

2021



DIVERSITY, EQUITY & INCLUSION REPORT



OLD NATIONAL BANCORP®

OLD NATIONAL BANK®

Our DEI Vision

Our DEI Pillars

Focus on Inclusion

Disabilities Outreach
and Recruitment

Associate Resource Groups

Looking Ahead



DIVERSITY, EQUITY & INCLUSION

COMMITTED TO DIVERSITY, EQUITY & INCLUSION



Old National names Corliss Garner to our Executive Leadership Team



In 2021, we were proud to name Corliss Garner as Chief Diversity, Equity and Inclusion Officer. In recognition of the increasingly critical role that DEI plays in our corporate culture, Corliss was appointed a member of our Executive Leadership Team (our senior-most group of leaders).

A native of Chicago, Corliss held a similar position with First Midwest while also leading First Midwest's Corporate Social Responsibility efforts.

Old National respects, values and welcomes all aspects of diversity in our workforce, clients, suppliers and marketplace. We seek to recognize the unique contribution each individual brings to our company, and we are fully committed to supporting a rich culture of diversity as a cornerstone of our success. Additionally, we strive to be champions of promoting equity and inclusion, both within our workforce and in the communities we serve.



Old National Bank is our banking partner and partner in supplier diversity, and we appreciate their commitment and partnership in helping certified minority businesses secure access to capital. Their commitment is a great contribution to advancing diversity and helping to provide opportunities for minority businesses and economic development in minority communities.

CAROLYN E. MOSBY
PRESIDENT/CEO, MID-STATES MINORITY
SUPPLIER DEVELOPMENT COUNCIL

OUR DEI STRUCTURE AND VISION



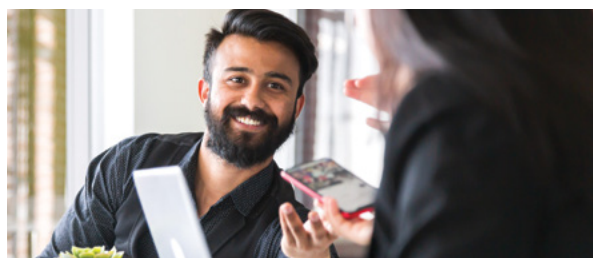
Our commitment at Old National is to continue supporting programs and initiatives related to diversity, equity and inclusion. With support from our Executive Leadership Team, DEI is a guiding principle that informs our way of doing business and shapes our interactions with clients, communities and one another. We have developed strategies focused on the recruitment, retention and development of team members; client support initiatives, including fair lending strategies; and team member education initiatives.



Old National's DEI Vision

By achieving our diversity, equity and inclusion goals and strategic objectives, our communities will recognize Old National as:

- an employer of choice;
- a financial services provider of choice; and
- a community partner of choice.



ABOUT OUR LEADERSHIP

(as of February 15, 2022)

44% 7 of 16 of our Corporate Board are women or racially/ethnically diverse

35% 7 of 20 of our Executive Leadership team are women or racially/ethnically diverse

59% of those in management positions are women

ABOUT OUR TEAM MEMBERS

(as of February 15, 2022)

69% of all team members are women

23% of all team members are racially/ethnically diverse

OUR DEI PILLARS



At Old National, we follow a Diversity, Equity and Inclusion strategy that focuses on four pillars: Workplace, Workforce, Community and Marketplace. Championing DEI in all four areas helps us achieve our mission to exceed client, team member and shareholder expectations.

- WORKPLACE** We foster an inclusive environment in which different backgrounds, perspectives and experiences are valued and respected.
- WORKFORCE** We strive to build a diverse talent acquisition funnel and provide high impact team member engagement and development programs.
- COMMUNITY** We know that being a good corporate citizen involves social responsibility, and we're dedicated to demonstrating that responsibility through community leadership, philanthropic support and volunteerism.
- MARKETPLACE** We want to serve the needs of all our clients. That's why we offer a range of products and services to help individuals reach their unique goals, and why we ensure diversity in our suppliers and marketing efforts.



Supplier Diversity

Old National looks to partner with certified minority- and women-owned businesses that have certified ownership by racially/ethnically diverse individuals or people with disabilities, women or veterans as well as small businesses. We pledge to include suppliers that reflect the full prism of our client base. In fact, 27% of our eligible spend in 2021 was with diverse suppliers.

If you are a diverse business owner and are interested in partnering with Old National, please email SupplierDiversity@oldnational.com and include proof of certification.

INCLUSIVE MINDSET

Focus on Inclusion

- Inclusiveness is one of our core competencies and expected of individuals at all levels within the organization. Team members have been given examples of how to incorporate these skills and characteristics into their Individual Development Plans.
- Our **Executive Inclusion Committee** helps us deliver on our commitment to reflect the diversity of the clients and communities we serve by aligning our DEI efforts with organizational business objectives, providing strategic direction to achieve desired organizational results, and supporting an inclusive workplace culture for all team members.
- Annually, as part of our **Team Member Engagement Survey**, we include questions to measure team members' thoughts and opinions about Diversity, Equity and Inclusion at Old National.

80%
of Old National team members report they can "be themselves at work"

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 Resource Group** to competitive benefits, we work to assist our active military and veteran team members in balancing their family, duty and work responsibilities.

Catalyst

Catalyst is an inclusion- and equity-focused talent development program that Old National introduced in 2015. It engages our team members from racially/ ethnically diverse groups in activities focused on enhancing professional skills, gaining organizational perspective and exposure, and broadening their internal networks. Over the past five years, more than 100 team members have completed the program.



'Speak Up'

As part of our commitment to maintaining a positive, welcoming and ethical workplace culture, Old National launched an internal initiative called **Speak Up** back in 2018. At the heart of Speak Up is a group of team member "Culture Champions" who have been trained to listen to and serve as advocates for their fellow team members.

Speak Up is available to all Old National team members. It is designed to encourage and empower team members to speak up, while also providing the tools and resources needed to prepare them to address difficult situations with respectful dialogue.



TEAM MEMBER RESOURCES

Disabilities Outreach and Recruitment

At Old National, we are committed to increasing representation of individuals with disabilities in all levels of our workforce. This commitment includes advocating for people with disabilities in our communities and facilitating the employment of people with disabilities within our company.



Old National's Abilities First resource group promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing an educational forum on disabilities for all team members.

ACHIEVE★ABILITY

'Achieve Ability' Program

For the past seven years, our Achieve Ability mentoring program has paired Old National executives and individuals with disabilities in a one-on-one mentoring relationship. This annual program has been so well received by both mentors and mentees that we have begun working with other organizations to help them implement their own version of Achieve Ability.

Standing with Other Organizations in Support of Disability Inclusion

Old National is part of the Valuable 500—a network of businesses, spanning 34 countries, that have committed to putting disability inclusion on their business leadership agenda.

In 2020, Old National Chairman and CEO Jim Ryan joined approximately 50 other CEOs in support of *DisabilityIN's Letter on Disability Inclusion*. The letter stresses the importance of continuing to advance disability inclusion in the workplace.



Associate Resource Groups

We encourage and support a variety of Associate Resource Groups to create awareness and understanding of the diverse backgrounds and experiences represented throughout the Company. The team members who volunteer for these groups partner with Old National departments and lines of business to support professional development programs, assist with recruitment and retention, identify unique market opportunities and support community outreach.



The **African American Business Resource Group** advances Old National's commitment to inclusion by providing a forum to support the professional development and retention of African American team members, attract talent, drive business growth and build partnerships in our communities.



The **Military Veterans Resource Group** is responsible for coordinating company-wide efforts to create sustainable programs for transitioning veterans while providing team members that are military veterans—and their family members and supporters—with education, resources and networking opportunities.



The **Abilities First** resource group promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing an educational forum on disabilities for all team members.



The objective of **ONB Young Professionals** is to engage, connect, empower and foster the growth and development of young professional team members (ages 18-40) while supporting generational diversity within Old National.



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.



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.



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.

636

Old National team members participated in an Associate Resource Group during 2021

LOOKING AHEAD



Strengthening Our Commitment to Diversity, Equity and Inclusion

Our recently completed partnership with First Midwest has strengthened and broadened our ability to make a positive difference in the communities we serve. It has also strengthened our resolve to be an industry leader in championing diversity, equity and inclusion. At Old National, we firmly and collectively believe that having a diverse workforce that thrives in an inclusive workplace is a powerful differentiator that will help us achieve success for years to come.

We also believe that recognizing and celebrating diversity in all its forms—including diversity of thought, backgrounds and experiences—has the power to drive innovation and create better outcomes for our business, communities, clients and team members.

As we look ahead, DEI will remain one of Old National's core values. Not only is it an organizational priority, we view this work as our responsibility as a strong corporate citizen. Our stakeholders have increased expectations for transparency and accountability, and we are refining our strategy and frameworks to meet these important expectations.

What our ongoing commitment to DEI looks like:

- We will continue to build on the strong foundation and culture established by our legacy organizations over these many years.
- Now, with more than 4,000 team members across seven states, we will continue to create opportunities for ALL team members to learn from the rich diversity across our company to better connect with our clients and each other.
- We will strive to build a diverse workforce that is reflective of the communities we serve.
- We will empower our team members and leverage our assets to uplift and support communities in need.

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