

COMMITTED TO DIVERSITY, EQUITY & INCLUSION



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OUR DE&I STRUCTURE AND VISION

Old National respects, values and welcomes diversity in our workforce, customers, 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 to our success. Additionally, we strive to be champions of promoting equity and inclusion, both within our workforce and in the communities we serve.

Our DE&I Pillars

At Old National, we follow a Diversity, Equity and Inclusion strategy that focuses on four pillars:

**Workplace, Workforce,
Community and Marketplace.**

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 pipeline 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.



As part of our ONB Way Strategy, our Operating Group implemented a set of tactics in 2020 to support the goal of enhancing diversity, equity and inclusion throughout our organization. These tactics focus on recruitment, retention and development of team members; client support initiatives, including fair lending strategies; and team member education initiatives.

Old National's DE&I Vision: By achieving our diversity 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.

Supplier Diversity

Old National looks to partner with certified minority- and women-owned businesses with 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. Old National recognizes that these businesses are vitally important to our communities and the overall success of the company.

SERVING UNDERREPRESENTED CLIENTS

Old National is committed to delivering strong, relationship-based services and support to underrepresented clients (and communities) throughout our five-state footprint. This includes programs, products and partnerships designed to ensure that underrepresented business owners and diverse customer bases are not just well-served but strengthened.

New Strategic Business Partnerships Executive Position

In 2020, Old National added a new EVP, Strategic Business Partnerships position to our Operating Group. In addition to driving business development opportunities for racially/ethnically diverse businesses and other underrepresented groups, the EVP, Strategic Business Partnerships works with Old National leaders and the Diversity, Equity and Inclusion team to develop and drive diversity recruiting strategies and enhance career development efforts for individuals of color.

Workforce Development



◀ Local Initiatives Support Corp (LISC) – Indianapolis, Indiana

An Old National grant is supporting the Bridges to Career Opportunities program, which includes skills training, placement, advancement and supportive services for individuals in targeted communities.

Key Partnerships:

The Old National Bank Center for Business Excellence at Butler University

This partnership between Old National and Butler University in Indianapolis, which was established in 2017, connects privately held companies with the resources and support they need to succeed. In 2020, Old National pledged to cover the annual membership fee of \$1,000 for the first year for privately held companies, headquartered in Indiana, with majority ownership (51% or more) by an underrepresented population.

Mid-States Minority Supplier Development Council partnership

Also in 2020, Old National announced a partnership with the Mid-States Minority Supplier Development Council (Mid-States MSDC) and Bankable that provides unique, flexible financing solutions and business development resources to Mid-States MSDC-certified Minority Business Enterprises within Indiana. Old National provided \$50,000 in funding to launch the partnership with an emphasis on broadening economic development and financial empowerment initiatives among diverse businesses and geographies.

Old National CEO Council

In 2021, Old National established a new CEO Council. This diverse group of high potential Old National team members has a unique, reciprocal relationship with the company's executive leadership team. Council members benefit from mentoring and growth and development opportunities while at the same time providing fresh insights and perspectives about topics that are vital to the organization and those we serve. [Click here](#) for a short video about the CEO Council.

TREATING OUR CLIENTS FAIRLY

We strive to gain our clients' trust and earn the right to be their "bank for life" 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.

Providing Fair and Transparent Marketing

We want to empower our clients to make informed financial choices by providing clear, concise and transparent information about our products and services. Our in-house Marketing Creative Services team 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

As an ethics-focused organization, Old National is committed to providing our clients with the right products and services to meet their financial needs. And 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, incentive plans, controls assessments and feedback received from clients and team members.

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:

- We created a Money Safety for Seniors program to educate our communities about popular forms of financial abuse that target our elderly population.
- We built a robust [Security Center](#) at oldnational.com with detailed information about protecting yourself and those you love from fraud and abuse.
- We work with nonprofit organizations, advocacy groups, regulators, law enforcement and others to explore strategies and best practices for combatting financial exploitation.

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 (passwords, etc.), 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](#).

INCLUSIVE MINDSET

Focus on Inclusion

- In 2020, Old National added “inclusiveness” to the list of expected team member competencies. Team members were given examples of how to incorporate this skill into their individual development plans.
- Our **Executive Inclusion Council** governs and drives the alignment of our diversity, equity and inclusion efforts with organizational business objectives resulting in the natural integration of diversity into Old National’s brand and embedding the value of inclusion into our culture.
- Annually, as part of our **Team Member Engagement Survey**, we include questions to measure team members’ thoughts and opinions about inclusion at Old National.

Supporting Active Military and Veterans



Old National is proud to have earned the **Military Friendly® Employer** designation for 2019 and 2020. 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 not only to encourage and empower team members to speak up, but, most importantly, to provide the tools and resources needed to prepare them to address difficult situations with respectful dialogue.

DISABILITIES OUTREACH AND RECRUITMENT

At Old National, we are committed to increasing representation of individuals with disabilities in all levels of our workforce. In 2014, we created the role of **Disabilities Outreach Specialist** to advocate for people with disabilities in our communities and to facilitate the employment of people with disabilities within our company.



ACHIEVE★ABILITY

'Achieve Ability' Program

For the past six years, our Achieve Ability mentoring program has paired Old National executives with college students 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.

Approximately half of the 57 mentees who have participated in the program have gone on to secure full-time employment, while several others are still in school.

Standing with Other Organizations in Support of Disability Inclusion

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

Also 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.



Team Member 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.



MVRG 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 **Nexus** 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.

664

Old National team members participated in an Associate Resource Group during 2020

MORE THAN 100

team members have completed our Catalyst development program in the past five years