



10 YEARS

OF COOKING FOR COMMUNITY CAUSES, RAISING NEARLY

\$9 MILLION

1 MILLION

VOLUNTEER HOURS BY OUR TEAM MEMBERS SINCE 2005

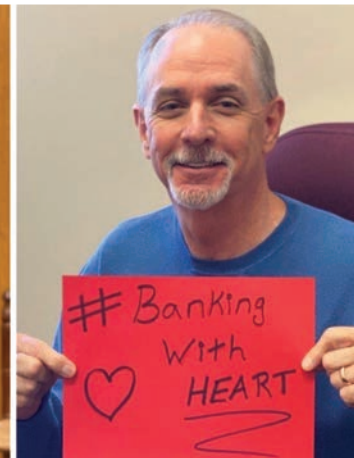
\$20 MILLION

IN ONB FOUNDATION GRANTS AWARDED SINCE 2006

9 STRAIGHT YEARS

NAMED A WORLD'S MOST ETHICAL COMPANY

2020 WORLD'S MOST ETHICAL COMPANIES™
WWW.ETHISPHERE.COM



PUTTING OUR

VALUES IN ACTION



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 that 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
- Excellence
- Diversity & Inclusion



Jim Ryan

*Old National
Chairman & CEO*

Committed to Putting Our Values in Action

It was January 2020 when we came together to begin work on the publication you are reading today. Our regional economy was booming, community events were bringing people together in support of vital causes, and our team members were out in the community volunteering.

Obviously, much has changed since January. Yet what hasn't changed is Old National's commitment to community and social responsibility. In fact, that commitment is stronger and more important than ever as we provide an essential service that helps ensure the strength and stability of our clients and the communities we support.

Much of this 2019-20 Community & Social Responsibility Report centers on activities that took place in 2019, with the back page focusing on our COVID-19 response. Certainly, we all look forward to a time when we can resume community activities without concern for one another's health and safety. Until then, please rest assured you will find Old National putting our values in action—every day—to help our teammates, clients and communities not only survive, but thrive.



COMMITTED TO STRONG ETHICS, GOVERNANCE AND RISK MANAGEMENT



ETHICS

- **World's Most Ethical™ Company for nine straight years**
- Culture and adherence to business ethics certified for 11 straight years
- Independent Chief Ethics Officer and confidential ethics hotline
- Annual affirmation of Code of Conduct and mandatory ethics training for all associates

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 minorities comprise 39% of ONB Corporate Board and 36% 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 cyber security programs in place

BY THE NUMBERS

\$6.7 million

in total grants and sponsorships in 2019

\$778,135

total team member and corporate contribution to United Way

1 million+

volunteer hours since 2005 and 66,578 volunteer hours in 2019

Nearly \$9 million

raised through 100 Men Who Cook

\$1.2 million

COVID-19 Relief for our communities

10 Years of 100 Men Who Cook Transitioning to '100 Cooks Who Care'

Back in 2009, Old National launched a community fundraising event where local celebrity chefs prepare their favorite recipes for guests to enjoy. A full decade and 71 successful events later, our signature event has helped generate nearly \$9 million for nonprofits throughout our footprint with monies raised supporting:

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



ONB team members in our Minneapolis-St. Paul, Minnesota market spent a fun day volunteering for Feed My Starving Children.

A passion for volunteering—and a milestone reached

Old National team members donated more than 66,500 hours to volunteer activities in 2019, culminating in a major milestone:

- Since we began tracking hours in 2005, our team members have spent more than 1 million hours volunteering.
- The estimated value to our communities is nearly \$22 million.



Saluting our 2019 Volunteer of the Year

JANET BAAS

A true servant leader, Janet Baas was recognized as Old National's 2019 Volunteer of the Year. During 2019, Janet served more than 220 volunteer hours; she has amassed nearly 2,000 hours over the past decade! While Janet has lent her volunteer support and leadership to numerous nonprofit organizations over the years, she has been particularly passionate in her support for the American Cancer Society over a 30-year span.

Thank you, Janet, for consistently putting Old National's values in action!



For the 4th straight year, ONB ‘Paid it Forward’

In 2019, more than **\$11,500** was raised for nonprofits through our annual Pay it Forward campaign.

In Indianapolis, our team members donated **2,700 pounds** of items to the Hoosier Veterans Assistance Foundation, Inc., including canned goods, socks and hygiene products.



Old National helps veterans and their families

In April 2020, a new Fisher House opened in Ann Arbor, Michigan, and Old National proudly contributed **\$100,000** to the project. Fisher Houses are like Ronald McDonald Houses for veterans and their families.

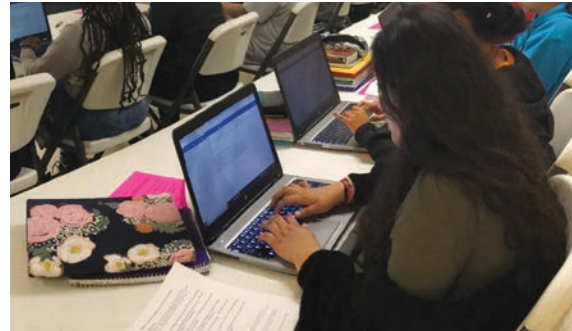


Focused on financial education

One of the ways Old National strengthens our communities is through providing financial education instruction and resources.

- In 2019, our team of financial educators reached **21,343 individuals** and completed **1,853 hours** of teaching.
- We also rolled out a customized “Real Life Finance e-Learning” course.

ONB Community Development Officer Trent Bowman is part of our team of financial education instructors.



\$1.1 million in equipment donations

Over the past decade, Old National has donated more than **7,000 pieces** of refurbished electronic equipment to nonprofits. In 2019, Latinos Count in Fort Wayne, Indiana, utilized equipment we donated to start a digital scholarship program for Latino college students.

7,000 PIECES
of electronic equipment donated
since 2010 at a value of
\$1.1 MILLION



Providing free space to our nonprofit partners

Old National is proud to provide free office space for nonprofits at some of our locations. In Vincennes, Indiana, a prominent ONB facility is home to Twin Rivers CTE, which provides education opportunities to roughly **350 students** a year. Twin Rivers CTE Director Brandon Small said, “We are very grateful for Old National’s dedication to us and our students.”

ONB Community Equity Team Helps Revitalize Communities

By working closely with developers, government agencies, consultants and other professional partners, the ONB Community Equity team is helping strengthen and revitalize our communities.

Projects financed by ONB in 2019 will:

- Create over **297** affordable apartments
- Facilitate over **\$176 million** for the rehabilitation and reuse of iconic historic buildings
- Provide a **\$1.9 million** alternative energy investment
- Generate **four megawatts** of solar power



Heritage Tower project

Old National facilitated:

- **\$4 million** tax credit bridge loan
- **\$5.5 million** in historic tax credit equity

In 2019, the historic Heritage Tower in Battle Creek, Michigan, was officially transformed into “The Milton.” This refurbished facility now features 85 apartment units and 32,000 square feet of retail and office space.

Committed to Community Development

Old National is committed to serving at-risk members of our communities through the work of our Community Development team.

IN 2019, WE PROVIDED:

APPROXIMATELY \$270 MILLION

in Community Reinvestment Act-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization.

\$316,000

in down payment assistance grants through the Federal Home Loan Bank.

\$3.9 MILLION

in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank supporting the development of 298 affordable housing units.

\$3.8 MILLION

in CRA-eligible ONB Foundation grants and sponsorships.



Southern Knoll — Bloomington, Indiana

\$3.5 million Construction Loan

\$470,000 AHP grant (through Federal Home Loan Bank of Indianapolis)

\$4.7 million Low Income Housing Tax Credit equity investment

Constructed on a lot formerly used for clergy housing, the 31 units at Southern Knoll are for low-income tenants, including seven for residents with intellectual or developmental disabilities.

BY THE NUMBERS

\$4.2 Million

loaned to LMI clients in 2019 through the use of Federal Home Loan Bank programs

\$299 Million

in CRA-eligible loan originations in 2019

88%

of Foundation grants to CRA-eligible initiatives

Over 21,300

people reached in 2019 with financial literacy sessions

Tools for Schools turns five

Old National held its fifth annual Tools for Schools campaign in 2019, helping thousands of students in need:

- Nearly **39,000** supplies were collected, benefitting **69** schools and organizations
- **\$21,000** in Old National sponsorship grants were awarded to **16** schools
- Approximately **112,000** votes were cast online for nearly **925** schools in five different states



Our Leadership Principles guide us

Old National team members are guided by an approach to serving our clients, communities and one another that we call “The ONB Way.”

At the center of this approach is a set of 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.

ASSOCIATE ENGAGEMENT



In May 2020, members of Old National’s Nexus Resource Group made 1,000 sack lunches and labeled hundreds of cans to assist a food bank in Evansville, Indiana.

Resource Groups help team members connect, educate

Our self-organized Team Member Resource Groups are inclusive and welcoming to all. Currently, Old National has the following Resource Groups:

- African American Business Resource Group
- Abilities First: Focused on disability awareness and understanding
- Military Veterans Resource Group
- Nexus Young Professionals
- PRIDE: Old National LGBT & Allies Resource Group
- TODOS: Latino and Hispanic Resource Group
- Women LEAD



ACE teams lead the way

Members of ONB’s Associate & Community Engagement (ACE) teams have fun while engaging with and supporting peers, company leaders and community partners. Positioned throughout our footprint, our ACE teams:

- Activate and facilitate community projects and partnerships
- Create and organize team member engagement and recognition activities
- Promote and foster a positive culture and good communication



ONe Wish provides hope and assistance

Old National’s ONe Wish program confidentially assists our team members with special hardships and emergency situations. Additional funds have been added to ONe Wish in 2020 due to COVID-19.

Achieve Your Degree program empowers growth, learning

Launched in 2016 in partnership with Ivy Tech Community College, the Achieve Your Degree program empowers Old National team members to continue their education:

- **170+** have enrolled in classes
- **16** earned a Career Development Certificate
- **16** earned a Business Administration Certificate
- **24** earned a Business Administration Technical Certificate
- **7** earned a Business Administration Associate’s Degree



“I had been talking about going back to school for a long time. When Old National announced this program, my manager and my kids encouraged me. It was so exciting to use what I was learning!”

— Old National Team Member Yalande Chester-Pullom, who is one class away from her Associate’s Degree



Championing diversity, equity and inclusion

Old National respects, values and invites diversity in our workforce, customers, suppliers, marketplace and community. We seek to recognize the unique contribution of each individual, and we are committed to supporting a rich culture of diversity, equity and inclusion as a cornerstone of our success.



2019 AWARDS AND RECOGNITIONS

- Named a **2019 Leading Disability Employer** by the National Organization on Disability
- Received a **score of 100%** on the **2019 Disability Equality Index® Best Places to Work™** developed by The American Association of People with Disabilities and Disability:IN
- Named a **2019 Military Friendly Employer** (Bronze level)
- Recognized on the **2020 Bloomberg Gender-Equality Index**
- **Placed #31** in the **50 Out Front** Best Place to Work for Women and Diverse Managers in 2019 by Diversity MBA Magazine (up from #47 in 2018)
- **Scored 90 out of 100** on the Human Rights Campaign Corporate Equality Index

In 2019, Old National unveiled a Veterans' Memorial conference room at its headquarters facility in Evansville, Indiana.

BY THE NUMBERS

72%

of Old National team members have created an Individual Development Plan

More than 800

of our team members are part of an ACE Team or Associate Resource Group

84%

of our team members say they are proud to work for Old National (June 2019 engagement survey)

99%

of our new hires rate their hiring experience and first week as excellent



“Participating in Ignite taught me that it is OK to pursue dreams that focus on my personal growth, to face uncomfortable situations and not to get discouraged. As a result of this program, I’ve decided to pursue my Master’s Degree.”

— Jasmine Coit, Old National team member, Evansville, IN



Ignite program turns dreams into reality

In 2019, Old National invited **26 team members** to ignite their dreams. This six-month pilot, led by a certified Dream Coach, gave participants the direction and resources to pursue their personal dreams. Participants reported an increase in confidence, the ability to chart a path toward goals and an increase in resiliency from obstacles.



BY THE NUMBERS

9,441

small businesses assisted

\$100 to \$10 million in loan value

supporting businesses of all sizes

69%

were less than \$100,000

97%

were less than \$1,000,000

Supporting our clients, team members and communities during COVID-19

In early 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 assistance for our clients; and monetary and volunteer help for our community partners.

Supporting our clients

- Banking centers remained open with appointment-only and drive-thru service model.
- Serviced roughly **9,441** small business and nonprofit clients via the Paycheck Protection Program—more than **\$1.51 billion** in total loans, equating to 158,799 employees assisted.
- 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.

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
- Encouraged and empowered our team members to find safe, effective ways to lend volunteer support.

Supporting our team members

- Enabled **1,000+** of our team members to work remotely.
- Granted additional paid time off and sick time.
- Expanded leave policy for at-risk team members.
- Expanded our internal “ONe Wish” program to provide funding for unforeseen financial needs.



Providing relief and support to our local communities.

Old National participated in #GivingTuesdayNow to help address community needs related to COVID-19. Our contribution included a \$3,750 donation to Hope to All Food Bank in Greenville, Kentucky.



“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

“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 ONB assisted

“It has been amazing to watch every area of ONB go into action. 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