

2021 ESG AT A GLANCE

Our Commitment to Environmental, Social and Governance Practices



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

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

39,503
volunteer hours
donated by our team members

\$153 million
in funding to disadvantaged businesses and communities provided by ONB Community Equity since 2015

95%
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)

about 12,000
small businesses and nonprofits assisted through the PPP in 2020 and 2021

\$200 to \$10 million
in loan value
supporting businesses of all sizes

98% were less than \$1 million



Corporate Governance

100% of our team members completed risk-based compliance training as well as training related to our Code of Business Conduct and Ethics

- Comprehensive Risk Appetite Statement
- Independent Chief Risk Officer
- Independent Chief Audit Executive/Ethics Officer

ONB

NASDAQ Ticker Symbol

