIT ANALYSIS</b>  |   |  |     |  |     |   |     |                                    |
| FN-CB-410a.1   | Commercial and industrial credit exposure, by industry  | <table border="0"> <tr> <td>10K</td> <td><a href="#">2023 Form 10-K (pg 51)</a></td> </tr> </table>  | 10K | <a href="#">2023 Form 10-K (pg 51)</a>           |     |   |     |                                    |
| 10K  | <a href="#">2023 Form 10-K (pg 51)</a>  |  |     |  |     |   |     |                                    |
| <b>BUSINESS ETHICS</b>   |   |  |     |  |     |   |     |                                    |
| FN-AC-270a.2<br>FN-AC-510a.1<br>FN-CB-510a.1<br>FN-CF-220a.2<br>FN-CF-270a.5<br>FN-IB-510a.1<br>FN-IB-510b.3<br>FN-MF-270a.3<br>FN-MF-270b.2 | Total amount of monetary losses as a result of legal proceedings associated with: <ul style="list-style-type: none"> <li>Marketing and communication of financial product-related information to new and returning customers</li> <li>Fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice or other related financial industry laws or regulations</li> <li>Customer privacy</li> <li>Selling and servicing of products</li> <li>Professional integrity, including duty of care</li> <li>Communications to customers or remuneration of loan originators</li> <li>Discriminatory mortgage lending</li> </ul> | <table border="0"> <tr> <td>10K</td> <td><a href="#">2023 Form 10-K (Note 20, pg 126)</a></td> </tr> </table>  | 10K | <a href="#">2023 Form 10-K (Note 20, pg 126)</a> |     |   |     |                                    |
| 10K  | <a href="#">2023 Form 10-K (Note 20, pg 126)</a>  |  |     |  |     |   |     |                                    |

| METRIC CODE                                       | ACCOUNTING METRIC   | SOURCE   |
|---|---|--|
| <b>BUSINESS ETHICS, cont.</b>                     |   |  |
| FN-AC-510a.2<br>FN-CB-510a.2<br>FN-IB-510a.2      | Description of whistleblower policies and procedures  | CoC <a href="#">Code of Business Conduct &amp; Ethics</a><br>ESG <a href="#">ESG Report (pg 66)</a>  |
| <b>SYSTEMIC RISK MANAGEMENT</b>                   |   |  |
| FN-CB-550a.1<br>FN-IB-550a.1                      | Global Systemically Important Bank (G-SIB) score, by category   | According to the Basel Committee on Banking Supervision's assessment methodology, Old National is not considered to be a Global Systemically Important Bank (G-SIB) and, accordingly, does not have a G-SIB score. |
| FN-CB-550a.2<br>FN-IB-550a.2                      | Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities   | 10K <a href="#">2023 Form 10K (pg 54)</a>  |
| <b>EMPLOYEE DIVERSITY &amp; INCLUSION</b>         |   |  |
| FN-AC-330a.1<br>FN-IB-330a.1                      | Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees  | KM <a href="#">Key Metrics Table</a><br>ESG <a href="#">ESG Report (pgs 40-58)</a>   |
| <b>CUSTOMER PRIVACY</b>                           |   |  |
| FN-CF-220a.1                                      | Number of account holders whose information is used for secondary purposes  | PP <a href="#">Privacy Policy</a><br>ESG <a href="#">ESG Report (pg 21)</a>  |
| <b>SELLING PRACTICES</b>                          |   |  |
| FN-CF-270a.4                                      | (1) Number of complaints filed with the Consumer Financial Protection Bureau (CFPB), (2) percentage with monetary or nonmonetary relief, (3) percentage disputed by consumer, (4) percentage that resulted in investigation by the CFPB | W <a href="#">CFPB Consumer Complaint Database</a>   |
| <b>LENDING PRACTICES</b>                          |   |  |
| FN-MF-270a.1                                      | (1) Number and (2) value of residential mortgages of the following types: (a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty, (c) Higher Rate, (d) Total, by FICO scores above or below 660                   | KM <a href="#">Key Metrics Table</a>   |
| FN-MF-270a.2                                      | (1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and (c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660   | KM <a href="#">Key Metrics Table</a>   |
| <b>DISCRIMINATORY LENDING</b>                     |   |  |
| FN-MF-270b.1                                      | (1) Number, (2) value, and (3) weighted average Loan-to-Value (LTV) ratio of mortgages issued to (a) minority and (b) all other borrowers, by FICO scores above and below 660   | KM <a href="#">Key Metrics Table</a>   |
| <b>ENVIRONMENTAL RISK TO MORTGAGED PROPERTIES</b> |   |  |
| FN-MF-450a.1                                      | (1) Number and (2) value of mortgage loans in 100-year flood zones  | KM <a href="#">Key Metrics Table</a>   |
| <b>ACTIVITY METRICS</b>                           |   |  |
| FN-AC-000.B                                       | Total assets under custody and supervision  | KM <a href="#">Key Metrics Table</a>   |
| FN-CB-000.A                                       | (1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business   | KM <a href="#">Key Metrics Table</a>   |
| FN-CB-000.B                                       | (1) Number and (2) value of loans by segment: (a) personal, (b) small business and (c) corporate  | KM <a href="#">Key Metrics Table</a>   |
| FN-MF-000.A                                       | (1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial  | KM <a href="#">Key Metrics Table</a>   |



# KEY METRICS TABLE

This Key Metrics Table provides disclosures for various Sustainability Accounting Standards Board (SASB) metrics for Old National Bancorp’s based on data as of or for the year ended December 31, 2023.

| FINANCIAL INCLUSION & CAPACITY BUILDING |  |           |
|---|--|-----------|
| FN-CB-240a.1                            | (1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development (\$ in millions)             | 15,546    |
|   |  | \$3,505.5 |
| FN-CB-240a.2                            | (1) Number and (2) amount of past due and nonaccrual loans qualified to programs designed to promote small business and community development (\$ in millions) | 212       |
|   |  | \$34.5    |
| FN-CB-240a.4                            | Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers   | 10,379    |

| EMPLOYEE DIVERSITY & INCLUSION |  |                    |
|--------------------------------|--|--------------------|
| FN-AC-330a.1<br>FN-IB-330a.1   | Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees | Chart A<br>Chart B |

## CHART A

| EMPLOYEE GROUP           | FEMALE | MALE | N/A |
|--------------------------|--------|------|-----|
| Executive Management     | 30%    | 70%  | 0%  |
| Non-Executive Management | 62%    | 38%  | 0%  |
| Professionals            | 57%    | 43%  | 0%  |
| All Other Employees      | 72%    | 28%  | 0%  |
| Total Employees          | 67%    | 33%  | 0%  |

## CHART B

| EMPLOYEE GROUP           | ASIAN | BLACK OR AFRICAN AMERICAN | HISPANIC OR LATINO | WHITE | OTHER | N/A |
|--------------------------|-------|---------------------------|--------------------|-------|-------|-----|
| Executive Management     | 0%    | 10%                       | 5%                 | 75%   | 10%   | 0%  |
| Non-Executive Management | 2%    | 6%                        | 8%                 | 83%   | 1%    | 0%  |
| Professionals            | 4%    | 5%                        | 5%                 | 82%   | 4%    | 0%  |
| All Other Employees      | 2%    | 9%                        | 15%                | 71%   | 3%    | 0%  |
| Total Employees          | 3%    | 8%                        | 12%                | 75%   | 2%    | 0%  |

| LENDING PRACTICES |   |         |
|-------------------|---|---------|
| FN-MF-270a.1      | (1) Number and (2) value of residential mortgages of the following types:<br>(a) Hybrid or Option Adjustable-rate Mortgages (ARM), (b) Prepayment Penalty,<br>(c) Higher Rate, (d) Total, by FICO scores above or below 660 | Chart C |
| FN-MF-270a.2      | (1) Number and (2) value of (a) residential mortgage modifications, (b) foreclosures, and<br>(c) short sales or deeds in lieu of foreclosure, by FICO scores above and below 660  | Chart D |
| FN-MF-270b.1      | (1) Number, (2) value, and (3) weighted average Loan-to-Value (LTV) ratio of mortgages issued to<br>(a) minority and (b) all other borrowers, by FICO scores above and below 660  | Chart E |
| FN-MF-450a.1      | (1) Number and (2) value of mortgage loans in 100-year flood zones<br>(\$ in millions)  | 635     |
|                   |   | \$181.2 |

| CHART C                     | NUMBER        |              |           | LOAN VALUE (\$ IN MILLIONS) |              |           |
|-----------------------------|---------------|--------------|-----------|-----------------------------|--------------|-----------|
|                             | (FICO =< 660) | (FICO > 660) | Data N/A* | (FICO =< 660)               | (FICO > 660) | Data N/A* |
| Hybrid or Option ARM        | 355           | 14,443       | 7,153     | \$19.7                      | \$1,601.2    | \$316.3   |
| Higher Rate                 | 65            | 212          | 5         | \$1.0                       | \$6.4        | \$0.3     |
| Prepayment Penalty          | 0             | 36           | 11        | \$0                         | \$1.5        | \$0.3     |
| Total Residential Mortgages | 1,255         | 32,268       | 10,200    | \$72.0                      | \$5,088.2    | \$497.2   |

| CHART D                 | NUMBER        |              |           | LOAN VALUE (\$ IN THOUSANDS) |              |           |
|-------------------------|---------------|--------------|-----------|------------------------------|--------------|-----------|
|                         | (FICO =< 660) | (FICO > 660) | Data N/A* | (FICO =< 660)                | (FICO > 660) | Data N/A* |
| Modification            | 28            | 12           | 1         | \$2,008.3                    | \$3,024.0    | \$35.0    |
| Foreclosure             | 8             | 0            | 10        | \$509.7                      | \$0          | \$544.1   |
| Short Sale/Deed in Lieu | 0             | 0            | 1         | 0                            | 0            | \$333.4   |

| CHART E                | MINORITY BORROWERS |              |           | ALL OTHER BORROWERS |              |           |
|------------------------|--------------------|--------------|-----------|---------------------|--------------|-----------|
|                        | (FICO =< 660)      | (FICO > 660) | Data N/A* | (FICO =< 660)       | (FICO > 660) | Data N/A* |
| Number                 | 55                 | 643          | 2         | 1,200               | 31,623       | 686       |
| Value (\$ in millions) | \$4.9              | \$72.7       | \$0.1     | \$67.2              | \$5,011.5    | \$113.2   |
| Weighted Average LTV   | 84%                | 51%          | 77%       | 41%                 | 43%          | 49%       |

\*Data not available due to mergers and systems integrations.

## ACTIVITY METRICS

|             |  |                |            |
|-------------|--|----------------|------------|
| FN-AC-000.B | Total assets under custody and supervision<br>(\$ in millions) (Total assets in the Company's Wealth division)   |                | \$29,382   |
| FN-CB-000.A | (1) Number and (2) value of checking and savings accounts by segment:<br>(a) personal and (b) small business<br>(\$ in millions)                           | Personal       | 867,105    |
|             |  |                | \$14,021.7 |
|             |  | Small Business | 86,063     |
|             |  |                | \$3,281.1  |
| FN-CB-000.B | (1) Number and (2) value of loans by segment: (a) personal,<br>(b) small business and (c) corporate<br>(\$ in millions)                                    | Personal       | 71,102     |
|             |  |                | \$1,256.4  |
|             |  | Small Business | 1,931      |
|             |  |                | \$170.1    |
|             |  | Corporate      | 10,456     |
|             |  |                | \$7,866.3  |
| FN-MF-000.A | (1) Number and (2) value of mortgages originated by category:<br>(a) residential and (b) commercial<br>(\$ in millions)<br>(excludes loans that were sold) | Residential    | 3,368      |
|             |  |                | \$1,044.5  |
|             |  | Commercial     | 1,240      |
|             |  |                | \$3,840.6  |



## ADDITIONAL RESOURCES

[2023 Corporate Annual Report](#)

[2024 Proxy Statement](#)

[Our ESG Website](#)

[Corporate Governance Guidelines](#)

[Code of Business Conduct and Ethics](#)

[Code of Conduct for CEO and Senior Financial Officers](#)

[Commitment to Diversity, Equity and Inclusion](#)

[Investing in Our Communities \(CRA\)](#)

[ONB Community Equity](#)

[SBA Checklist](#)

[ONB Security Center](#)

[Money Safety for Seniors](#)

[Privacy Policy](#)

[Delivering Financial Education](#)

[Applying for a Sponsorship or Grant](#)

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