

# 2021



## ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT



OLD NATIONAL BANCORP®

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# Our Commitment to Corporate Social Responsibility...and to being Better Together

For Old National Bank, 2021 can best be defined by the words *Better Together*. Throughout the year, this mantra not only defined the way we interacted with and served our clients, communities and one another, it also inspired us to keep seeking creative, powerful and agile ways to deliver on our long-standing commitment to corporate social responsibility.

Additionally, *Better Together* is a perfect descriptor for the transformational partnership that Old National and Chicago-based First Midwest announced in June 2021 and completed in February 2022. As a result of this partnership—which brought together two storied community banks with a shared passion for strengthening communities and exceeding client expectations—Old National is now a \$46 billion dollar bank with a diverse, expanded footprint and the collective momentum and resources to build on our Environmental, Social and Governance (ESG) initiatives.

Importantly, while by its nature this Report focuses on Old National's ESG commitments, First Midwest has long shared in that same culture and commitment to corporate social responsibility. Now as we talk about our Company and our future, we do so as an even stronger version of Old National—one ready to raise the bar on our commitment to serving our clients, strengthening our communities and investing in the growth and development of all our team members.

Sincerely,



Jim Ryan  
CEO



Mike Scudder  
EXECUTIVE CHAIRMAN



Becky Skillman  
LEAD INDEPENDENT DIRECTOR

**MOODY'S**  
INVESTORS SERVICE

Old National is proud to hold an ESG Credit Impact Score of CIS-2 (with CIS-1 being the best possible score) from Moody's Investors Service. This reflects limited credit impact from environmental and social risk factors, as well as low (well managed) governance risks.

# 1

Defining 'Better Together'

ESG at a Glance

Our Mission, Vision and Values

Engaging our Stakeholders

NASDAQ CONGRATULATES  
OLD NATIONAL BANCORP &  
FIRST MIDWEST BANCORP INC  
ON COMPLETING THEIR MERGER

 First Midwest Bank

 OLD NATIONAL

ONB NasdaqListed

 Nasdaq



## INTRODUCTION

# ABOUT THIS REPORT

This 2021 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 \$46 billion Midwestern 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.

Environmental, Social and Governance (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; being one of the world's most ethical companies; 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, 2021, 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. Additionally, all references to "First Midwest" refer to First Midwest Bancorp, Inc.



## Additional Resources

- [2021 Corporate Annual Report](#)
- [2021 Proxy Statement](#)
- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Business Conduct and Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [ONB Security Center](#)
- [Privacy Policy](#)

For more information, visit [oldnational.com](https://oldnational.com).

## ABOUT OLD NATIONAL

# Our partnership with First Midwest nearly doubles our size and makes us *Better Together!*

In February 2022, Old National completed a transformational partnership with Chicago-based First Midwest. The combined company—which has retained the Old National name—is the sixth largest commercial bank headquartered in the Midwest and the 35th largest bank in the nation with more than \$46 billion of total assets, an experienced management team, strong Commercial banking capabilities, a robust Community banking footprint and a significant Wealth platform.

### A closer look at Old National:

(Pro-forma results as of December 31, 2021)

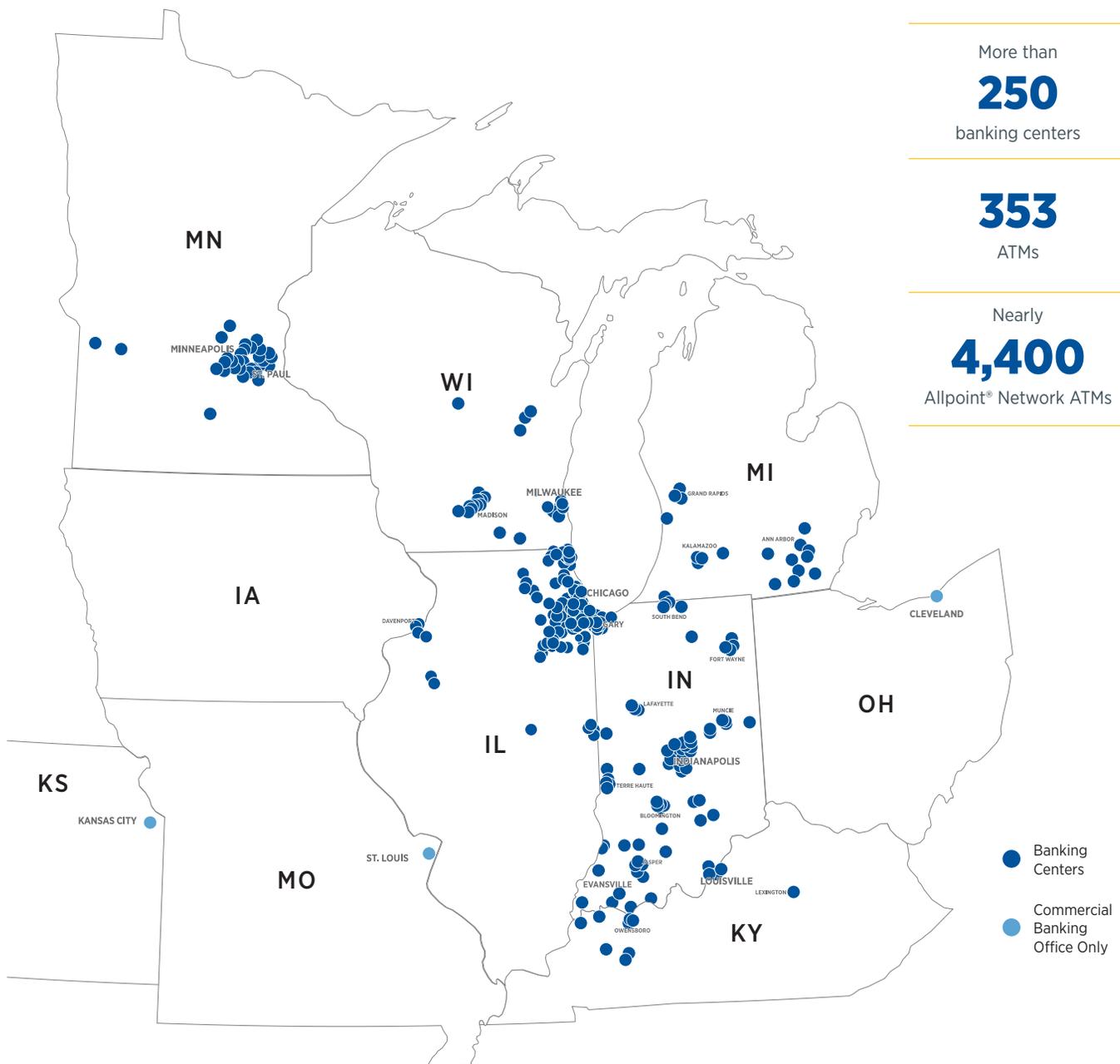
<p><b>More than</b> <b>\$46 billion</b> in total assets</p>	<p><b>\$34 billion</b> in assets under management</p>	<p><b>\$36 billion</b> in total deposits</p>
<p><b>35th largest bank</b> in the United States</p>	<p><b>6th largest</b> Commercial bank headquartered in the Midwest by assets<sup>1</sup></p>	<p><b>7th largest</b> Wealth Management platform among banks &lt;\$100B in assets<sup>2</sup></p>
<p><b>270</b> years of combined service</p>	<p><b>Dual headquarters</b> in Evansville, Indiana and Chicago, Illinois</p>	<p><b>NASDAQ:</b> <b>ONB</b></p>

Since our founding in 1834, Old National has focused on both community and commercial banking by building long-term, highly valued partnerships with clients. Not surprisingly, this same focus and mission have also been at the heart of First Midwest throughout its long history. Now, as a \$46 billion regional bank with the heart, culture and DNA of a smaller community bank, we have a distinctive client-centric value proposition that is based on strong relationships, a streamlined operating model, and an inclusive and exceptional work environment that empowers our team members to deliver their best.

Additionally, we take a disciplined approach to credit and risk management, and we pride ourselves on being one of the world's most ethical companies. Finally, we believe we are only as strong as the communities we serve, and we work hard each day to strengthen them.

<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 12/31/20. Includes U.S.-headquartered depositories with MRQ assets less than \$100 billion. Excludes merger targets, MOE participants, trust companies and subsidiaries of foreign organizations.

## Our expanded footprint strengthens our ability to serve clients and communities.



# 2021 ESG AT A GLANCE

 **Strengthening and Supporting Our Communities**

**\$189 million** in Community Reinvestment Act (CRA)-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization

**\$1 million** in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

<b>\$403 MILLION</b> in CRA-eligible loan originations to small businesses and small farms	<b>39,503</b> volunteer hours donated by our team members
<b>\$153 million</b> in funding to disadvantaged businesses and communities provided by ONB Community Equity since 2015	<b>95%</b> of Foundation grants awarded to CRA-eligible initiatives

Amount Old National invested in our communities through sponsorships and Foundation grants: **\$6.1 million**

**27%** of eligible spend with diverse suppliers

 **Committed to Diversity, Equity and Inclusion**

**38%**  
2021 Corporate Board diversity (women + racial/ethnic diversity)

**47%**  
2021 Executive Leader diversity (women + racial/ethnic diversity)

**68%**  
of all Old National team members were women

**12%**  
Total workforce racial/ethnic diversity

**100%**  
score on the Disability Equality Index Best Places to Work

**90 OUT OF 100**  
Human Rights Campaign Corporate Equality Index

 **Assisting Clients with the Paycheck Protection Program (PPP)**

<b>about 12,000</b> small businesses and nonprofits assisted through the PPP in 2020 and 2021	<b>\$200 to \$10 million in loan value</b> supporting businesses of all sizes
	<b>98%</b> were less than \$1 million

 <p><b>Corporate Governance</b></p>	<p><b>100%</b> of our team members completed risk-based compliance training as well as training related to our Code of Business Conduct and Ethics</p>	
	<ul style="list-style-type: none"> <li>• Comprehensive Risk Appetite Statement</li> <li>• Independent Chief Risk Officer</li> <li>• Independent Chief Audit Executive/Ethics Officer</li> </ul>	

# FIRST MIDWEST'S 2021 ESG AT A GLANCE

 **Strengthening and Supporting Our Communities**

<b>~25</b> consecutive years Outstanding CRA rating	<b>\$1.7 million</b> in CRA-qualified grants and donations
<b>\$335 million</b> of CRA-qualified community development loans and investments	
<b>\$981 million</b> of CRA-qualified loans to small businesses and farms	
Amount FMB invested in our communities through sponsorships and Foundation grants:	<b>\$4.1 million</b>

 **Providing Essential Services to Our Clients**

<b>11,300+</b> small businesses and nonprofits assisted through the Paycheck Protection Program (PPP)	<b>\$170 thousand TO \$10 million</b> in PPP loan value supporting businesses of all sizes
<b>~ \$1.8 billion</b> in PPP loans, with 91% fully forgiven	 

 **Committed to Diversity, Equity and Inclusion**

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Proud member of:  
**CEO ACTION FOR DIVERSITY & INCLUSION**

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**40%**  
Corporate Board diversity (women + racial/ethnic diversity)

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**69%**  
of all team members were women

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**40%** of early career new hires were women  
**40%** of interns were women

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**34%**  
Total workforce racial/ethnic diversity

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**80%** of early career new hires were minorities  
**65%** of interns were minorities

 **Consistently recognized as a Great Place to Work**

<b>76%</b> team member engagement			Career development partnerships and programs:   
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 <b>Corporate Governance</b>	<b>100%</b> <b>TEAM MEMBER COMPLETION</b> of annual, risk-based compliance training	<ul style="list-style-type: none"> <li>Comprehensive Risk Appetite Statement</li> <li>Independent Chief Risk Officer</li> <li>Independent Chief Audit Executive/Ethics Officer</li> </ul>	Consistently recognized for Board diversity 
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# BETTER TOGETHER MEANS STRONGER TOGETHER

## Old National unveils \$8.3 billion, five-year Community Growth Plan

We are proud to announce an \$8.3 billion Community Growth Plan that builds on our long-standing commitment to support historically underserved and economically disadvantaged individuals, families and communities throughout our Midwest footprint. The five-year Plan was developed in collaboration with the National Community Reinvestment Coalition and its members in conjunction with our transformative merger with First Midwest.

### **\$2 billion** **Mortgage Lending**

Committing approximately \$2 billion in loans to promote increased home ownership and home improvement for low-to-moderate income households, particularly Black and Hispanic borrowers and those located in majority-minority communities.



### **Supplier Diversity**

Enhancing our supplier diversity program and commitment to providing opportunities to women, persons of color and veteran-owned businesses.

### **\$3 billion+** **Small Business Lending**

Providing more than \$3 billion of loans to businesses with annual revenues of \$1 million or less and to small businesses located within low-to-moderate income areas.



### **Apprenticeship Programs**

Partnering with organizations to provide adult apprenticeship programs for communities of color and underserved areas to build skills that lead to long-term sustainable careers.

### **\$3 billion+** **Community Development Lending and Investments**

Investing more than \$3 billion in loans and investments supporting projects that rehabilitate historic buildings, provide affordable housing, invest in low-income communities and generate alternative energy.



### **Attracting and Retaining Talent**

Continuing our focus on maintaining a diverse and inclusive workforce that is reflective of the markets we serve.

### **\$24 million** **Philanthropic Programs**

Providing approximately \$24 million in funds to organizations and for causes that provide community benefits as defined under the Community Reinvestment Act.

### **\$2.5 million** **Loan Subsidies**

Establishing a loan subsidy fund of \$2.5 million to assist borrowers in qualifying for residential loans.



At Old National, engaging with, supporting and strengthening our communities is not only a strategic priority, it's woven into the fabric of our cultural DNA. We are proud to partner with the National Community Reinvestment Coalition to build on our strong legacy of service and make a lasting impact on the hundreds of communities we serve today, as well as in the future.

**JIM RYAN, OLD NATIONAL CEO**

## MISSION

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

## 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.

### THE CULTURE AT OLD NATIONAL IS FIRMLY ROOTED IN OUR CORE VALUES:



#### Integrity

Trusted, Authentic  
and Ethical

- We act in the best interest of our clients and team members.
- We align our actions with our words, promises and commitments.
- We do the right thing and stand up for what is right.
- We communicate transparently, with openness, honesty and conviction.



#### Inclusion

Courageously Embrace  
Our Differences

- We create an environment where people can be their entire, authentic selves.
- We treat all people and ideas with respect and dignity.
- We listen, actively seeking to incorporate diverse and different viewpoints in decision-making.
- We celebrate our individuality and differences to create a sense of belonging.



#### Excellence

Consistently  
Delivering Our Best

- We are passionate about serving our clients and each other and go above and beyond to fulfill needs.
- We set the bar high for performance, then strive to exceed it.
- We have a bias for action, take initiative and own our results.
- We are persistent and determined in the face of challenges.



#### Collaboration

Better Together

- We develop strong, positive relationships with clients, across the organization, and in our communities.
- We openly receive and provide feedback to create an environment where everyone can be their best.
- We work together and win as one team.
- We are committed to the greater good.



#### Optimism

Spirit of Possibilities

- We meet every opportunity with a positive, 'can do' attitude.
- We celebrate our successes.
- We assume positive intent in others and practice appreciation and gratitude.
- We have fun along the way and encourage others to do the same.



#### Agility

Resourceful  
and Innovative

- We are fast, nimble, flexible and adapt as needed.
- We encourage ideas that add value and respond to the changing needs of our clients and communities.
- We are open to change that prepares us for the future.
- We remain curious and continuously learn, striving to be better every day.

# ENGAGING OUR STAKEHOLDERS



**Old National has a relationship with 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.

## Engaging with clients

We use multiple channels to communicate with and seek feedback from our clients, including surveys, our website ([oldnational.com](https://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 consumers, our business and the communities we serve. The information we gather assists us in determining how to best deploy our resources. Through the Old National Bank Foundation, a 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 local communities.

## Engaging with shareholders

We interact and communicate with shareholders through our Investor Day, quarterly earnings calls, Securities and Exchange Commission filings, our Annual Report and Proxy Statement, our annual meeting of shareholders, investor conferences, web communications 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.

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 can contact the hotline to report concerns 24 hours a day, seven days a week.

Lastly, team members can reach out to a defined group of their peers who have been identified and trained to listen and assist them in a variety of ways. This includes a set of Culture Champions.

### 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 ad hoc requests.

Additionally, the Company 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.

### 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.

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***In 2021, we invested roughly \$6.1 million in our communities in the form of sponsorship funds and Foundation grant dollars while empowering our team members to donate almost 40,000 hours to volunteer activities.***

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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.



# 2

Our Commitment to Ethics

Board of Directors and  
Management Structure

Risk Management

Internal Audit

Cybersecurity



**CORPORATE GOVERNANCE**

## COMMITTED TO STRONG GOVERNANCE & ETHICS

At Old National, adhering to sound corporate governance practices is of the utmost importance. For this reason, our Corporate 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. Importantly, it also gives our team members the freedom to grow and excel in an open, ethical and highly transparent environment.



When Old National joined the Meda (Metropolitan Economic Development Association) Board of Directors, we welcomed a partner who shared our deep commitment to integrity, trust, excellence and client service. We are delighted to see Old National be recognized by Ethisphere's Most Ethical™ Companies list, as it showcases how we always have worked together on behalf of those we serve.

**ALFREDO V. MARTEL**  
PRESIDENT AND CEO, MEDA

## LEADERSHIP & GOVERNANCE



Outstanding people, strong leadership and effective governance and controls form the 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.

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

- **World's Most Ethical™ Company for 11 straight years**
- Ethics Inside™ certification for 11 straight years
- Independent Chief Audit Executive/Ethics Officer and confidential ethics hotline
- Annual affirmation of Code of Business Conduct and Ethics and mandatory ethics training for all team members

### CORPORATE GOVERNANCE

- **Executive compensation tied to shareholder value**
- Maintain independence of non-executive Board members
- CEO incentives based on performance
- Stock ownership guidelines established for executive leaders and Board
- Commitment to strong Internal Audit structure
- Women and racially/ethnically diverse individuals comprise 44% of ONB Corporate Board and 35% 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 and cybersecurity programs in place

## ONE OF THE WORLD'S MOST ETHICAL COMPANIES®

**ETHISPHERE®**  
**WORLD'S MOST**  
**ETHICAL**  
**COMPANIES®**  
**2012 - 2022**

**11**

CONSECUTIVE YEARS



**11**

CONSECUTIVE YEARS

In 2012, Old National was one of the first financial companies named to the Ethisphere Institute's annual World's Most Ethical Companies® list—a **designation that we have now earned for 11 consecutive years**. The Ethisphere Institute is a world-renowned independent center of research and thought leadership that promotes best practices in corporate ethics and compliance.

The fact that we have earned this prestigious designation every year for more than a decade is a testament to just how much our strong adherence to ethics and integrity has come to define the Old National culture. **In 2022, Old National was one of just five honorees in the banking industry worldwide.**

Old National also earned Ethisphere's Ethics Inside® certification for **11 consecutive years**. Ethisphere's licensed credentialing partners look at more than 100 criteria during the Ethics Inside® certification process, including corporate citizenship and responsibility; overall compliance and ethics program; organizational health and culture of ethics; corporate governance; and regulatory history.

Old National was one of the first financial companies in the nation to name an Ethics Officer (2008). Old National's Chief Audit Executive/Ethics Officer reports directly to the chairperson of the Company's Audit Committee.

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

- Created an Ethics portal on our intranet site 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 Old National team members are encouraged to share any ethical concerns.
- Established a culture where members of Management routinely begin internal meetings by sharing an ethics-related message, and where ethics-related messages from team members are regularly shared on our intranet homepage.



# OUR BOARD OF DIRECTORS

The Old National Bancorp Board of Directors is a diverse, talented and experienced group of leaders who are aligned with our business and strategy. In conjunction with Old National's transformative merger with First Midwest, we have established a new, blended Board of Directors made up of individuals from both legacy corporate boards. Apart from Executive Chairman Mike Scudder and 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.

Additionally, our Board Committee structure has been aligned and continues to be reflective of the combination and importance of ESG.



Mike Scudder  
EXECUTIVE CHAIRMAN



Jim Ryan  
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

### About the Old National Board

Our Board members bring experience from the public sector, private sector, nonprofit sector and the U.S. military.

▶ **31%** (5 of 16) are women

▶ **44%** (7 of 16) are women or racially/ethnically diverse

## About Our Corporate Board Committees

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### Audit Committee

Assists the Board in its oversight of the integrity of the financial statements of the Company; the appointment, independence and qualifications of the independent auditors; the scope and results of the independent registered public accounting firm's audits and other services, if any; the Company's system of internal controls; the performance of the Company's internal audit function and independent auditors; and 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 Proxy Statement.

### Talent Development and Compensation Committee

Approves and evaluates the Company's employee compensation and benefit 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; and determines awards to employees of stock or stock options pursuant to the Old National Bancorp Amended and Restated 2008 Incentive Compensation Plan.

### 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 management in the production of the Company's Environmental, Social, and Governance ("ESG") Report.

### Enterprise Risk Committee

Assists the Board in the oversight of management regarding the Company's enterprise-wide risk management framework, policies, procedures and risk appetite; oversees the Company's policies, procedures and practices relating to credit, operational, fraud, information technology/cyber and compliance risks; monitors the Company's key enterprise risks: market/liquidity, credit, strategic/reputational, operational (including information technology and information security), compliance/regulatory, legal and human resources/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 and monitors the Company's Affirmative Action Plan; 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.



## Management Structure

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 (as of February 15, 2022), led by CEO Jim Ryan. The Executive Leadership Team is responsible for developing and implementing corporate strategy and for managing operations.

### About the Old National Executive Leadership Team

**20 members**

Forming a diverse, talented and highly experienced team.

**25%**

(5 of 20) are women

**4 of 20**

racially/ethnically diverse

### FOCUSED ON COMMUNITY

Representation on

**75+**

nonprofit/  
community boards

More than

**1,500**

total volunteer hours  
in 2021

## Corporate Social Responsibility Management Committee

In 2020, Old National raised the bar on our already strong commitment to corporate social responsibility with the creation of a Corporate Social Responsibility Management Committee that is made up of 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, business strategy and 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 of the CEO and the Executive Leadership Team, the TDCC uses a balanced approach to closely align the interests of our executives with the interests of our shareholders. Our compensation programs are designed to reward the achievement of strategic and operational goals and the achievement of increased total shareholder return, 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 cash incentive awards and long-term incentive awards paid in equity. 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.

In addition to this balanced approach, we maintain policies and procedures that enable us to take prompt and proportionate actions with respect to accountable individuals, including:

- Reduction or elimination of annual incentive compensation.
- Cancellation of unvested awards.
- Clawback of previously paid compensation.
- Other employment-related actions, including termination of employment.

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.

## About Our Whistleblower Policy



Old National team members 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:

- Abuse of Authority
- Accounting and Financial
- Client Information and Data Protection
- Company Assets
- Conflict of Interest
- Gifts and Entertainment
- Discrimination, Harassment or Equal Employment Issues
- Fair Lending Concern
- Falsification of Records, Misappropriation of Assets, Theft or Embezzlement
- Insider Trading
- Discrimination
- Physical Threats or Violence; Unsafe Working Conditions
- Retaliation
- Sales, Marketing and Advertising Practices
- Substance Abuse
- Team Member Disputes or Other Inappropriate Behavior
- Team Member Fraud or Unethical Conduct
- Violation of Policy or regulations

Old National recognizes that circumstances related to alleged violations may cause team members to feel uncomfortable making a report in person and has established an EthicsPoint hotline, operated by an outside party. Team members may make an anonymous report to EthicsPoint by phone or online at [oldnational.ethicspoint.com](http://oldnational.ethicspoint.com).

## Committed to Strong Risk Management

Strong Risk Management is more than a top priority at Old National; it’s one of our foundational strategic imperatives. In 2006, Old National 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 our Enterprise Risk Committee of our Board.

Old National’s Enterprise Risk Management function encompasses the following risk categories: Operational (including Information Technology and Information Security), Market, Liquidity, Credit, Compliance/Regulatory, Legal, Strategic, HR/Talent Management and Reputational. Our overarching strategy for managing and mitigating risk 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. Updated annually, it continues to guide us on our collective journey to becoming a \$46 billion bank. It also provides the framework for continuous improvement and allows us to use capital as effectively as possible.

More specifically, Old National’s Risk Appetite Statement affirms our objective to be a top quartile bank that is relevant to shareholders, clients, team members and communities. It also notes that we are conservative by nature but willing to take calculated, measured and monitored risks, and that our Board of Directors expects that we will be appropriately rewarded for risks taken. In addition, our Risk Appetite Statement clarifies that Old National will not take risks that threaten our regulatory capital adequacy and that we will continuously ensure that the Company remains well capitalized even under stressed conditions.

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

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

## Internal Audit

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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

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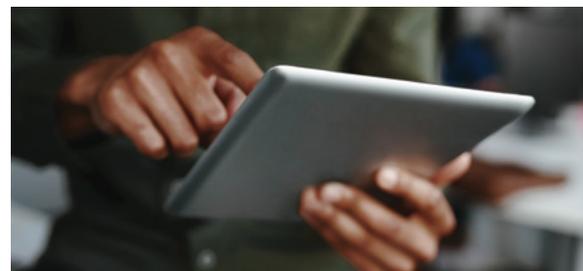
Old National recognizes that Cybersecurity is one of the biggest threats facing society and our financial system today, and we devote significant resources to protecting and continuously improving the security of our systems. We also partner with leading technology companies to identify solutions to meet the fast-evolving threat landscape, and the Enterprise Risk Committee of our corporate 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](#) to request a seminar in their community.



### **Committed to Privacy and Security**

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

- Learn more at [oldnational.com/security](#)

# 3

Our Commitment  
to Client Service

A Team-Based Approach

SBA Lending and the  
Paycheck Protection  
Program (PPP)

Serving Underrepresented  
Businesses

Treating Our Clients Fairly

Digital Banking  
and Technology



**PUTTING OUR CLIENTS AT THE CENTER**

PUTTING OUR CLIENTS AT THE CENTER

# YOUR SUCCESS IS EVERYTHING



Through a team-based approach to service, Old National proudly serves the financial needs of families and individuals, small businesses and corporations, and nonprofit organizations. In every client interaction, our goal is to exceed expectations while delighting the client.

This approach is at the heart of our community banking strategy. It can best be described as “keeping our clients at the center of all we do.” The key client-service pillars of this strategy are:

## KEY CLIENT SERVICE PILLARS

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

**353**

Old National ATMs

**4,400**

fee-free Allpoint® ATMs

**Online Account  
Openings**

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

## A TEAM-BASED APPROACH TO SERVICE

Old National operates with a team-based organizational structure. This allows us to better serve our clients in each business segment by effectively aligning the expertise of our team members throughout the organization with client needs.

Old National's three primary teams are:

COMMUNITY BANKING | COMMERCIAL BANKING | WEALTH

### About Our Community Banking Team

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. Finally, we're committed to engaging our clients with sales and service practices that utilize an efficient physical presence tailored to strategic market archetypes.

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

### About Our Commercial Banking Team

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](#)

### About Our Wealth Team

When it comes to helping clients manage and grow their wealth, we provide custom financial planning services and solutions. This means partnering with each client and taking the time to fully understand their goals and objectives. Led by a seasoned group of Private Bankers and Investment Advisors, our Wealth team offers a full suite of Wealth Management, Investment, Trust and Retirement products and services that can be tailored to the individual needs and goals of the client. Our overarching goal is to offer our Wealth clients a team who delights in exceeding their expectations.

- [Financial Planning](#)
- [Investment Management](#)
- [Wealth Planning](#)
- [Private Banking](#)
- [Estate & Trust](#)
- [Retirement Services](#)

## Wealth Division Adds High Net Worth Team

In 2021, Old National was thrilled to hire three proven executives —Jim Steiner, Joe Colianni and Eric Holman—to lead a new Investment Management and High-Net-Worth (HNW) division, including portfolio management, investment research, HNW advisory and institutional wealth management services. The trio joined Old National after spending the past decade overseeing an arm of Wells Fargo called Abbot Downing, which centered on ultra-high-net-worth clients.

“The addition of this dynamic team is a crucial milestone in Old National’s vision to build upon the strong foundation of our Wealth Management services,” said Chady AlAhmar, Old National Wealth CEO. “We are ecstatic to welcome these proven leaders to our team and eager to further develop a platform that enables them to continue to do what they do best—delight and exceed the expectations of clients.”

Along with these new hires, Old National expanded its geography in 2021 with the establishment of a Scottsdale, Arizona office that focuses on serving high-net-worth clients.



(L to R) Director of Risk Management Eric Holman; President, High Net Worth Advisory Joe Colianni; Chief Investment Officer and President Jim Steiner; and ONB Wealth CEO Chady AlAhmar.

## Small Business Administration (SBA) Loans

We expanded the size and scope of our Small Business Administration (SBA) lending team in 2020, which paid big dividends in 2021 for our company and the clients we serve. 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

To expedite the SBA lending process, we have created an [online checklist](#).

**\$140.8 million** in total SBA 7(a) loan production in 2021 (Up from \$71 million in 2020)

**#1** Indiana-based SBA 7(a) lender in Indiana

**#2** SBA 7(a) lender in Minnesota

**#3** SBA 7(a) lender in our banking footprint



My experience with (the) Old National Bank SBA department was outstanding! They were a necessary and valuable partner to the growth of our company.

**CHAD WAGNER, EVENT RENTAL MANAGER,  
LAKE MINNETONKA PARTY RENTAL**

After overcoming countless hurdles with our sellers and the SBA, our office purchase was stopped dead in its tracks. But Old National saved the day and honestly amazed us with their ability and willingness to roll up their sleeves and help us solve what we’d been told were unsolvable problems.

**THADDEUS REX, CEO, THE ITEAM**

## THE PAYCHECK PROTECTION PROGRAM (PPP)

In March 2020, the CARES Act was signed into law to provide economic relief to American families and businesses impacted by the pandemic. An important component of the CARES Act was the Paycheck Protection Program (PPP), which was implemented by the Small Business Administration (SBA) with support from the Department of the Treasury.

The first phase of the PPP ended in late 2020. Once, the legislation was passed, Old National went to work to ensure that every small business and nonprofit client that was eligible to take advantage of the PPP could do so.

In January 2021, Old National began assisting our clients with Phase 2 of the PPP—work that continued throughout the year. Additionally, Old National partnered with the Mid-States Minority Supplier Diversity Council and the North Central Minority Supplier Diversity Council to ensure that minority business owners within our footprint received the assistance they needed with Phase 2 of the PPP.

All totaled, the SBA approved nearly 12 million PPP loans to small businesses and non-profits for a total loan value of ~\$800 billion.

### A Closer Look at Old National's PPP Response:

- ONB assisted with around **16,000 loans serving approximately 12,000** small businesses/non-profits.
- Total loans equaled **\$2.1 billion**.
- Loans ranged in value from **\$200 to \$10 million**—supporting business of all types and sizes.
- **83%** of loans were less than **\$150,000**.
- **98%** of loans were less than **\$1 million**.
- At times, Old National team members **worked around the clock** to assist our PPP clients.
- We assembled a **dedicated Customer Care team** to assist clients throughout the PPP process.
- We were one of the first banks to create an **online portal** to help our clients work through the forgiveness process and Phase 2 application process.
- **Over 95%** of our PPP loans have already completed the forgiveness process.

### CLIENTS HAVE RECOGNIZED OUR EFFORTS



Words cannot express our gratitude. Your efforts were fantastic, and we are now able to assist our family of employees for a much longer period while we weather this storm. Thank you so very much.

NONPROFIT DIRECTOR



Thank you so much. We were struggling so badly. This is a life saver.

SMALL BUSINESS OWNER



I honestly did not think I would qualify or even have time to get the application in. You were super patient with me, and the speed that you completed the process was beyond my expectations. #bizcustomerforlife

SMALL BUSINESS OWNER

## SERVING UNDERREPRESENTED CLIENTS & COMMUNITIES

Old National is committed to delivering strong, relationship-based services and support to underrepresented clients and communities throughout our 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.

### Formation of an inaugural CEO Council

In early 2021, Old National CEO Jim Ryan formed a 10-person CEO Council. This diverse group (primarily Black, Indigenous and People of Color) of high potential Old National team members has been tasked with:

- Providing the CEO and other executive leaders with fresh perspectives about how the bank can better serve all our clients and communities.
- Identifying and working on business opportunities, especially those focused on the growth and sustainability of underrepresented clients and communities.
- Engaging in leadership development opportunities designed to position them as future executive leaders within the organization.
- Putting Old National's values in action by engaging in group and individual volunteer activities.

The CEO Council is guided by Roland Shelton, Chief Business Partnerships Officer for Old National, and Carrie Ellspermann, our Chief Talent Officer. Together, they help Council members select projects and areas of focus while also serving as mentors.



I have never seen such an investment in individuals and colleagues at any position before in any organization. Truly being advisors to our executive leaders, to our peers, to our Board, is a powerful thing. And being able to say that to business owners, business leaders and community leaders—it has a huge impact.

**CEO COUNCIL MEMBER**  
**INGE PLAUTZ**



*Top photo: Old National CEO Council members (left to right) Yasmin Baird and Tristian Gregory are seen here conversing with Old National CEO Jim Ryan and Chief Business Partnerships Officer Roland Shelton. Bottom photo: Old National CEO Council members Kristi Jacobson and Mario Vizuet enjoy a volunteer mentoring opportunity at the Boys and Girls Club in Evansville, Indiana. The CEO Council looks for opportunities to volunteer, individually and as a team, within Old National communities.*

## Raising the Bar on Supplier Diversity

We firmly believe that an organizational commitment to diversity, equity and inclusion needs to include measurable actions. That's why Old National takes concrete steps to ensure our suppliers and other vendor partners represent the full spectrum of our diverse communities. In 2021, we raised the bar on this commitment in several ways:

- Created and implemented a comprehensive Supplier Diversity policy that details our organizational commitment.
- Created and launched a robust [Supplier Diversity webpage](#) at oldnational.com.
- Leveraged our partnerships with the Metropolitan Economic Development Association, Bankable, Mid-States Minority Development Council and North Central Minority Development Council to support the efforts of diverse suppliers.
- 27% of 2021 eligible spend was with diverse suppliers.

## Serving Clients in Indianapolis's International Marketplace

The International Marketplace Coalition is a group of businesses, engaged citizens and community leaders who are working to transform the Lafayette Square area of Indianapolis (part of a majority-minority census tract) into a true international marketplace by encouraging economic growth and development and celebrating cultural diversity. In early 2022, Old National opened a new Loan Production Office within the International Marketplace; ultimately, it will transition into a full-service banking center.

As part of a larger commitment to strengthening and serving underrepresented and low-to-moderate-income areas of Indianapolis, Old National also announced we will be opening a new office on the city's west side in late 2022.



*(L to R) Old National team members Leo Lopez, Community Lending Market Executive; Moussa Ibrahim, Financial Empowerment Officer; Andrea McGordon, Community Empowerment and Financial Outreach Officer; and Rafael Sanchez, President, Private Banking, are joined at the International Marketplace Welcome Center by Coalition Executive Director Mary Clark and Program Director Maria Manalang, who demonstrate how to play a timpani.*

**2021**  
BY THE  
NUMBERS

Announced an  
**\$8.3 billion**

five-year Community Growth Plan to strengthen small businesses and minority and underserved communities.

**83%**

of ONB Foundation grants served underrepresented populations for a total amount granted of  
**\$1.2 million**

## 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.

## DIGITAL BANKING AND TECHNOLOGY



### Exceeding Client Expectations through Digital Banking and Technology

Another way that Old National works to exceed client expectations is by providing powerful, flexible and easy-to-use digital banking tools. This includes a state-of-the-art mobile app, which makes it easy to transfer money between accounts and deposit checks without visiting a banking center. Old National also enables clients to transfer and receive funds 24/7 using Popmoney®, and to add their Old National debit card to their digital wallet using apps like Apple Pay® and Google Pay™.

Other enhancements in 2021 included:

- An improved online billing process for our Commercial and Treasury Management clients.
- Enhancements to our Capital Markets and Foreign Exchange (FX) systems that included additional capabilities like multiple payment splits and real-time FX rates.
- Enhancements to our online/mobile app that make online account opening easier.

Our ultimate goal is to provide our clients with the power and flexibility to bank on their terms utilizing best-in-class tools and technology.

# 4

Attracting and Hiring Great People

Training and Career Development

Team Member Engagement Programs

Mental Health Resources

ONe Wish and Achieve Your Degree Programs

Awards and Recognition



## TEAM MEMBER ENGAGEMENT

## INVESTING IN OUR TEAM MEMBERS



While the financial industry is largely driven by budgets and balance sheets, Old National believes our people are our most valuable asset. Regardless of role, location or tenure, our team members are part of one Old National family working to exceed the expectations of clients while supporting one another and strengthening the communities we serve.

Because our team members are our greatest asset, our culture revolves around investing in them. This means providing 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 upon ethics and integrity.



There is no doubt Old National is hands down one of the best banks with a long track record for providing an exceptional client experience, exponential community and volunteer efforts, support offerings during economic challenges, and much more. We are there for our clients and each other.

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

## ATTRACTING AND HIRING 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

Back in 2020, Old National added a Strategic Business Partnerships Officer position to our Executive Leadership Team. In addition to driving business development opportunities for racially/ethnically diverse businesses and other underrepresented groups, the Strategic Business Partnerships Officer works closely with Old National leaders and our Chief Diversity, Equity and Inclusion Officer to develop and drive diversity recruiting strategies and enhance career development efforts for individuals of color.

In 2021, Old National was recognized by the National Organization on Disability (NOD) as a Leading Disability Employer for the fourth straight year, and we were part of the Bloomberg Gender-Equality Index in 2021 for the sixth year in a row. Old National has also been named a Military Friendly Employer for four consecutive years. *See the Diversity, Equity and Inclusion section of this ESG Report for more about our commitment to diversity, equity and inclusion.*

### About Our Executive Inclusion Council

Old National's Executive Inclusion Council comprises senior leaders from within the Company. The purpose of the Council is to drive greater alignment of our diversity and inclusion efforts with organizational business objectives, resulting in the natural integration of diversity into our culture and brand.

### Helping Our Team Members Prepare for Retirement

98% of our team members who are eligible for Old National's 401(k) plan participated in 2021. The average savings rate for participants was 7.6% of their eligible pay.

### 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 dedicated to ongoing career and personal development, including those focused on leadership, mentoring and skill-building.



#### It's about work-life balance.

In addition to our standard benefits, our team members have access to alternative work schedules; maternity, paternity and foster-care leave; and dedicated healthcare clinics. Plus, personal discounts for travel, cell phone plans and more.



#### 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.

### What our Team Members Think About Working for Old National

- 78%** say they are proud to be a team member.
- 80%** say they have a strong sense of belonging and can be themselves at work.
- 83%** indicate the people they work with help one another out.

## TRAINING AND 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. The home base for these tools and resources is ONUniversity—Old National’s in-house training and development center. At ONUniversity, team members can access multiple self-directed training tools and programs while also taking advantage of guided learning opportunities.

### 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 ONB team member. Extensive resources are available on our ONUniversity intranet site to help team members develop their IDP. Team members then meet quarterly, or more often, with their manager to discuss their Plan and the progress they are making toward their goals.

## 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.

- **Fast Track**—devoted to team members who are interested in pursuing a career in banking center management and who have a strong commitment to professional development.
- **Career Track**—teaches team members to identify and develop transferable skills and knowledge and enhance internal networks while learning about various business lines within the Company.
- **Leadership Academy**—allows team members to gain the skills and knowledge applicable to current and future leadership positions within the organization.
- **Catalyst**—geared toward racially/ethnically diverse team members, this program focuses on enhancing professional skills, gaining broader industry and organizational perspectives and exposure, and building relationships.
- **Emerging Leaders**—gives team members the opportunity to enhance leadership skills and knowledge; gain broader industry and organization perspective; and benefit from coaching, advice and support to expedite learning and identify new opportunities and challenges.
- **ONB Senior Leadership Academy**—prepares mid-to senior-level team members for Senior Executive Leadership roles. Participants work in case study teams to develop a plan and recommendations for an assigned topic.
- **ONB Executive Leadership II**—prepares senior leaders for Executive Leadership Group roles. Participants gain strategic leadership skills and advanced presentation and communication skills.

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



## TEAM MEMBER ENGAGEMENT PROGRAMS

Old National recognizes that engaged team members are happier and more effective team members. That's why we provide multiple opportunities to participate in engagement programs. These include:

### 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 execute local community projects and facilitate team member engagement and recognition. Every ACE team also has an executive sponsor who works closely with team members to set strategic direction and execute initiatives targeted to the specific needs of team members and each individual community.



Serving on an ACE Team provides fun and creative opportunities to work together while serving both our fellow team members and our communities.

**NINA SCHULTHEIS, OLD NATIONAL ACE TEAM LEADER**

### Culture Champions



In 2020, Old National launched a new, 10-month program that consists of Old National team members who share an understanding of and passion for our culture. The first class of Culture Champions served as mentors to the 2021 class.

Culture Champions serve in a variety of ways, including peer-to-peer coaching, team member recognition and as a resource for peer questions or concerns. They also serve as Onboarding Champions for new hires as well as brand and culture ambassadors for all team members.





## ‘Mental Health Matters’ & Better Together Blast

Recognizing that 2020 and 2021 have been challenging due to the lingering pandemic, Old National has taken several steps to address the mental and emotional well-being of our team members and to ensure they are properly supported. First, back in early 2020, CEO Jim Ryan began a regular cadence of email communication with all team members (a practice that continues today). In addition to company news, these popular emails have frequently featured mental/emotional health tips and strategies.

Also in response to the pandemic, we created a **Mental Health Matters** intranet resource page for our team members. The page includes strategies for staying mentally healthy, links to screening resources for anxiety and depression, and a direct link to our Employee Assistance Program and the National Suicide Prevention Help Line.

And in early 2022, we launched a new email communication to all team members that we call the “Better Together Blast.” This bi-weekly email conveys actionable advice and strategies related to emotional, mental and physical health along with tips for embodying and activating the Old National culture and values.

### HELPING OUR TEAM MEMBERS NAVIGATE COVID-19

#### **Paid Time Off Changes:**

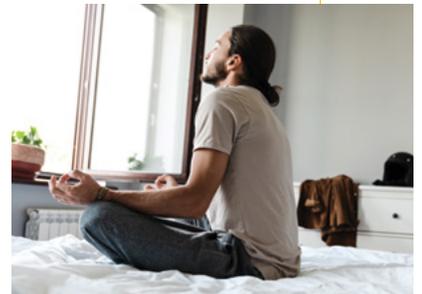
- Added an additional week of PTO carryover from 2020 into 2021.

#### **Retirement Plan Changes:**

- Permitted COVID-related distributions up to \$100,000.
- Suspended Required Minimum Distributions for 2020 plan year.
- Permitted suspension of loan repayments for 2020.

#### **Health and Welfare Plan Changes:**

- Provided team members access to free telemedicine regardless of health plan choice.
- Provided access to fully covered healthcare benefits for COVID-related services/procedures.
- Amended our Tax Saver (Flex) Plan to allow the revised max rollover amount to be indexed to IRS limits.





## 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 food, rent, home repairs and emergency travel expenses. As the pandemic continued throughout 2021, 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 the Company.

## Awards and Recognition



Old National CEO Jim Ryan presents Old National's 2021 ONe Vision award to Emily Goodlett, a relationship banker in our Louisville, Ky. market.

## ONe Vision Program

Each quarter, Old National recognizes a handful of team members who have gone above and beyond to exceed expectations, practice leadership and support our communities. In other words, team members 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, CEO Jim Ryan reviews all quarterly ONe Vision recipients and selects one team member to be honored with our annual ONe Vision award. In 2021, this was Emily Goodlett, a relationship banker in our Louisville, Ky. market.

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

INTEGRITY • INCLUSION • EXCELLENCE  
COLLABORATION • OPTIMISM • AGILITY



Emily's energy and enthusiasm in everything she does is contagious. She has a passion for volunteerism and she is always willing to help out at other ONB locations when there is a need. She is a real team player who truly exemplifies a ONe Vision Award winner!

**JULIE ANDERSEN**  
OLD NATIONAL BANKING CENTER MANAGER  
AND EMILY'S MANAGER

# 5

Our DEI Vision

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Our DEI Pillars

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Focus on Inclusion

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Disabilities Outreach  
and Recruitment

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Associate Resource Groups

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Looking Ahead



OLD  
NATIONAL  
BANK®



**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](mailto: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

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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.

# 6

Strengthening Communities  
Through the ONB Foundation

Making a Difference  
via Sponsorships  
and Volunteerism

Responding to Tragedy  
in Western Kentucky

Pay It Forward

Volunteer of the Year



**STRENGTHENING OUR COMMUNITIES**

## STRENGTHENING OUR COMMUNITIES

# FUNDING COMMUNITY PROGRESS THROUGH THE ONB FOUNDATION



Throughout our history, Old National has focused, and continues to be focused on, strengthening and supporting the communities we serve. In 2021, we invested approximately \$6.1 million in our communities via charitable giving, benefitting 1,500+ organizations. A significant part of our approach to strengthening our communities is through grant support from the ONB Foundation. Here are just a handful of initiatives funded in 2021 through our Foundation.

### Affordable Housing



#### Home Ownership Center – St. Paul, Minnesota

With this funding, the Center will mobilize its COVID-19 Homeownership Preservation taskforce and Homeownership Advisors Network to ensure those affected by the pandemic have sustainable, safe housing and avoid debilitating delinquencies and foreclosure.

#### ◀ Home Repair Services (HRS) of Kent County – Grand Rapids, Michigan

Funding from the ONB Foundation will allow HRS to meet the needs of individuals and families living in mobile homes with critical home repairs and accessibility modifications.

### Economic Development



#### Black Wall Street Kalamazoo – Kalamazoo, Michigan

Our grant supports the creation of an economic pipeline of access for Black business owners. All participants gain the necessary documentation needed to secure funding, the ability to demonstrate working knowledge of business direction, and access to co-working spaces.

#### ◀ Latino Economic Development Center (LEDC) – St. Paul, Minnesota

LEDC's Business Development programs launch Latino entrepreneurs and support established Latino-owned small businesses through classroom training, workshops, mentoring and one-on-one consultation with a business coach.

## Education Achievement



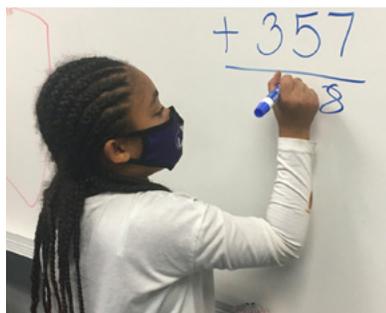
### **Louisville Metro Parks Foundation Inc. – Louisville, Kentucky**

The Louisville Metro Parks Foundation is working to transform seven city blocks of mostly vacant lots into a 20+-acre, world-class public park. ONB Foundation's funding will support the creation of a Wi-Fi-enabled outdoor classroom.

### ◀ **Teenworks Inc. – Indianapolis and Muncie, Indiana**

The TeenWorks Pro Program provides teens in grades 10-12 with year-round employment support, professional development workshops, networking opportunities, and support with planning their next step after high school.

## Financial Literacy



### ◀ **Boys and Girls Club of Evansville Inc. – Evansville, Indiana**

The Boys and Girls Club Money Matters program helps teens prepare for life after high school and young adulthood. In staff-led sessions, and through personal reflection in a newly designed program guide, teens develop the financial skills that lead to workplace readiness and overall success.

### **LaCasa of Goshen – Goshen, Indiana**

This grant supports virtual classes offered at no charge, which dramatically increases LaCasa's ability to reach working families. These services are critical for families struggling due to COVID.

## Workforce Development



### **Goodwill Industries of Central and Southern Indiana – Indianapolis, Indiana**

In partnership with Cook Medical, CICF, and other community partners, Goodwill will operate a new manufacturing facility that will create 100+ jobs in a majority-minority area of the community. Employee support systems include educational resources, job coaches and a new grocery store.

### ◀ **Vera Court Neighborhood Center, Inc. – Madison, Wisconsin**

The Neighborhood Center's Transportation Academy will provide adult basic education, language proficiency, financial education (in partnership with Old National) and more to prepare Latinos for careers with upward mobility in the transportation industry.

## REACTIONS TO OLD NATIONAL'S COVID-19 SUPPORT



The ONB Foundation grant provided direct support to kids in our Dream Makers Project who need assistance with academic and vocational pursuits as they exit foster care and enter the "real world" without the direct support of a family. This will greatly improve their trajectory toward a successful life launch!

**LARRY MAY**  
STATE DIRECTOR, INDIANA KIDS BELONG  
EVANSVILLE, IND.



We appreciate the meaningful commitment from the ONB Foundation, which will allow us to host more food entrepreneurs, thereby creating and sustaining jobs and providing for additional product creation and manufacture. This bolsters the local tax base and helps with our broad mission of supporting a healthy, successful and sustainable West Louisville community.

**TOM MURRO**  
PRESIDENT, CHEF SPACE  
LOUISVILLE, KY.



Relationship Banker Hannah Bowles displays a photo showing the remnants of her house. Old National team members pitched in to raise more than \$15,000 to help her rebuild.



The support that my Old National family has shown me during this time has been the greatest blessing of my life. The way my team members have come to my aid has given me the courage to look to the future.

**HANNAH BOWLES**  
OLD NATIONAL TEAM MEMBER



With the help of individual volunteers and resourceful companies like Old National, the folks in Bremen are putting their lives back together, piece by piece ... as well as possible. From all of us to all of you: thank you, and please keep us in your prayers as we move through the months and years ahead.

**ALLEN MILLER**  
MAYOR OF BREMEN, KY.

## Stepping Forward to Assist Tornado-Damaged Communities

On December 10, 2021, a devastating tornado hit Western Kentucky. Several Old National communities, clients and team members were impacted, including Princeton, Kentucky native Hannah Bowles, a relationship banker in our Madisonville, Kentucky branch. When Old National team members throughout the company learned that Hannah had lost her home and car in the storm, they rallied together to raise more than \$15,000 to help her rebuild.

In addition to assisting Hannah, Old National provided support for tornado victims in several other ways:

- Our Western Kentucky team members spent much of their time immediately following the tornado checking on affected clients and delivering food to funeral homes. They also hosted a thank you meal for area first responders and government officials.
- In partnership with the American Red Cross, Old National hosted a telethon that **raised more than \$208,000**. This included a **\$25,000 donation** from Old National.
- Additionally, Old National **donated \$25,000** to Kentucky Governor Andy Beshear's "Team Western Kentucky Tornado Relief Fund" and another \$2,700 to the Muhlenberg County Long-term Disaster Recovery Fund.



(L to R) Bremen, Kentucky Mayor Allen Miller and Dr. Freddie Mayes, Chairman of the Muhlenberg County Long-term Disaster Recovery Fund, work with Old National Community Market Manager Jamie Wells to open a tornado relief account at the Old National branch in Central City, Kentucky.

## STRENGTHENING OUR COMMUNITIES

# MAKING A DIFFERENCE THROUGH SPONSORSHIPS AND VOLUNTEERISM



*Julie Anderson, SVP, Government & Nonprofit Banking, counsels her Page Education program mentee.*



We love the opportunity to give back and are glad that we have partnered with an organization like Old National that loves to do the same.

**JOSH FELDMAN,**  
CITY OF EAGAN  
FINANCE DIRECTOR

## Page Education sponsorship leads to mentorship opportunity

While giving sponsorship dollars to a nonprofit partner is always rewarding, it's even better when you get a chance to expand and deepen the relationship. Old National's connection to the Page Education Foundation, based in Minneapolis, began with a simple sponsorship request for their annual gala. Soon after the gala, two Old National team members—Julie Anderson and Tamera Saar—volunteered to become Page Mentors and provide guidance to college students interested in a possible career in finance.

The Page Education Foundation was founded by Alan Page, former Minnesota Vikings Hall of Famer and Minnesota Supreme Court Justice. He and his wife, Diane, started the Foundation in 1988, with a goal of helping students of color pursue a post-secondary education.

“My perception of banking was simply sitting in an office talking to people about finances,” explained Julie’s mentee, Sally, a first-year student at the University of Minnesota. “Now I know it’s more than that. It’s about contributing to the community, fighting against fraud and more.”

As part of their mentorship, Julie and Tamera coordinated a job shadow opportunity with the City of Eagan, Minnesota for their mentees. The students learned about the city’s finance team, how each job role connects and intersects with one other, and the importance of collaboration and a positive work environment.

As a result, the City of Eagan is now interested in possibly creating further partnerships and expanding shadow opportunities with other students. And it’s all thanks to a mentoring relationship that started with an online sponsorship request.

### COMMUNITY SUPPORT THROUGHOUT THE OLD NATIONAL FOOTPRINT IN 2021

**\$6.1 million**

in total grants and sponsorships benefiting 1,500+ organizations

**\$540,000**

total team member and corporate contribution to the United Way

**39,503**

Volunteer hours in 2021 and more than **1 million** since 2005

## Old National continues to ‘Pay It Forward’

For the sixth straight year, Old National team members engaged in acts of kindness as part of our annual Pay It Forward campaign. Each of our 21 markets came up with creative ways to give back to the communities they serve.

- In Evansville, Ind., we partnered with Servants at Work (SAWs) to support their mission of building wheelchair ramps for those in need.
- In Minnesota, our team members packed over 100,000 meals with nonprofit partner Meals from the Heart. *See below for more details.*
- On Indigenous Peoples’ Day, our Wisconsin Fox Valley team partnered with Pillars, a nonprofit organization that provides shelter, support and solutions to address housing needs.
- Our Vincennes, Ind. team provided lunch for five area COVID testing sites and snacks for four area nursing homes.
- In Louisville, our team raised money and participated in The Walk to End Alzheimer’s and visited a memory care unit, providing 50 gift baskets for residents and sweets for their caregivers.



## Minnesota team packs and delivers Meals from the Heart

For their 2021 Pay it Forward campaign, our Minnesota team partnered with Meals from the Heart, a nonprofit organization that provides fortified meals to food shelves. Over the course of eight packing events at four Minnesota locations, more than 200 Old National volunteers packed over 100,000 meals!

After each packing event, Old National team members delivered the packed meals to 10 area food shelves.



We were thrilled to work with Old National Bank and we applaud the enthusiasm of the hundreds of team members who helped pack and deliver meals to the local food shelves.

TODD KING, MEALS FROM THE HEART CO-FOUNDER

## Inaugural ‘Thank a Teacher’ Day

Old National Bank recognized and celebrated educators in our communities on World Teacher Day (October 5th) through our Thank a Teacher campaign. This was an opportunity to surprise and delight teachers and create goodwill among our clients and communities, all while showcasing our team members’ creativity.

### Some highlights included:

- Bundling dry-erase markers for clients to hand out to their favorite teachers in Michigan.
- Crafting a special tribute video thanking teachers.
- Surprising a Minnesota elementary school by donating \$1,000, along with treat bags.
- Delivering cookies to all the schools in Daviess County in Indiana.



THANK A TEACHER



## SPOTLIGHTING OUR 2021 VOLUNTEER OF THE YEAR

### Jason Long



(L to R) CEO Jim Ryan, Chief Administrative Officer Kendra Vanzo, Volunteer of the Year Jason Long, Jason's wife Jennifer, Commercial CEO Jim Sandgren and Chief Information Officer Paul Kilroy.



Each year, Old National selects one volunteer among our ranks whose passion for community and commitment to our values truly sets them apart. In 2021, we were excited to honor Evansville, Indiana-based Wealth Management Applications Analyst Jason Long with our Volunteer of the Year Award.

“Dr. Martin Luther King Jr.’s quote, ‘Life’s most persistent and urgent question is: What are you doing for others?’ has always stuck with me,” Jason said. “I feel like giving back is not work; it’s just part of what I do.”



In 2021, Jason logged nearly 400 volunteer hours! These are just some of his volunteer highlights:

- Served on the boards of Newburgh Junior Baseball and Big Brother Big Sisters, where he helps lead their annual Bowl for Kids' Sake fundraiser.
- Actively volunteered with the American Red Cross, Chemo Buddies, Newburgh youth sports, Ronald McDonald House and Wreaths Across America.
- Stepped up as the inaugural leader of the Associate & Community Engagement (ACE) Committee for his location (see page 37 for more about Old National's ACE teams).

Thank you to Jason for his commitment to community and for consistently putting Old National's values in action. And a big thanks to all Old National volunteers, who together logged nearly 40,000 volunteer hours in 2021, supporting over 1,500 organizations throughout Old National's footprint!

# 7

ONB Community Equity

Community  
Development/CRA

Financial Education

Sustainability and  
Social Responsibility



**COMMITTED TO SUSTAINABILITY**

COMMITTED TO SUSTAINABILITY

# 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 various 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.

## ONB COMMUNITY EQUITY



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 2021, Old National CDE Corporation (ON CDE), a subsidiary of ONB Community Equity, received a \$50 million new markets tax credit allocation from the Community Development Financial Institutions Fund. As a certified community development entity, ON CDE will focus on allocating tax credits to community facility and job creating projects in severely distressed census tracts over the next three years.

ON CDE also prioritizes supporting businesses with allocations that are controlled by or support people of color. Paired with ONB Community Equity's New Markets Tax Credit investment capability, this is another powerful tool for Old National to support disadvantaged communities and business across our footprint. ON CDE will submit its second application for a New Markets Tax Credit allocation in the first quarter of 2022.

#### A TRACK RECORD OF IMPACTING DISADVANTAGED COMMUNITIES

Since 2015, ONB Community Equity has provided  
**\$153 million**  
in funding to disadvantaged businesses and communities.



### Prosper Devington Project

A tremendous example of the work that our ONB Community Equity team does to help strengthen and sustain communities is the Prosper Devington project in Indianapolis, a 48,000-square-foot medical device manufacturing facility located in a distressed census tract. Once completed in the first half of 2022, the facility will be leased to Goodwill of Central and Southern Indiana to produce FDA-approved medical devices as a supplier for Cook Group Inc., a privately held medical device company.

This project will help address community needs by creating jobs in a Low-to-Moderate-Income area with some of the highest unemployment and poverty rates in the state. Old National provided \$4.6 million in new markets tax credit equity to support the \$16 million dollar project. Up to 200 full-time construction jobs will be created or retained, with special focus on minority-owned local subcontractors.

Additionally, once the facility is operational it is expected to create 100 new full-time jobs.

## INVESTING IN OUR COMMUNITIES

Old National is committed to promoting sustainable communities in the markets we serve. Along with this commitment, we are dedicated to upholding the foundations of the Community Reinvestment Act (CRA) by providing lending, investment and service opportunities that support underserved populations and communities.

This work is driven by the members of our Community Outreach & Financial Empowerment team who engage organizations and leaders throughout our footprint to assess community needs with a special emphasis on serving Low-to-Moderate Income (LMI) populations and underrepresented groups. Once critical community needs are assessed, innovative and strategic solutions are developed to make a meaningful impact. This team also focuses on financial empowerment initiatives with the belief that improved financial knowledge leads to a better future. Drawing upon the expertise of our team members, we have developed or partnered in the creation of several financial education programs for the communities we serve.

Ultimately, 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 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

**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



## 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](http://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.

## Other Products and Programs

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

- 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

### 2021 COMMUNITY DEVELOPMENT HIGHLIGHTS

**95%** of ONB Foundation grants supported CRA-eligible initiatives

**Nearly 5,000** individuals impacted through financial education classes and workshops

**Almost 90** registered Old National instructors available to lead financial education efforts with community partners

Approximately **\$189 million** in Community Reinvestment Act-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization

**\$403 million** in CRA-eligible loan originations to small businesses and small farms

**\$439,000** in down payment assistance grants through the ONB Down Payment Assistance Program and the Federal Home Loan Bank

**\$1 million** in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

## 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.

Through the pandemic, we have learned that many individuals enjoy online learning as well. Adding to our ever popular in-person curriculum (ONB Real-Life Finance), Old National developed a fully digital, self-paced, online curriculum: Real-Life Finance eLearning. Both business owners and community organizations have taken advantage of this online program.

Old National has more than 80 registered financial education instructors led by a dedicated Financial Empowerment Director, along with five Community Outreach and Financial Empowerment Officers. In 2021, we found creative ways to educate those in our communities, including an online homebuyer education course geared toward first-time homebuyers.

## Supporting Sustainability Through the ONB Foundation

Each year, Old National endeavors to promote community sustainability through our Foundation. Here are two examples from 2021.



### CASS Housing

Fort Wayne, Indiana

In 2021, support from the ONB Foundation helped CASS Housing, which provides housing options in the Fort Wayne area for adults with intellectual and/or developmental disabilities, launch two hydroponic gardens that can provide leafy greens, root vegetables and herbs in a climate-controlled box year-round. Core members of CASS will play a role in maintaining the gardens, which will allow them to be sustainably employed while providing healthy foods to the community.



### Madison Area Food Pantry Gardens

Verona, Wisconsin

Old National is proud to support the Madison Area Food Pantry Gardens (MAFPG), which directly increases the produce supply in the Dane County emergency food system and contributes to a healthier food environment by increasing nutrition security. More specifically, MAFPG provides area pantries with locally grown fresh and culturally relevant produce that is not routinely available or in sufficient supply.

## SUSTAINABILITY AND SOCIAL RESPONSIBILITY

### Working to be Energy-Efficient

At Old National, we recognize the impact our buildings can have on the environment. That's why we have been working for a number of years to reduce our carbon footprint by focusing on LED conversions of older buildings, timely replacement of HVAC equipment, recycling shred waste and optimizing building occupancy.

**\$1.6 million**

invested in LED retrofit upgrades in 2019, saving 253 Metric Tons of CO2

- Back in 2019, we invested \$1.6 million in LED retrofit upgrades. At ONB Place, our Evansville Headquarters, this attributed to 357,609.02 kWh in electric savings. According to EPA.gov, this is equivalent to avoiding 253 Metric Tons of CO2 emissions.
- Also in 2019, Old National constructed a 33.50 KW Solar System as part of our new location in Darmstadt, Indiana. This system produces 40,194 kWh annually, avoiding 28.4 metric tons of CO2 emissions every year.
- 2020 and 2021 have been challenging years to implement plans due to COVID. That said, we have several construction projects underway, and even more scheduled. Going forward, we will continue to incorporate environmental sustainability into our plans and actions related to construction.
- In January 2021, Old National transitioned its property and project management responsibilities to Coldwell Banker Richard Ellis (CBRE), an industry leader in developing best practices and programs to further reduce our environmental impact.

### Mobile Branch Gives Old National an Innovative Way to Serve Clients



In an increasingly mobile world, Old National has taken the idea of banking on the go to another level. In fall 2019, we unveiled a 38-foot-long, fully wireless mobile banking center—complete with an onboard ATM machine.

The idea for the mobile branch arose from an internal discussion about how best to serve our clients if a natural disaster ever struck one of our communities and made banking at our traditional locations temporarily impossible.

In addition to a full-scale ATM machine and wireless capabilities, the mobile branch features both external and internal client service windows. There is also a space where financial education classes can be held for six to eight individuals.

### Over \$1 Million in Equipment Donations

Over the past decade, Old National has donated more than 7,000 pieces of high-quality refurbished electronic equipment to nonprofits within our footprint. For example, in 2019, Latinos Count in Fort Wayne, Indiana, utilized equipment we donated to start a digital scholarship program for Latino college students.



# AWARDS & RECOGNITION

## COMMITTED TO STRONG CORPORATE GOVERNANCE AND ETHICS



- Named one of the **World's Most Ethical Companies** and approach to corporate ethics and governance certified by the **Ethisphere Institute**.
- **Institutional Shareholder Services** score of 3 with third-party validation.
- Rated a 5-Star (outstanding) institution by **Bauer Financial**.
- ESG Credit Impact Score of CIS-2 (neutral-to-low) from Moody's Investors Service.

## 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.
- **DiversityMBA Fifty Out Front:** Showcases organizations that implement growth strategies for women and managers of diverse backgrounds.
- **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:** The most comprehensive benchmarking tool for disability inclusion. Old National scored 100 out of 100 on the 2020 index.

## RECOGNIZED FOR COMMUNITY ENGAGEMENT



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

## Additional Resources

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- [2021 Corporate Annual Report](#)
- [2021 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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