



CONTENTS

1

3 INTRODUCTION

- Our COVID Response
- The ONB Way and How It Guides Us
- Engaging our Stakeholders
- ESG at a Glance

2

13 CORPORATE GOVERNANCE

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

3

22 PUTTING OUR CLIENTS AT THE CENTER

- Our Commitment to Client Service
- Digital Banking and Technology
- SBA Lending and the Paycheck Protection Program
- Serving Underrepresented Businesses
- Treating Our Clients Fairly
- Learning from Our Clients

4

30 TEAM MEMBER ENGAGEMENT

- 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

5

38 DIVERSITY, EQUITY & INCLUSION

- Our DE&I Vision
- Our DE&I Pillars
- Focus on Inclusion
- Disabilities Outreach and Recruitment
- Associate Resource Groups

6

45 STRENGTHENING OUR COMMUNITIES

- Responding to COVID through the ONB Foundation
- Our Volunteer Commitment
- 100 Cooks Who Care
- Pay It Forward and Choose Your Charity

7

51 COMMITTED TO SUSTAINABILITY

- ONB Community Equity
- Community Development/CRA
- Financial Education
- Environmental Sustainability



Our Commitment to Environmental, Social and Governance Practices

As 2020 began, the Midwestern region that Old National Bank proudly calls home was brimming with energy and vitality. As a community bank, we were busy doing the things that have made us successful for the past 187 years: serving our clients and strengthening our communities while empowering our team members to be active leaders and volunteers.

Obviously, the pandemic required us to make changes to this dynamic. But what *didn't* change in 2020 is Old National's commitment to corporate social responsibility. In fact, it was stronger than ever as we provided essential services that helped ensure the strength and stability of those we serve. This Environmental, Social and Governance (ESG) Report—which is an evolved version of our former Community & Social Responsibility Report—includes numerous examples of this commitment. This includes helping our small business and nonprofit clients navigate the Paycheck Protection Program; championing diversity, equity and inclusion; and addressing the mental and physical health needs of our team members during one of the most trying periods in our nation's history.

Certainly, we look forward to a time—hopefully in the very near future—when we can resume normal community activities without concern for one another's health and safety. Until then, Old National's commitment to corporate social responsibility will not waver. Throughout our five-state footprint, you will find us putting our values in action every day to help our teammates, clients and communities not only survive, but thrive.

Sincerely,



Jim Ryan
CHAIRMAN AND CEO



Becky Skillman
LEAD DIRECTOR

1

Our COVID Response

The ONB Way and
How it Guides Us

Engaging our Stakeholders

ESG at a Glance



INTRODUCTION

ABOUT THIS REPORT

This 2020 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 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 accurate as of December 31, 2020, 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, 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.

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.



Additional Resources

- [Corporate Annual Report](#)
- [Proxy](#)
- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [Diversity, Equity and Inclusion](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Security Center](#)
- [Privacy Policy](#)

For more information, visit oldnational.com.

ABOUT OLD NATIONAL



Headquartered in
Evansville, Indiana

\$23B

ASSET SIZE | 12/31/2020

162

BANKING CENTERS

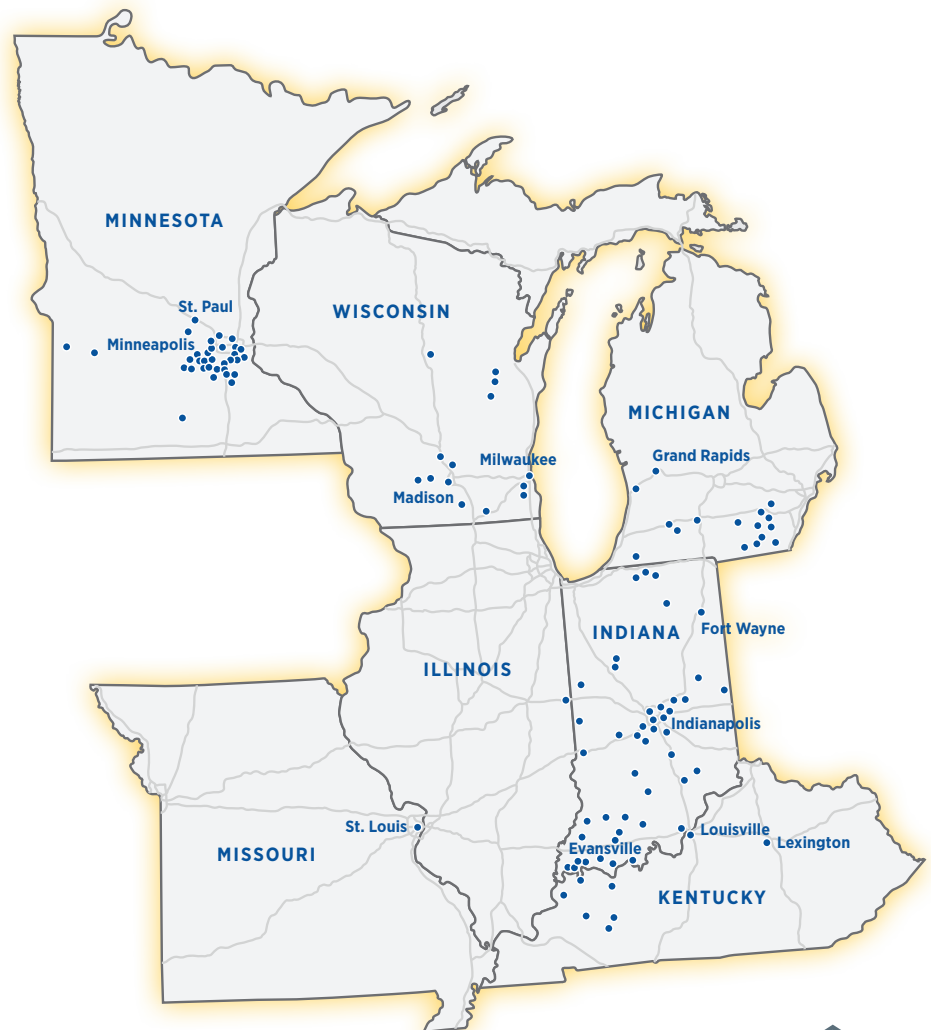
187

ATMs

2,465

TEAM MEMBERS
(Full-time and part-time)

NASDAQ: ONB



Since our founding in Evansville, Indiana in 1834, Old National has focused on community banking by building long-term, highly valued partnerships with clients. As a \$23 billion regional bank with the heart and culture 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.

OUR COVID-19 RESPONSE



Throughout 2020, Old National took a variety of steps to support individuals and businesses impacted by the economic shock of COVID-19. This included policy and procedural changes for our team members; hardship support and Paycheck Protection Program (PPP) assistance for our clients; and monetary and volunteer help for our community partners.



Supporting our clients

- Banking centers adjusted as needed to provide appointment-only and drive-thru service.
- Serviced nearly 10,000 small business and nonprofit clients via Phase 1 of the Paycheck Protection Program (more than \$1.5 billion in total loans) which helped our clients fund payroll for nearly 160,000 jobs.
- Granted loan extensions, deferrals and forbearance to clients in need.
- Waived and refunded certain fees.
- Shared resources and information via website, email, direct mail and social media.
- Allowed penalty-free CD withdrawal.



Thank you for being a hero in my world. When the chips are down, you show up. I hope you know you've been a significant part of our little business succeeding in the midst of the biggest challenges we've faced.

**SMALL BUSINESS CEO
IN OUR MINNESOTA MARKET**



Supporting our team members

- Enabled 1,000+ of our team members to work remotely and brought individuals back into the office in smaller teams to ensure proper social distancing.
- Granted additional paid time off and sick time.
- Expanded leave policy for at-risk team members.
- Created comprehensive safe workplace guidelines to help keep team members—and those they serve—safe and healthy.
- Expanded our internal “ONE Wish” program to provide funding for unforeseen financial needs.
- Covered all COVID-related medical costs at 100%.



It has been amazing to watch every area of ONB go into action in 2020. I have a lump in my throat as I write this because I could not be prouder of the company I work for!

**NOTE TO ONB CEO JIM RYAN
FROM AN ONB TEAM MEMBER**



Supporting our communities

- Committed \$1.2 million in COVID-19 relief efforts:
 - \$600,000 for immediate needs, with an emphasis on low- to moderate-income communities.
 - \$600,000 in ONB Foundation grant funding with a focus on longer-term restoration.
- This \$1.2 million is part of an overall 2020 commitment to our communities of \$6.8 million in total grants and sponsorships.
- Encouraged and empowered our team members to find safe, effective ways to lend volunteer support.



Incredible! Thank you so much for this generous contribution; it will go a long way towards providing relief for those most negatively affected by our current environment.

MICHIGAN UNITED WAY CHAPTER

THE ONB WAY & HOW IT GUIDES US

The ONB Way guides our way of doing business in two important ways:

1

The ONB Way is our three-year organizational growth strategy (2020-2022)

As 2019 drew to a close, we finalized a corporate strategy called the ONB Way. And throughout 2020, we reaped the benefits of this strategy through the simplification of key processes and procedures and a structural realignment that focuses on closely matching the expertise of our team members with the needs of our clients in every market.

The ONB Way strategy has enabled Old National to:

More closely align our team members with the client segments they can best serve.

Create deeper, more productive client relationships through integrated Commercial, Community Banking and Wealth segments.

Simplify and improve the end-to-end banking and borrowing journeys for our clients while still adhering to strong risk management principles.

Re-imagine our approach to wealth management by creating a simplified, highly consultative client experience firmly rooted in financial planning.

Invest in our operational and technological infrastructure to meet our clients “where they want to be” while ensuring we keep pace with technology and client digital expectations.

Ensure that we have a strong, diverse group of leaders positioned throughout our organization.

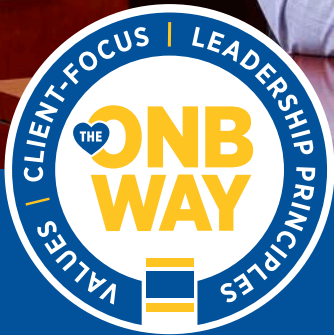
2

The ONB Way encompasses the values, principles and actions that shape our success.

In addition to serving as a growth strategy, the ONB Way defines who and what Old National is as a community bank. More specifically, the ONB Way means:



- Knowing our Mission, Vision, Values and [Leadership Principles](#), and putting them into action every day, in every interaction and in every decision.
- Keeping our clients at the center of all we do and striving to delight them in every interaction.
- Being a leader at work, at home and in our communities.
- Doing everything we do with honesty, integrity and transparency.



our mission

To consistently exceed the expectations of our clients, team members and shareholders.

our vision

To be recognized in our communities as THE bank that builds long-term, highly-valued relationships with our clients. These loyal relationships will be earned through the passionate commitment of our enthusiastic and energetic team members who provide unequalled client care and solutions. This commitment and focus on our clients and communities will result in consistent, quality earnings for our shareholders.

our values

The culture at Old National is firmly rooted in our eight core values:



INTEGRITY



LEADERSHIP



RESPONSIBILITY WITH
ACCOUNTABILITY



COMMUNITY



TEAMWORK



BIAS FOR ACTION



DIVERSITY & INCLUSION



EXCELLENCE

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), 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 and our business. 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, quarterly Town Halls, "yam jam"

live-blog sessions on Microsoft Yammer, 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 and a group of Mental Health Allies.

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.

In 2020 alone, we invested more than \$6.8 million in our communities in the form of sponsorship funds and Foundation grant dollars while empowering our team members to donate 29,374 hours to volunteer activities.

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.

our leadership principles


Our ten leadership principles guide our team members in every interaction:

Delighting clients is at the center of all we do.
We always work to “find a way.”
We’re strategic, positive and collaborative.
We value inclusion and celebrate differences.
Our commitment to ethics guides us.

We recognize that we aren’t perfect.
We have fun at our jobs and enjoy learning.
We coach, mentor and empower.
We have a relentless will to win.
We embrace work-life balance.

By incorporating these tenets of exceptional leadership, our team members build upon our foundation of excellence, contribute to the ONB legacy and point us toward an inspired future.

2020 ESG AT A GLANCE

 **Strengthening and Supporting Our Communities**

\$306 million in Community Reinvestment Act (CRA)-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization


\$1.4 million in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

\$576 MILLION in CRA-eligible loan originations to small businesses and small farms	29,374 volunteer hours donated by our team members
\$1.2 million in COVID-19 relief funds invested in our communities, with an emphasis on serving the needs of low-to-moderate-income (LMI) individuals	93% of Foundation grants awarded to CRA-eligible initiatives

Amount Old National invested in our communities through sponsorships and Foundation grants: **\$6.8 million**

 **Providing Essential Services to Our Clients**

nearly 10,000 small businesses and nonprofits assisted through the Paycheck Protection Program (PPP)	\$300 to \$10 million in loan value supporting businesses of all sizes
	97% were less than \$1 million

 **Committed to Diversity, Equity and Inclusion**

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



47%
Operating Group diversity (women + racial/ethnic diversity)

68%
of all Old National team members are 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

 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	
	<ul style="list-style-type: none"> • Comprehensive Risk Appetite Statement • Independent Chief Risk Officer • Independent Chief Audit Executive/Ethics Officer 	

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.



Additional Resources

- [Corporate Annual Report](#)
- [Proxy](#)
- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [Diversity, Equity and Inclusion](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Security Center](#)
- [Privacy Policy](#)
- [Money Safety for Seniors](#)

For more information, visit oldnational.com.

LEADERSHIP & GOVERNANCE



Outstanding people, strong leadership and effective governance and controls form the foundation of our success. Our Operating Group develops the Company's strategic direction and oversees its execution, while our Board of Directors provides oversight.

In addition, the Operating Group 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 10 straight years**
- Ethics Inside™ certification for 11 straight years
- Independent Chief Audit Executive/Ethics Officer and confidential ethics hotline
- Annual affirmation of [Code of Conduct](#) 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 38% of ONB Corporate Board and 47% of Operating Group

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®
2012-2021

10
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 10 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 the past decade is a testament to just how much our strong adherence to ethics and integrity has come to define the ONB Way.

Old National has 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. Apart from Chairman and CEO Jim Ryan, all Directors are considered independent under the standards established by NASDAQ and our Governance Guidelines. Our independent Lead Director Becky Skillman—who formerly served as Lieutenant Governor of the State of Indiana—facilitates Board oversight of Old National Management.

At our 2020 annual meeting, our shareholders elected 12 Directors (excluding Chairman and CEO Jim Ryan). Old National Bancorp’s Governance Guidelines and the charters of the Board’s six principal standing committees establish a framework for the governance of the Board and oversight of Old National.



Andrew Goebel



Becky Skillman



Derrick Stewart



Daniel Hermann



Jerome Henry



Katherine White



Ryan Kitchell



Linda White



Phelps Lambert



Austin Ramirez



Randall Shepard



Thomas Salmon

About the Old National Board

- Aside from Chairman and CEO Jim Ryan, directors are independent
- Former Indiana Lt. Governor Becky Skillman serves as Lead Director
- Our Board members bring experience from the public sector, private sector, nonprofit sector and the Military.

▶ **23%** (3 of 13) are women **38%** (5 of 13) are women or racially/ethnically diverse

About Our Corporate Board Committees

Audit Committee

Our Audit Committee is responsible for monitoring and oversight of the integrity of: the financial statements of the Company; the independent auditor's qualifications and independence; the Company's system of internal controls; the performance of the Company's internal audit function and independent auditors; and compliance by the Company with legal and regulatory requirements in relation to the accuracy of financial reporting. The Audit Committee also prepares the report required by the rules of the Securities and Exchange Commission (SEC) to be included in our annual Proxy Statement.

Talent Development and Compensation Committee

Old National's Talent Development and Compensation Committee approves the Company's team member compensation and benefit programs, ensures the competitiveness of these programs, and advises the Board on the development and success of key executives. Specific responsibilities include, but are not limited to, reviewing and approving corporate goals, objectives, compensation systems and incentive plans; periodically reviewing and providing guidance on talent development and succession planning; and establishing the purchase price, offer date, purchase period and purchase date for Old National's Employee Stock Purchase Plan.

Corporate Governance and Nominating Committee

This Committee identifies and recommends individuals qualified to become Board members; reviews the qualifications and independence of the members of the Board and its various committees and makes recommendations, as needed, about the composition of the Board and its committees; maintains Corporate Governance Guidelines and standards regarding the independence of outside directors; ensures that Charters remain consistent with sound corporate governance practices and with any legal, regulatory or NASDAQ requirements and any recommendations of regulators; monitors the Board's and the Company's compliance with corporate governance practices; and leads the Board in its annual review of Board performance.

Enterprise Risk Committee

The Committee's responsibilities include, but are not limited to, periodically reviewing and approving the framework of Old National's Enterprise Risk Management program and Risk Appetite Statement; overseeing the Company's compliance with banking laws and regulations; assessing and approving Board-level governance documents; reviewing identified emerging risks and monitoring activities to mitigate that risk (which includes periodically working with an outside cybersecurity consultant); working with the Board to ensure that the bank's strategic, liquidity and capital plans are consistent with the Risk Appetite Statement and that material risks are addressed in the bank's strategic plan; and reviewing the results of examinations by regulatory agencies and helping Management to address any reported issues.

Culture, Community and Social Responsibility Committee

This Committee promotes an organizational culture that emphasizes and sets high standards for corporate social responsibility and team member engagement and support. Its members also review corporate performance against these standards. The Committee assists the Board in overseeing and receiving information regarding the Company's policies and programs that relate to public issues of significance to Old National and the public at large. The Committee also considers the impact of Old National's business, policies and programs from a social responsibility perspective, taking into account the interests of team members, clients, shareholders, communities and regulators.

Finance and Corporate Development Committee

Old National's Finance and Corporate Development Committee reviews Management's proposed financial forecasts, goals and budgets; provides financial advice to Management; makes appropriate recommendations to the Board of Directors with respect to the Company's financial goals and budgets; and assists the Board in fulfilling its responsibilities to oversee the strategic management of the Company as it relates to all mergers and acquisitions, and disposition opportunities.

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 segmentation/line of business approach to managing the Company. Within each segment, management structure generally mirrors that of the Company as a whole.

Old National's most senior Management body is our Operating Group, led by Chairman and CEO Jim Ryan. The Operating Group is responsible for developing and implementing corporate strategy and for managing operations.

About the Old National Operating Group

15 members

Ranging in location from Evansville, Indiana to Minneapolis, Minnesota and Louisville, Kentucky

27%

(4 of 15) are women

3 of 15

racially/ethnically diverse

FOCUSED ON COMMUNITY

Representation on

50+

nonprofit/
community boards

More than

1,000

total volunteer hours
in 2020

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 Operating Group. This committee works closely with the Culture, Community and Social Responsibility Committee of the Corporate Board 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 Operating Group, the TDCC uses a balanced and discretionary 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. In 2020, 98.5% of our shareholders voted in favor of our annual advisory resolution to approve executive compensation. 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.

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 Operating Group, the Chief Risk Officer reports directly to the chairperson of our Enterprise Risk Board Committee.

Old National's Enterprise Risk Management function encompasses the following risk categories: Operational, Market, Liquidity, Capital Adequacy, Interest Rate, Credit, Compliance, Legal, Strategic, Financial 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

In 2013, Old National developed an enterprise-wide Risk Appetite Statement, which is updated annually. This Risk Appetite Statement provides the framework for continuous risk management improvement and allows the Company to use capital as effectively as possible.

More specifically, Old National's Risk Appetite Statement defines our objective to be a top quartile “basic 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, Market, Liquidity
- Credit, Operational
- Technology/Cybersecurity
- Talent Management
- Regulatory/Compliance/Legal
- Reputational

Internal Audit



Old National's Internal Audit team helps the Company manage risk in today's highly regulated environment by taking a holistic view of corporate governance and aligning internal audit skills and activities to assess, improve and monitor Old National's corporate governance capabilities. The team is led by a Chief Audit Executive/Ethics Officer who reports directly to the chairperson of Old National's Audit Committee. As such, the Internal Audit team functions independently from our business segments and Risk Management team.

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

Cybersecurity

Old National recognizes that Cybersecurity is one of the biggest 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](https://www.oldnational.com/money-safety-for-seniors) 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 our online Security Center](#)

3

Our Commitment
to Client Service

Digital Banking
and Technology

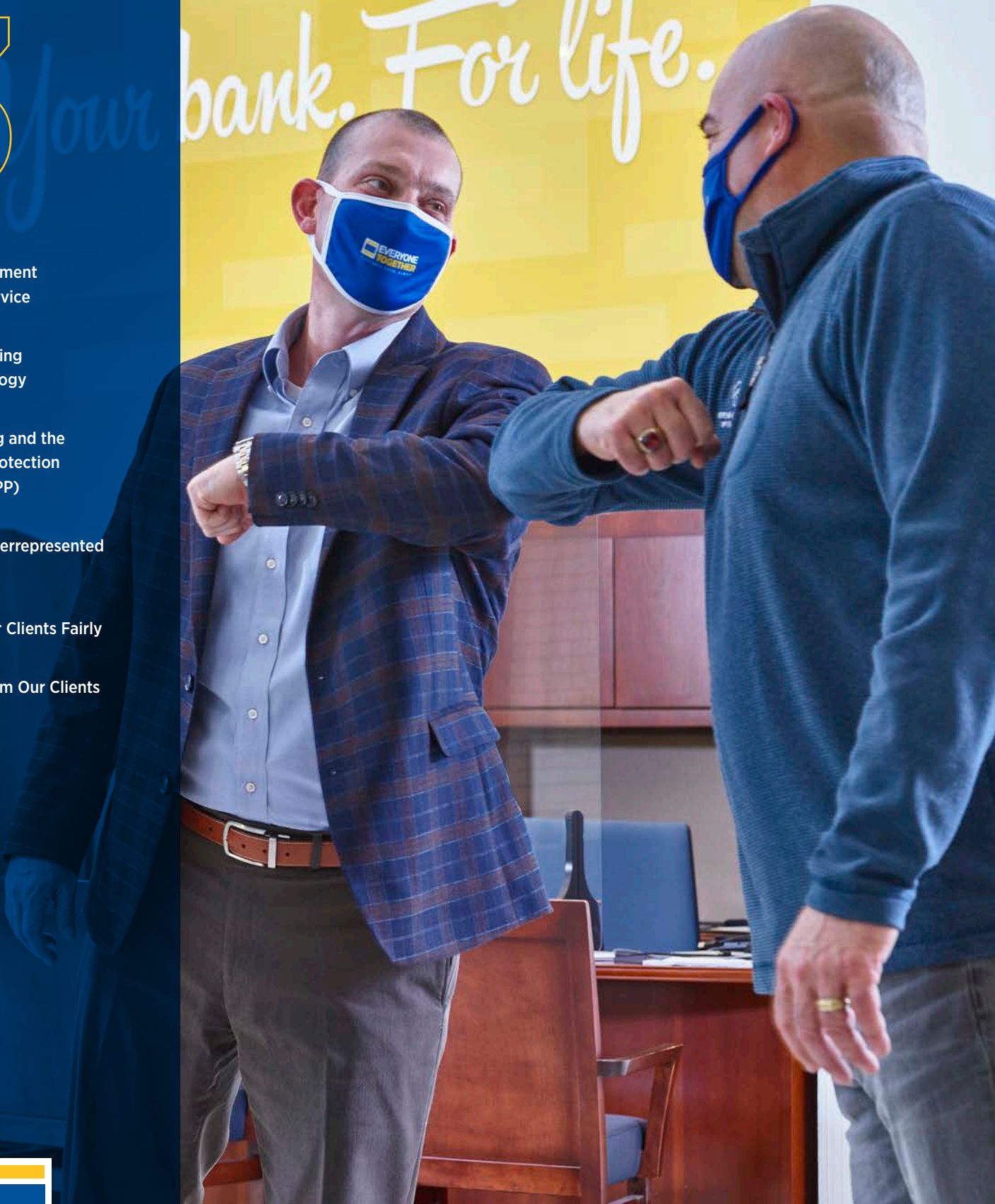
SBA Lending and the
Paycheck Protection
Program (PPP)

Serving Underrepresented
Businesses

Treating Our Clients Fairly

Learning from Our Clients

Your bank. For life.



PUTTING OUR CLIENTS AT THE CENTER

YOUR SUCCESS IS EVERYTHING



Through a segment-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 ONB Way 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 A VARIETY OF CLIENTS IN A VARIETY OF WAYS				
162 banking centers	187 Old National ATMs	55,000 fee-free Allpoint® ATMs	Online Account Openings	Robust and easy to use mobile app and online banking portal
Nearly 500,000 consumer households as of December 31, 2020			2,136 small business/small farm loans* originated in 2020 for more than \$311 million	

*Includes loans of \$1 million or less for small businesses and \$500,000 or less for small farms, and loans to small businesses and small farms with \$1 million or less in revenue

A SEGMENT-BASED APPROACH TO SERVICE

In early 2020, as part of our ONB Way strategy, Old National implemented a segment-based organizational structure. This approach 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 segments are:

COMMUNITY (RETAIL) BANKING | COMMERCIAL BANKING | WEALTH

About Our Community (Retail) Banking Segment

We strive to provide a distinctive, client-centric approach to Community Banking that is tailored to the needs of each customer 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](#), including [Home Mortgages](#)
- [Health Savings Accounts](#)
- [Small Business Banking & Lending](#)

About Our Commercial Banking Segment

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 Segment

When it comes to helping clients manage and grow their wealth, we begin by providing targeted 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, 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 single point of contact who delights in exceeding their expectations.

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

Digital Banking and Technology

Another way that Old National is working 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 that makes it quick and 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.

Additionally, in July 2020 we finalized a multi-year technology partnership agreement with Infosys, one of the world's foremost information technology companies. This partnership will accelerate Old National's path to innovation and significantly improve the client experience by modernizing our overall approach to technology.

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.

Small Business Administration (SBA) Loans



In 2020, Old National expanded the size and scope of our Small Business Administration (SBA) lending team. We are considered a Preferred Lender by the U.S. Small Business Administration and our experts have years of experience with the SBA 7(a) program, the SBA Express program and the SBA 504 program. We use our experience and expertise to develop solutions in:

- Debt restructuring
- Real estate/equipment purchases
- Business acquisition/expansion
- Starting your own business
- Working capital

To expedite the SBA lending process, we have created an [online checklist](#) that is available at [oldnational.com](#).

Old National specializes in SBA 7(a) loans—the Small Business Administration's primary program for providing financial assistance to small businesses.

\$71 million in total SBA 7(a) loan production in 2020 (Up from \$37.5 million in 2019)

#2 SBA 7(a) lender in the state of Minnesota

Additional Resources

For more information, visit [oldnational.com](#).

- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [SBA Checklist](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Security Center](#)
- [Privacy Policy](#)
- [Paycheck Protection Program \(PPP\) Portal](#)

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 with support from the Department of the Treasury.

The first phase of the PPP (which ended in late 2020) provided a lifeline for millions of Americans employed by small businesses and nonprofits by authorizing up to \$659 billion toward job retention and certain other expenses. The moment 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.

A Closer Look at Our 2020 PPP (Phase 1) Response:

- Nearly **10,000** small businesses/non-profits assisted.
- Total loans equal **\$1.5 billion**.
- Loans ranging in value from **\$300 to \$10 million**—supporting business of all types and sizes.
- **80%** of loans were **less than \$150,000**.
- **97%** of loans were **less than \$1 million**.
- Helped our clients fund payroll for **nearly 160,000 jobs**.
- 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.
- More than **70%** of our clients have submitted their forgiveness paperwork to the Small Business Administration, and **66%** have already completed the process.

CLIENTS HAVE RECOGNIZED OUR EFFORTS



Our banker took care of us at every step of the process. At a time when it felt like the world was crumbling around us, Old National became a calming and steadying shelter from the storm. Our business might not be here today without their support.

UNDERREPRESENTED BUSINESS OWNER IN INDIANAPOLIS



Old National Bank has demonstrated that our relationship is personal. It is long-term. You understand our business, our family, and you care about it. Your prompt actions have made a significant difference to our family and our associates.

SMALL BUSINESS OWNER IN SOUTHERN INDIANA



I wanted to take a minute and thank everyone at Old National for all you're doing with the PPP loans. While our loan amount is relatively small, it means the world to our agency and the thousands of individuals that we serve every year. Old National continues to prioritize our community's needs and it shows every day. In these times of uncertainty, it's reassuring to know that we can count on our community partners and each other.

NONPROFIT DIRECTOR

SERVING UNDERREPRESENTED CLIENTS

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

New Strategic Business Partnerships Executive Position

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



SIGNIFICANT 2020 CONTRIBUTIONS

- **\$75,000** to support capital and other resources for underrepresented businesses in Minnesota
- **\$50,000** to assist underrepresented businesses in Indiana
- **43%** of grants designated to programming that primarily served underrepresented populations
- Working to find additional partnership opportunities throughout our footprint

Key partnership developments in 2020:

The Old National Bank Center for Business Excellence at Butler University

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

Mid-States Minority Supplier Development Council partnership

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

Minnesota Minority Business Enterprise partnership

This unique partnership aligns Old National with the Metropolitan Economic Development Association (Meda) and the North Central Minority Supplier Development Council. Old National contributed \$75,000 to launch this multi-faceted partnership with the goal of offering access to capital and business development resources to Minority Business Enterprises in Minnesota. Meda is a nonprofit that assists minority-owned small businesses in making connections, obtaining financing and gaining strategic business consulting assistance. North Central MSDC drives opportunities and collaboration between corporations and minority businesses to promote business development opportunities and supplier diversity.

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](#).

LEARNING FROM CLIENTS

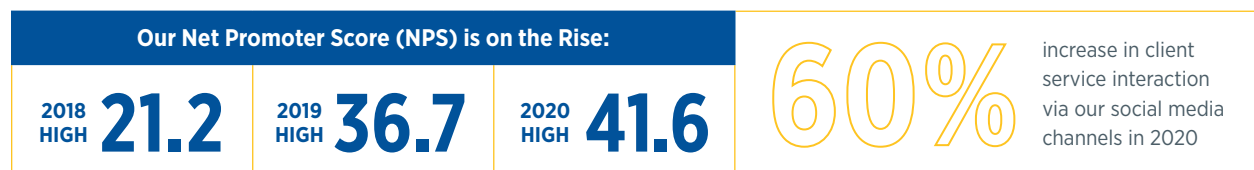


Since 2018, Old National has been using the Qualtrics survey platform to periodically survey a representative portion of our client base. Today, we have honed this process to regularly target a smaller group of active clients to gauge satisfaction in our various engagement channels:

- Online banking users
- Mobile app users
- Clients who have recently completed banking center transactions
- Clients who have recently engaged our Client Care team

In addition, we poll clients to track our Net Promoter Score, which is the percentage of customers rating their likelihood to recommend a company, product or service to a friend or colleague. Our survey process enables us to identify opportunities to further simplify and improve our processes and procedures. Our team members use the CBS Signature platform to document and track client feedback that is received:

- In-person within our banking centers
- Via our call center (Client Care team)
- Through our social media channels (Facebook, Twitter and LinkedIn)
- Via other online channels



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.

Additional Resources

- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Security Center](#)
- [Privacy Policy](#)

For more information, visit oldnational.com.

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

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

Additionally, in 2020, Old National was recognized by the National Organization on Disability (NOD) as a Leading Disability Employer for the third straight year, and we were part of the Bloomberg Gender-Equality Index in 2020 for the fifth year in a row. Old National has also been named a Military Friendly Employer for three 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 Old National's culture and brand.

Helping Our Team Members Prepare for Retirement

97.9% of our team members who are eligible for Old National's 401(k) plan participated in 2020. The average savings rate for participants was 7.4% of their eligible pay.

What Does it Mean to be an Old National Team Member?



It's about opportunity.

At Old National, your 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 plan. 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 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. Each of our 21 teams—which are spread throughout the Old National footprint—works 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 help them set strategic direction and execute initiatives that help our team members and communities thrive.

Culture Champions



In 2020, Old National launched a new Culture Champions program that consists of Old National team members who share an understanding of and passion for our culture. These 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 Old National brand and culture ambassadors.

Associate Resource Groups (ARGs)

We encourage and support a variety of Associate Resource Groups to create awareness and understanding of the diverse backgrounds and experiences represented throughout our 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. *You can learn more about all our Associate Resource Groups in the Diversity, Equity and Inclusion section of this ESG Report.*



‘Mental Health Matters’ & Mental Health Ally Program

Recognizing that 2020 has been an extraordinarily challenging year, 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. In late February, we began sending a series of regular emails to our team members from CEO Jim Ryan (a practice that continues today). In addition to information about how to stay safe and healthy during the pandemic, these emails have frequently featured mental/emotional health tips and strategies.

In fall 2020, we created a **Mental Health Matters** intranet resource page for our team members. The page includes strategies for staying mentally healthy while quarantining, links to screening resources for anxiety and depression, and a direct link to our Employee Assistance Program and the National Suicide Prevention Help Line.

In late 2020, Old National also launched a **Mental Health Ally** program. It includes team members who have been trained to listen carefully and compassionately to peers who are struggling and, if appropriate, help them take the next steps to get the help they need.

HELPING OUR TEAM MEMBERS NAVIGATE COVID-19

Paid Time Off Changes:

- Added additional week of PTO time granted to all team members for 2020.
- 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 FSA/HSA plans to permit purchase of over-the-counter drugs without a prescription.
- Allowed team members to make mid-year changes to their Medical Flex and Dependent Care Flex plans.
- Amended our Tax Saver (Flex) Plan to allow the revised max rollover amount to be indexed to IRS limits.





MISSION

To consistently exceed the expectations of our clients, associates and shareholders.

VISION

To be recognized in our communities as THE bank that builds long-term, highly-valued relationships with our clients. These loyal relationships will be earned through the passionate commitment of our enthusiastic and energetic team of associates who provide unequalled client care and solutions. This commitment and focus on our clients and communities will result in consistent, quality earnings for our shareholders.

VALUES

Integrity
Teamwork
Leadership
Community

Responsibility with Accountability
Bias for Action
Diversity and Inclusion
Excellence

ONB LEADERSHIP PRINCIPLES

Delighting clients is at the center of all we do.
We always work to “find a way.”
We’re strategic, positive and collaborative.
We value inclusion and celebrate differences.
Our commitment to ethics guides us.
We recognize that we aren’t perfect.
We have fun at our jobs and enjoy learning.
We coach, mentor and empower.
We have a relentless will to win.
We embrace work-life balance.



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 and rent, home repairs and emergency travel expenses. In 2020, we saw a 133% increase in emergency requests, largely due to COVID-related economic issues. As a result, we added funding to the program throughout the year to ensure that we had the dollars needed to assist our team members and their families.

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



5

Our DE&I Vision

Our DE&I Pillars

Focus on Inclusion

Disabilities Outreach
and Recruitment

Associate Resource Groups



DIVERSITY, EQUITY & INCLUSION

COMMITTED TO DIVERSITY, EQUITY & INCLUSION

Our Values in Action



Additional Resources

- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Security Center](#)
- [Privacy Policy](#)

For more information, visit oldnational.com.

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

OUR DE&I STRUCTURE AND VISION



While Old National has long been a supporter of diversity and inclusion programs and initiatives, in 2013 we took two important steps: 1) adding Diversity & Inclusion to our corporate values and, 2) creating a new Diversity & Inclusion Officer position.

Since that time, we have honed our vision and approach to include equity—without which, we believe true diversity and inclusion are unattainable.

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

Old National’s DE&I Vision: By achieving our diversity and inclusion goals and strategic objectives, our communities will recognize Old National as:

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



ABOUT OUR LEADERSHIP

38% 5 of 13 of our Corporate Board are women or racially/ethnically diverse

47% 7 of 15 of our Operating Group are women or racially/ethnically diverse

60% of Old National executives are women

ABOUT OUR TEAM MEMBERS

68% of all team members are women

12% of all team members are racially/ethnically diverse

6% of our team members have self-identified with a disability

OUR DE&I PILLARS



At Old National, we follow a Diversity, Equity and Inclusion strategy that focuses on four pillars: Workplace, Workforce, Community and Marketplace. Championing diversity, equity and inclusion in all four areas helps us achieve our mission of exceeding 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 pipeline and provide high impact team member engagement and development programs.
- COMMUNITY** We know that being a good corporate citizen involves social responsibility, and we're dedicated to demonstrating that responsibility through community leadership, philanthropic support and volunteerism.
- MARKETPLACE** We want to serve the needs of all our clients. That's why we offer a range of products and services to help individuals reach their unique goals, and why we ensure diversity in our suppliers and marketing efforts.



Supplier Diversity

Old National looks to partner with certified minority- and women-owned businesses with certified ownership by racially/ethnically diverse individuals or people with disabilities, women or veterans as well as small businesses. We pledge to include suppliers that reflect the full prism of our client base. Old National recognizes that these businesses are vitally important to our communities and the overall success of the company.

If you are a diverse business owner and are interested in partnering with Old National, please [email us](#) and include proof of certification.

INCLUSIVE MINDSET

Focus on Inclusion

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

Supporting Active Military and Veterans



Old National is proud to have earned the **Military Friendly® Employer** designation for 2019 and 2020. Military service builds skills in leadership, discipline and strategic-thinking, and we seek to recruit those, who through their military service, bring strong leadership and strategic-thinking skills to our team.

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

Catalyst

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



‘Speak Up’

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

Speak Up is available to all Old National team members. It is designed not only to encourage and empower team members to speak up, but, most importantly, to provide the tools and resources needed to prepare them to address difficult situations with respectful dialogue.



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. In 2014, we created the role of **Disabilities Outreach Specialist** to advocate for people with disabilities in our communities and to facilitate the employment of people with disabilities within our company.



ACHIEVE★ABILITY

'Achieve Ability' Program

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

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

Standing with Other Organizations in Support of Disability Inclusion

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

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



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.



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



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



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



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



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



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

664

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

MORE THAN 100

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

6

Responding to COVID
through the ONB Foundation

Our Volunteer Commitment

100 Cooks Who Care

Pay It Forward and
Choose Your Charity



STRENGTHENING OUR COMMUNITIES

RESPONDING TO COVID-19 IN OUR COMMUNITIES



For 187 years, Old National has been focused on supporting the communities we serve. In 2020, this commitment took on a different look as shelter-in-place orders and other COVID-19 restrictions altered the dynamics of community engagement. Rather than pulling back, Old National pushed forward and found innovative new ways to support those in need.

In early spring 2020, Old National committed \$1.2 million to COVID-19 relief efforts. This included \$600,000 for immediate needs, with an emphasis on strengthening low- to moderate-income communities. The remaining \$600,000, in the form of ONB Foundation grant funding, went to organizations with a longer-term focus on post-COVID restoration.

The following are a handful of initiatives Old National funded through our ONB Foundation in the wake of the pandemic.

Affordable Housing



◀ 3:11 Youth Housing – Grand Rapids, Michigan

We were pleased to fund this COVID-19 relief initiative, which addresses the basic and immediate needs of youth, ages 18-24, who are experiencing homelessness during these unprecedented times.

Amani Family Services – Fort Wayne, Indiana

In response to the growing need for assistance related to COVID-19, the organization created an emergency housing relief program to help immigrant and refugee families maintain stable housing.

Economic Development



100 Black Men of Indianapolis – Indianapolis, Indiana

This initiative establishes a strategic ecosystem of corporate and entrepreneurial connections that deliver education, mentoring and workforce development opportunities.

◀ Northside Economic Opportunity Network (NEON) – Minneapolis, Minnesota

Old National’s grant funds are helping NEON address economic inequality and provide technical assistance to entrepreneurs on Minneapolis’s North Side.

Education Achievement



◀ College Possible – Minnesota and Wisconsin

With a focus on peer coaching, College Possible provides support to students from low-income backgrounds as they work to make their dreams of earning a college degree a reality.

BestPrep – Minneapolis, Minnesota

BestPrep’s Cloud Coach mentoring program pairs 9th graders with mentors from the business community. Students work with their mentors to identify steps they can take now to achieve their goals.

Financial Literacy



◀ Louisville Housing Opportunities and Microenterprise (LHOME) – Louisville, Kentucky

A grant from Old National is helping to provide much needed financial coaching for low-income, primarily racially/ethnically diverse Louisville families and small businesses.

Daviess County Partnership, Inc. – Washington, Indiana

The “Stepping Forward” program helps individuals living in poverty develop a plan to alter their financial circumstances. Mentors provide each participant with encouragement and guidance.

Workforce Development



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

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

Crossing National – Elkhart, Indiana

The Crossing Job Training Program for Advanced Certifications creates valuable endorsements for Crossing graduates which will translate into stable, sustainable and well-paying job opportunities and long-term success.

REACTIONS TO OLD NATIONAL’S COVID-19 SUPPORT



Old National’s donation has helped us provide foreclosure prevention and rental assistance for our families dealing with COVID-19 issues. We are a very small office and our partnership with Old National and their Foundation helps us not only financially, but also provides us with financial expertise and guidance.

MARIE MORSE
EXECUTIVE DIRECTOR FOR THE
LAFAYETTE (IND.) NEIGHBORHOOD
HOUSING SERVICE/HOMESTEAD CS



Many people hardest hit by impacts of the COVID pandemic are experiencing housing and energy insecurity. We are so appreciative of funding from the ONB Foundation for our Affordable Housing Preservation and Sustainable Upgrade initiative.

CLAIRE OLEKSIK
EXECUTIVE DIRECTOR FOR SUSTAIN DANE
(DANE COUNTY, WISCONSIN)

STRENGTHENING OUR COMMUNITIES

MAKING A DIFFERENCE IN MANY OTHER WAYS



Community Support in 2020

\$6.8 million

in total grants and sponsorships
which includes

\$1.2 million

in COVID-19 relief for our communities

\$737,939

total team member and corporate
contribution to the United Way

29,374

Volunteer hours in 2020 and
more than **1 million** since 2005

In addition to the Foundation grant and sponsorship support we have provided our community partners, our team members have stepped up throughout 2020 in less formal ways to help strengthen the communities they call home.

- In **Evansville, Indiana**, team members participated in a Volunteer Blitz at an area food bank. Volunteers sorted food, filled backpacks and assembled senior meal boxes.
- Our **Holland, Michigan** team volunteered to package and load food donations for a local food bank.
- In **Indianapolis**, our team members collected shampoo, soap and toothbrushes at our three downtown locations and created hygiene bags for those in need.
- In **Minnesota**, team members helped distribute food to more than 700 residents.
- Our team in **Loogootee, Indiana** went Christmas shopping together and purchased toys for local families in need.
- Old National team members in multiple markets donated their free time to make masks for frontline workers and others in their communities.

Additional Resources

For more information, visit oldnational.com.

- [ESG website](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct and Business Ethics](#)
- [Code of Conduct for CEO and Senior Financial Officers](#)
- [The ONB Way](#)
- [Investing in our Communities \(CRA\)](#)
- [ONB Community Equity](#)
- [ONB Security Center](#)
- [Privacy Policy](#)

SPOTLIGHTING OUR 2020 VOLUNTEER OF THE YEAR

Jamie Wells



Left to Right: Old National team members: President and COO Jim Sandgren, Volunteer of the Year Jamie Wells, Community Banking Executive Scot Davidson, Chairman and CEO Jim Ryan, and Chief Brand & Culture Officer Kathy Schoettlin.



Jamie Wells

Each year, Old National selects one volunteer from among our ranks whose passion for community and commitment to our values truly sets them apart. In 2020, we were excited to honor Western Kentucky Community Market Manager Jamie Wells as our Volunteer of the Year.

“In the past, my approach to community service has been very hands-on,” explained Jamie. “In 2020, the face of community service changed for everyone, and my typical hands-on efforts gave way to hands on the keyboard.”

These are just some of Jamie’s 2020 volunteer highlights:

- Managed public relations and marketing for the Muhlenberg (Kentucky) County COVID-19 Task Force, which included creating all marketing and communications materials.
- Helped launch a Community HOPE campaign for the Felix E. Martin, Jr. Foundation in Louisville, Ky., which included designing a logo, developing hashtags, creating graphic designs for social media posts, billboards and much more.

A huge shout out to Jamie for her passion and dedication during trying times!

And a big thanks to all Old National volunteers for finding innovative and important ways to support our communities in 2020.



100 Cooks Who Care



Over the past 11 years, Old National has helped raise more than **\$9 million** for our communities through our signature events, 100 Men Who Cook and Culinary Queens. In 2021, we're combining these two to create a newly branded 100 Cooks Who Care.

These events give celebrity chefs from within a community a chance to share their favorite recipes with those in attendance. Over the years, the money raised has supported:

- Mentoring
- Community Organizations
- Military and Veterans
- Health and Wellness
- Social Services
- Youth Education and Development

Pay It Forward Campaign



For the fifth straight year, Old National team members engaged in acts of kindness as part of our annual Pay It Forward campaign. The campaign is usually conducted in the spring, but due to the pandemic, most of the activities were delayed and organized in the summer and fall. This also challenged teams to become even more creative in selecting and executing community projects. For example:

- All 31 banking centers in our Minnesota market collected donations and supplies for five different nonprofit organizations. Both team members and customers contributed to the drives, and over 1,500 items were donated to nonprofit partners.
- Our Jasper, Indiana team supported local schools by collecting tissues, hand sanitizer and disinfectant wipes. Through fundraisers and donations, the team was able to donate 542 items.
- Our Eastern Kentucky team partnered with the local VA Hospital to purchase winter coats for homeless veterans. Team members worked together to host a variety of fundraisers to secure a matching \$500 to purchase coats.

'Choose Your Charity' Goes Viral in Minnesota

CHOOSE YOUR CHARITY

In late 2020, Old National introduced a Choose Your Charity campaign in our Minnesota market. Over the course of four weeks, our online voting platform was swamped with over 250,000 votes pouring in for area charities!

Ultimately, Old National donated **\$170,000** to a variety of Minnesota nonprofits.



With this funding, we will be able to start our teaching programs early in 2021. We want to thank Old National Bank for giving back to local nonprofits in the Twin Cities and to our supporters who voted for us daily. Thank you!

MING LEE, PRESIDENT OF GIVERS OF DREAMS, RECEIVED \$5,000 IN THE CHOOSE YOUR CHARITY CAMPAIGN

7

ONB Community Equity

Community
Development/CRA

Financial Education

Environmental 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
- State tax credits
- Affordable Housing Tax Credits



ONB Community Equity provides a single source of financing for tax credit projects. The team works closely with developers to determine the most advantageous structure to maximize capital. Because these projects tend to be complex, Old National has formed a multi-disciplinary oversight group that includes Accounting, Credit, Risk Management and Community Development. This group oversees the wholly owned entity ONB Community Equity, where all our tax credit investments are placed.

In 2020, Old National invested
\$3.6 million in alternative energy projects
through the work of our ONB Community Equity team.



Madam Walker Legacy Center

A great example of the work that our ONB Community Equity team does to help strengthen and sustain communities is the Madam Walker Legacy Center project in Indianapolis. Built in 1927, this block-long flatiron building once served as the world headquarters for the Madam C. J. Walker Manufacturing company. The building became a forerunner of today's shopping malls with retail stores, restaurants, offices, a ballroom and a 1,500-seat theater.

The Madam Walker Legacy Center, in partnership with local philanthropic leaders, had a desire to preserve and restore the building. In 2020, the ONB Community Equity team helped make this dream a reality by partnering with the Madam Walker Legacy Center, alongside other supporters, to invest over \$15 million in the building's rehabilitation. The newly renovated building is a community hub that promotes diversity, cultural education, social justice and entrepreneurship.

A TRACK RECORD OF JOB CREATION

From 2015-2020, 14 projects in which ONB Community Equity participated produced **1,398 permanent jobs**. For example, a hotel project in a distressed section of Flint, Michigan created 60 jobs, half of which were filled by racially/ethnically diverse individuals.

Our current priority pipeline includes another **11 projects** that are expected to create an additional **1,355 permanent 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 training on homeownership, budgeting, credit and financial management
- 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](#).

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-certified account. Bank On-certified accounts are safe, affordable transaction accounts designed for those who might not otherwise have access to a checking account.

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) Mortgage Loans
- Veterans Administration (VA) Mortgage Loans
- Farm Service Agency (FSA) Guarantee Loan Program

2020 COMMUNITY DEVELOPMENT HIGHLIGHTS

93% of ONB Foundation grants supported CRA-eligible initiatives

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

More than 80 registered Old National instructors available to lead financial education efforts with community partners

Approximately **\$306 million** in Community Reinvestment Act-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization

\$3.5 million in loans to LMI clients through the use of Federal Home Loan Bank programs

\$576 million in CRA-eligible loan originations to small businesses and small farms

\$216,000 in down payment assistance grants through the Federal Home Loan Bank

\$1.4 million in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

Focused on 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. When we do our part to lift up the most at-risk individuals and families within our communities, our cities and towns become stronger, as does our organization.

Over the years, we have made delivering financial education resources—especially to low-to-moderate income individuals—a core organizational focus. To some extent, we have done so 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 and budgeters, first-time homeowners and, in some cases, even business owners.

Old National has more than 80 registered financial education instructors among our workforce who are led by a dedicated Financial Empowerment Director. In 2019 (a fairly typical year for delivering financial education classes and resources), we reached 21,343 individuals and completed 1,853 hours of financial education. Due to the pandemic, we scaled back our efforts in 2020. However, we still 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 2020.



Sustain Dane, Inc.

Madison, Wisconsin

The goal of this project was to reduce energy bills for affordable housing residents in an LMI area of Madison through the installation of smart thermostats and also to increase financial stability through establishing household savings accounts. Funds from the Old National Foundation were used to purchase and install smart thermostats.



Midwest Energy Research Consortium

Milwaukee, Wisconsin

Due to strong market growth in Milwaukee, there is a need for advanced job training in the energy and power sectors. A grant from the Old National Foundation is helping to facilitate the integration of collaborative training for engineering, assembly and test personnel in the city's 30th Street Industrial Corridor.

SUSTAINABILITY AND SOCIAL RESPONSIBILITY

Working to be Energy-Efficient

At Old National, we recognize the impact our buildings can have on the environment, and we are working to reduce our carbon footprint. We do this 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

- 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.
- 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 was a challenging year 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.
- On January 1, 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



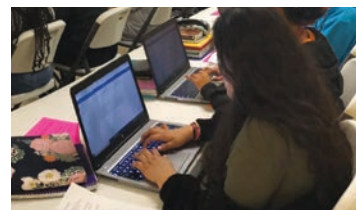
In an increasingly mobile world, Old National has taken the idea of banking on the go to another level. In fall 2019, we unveiled a 38-foot-long, fully wireless mobile banking center—complete with an onboard ATM machine.

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.



CONTACT OLD NATIONAL

Environmental, Social and Governance Group

ESG@oldnational.com

Media Relations

media.relations@oldnational.com

Customer Service

800-731-2265

oldnational.com

