

# 2021 ESG AT A GLANCE

Our Commitment to Environmental, Social and Governance Practices



## Strengthening and Supporting Our Communities

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

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

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

**39,503**  
**volunteer hours**  
donated by our team members

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

**95%**  
of Foundation grants awarded to CRA-eligible initiatives

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

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



## Committed to Diversity, Equity and Inclusion

**38%**

2021 Corporate Board diversity (women + racial/ethnic diversity)

**47%**

2021 Executive Leader diversity (women + racial/ethnic diversity)

**68%**

of all Old National team members were women

**12%**

Total workforce racial/ethnic diversity

**100%**

score on the Disability Equality Index Best Places to Work

**90 OUT OF 100**

Human Rights Campaign Corporate Equality Index



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

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

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

**98%** were less than \$1 million



## Corporate Governance

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

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

**ONB**

NASDAQ Ticker Symbol

