

2022

Environmental, Social
& Governance Report

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Assisting
Providing train

GLINERS

OLD NATIONAL
BETTER
TOGETHER

In Partnership With

 CHINESE MUTUAL FUND ASSOCIATION
華人互助會

 **BETTER
TOGETHER**

**Caring for
Our Communities**

CLEAN-UP BROUGHT TO YOU BY:

 **OLD NATIONAL BANK®**

**BETTER
TOGETHER**

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Defining Better Together

How does a nearly 190-year-old community bank transform into a \$47 billion Midwestern powerhouse without sacrificing an ounce of commitment to strong client service, community engagement and corporate social responsibility? This was the question Old National faced in 2022 as we nearly doubled in asset size. We answered it by leaning into a simple yet powerful mantra: *Better Together*.

Better Together defines our relationship with our clients. When we help our clients achieve their goals and dreams, everyone wins. And Old National earns loyal relationships.

It illustrates how we partner with and strengthen our communities. When we invest in our communities, we also ensure the long-term strength and stability of our organization.

Better Together also captures our commitment to team members. By hiring exceptional people and investing in their continued development, we foster an optimistic, growth-fueled work environment.

This 2022 Environmental, Social and Governance (ESG) Report is filled with powerful, tangible examples of our Better Together culture—from the addition of a new Chief Impact Officer role to our senior executive team (page 24) to a visual recap of our inaugural Better Together volunteer days event (pages 50-51), which saw our team members log more than 5,700 hours of service in support of 110 community organizations.

While this Report highlights a year of change for Old National and our team members, what it truly illustrates is what has *not* changed. To put it simply, we are proud to be a strong, stable and socially responsible regional bank with community bank DNA.

Sincerely,

Jim Ryan
CEO

Mike Scudder
EXECUTIVE CHAIRMAN

Becky Skillman
LEAD INDEPENDENT DIRECTOR

1



- Our Mission, Vision and Values
- Better Together by the Numbers
- ESG at a Glance
- Partnering with Our Stakeholders

ABOUT THIS REPORT

This 2022 ESG Report covers a number of topics, including governance and ethics; client service; team member growth and development; diversity, equity and inclusion; community engagement; and sustainability. When viewed together, these topics form the pillars of Old National's corporate social responsibility strategy as a \$47 billion Midwestern bank and help define our community banking culture. At the center of this culture and strategy is the belief that Old National is only as strong as the communities we serve.

ESG considerations, and other elements of corporate social responsibility, are integrated and embedded within the policies, procedures and principles that govern Old National and help define our culture. This includes having robust governance and audit systems; being one of the World's Most Ethical companies; employing strong, enterprise-wide risk management systems and controls; striving to serve our clients exceptionally well and with full transparency; investing in the growth and development of our team members; and cultivating a diverse, equitable and inclusive work environment.

We do all of this while striving daily to strengthen and support the communities in which we live and work. And we rely on oversight and guidance from a strong, independent Corporate Board to help us achieve these goals.

All data in this report is as of December 31, 2022, 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.

How to Access this Report Online

An electronic version of our 2022 ESG Report is available in the **About Us** section of our website, oldnational.com. Go to: www.oldnational.com/about-us/our-company/environmental-social-governance. Here, you will also find links to our 2022 SASB Index and a one-page ESG at a Glance overview.



MISSION | VISION | VALUES

our purpose

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

our why

To be the bank of choice that helps our clients fulfill their dreams, passionately supports our communities, and invests in the growth and development of our team members.

who we are

The culture at Old National is firmly rooted in our six core values.

These values strengthen the fabric of the communities we serve, distinguish our team members as our greatest asset and allow us to deliver a consistent, convenient and customized experience for every client.



Integrity

Trusted, Authentic and Ethical



Inclusion

Courageously Embrace Our Differences



Collaboration

Better Together



Excellence

Consistently Delivering Our Best



Optimism

Spirit of Possibilities



Agility

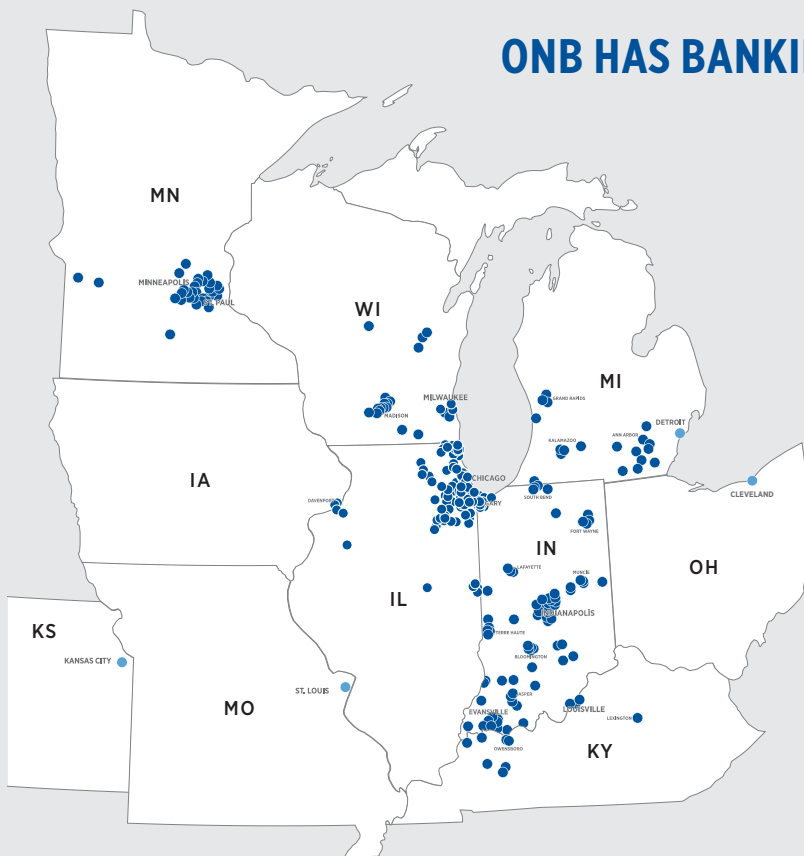
Resourceful and Innovative

BETTER TOGETHER BY THE NUMBERS

<p>Nearly \$47 billion in total assets</p>	<p>\$28 billion in assets under management</p>	<p>\$35 billion in total deposits</p>
<p>Top 35 largest bank in the United States</p>	<p>6th largest Commercial bank headquartered in the Midwest by assets¹</p>	<p>7th largest Wealth Management platform among banks <\$100B in assets²</p>
<p>Nearly 190 years of service</p>	<p>Dual headquarters in Evansville, Indiana and Chicago, Illinois</p>	<p>NASDAQ: ONB</p>

As of December 31, 2022

ONB HAS BANKING CENTERS IN SEVEN STATES



- ILLINOIS**
\$14.5 billion deposits | 40% of total franchise
 - INDIANA**
\$11.8 billion deposits | 33% of total franchise
 - MICHIGAN**
\$1.8 billion deposits | 5% of total franchise
 - MINNESOTA**
\$4.1 billion deposits | 11% of total franchise
 - WISCONSIN**
\$2.6 billion deposits | 7% of total franchise
 - KENTUCKY**
\$1.1 billion deposits | 3% of total franchise
 - IOWA**
\$0.1 billion deposits | <1% of total franchise
- Banking Centers ● Commercial Banking Office Only

¹Includes depositories headquartered in the Midwest. Excludes merger targets, mutuals and trust banks. ²Ranked by gross revenue from fiduciary activities for the year ended 12/31/21. Includes U.S.-headquartered depositories with MRQ assets less than \$100 billion. Excludes merger targets, MOE participants, trust companies and subsidiaries of foreign organizations.

ESG AT A GLANCE



STRENGTHENING AND SUPPORTING OUR COMMUNITIES

\$600 million

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

\$870,000

in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

\$386 MILLION

in CRA-eligible loan originations to small businesses and small farms

46,739

volunteer hours in 2022

and more than

1 MILLION

since 2005

Since 2015, ONB Community Equity has provided

\$233 million

in equity funding to disadvantaged businesses and communities, and supported projects with a total cost of

\$1.27 billion

97%

of Foundation grants awarded to CRA-eligible initiatives

\$10.5 MILLION

in total grants and sponsorships benefiting nearly 1,700 organizations

84%

of Foundation grants in support of underrepresented populations

\$9.1 MILLION

spent in 2022 with diverse suppliers

\$810,997

total team member and corporate contribution to the United Way



COMMITTED TO DIVERSITY, EQUITY AND INCLUSION

44%

2022 Corporate Board diversity (women + people of color)

45%

2022 Executive Leader diversity (women + people of color)

68%

of all Old National team members were women

22%

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

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

ONB

NASDAQ Ticker Symbol





PARTNERING WITH OUR STAKEHOLDERS

Old National believes in partnering with our 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, an independent 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 communities.

Engaging with shareholders

We interact and communicate with shareholders through our quarterly earnings calls, Securities and Exchange Commission filings, our Annual Report and Proxy Statement, our Annual Meeting of shareholders, investor conferences, web communications and other forums. We solicit our shareholders' opinions on topics including corporate governance, strategy and performance, and matters related to the Proxy Statement. We also share feedback from our investors with our Board and engage in dialogue outside these more formal channels. These engagements provide us with useful feedback, which we consider when determining our strategic direction.

Engaging with team members

We share information with our team members and gather their input through regular emails and videos from the CEO and other senior leaders, the company news portion of our intranet site, blogs and newsletters, team member surveys and Town Halls, and a variety of team meetings and Leadership Summits. We also empower all team members to share their thoughts and suggestions with Management using "iSuggest," our online suggestion box.

Additionally, we have a robust, confidential reporting system, EthicsPoint, through which team members can report any known or suspected violation of our Code of Conduct, company policies or laws that govern our business. This includes a hotline as well as online access to confidential reporting. Team members may make an anonymous report to EthicsPoint by phone or online at oldnational.ethicspoint.com.

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 group of Culture Carriers.

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 also 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.

In 2022, Old National invested approximately \$10.5 million in our communities through charitable giving, while our team members devoted 46,739 hours to volunteerism.



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 addition to this commitment to corporate giving and volunteerism, Old National engages our community by providing free financial education classes and resources, homeownership classes, and fraud awareness and prevention sessions. We also engage with our communities through social media and through our website, oldnational.com.



2



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

COMMITTED TO ETHICS & INTEGRITY

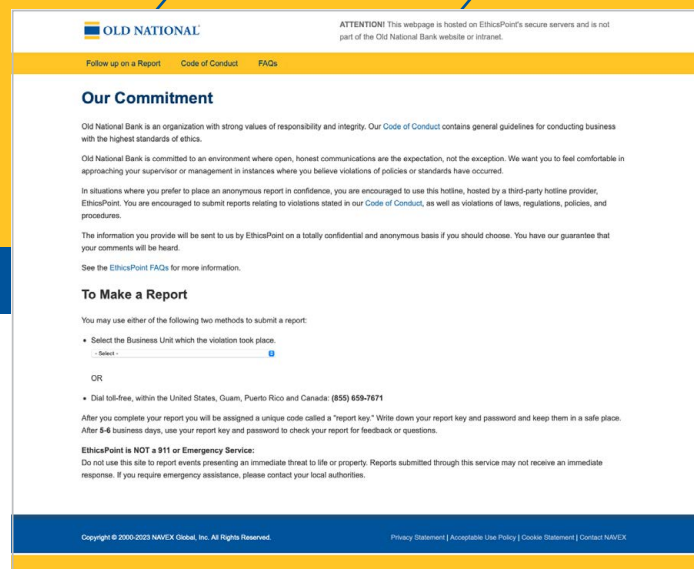
ETHISPHERE®
WORLD'S MOST
ETHICAL
COMPANIES®
2012 - 2022

11 CONSECUTIVE YEARS

Throughout our history, Old National has been governed by an unwavering commitment to ethics and integrity. And we're proud to share that in 2022, we were named to the Ethisphere Institute's annual World's Most Ethical Companies® list for the 11th consecutive year.

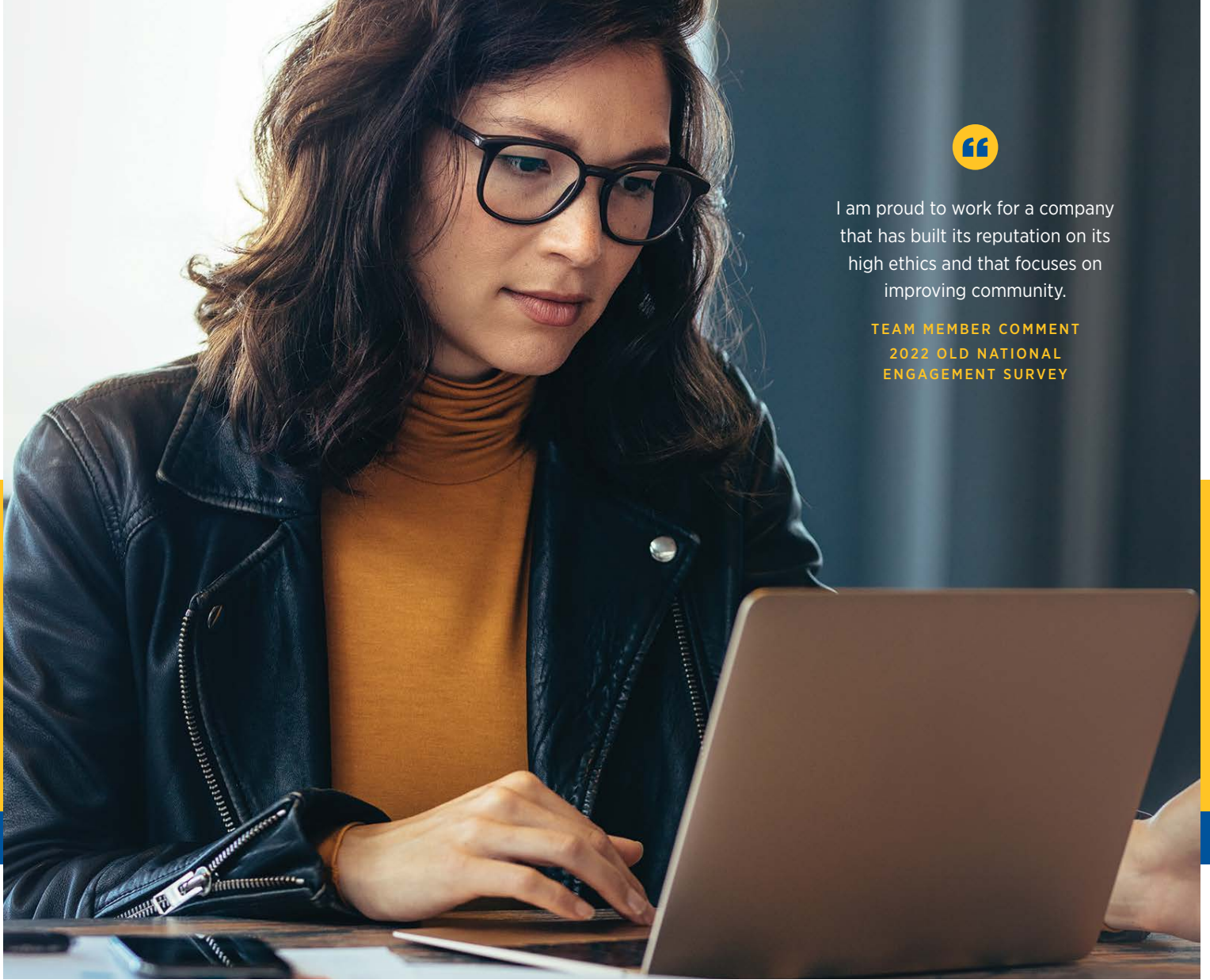
The Ethisphere Institute is a world-renowned independent center of research and thought leadership that promotes best practices in corporate ethics and compliance. This recognition is a powerful illustration of our long-standing commitment to proactively implement practices that affirm our commitment to ethical business practices.

For example, in 2008, Old National was one of the first financial companies in the United States to name an Ethics Officer. The position has grown and evolved with Old National's Chief Audit Executive/Ethics Officer reporting directly to the chairperson of the Company's Audit Committee.



Further, 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.



I am proud to work for a company that has built its reputation on its high ethics and that focuses on improving community.

TEAM MEMBER COMMENT
2022 OLD NATIONAL
ENGAGEMENT SURVEY

STRONG ETHICS THROUGH STRONG GOVERNANCE

At Old National, adhering to sound corporate governance practices is the foundation of our ethical approach. Our 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 and reliable community partner. As important, it gives our team members the security and freedom to grow their careers in an ethical and highly transparent environment.



LEADERSHIP & GOVERNANCE

Strong leadership and effective governance come from outstanding people who are the true foundation of our success. Our Executive Leadership Team develops the Company's strategic direction and oversees its execution, while our Board of Directors provides oversight and accountability.

In addition, the Executive Leadership Team and our Board are charged with demonstrating, communicating and reinforcing the Company's commitment to doing business in accordance with our corporate governance principles.

ETHICS

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

CORPORATE GOVERNANCE

- **Executive compensation tied significantly to performance**
- Maintain independence of non-executive Board members
- CEO incentives based on performance and discourage unnecessary risk-taking
- Stock ownership guidelines established for executive leaders and Board
- Commitment to strong Internal Audit structure
- Women and people of color comprise 44% of ONB Corporate Board and 45% of Executive Leadership Team

RISK MANAGEMENT

- **Risk Appetite Statement aligns with business strategy, risk profile and capital plan**
- Independent Chief Risk Officer
- Strong expertise and talent within Enterprise Risk Management team
- Robust risk assessments, monitoring and reporting
- Comprehensive information security and cybersecurity programs in place

BOARD OF DIRECTORS

The Old National Bancorp Board of Directors comprises diverse, talented and experienced leaders who are aligned with our business and strategy. Apart from Executive Chairman Mike Scudder and CEO Jim Ryan, all Directors are considered independent under the standards established by Nasdaq and our corporate governance guidelines. Our Lead Independent Director Becky Skillman—who formerly served as Lieutenant Governor of the State of Indiana—facilitates Board oversight of ONB Management.



Mike Scudder
EXECUTIVE CHAIRMAN



Jim Ryan
CEO



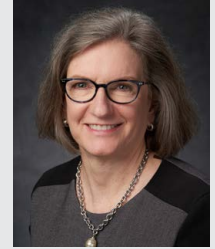
Becky Skillman
LEAD INDEPENDENT DIRECTOR



Barbara Boigegrain



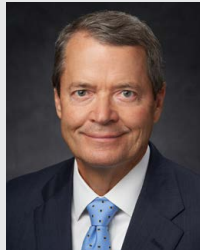
Thomas Brown



Kathryn Hayley



Peter Henseler



Daniel Hermann



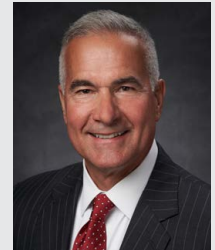
Ryan Kitchell



Austin Ramirez



Ellen Rudnick



Thomas Salmon



Michael Small



Derrick Stewart



Stephen Van Arsdell



Katherine White

The Board committee structure continues to evolve and align with the values of ESG in all aspects.

▶ **31%** (5 of 16) are women

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

20 members

A diverse, talented and highly experienced team.

25%
(5 of 20) are women

5 of 20
are people of color

FOCUSED ON COMMUNITY

Representation on
75+
nonprofit/
community boards

More than
1,500
total volunteer hours
in 2022

EXECUTIVE LEADERSHIP TEAM

Old National's Management structure fosters and encourages a culture of ethical, transparent leadership that is consistent with our corporate standards. While maintaining strong corporate functions, we take a business team/line of business approach to managing the Company. Within each team, Management structure generally mirrors that of the Company as a whole.

Old National's most senior management body is our Executive Leadership Team, led by CEO Jim Ryan. The Executive Leadership Team is responsible for developing and implementing corporate strategy and community investment, and managing operations.

ABOUT OUR CORPORATE BOARD COMMITTEES

Audit Committee

Assists the Board in its oversight of the integrity of the financial statements of the Company; the appointment, independence and qualifications of the independent auditors; the scope and results of the independent registered public accounting firm's audits and other services, if any; the Company's system of internal controls; the performance of the Company's internal audit function and independent auditors; and the compliance by the Company with legal and regulatory requirements in relation to the accuracy of financial reporting. This committee is also responsible for the preparation of a report as required by the SEC to be included in our annual Proxy Statement.

Talent Development and Compensation Committee

Approves and evaluates the Company's employee compensation and benefits programs and ensures the competitiveness of those programs; advises the Board regarding the talent development and succession management of key executives of the Company; annually reviews, approves and recommends to the Board for its approval all elements of the compensation of the CEO and other executive officers who report directly to the CEO; and determines awards to employees of stock pursuant to the Old National Bancorp Amended and Restated 2008 Incentive Compensation Plan.

Corporate Social Responsibility Management Committee

In 2020, Old National raised the bar on our already strong commitment to corporate social responsibility by creating a Corporate Social Responsibility Management Committee comprising members of our Executive Leadership Team. This committee works closely with the Corporate Responsibility Committee of our Board of Directors to ensure that Old National remains a leader in our industry in demonstrating and promoting robust ESG and corporate social responsibility practices.

Nominating and Corporate Governance Committee

Annually recommends to the Board the Company's director nominees to stand for election at our annual meeting of shareholders and assesses the independence of directors; recruits, as needed, new directors for the Board; leads the Board in its annual performance evaluation; reviews and assesses the adequacy of the Corporate Governance Guidelines; reviews with the full Board, on an annual basis, the size, requisite skills and characteristics of Board members as well as the composition of the Board as a whole; and oversees Management in the production of the Company's Environmental, Social and Governance (ESG) Report.

Enterprise Risk Committee

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

Corporate Responsibility Committee

Oversees Management relating to the Community Reinvestment Act and Fair Lending practices as well as Management relations with community organizations; reviews policies and programs relating to diversity, equity and inclusion, ESG, ethics and employee and client satisfaction and engagement initiatives; and monitors the Company's Affirmative Action Plan; and monitors company-wide volunteerism and the activities of the Old National Bank Foundation through which major charitable gifts from the Company are funded.

Executive Committee

Reviews and recommends to the Board of Directors the annual operating plan and budget as well as the multi-year strategic plan of the Company; assesses and monitors the Company's performance against the annual and multi-year strategic plan; reviews strategic direction of the Company with Management; reviews the Company's capital plan and policy and recommends to the Board of Directors dividends and any share repurchase program of the Company; and discusses corporate development and other acquisition opportunities with Management.

EXECUTIVE COMPENSATION

Old National's compensation philosophy is driven by recognition that our long-term success depends on the talents of our team members and alignment of their compensation with performance, business strategy and sustained shareholder value. The Talent Development and Compensation Committee (TDCC) of the Board maintains independent oversight of our compensation programs, including executive compensation.

In determining compensation of the CEO and the Executive Leadership Team, the TDCC uses a balanced approach to closely align the interests of our executives with the interests of our shareholders. Our compensation programs are designed to reward the achievement of strategic and operational goals and the achievement of increased total shareholder return, while at the same time discouraging unnecessary or excessive risk-taking.

Total compensation for Named Executive Officers (NEOs) includes a mix of base salary, annual cash incentive awards and long-term equity awards. These compensation components, combined with our stock ownership guidelines and recoupment policy, extend the time horizon beyond the vesting and/or performance periods and provide balance.

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

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

Additionally, we regularly review our compensation programs and actively seek out and consider feedback in making potential changes. Our Proxy Statement has a Compensation Discussion and Analysis section that includes details of our executive pay program.

RISK MANAGEMENT

Strong Risk Management is one of Old National's foundational strategic imperatives. In 2006, Old National became the first in our peer group to appoint an independent Chief Risk Officer. While serving as a member of our Executive Leadership Team, the Chief Risk Officer has a reporting relationship to the chairperson of the Enterprise Risk Committee of our Board.

Old National's approach to Enterprise Risk Management employs an overarching strategy for managing and mitigating risk that includes internal training and development; creating improved peer channels for monitoring emerging and evolving risks; conducting comprehensive stress testing; and maintaining a highly disciplined and proactive approach to regulatory compliance issues.

Risk Appetite Statement

Old National has an enterprise-wide Risk Appetite Statement. Updated annually, it provides the framework for continuous improvement and allows us to use capital as effectively as possible.

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

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

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



WHISTLEBLOWER POLICY & INTERNAL AUDIT

Old National team members and/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:

- Abuses of Authority
- Accounting and Financial
- Client Information and Data Protection
- Company Assets
- Conflicts of Interest
- Gifts and Entertainment
- Discrimination, Harassment or Equal Employment Issues
- Fair Lending Concerns
- Falsification of Records, Misappropriation of Assets, Theft or Embezzlement
- Insider Trading
- Unsafe Working Conditions
- Retaliation
- Sales, Marketing and Advertising Practices
- Substance Abuse
- Team Member Disputes or Other Inappropriate Behavior
- Violation of Policy or Regulations

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 issues 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



Committed to Privacy and Security

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

Learn more at oldnational.com/security

and workplace safety; execution, delivery and process management; and external and internal fraud.

Additionally, Old National periodically offers free cybersecurity/fraud protection seminars within our communities, including our popular Money Safety for Seniors program. Businesses and organizations can visit our Money Safety for Seniors page at oldnational.com to request a seminar in their community.

■ CLIENTS AT THE CENTER

3



- Our Commitment to Client Service
- A Team-Based Approach to Service
- Digital Banking and Technology
- Serving Underrepresented Businesses
- SBA Lending and the Paycheck Protection Program
- Treating Our Clients Fairly

FROM OUR CLIENT RELATIONSHIP TO OUR COMMUNITY PARTNERSHIP, ONB AND CMAA ARE BETTER TOGETHER.



When Old National serves a client that is also our community partner, it speaks directly to our mission, which is to help “our clients and communities thrive.” A great example is our relationship with Chinese Mutual Aid Association (CMAA).

From a client perspective, CMAA relies on Old National to fulfill its banking, capital management and cash management needs, which positions the organization to serve the needs of diverse immigrant and refugee communities across metropolitan Chicago.

From a community partnership perspective, Old National’s long relationship with CMAA has included financial support through our Foundation as well as team member volunteerism. This support helps CMAA provide after school tutoring services, skills-based employment training programs, and senior care services that allow core families to stay together. Old National also helps provide financial literacy and small business seminars.

In recognition of this partnership, Old National was honored to receive CMAA’s 2022 Community Partner of the Year Award. This rich client and community relationship is the perfect illustration of what it means to be Better Together.



PILLARS OF CLIENT SUCCESS

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

This approach is at the heart of our banking strategy, which we simply refer to as “keeping our clients at the center of all we do.” Our key client service pillars inform our entire approach to working on behalf of our clients.

KEY CLIENT SERVICE PILLARS

 <p>Partnering with each client to help them manage and grow their money.</p>	 <p>Taking a consultative, client needs-based approach to delivering products and services.</p>	 <p>Providing tools and technology that are powerful, yet extremely flexible and easy to use.</p>	 <p>Prioritizing the privacy and security of our clients in everything we do.</p>
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WE SERVE CLIENTS IN A VARIETY OF WAYS

<p>250+ banking centers</p>	<p>354 Old National ATMs</p>	<p>6,247 fee-free Allpoint® ATMs</p>	<p>Online Account Openings</p>	<p>Robust and easy to use mobile app and online banking portal</p>
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A TEAM-BASED ORGANIZATIONAL STRUCTURE

About Our Community Banking Team

We strive to provide a distinctive, client-centric approach to Community Banking that is tailored to the needs of each client and the unique characteristics of each market. With a commitment to meeting our clients where they want to be, we deliver exceptional products and services through a full range of distribution channels. Finally, we're committed to engaging our clients with sales and service practices that utilize an efficient physical presence tailored to strategic market archetypes.

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

About Our Commercial Banking Team

With a highly consultative approach to client service, we strive to exceed the expectations of every Commercial client by aligning the expertise of our team members with the client's size and the business and industry in which it operates. We work exceptionally hard to provide an unsurpassed level of support in every aspect of the client relationship, and we offer a full suite of powerful, flexible products and services to address both the current and future financial needs of the client.

- [Checking Accounts](#)
- [Savings Accounts & CDs](#)
- [Loans and Lines of Credit](#)
- [Credit Cards](#)
- [Capital Markets](#)
- [Treasury Management: Payables and Receivables](#)
- [Merchant Services](#)

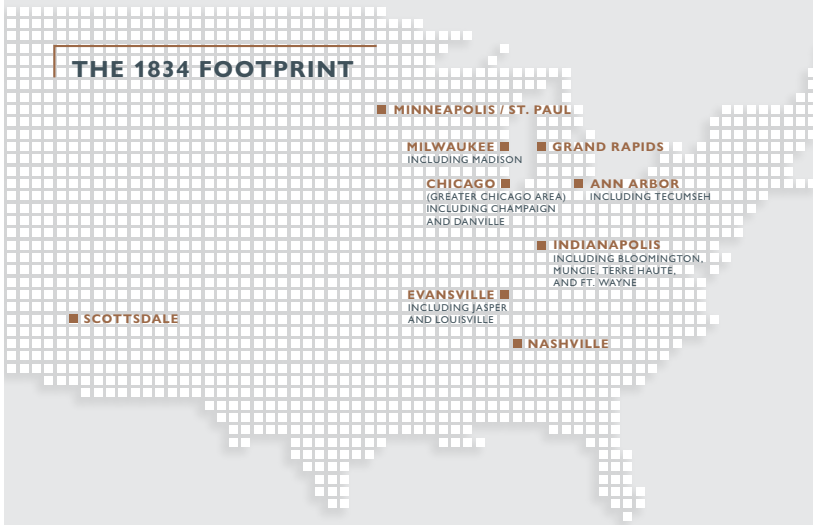
About Our Wealth Management Team

When it comes to helping clients manage and protect their wealth, we provide customized, holistic solutions. This means partnering with each client and taking the time to fully understand their goals and objectives. With a seasoned group of wealth professionals all under one roof, including Wealth Advisors, Private Bankers, Trust Officers, Wealth Planners and Investment Strategists, our integrated team offers a full suite of Wealth Management services for individuals, businesses and nonprofit organizations.

- [Financial Planning](#)
- [Investment Management](#)
- [Private Banking](#)
- [Trust & Estate Services](#)
- [Institutional Services, including Philanthropy & Endowment Services, Corporate Trust Services and Retirement Planning Services](#)

A HIGHLY DIFFERENTIATED APPROACH TO WEALTH MANAGEMENT

THE 1834 FOOTPRINT



1834

A DIVISION OF
OLD NATIONAL BANK

To better meet the often complex financial and Wealth advisory needs of high-net-worth individuals and institutions, Old National unveiled an enhanced Wealth Management business, 1834, a division of Old National Bank. 1834 offers a boutique-style experience with integrated, customized wealth advisory and investment management services, including:

- [Wealth Planning](#)
- [Investment Management](#)
- [Trust & Fiduciary Services](#)
- [Estate Planning & Administration](#)
- [Private Banking](#)
- [Specialized Services](#)
- [Institutional Services for businesses and nonprofits](#)

1834 has offices throughout Old National's Midwestern footprint, in addition to newly added locations in Nashville, Tennessee, and Scottsdale, Arizona.

DIGITAL BANKING & TECHNOLOGY

Empowering our clients through digital solutions

Another way that Old National works to exceed client expectations is by providing powerful, flexible and easy-to-use digital banking tools. Through the use of these tools, our clients are empowered to take control of their finances and bank on *their* terms.

In 2022, Old National's digital enhancements included:

- Introducing Zelle®, a digital payments solution that allows our clients to transfer money to friends and family in seconds using a mobile device or computer.
- Implementing DocuSign for commercial loans to allow clients to easily and seamlessly provide their electronic signature.

Old National recognized an opportunity to better serve our Spanish-speaking clients by adding a Spanish language option within our online and mobile banking platforms. Work on the project was completed in late 2022, and it officially launched in early 2023.



SERVING UNDERREPRESENTED CLIENTS & COMMUNITIES



Rafael Sanchez Named Chief Impact Officer

In July 2022, Old National Bank named Rafael A. Sanchez as EVP, Chief Impact Officer, a new executive leadership position. In this role, Rafael develops and leads corporate initiatives and partnerships focusing on the financial advancement of underrepresented communities.

Active in government and community relations activities throughout greater Indianapolis and the Central Indiana region, Rafael brings a keen understanding of diverse communities within the ONB footprint. In this new role, he serves on the Old National Executive Leadership Team and reports to Old National CEO Jim Ryan.



I am so excited about and energized by this opportunity to serve as a catalyst for wealth creation by helping to address the wealth gap that so many entrepreneurially-minded people of color face today. We have a chance to make a real, tangible difference.

RAFAEL SANCHEZ



EMPOWERMENT SMALL BUSINESS PROGRAM

In an effort to expand credit and improve access to capital for underserved communities, Old National Bank is piloting a new Empowerment Small Business Loan Program. Loan applications that qualify will be evaluated using a non-traditional model that is not as dependent on consumer credit scores.

“Research shows¹ that average credit scores for Hispanic and Black populations are significantly lower than for the white population, which presents real challenges for people of color who have the desire to establish a new business,” explained Old National’s Chief Strategic Business Partnership Officer Roland Shelton.

The primary goals of the Empowerment Small Business Loan Program are to:

- Create opportunities for entrepreneurs who might otherwise be denied access to capital.
- Increase business loans to Minority- and Women-owned small businesses.
- Contribute to the efforts of Old National Bank toward Community Reinvestment Act Initiatives and community agreements.

The loan program is the fruition of a year-long collaboration between the Bank’s credit, risk and regulatory groups and Old National lenders.

¹Black-owned businesses in U.S. cities: The challenges, solutions, and opportunities for prosperity (brookings.edu)

CEO COUNCIL

In order to identify opportunities and gain fresh perspectives on how best to serve communities across our geographic footprint, CEO Jim Ryan convened a CEO Council in late 2021. This initial co-hort of diverse (primarily BIPOC) high-potential Old National team members served a two-year term on the Council; a new group of team members was selected in early 2023.

The CEO Council identifies business opportunities, especially those focused on the growth and sustainability of underrepresented clients and communities. At the same time, the group is engaged in leadership development with an eye toward preparing the Council members for future roles as executive leaders within the organization.

The current CEO Council cohort is being guided by Old National's Chief Diversity, Equity & Inclusion Officer Corliss Garner. The initial co-hort was led by Chief Business Partnership Officer Roland Shelton and Chief People Officer Carrie Ellspermann.



Inge Plautz, a member of Old National's inaugural CEO Council, discusses a project with the full team while council members (R to L) Darin Lander and Joe Kiser listen.



In the relatively short time the Council has been in place, I have been so impressed by the tremendous ideas and perspectives that these high-potential team members have brought to the attention of our Leadership team. It has been a resounding success!

ONB CEO JIM RYAN

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 available to help the client save what they need for real estate taxes and homeowner's insurance.

'BANK ON' AND ONB EZ ACCESS CHECKING

Old National helped launch the third Bank On program in the nation in 2008. Bank On focuses on helping the unbanked gain access to mainstream financial services. In 2016, Old National created ONB EZ Access Checking, a Bank On-nationally certified account. Bank On-certified accounts are safe, affordable transaction accounts designed for those who might not otherwise have access to a checking account. Old National experts help coach other financial institutions on how to establish certified Bank On accounts and speak on webinars discussing the importance of these accounts.

Other Products and Programs

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

- Downpayment assistance for eligible home buyers
- Amish and Older Mennonite Residential Mortgage
- USDA Rural Housing Loans
- Federal Housing Administration (FHA) Loans
- Veterans Administration (VA) Mortgage Loans
- Farm Service Agency (FSA) Guarantee Loan Program
- Secured Credit Card
- First-Time Consumer Borrower's Program



SMALL BUSINESS ADMINISTRATION (SBA) LOANS

Old National is considered a Preferred Lender by the U.S. Small Business Administration, and we specialize in SBA 7(a) loans. Our experts are also experienced in assisting clients with the SBA Express program and the SBA 504 program. We leverage this experience and expertise to develop solutions in:

- Real estate purchase/construction
- Business acquisition/buyout
- Business expansion
- Working capital
- Starting your own business

\$125.9 million

in total SBA 7(a) loan production, 2021 to 2022

#1

Indiana-based
SBA 7(a) lender
in Indiana

#2

SBA 7(a)
lender in
Minnesota

#4

SBA 7(a)
lender in our
banking footprint

PAYCHECK PROTECTION PROGRAM (PPP)

After the CARES Act was signed in March 2020 introducing the Paycheck Protection Program (PPP), Old National quickly got to work supporting businesses impacted by the pandemic. In January 2021, Old National began assisting our clients with Phase 2 of the PPP—work that continued throughout the year.

In 2022, the focus was on the forgiveness and payment processes.

Here is a closer look at Old National's PPP response from 2020-2022*

- ONB assisted with around 27,000 loans serving small businesses/non-profits.
- Total loans equaled \$3.8 billion.
- Loans ranged in value from \$200 to \$10 million.
- 98% of our PPP loans have completed the forgiveness process.

*Totals include PPP loans assumed by Old National as part of our 2022 merger with Chicago-based First Midwest Bancorp.

ONB assisted with approximately

27,000

PPP loans serving small businesses and nonprofits from 2020-2022

**\$200 to \$10 million
in loan value**

supporting businesses of all sizes

TREATING OUR CLIENTS FAIRLY

We strive to gain our clients' trust 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 empower our clients to make informed financial choices by providing clear, concise and transparent information about our products and services. Our in-house design studio 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

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 and incentive plans.

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:

- Our Money Safety for Seniors program educates people about financial abuse that targets seniors.
- 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 combating 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, 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.

Service Charge Program Enhancements

In 2022, Old National made several service charge program enhancements to give our clients more financial flexibility and certainty. This included:

- Eliminating the non-sufficient fund (NSF) fee for insufficient funds.
- Reducing the maximum number of overdraft fees charged per day to four.
- Reducing the overdraft protection fee to \$5 per transfer.
- Changing the posting order of checks presented on an account from "high to low" to "low to high."
- Increasing the overdraft grace amount to \$25.
- Reducing the continuous overdraft fee to \$7, beginning on the 7th business day.
- Instituting a cap of \$70 with respect to the continuous overdraft fee.

■ TEAM MEMBER ENGAGEMENT

4



- Attracting and Hiring Great People
- Learning and Development
- Team Member Engagement Programs
- Mental Health Resources
- One Wish and Achieve Your Degree Programs



I really like the culture here at Old National. Since joining the bank, I've felt like I joined a big family and it's an awesome feeling. I truly believe and feel we are Better Together and everyone deeply cares and wishes the best for everyone in the ONB family.

2022 ENGAGEMENT SURVEY COMMENT
FROM AN OLD NATIONAL TEAM MEMBER



BETTER TOGETHER STARTS WITH OUR TEAM MEMBERS

While the financial industry is often 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 embrace the Better Together ethic, working as one family to exceed the expectations of clients while supporting one another and strengthening the communities we serve.

Recognizing that team members are our greatest asset means cultivating and investing in them. That means providing them with 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 on ethics and integrity.

A GREAT PLACE FOR 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

A commitment to people requires tangible action to meet the needs of our team members. With this in mind, our Strategic Business Partnership Officer partners with Old National leaders and our Chief Diversity, Equity and Inclusion Officer to develop and drive diversity recruiting strategies and enhance career development efforts for individuals of color.

In 2022, Old National was recognized by the National Organization on Disability (NOD) as a Leading Disability Employer for the fifth straight year, and we were included in the Bloomberg Gender-Equality Index for the seventh year in a row. Old National has also been named a Military Friendly Employer for five consecutive years. *See the Diversity, Equity and Inclusion section of this ESG Report for more about our commitment to diversity, equity and inclusion.*

About Our Executive Inclusion Council

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

WHAT OUR TEAM MEMBERS SAID IN OUR 2022 ENGAGEMENT SURVEY

- 80%** said that people from diverse backgrounds can succeed at Old National
- 82%** said they have a strong sense of belonging and can be themselves at work
- 82%** said their manager cares about their well-being
- 85%** said they trust the members of their team

WHAT DOES IT MEAN TO BE AN OLD NATIONAL TEAM MEMBER?



It's about opportunity.

Team member success is important and we offer a wide range of programs and experiences dedicated to ongoing career and personal development, including those focused on leadership, mentoring and skill-building.



It's about living your best life—personally and professionally.

Our team members have flexibility to meet both work and personal goals. In addition to a comprehensive benefits package, they have access to paid parental and caregiver leaves, dedicated healthcare clinics and a health and wellness coach, preventive health and wellness programs, and free retirement and investment advice.



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.



LEARNING & DEVELOPMENT



5 KEY PRINCIPLES OF PROFESSIONAL AND CAREER DEVELOPMENT AT OLD NATIONAL



ONUNIVERSITY

Whether a team member is beginning their career or building upon it, Old National has a variety of tools and resources to help them create a customized learning plan to support their professional development. The home base for these tools and resources is ONUniversity—Old National’s in-house training and development center. At ONUniversity, team members can access multiple self-directed training tools and programs while also taking advantage of guided learning opportunities.

INDIVIDUAL DEVELOPMENT PLANS

Old National has a structured approach to growth and development that centers on the creation of an Individual Development Plan (IDP) by every ONB team member. Extensive resources are available on our ONUniversity intranet site to help team members develop their IDP.

Team members then meet with their manager three times or more during the year to discuss their plan and the progress they are making toward their goals.



“The Individual Development Plan has helped me stay focused on my growth and development goals at Old National, while also improving communication between my manager and me.”

KORTNEY BLAYLOCK, OLD NATIONAL TEAM MEMBER

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.

Leadership Academy—allows team members to gain the skills and knowledge applicable to current and future leadership positions within the organization.

Relationship Banker Development Program—provides career development opportunities for Community Banking team members through guest speakers, specific activities and stretch assignments. It also provides the opportunity to strengthen institutional knowledge, skills and key behaviors related to the Relationship Banker role.

Leading Better Together: Senior Leadership Program—equips senior leaders with tools and practices to lead, support and sustain a thriving culture. Provides a common foundation and language for leading at Old National. Includes leadership reflection with 360° survey feedback and development planning.

Leading Better Together: PLP Program—equips current and aspiring people leaders of people leaders (PLP) with tools and practices to lead, support and sustain a thriving culture. Provides a common foundation and language for leading at Old National.

Leading Better Together: PLI Program—equips current and aspiring people leaders of individuals (PLI) with tools and practices to lead, support and sustain a thriving culture. Provides a common foundation and language for leading at Old National.



The lessons I learned and the growth I experienced throughout the 10-week program put me in such a great position to transition into full-time work after graduation.

MOLLY JILLSON, 2022 INTERN AND NOW FULL-TIME OLD NATIONAL TEAM MEMBER

2022 INTERNS

**23 in total | 8 (34%) Ethnically Diverse
8 (34%) Female | 2 (8%) Identified with a Disability**

SUMMER INTERNSHIP PROGRAM

Old National's annual summer internship program helps students apply their classroom knowledge to meaningful work experiences in a professional environment. Throughout the 10-week program, students are integrated into a line of business, working closely with team members on assigned projects. In addition to day-to-day projects and work, interns also attend weekly professional development sessions, participate in an Intern Community Service Day, and collaborate on a group project and final presentation to our senior leadership team.

In 2022, we welcomed 23 interns with primary locations of Chicago, Evansville, Indianapolis and Michigan. In total, 34% were female and 34% were ethnically diverse. In 2023, our internship program will expand to more than 30 students serving 14 business areas in six geographies.



LEAD ROTATIONAL DEVELOPMENT PROGRAM

Old National Bank's two-year LEAD Rotational Development Program offers an opportunity to experience the challenges of a rewarding career in banking through rotational assignments within our organization. Working in multiple departments within the Commercial and Credit lines of business, LEAD team members broaden their knowledge of our culture, better understand how the organization works, and ultimately develop and prepare for a successful career.

Upon completion of the program, potential career placement could include a variety of professional roles in analytical, sales and client services areas. Program participants are paired with a peer mentor and executive mentor.

In 2022, four LEAD participants began their program journey in Chicago and Evansville. In 2023, the LEAD program will enhance the program by introducing an Operations track.



The LEAD Program has helped me create a foundation for my career and opened so many doors into the world of Commercial Banking. All team members have been so welcoming.

RACHAEL PEPIN, LEAD ROTATIONAL DEVELOPMENT PROGRAM MEMBER



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 car repairs, home repairs and emergency travel expenses. As the pandemic continued throughout 2022, ONE Wish also continued to see an increase in emergency requests. Old National responded by ensuring that the funding necessary to help our team members in emergency situations was available.

ACHIEVE YOUR DEGREE PROGRAM

Old National understands the importance of higher education as a building block to achieving personal success. Our Achieve Your Degree partnership provides financial assistance to team members who have not yet attained an associate's degree or higher and wish to advance their education through classes at Ivy Tech Community College. Participants can work toward earning a specially-created Old National Certificate that is a component within the Ivy Tech Business Administration Technical Certificate curriculum. The certificate is a recognized credential within the Company.

AWARDS AND RECOGNITION



Old National President Mark Sander (L) and CEO Jim Ryan (R) present Old National's 2022 ONE Vision award to Ivette Chavez, a Senior Commercial Loan Closer in our Chicago market.

ONE VISION PROGRAM

Each quarter, Old National recognizes a handful of team members who have gone above and beyond to exceed expectations, practice leadership and support our communities. In other words, team members who consistently put the Old National values into action. These team members are honored within our organization as ONE Vision award winners.

At the end of each year, CEO Jim Ryan reviews all quarterly ONE Vision recipients and selects one team member to be honored with our annual ONE Vision award. In 2022, this was Ivette Chavez, Senior Commercial Loan Closer in our Chicago market.

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



Ivette is highly organized and helps to manage very complex deals. She is truly an expert at what she does and takes a lot of pride in her work. Everyone she works with thinks the world of her.

ALLISON BISHOP
MANAGER, COMMERCIAL LOAN SERVICES

INTEGRITY • INCLUSION • EXCELLENCE
COLLABORATION • OPTIMISM • AGILITY



MENTAL HEALTH MATTERS

Recognizing that the past few years have been challenging due to the lingering pandemic, Old National has taken several steps to provide mental and emotional well-being resources for our team members to ensure they are properly supported. First, back in early 2020, CEO Jim Ryan began a regular cadence of email communication with all team members (a practice that continues today). These popular emails frequently touch on organizational culture and mental/emotional health.



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



I was excited when I first saw we have an intranet page dedicated to ‘Mental Health Matters’ and I have been impressed by the resources listed there. I know we can get busy and distracted, so repeatedly being directed back to care for our own and each other’s mental wellbeing means a lot.

PETER ELBRIDGE, OLD NATIONAL BANKING CENTER MANAGER



ASSOCIATE AND COMMUNITY ENGAGEMENT (ACE) TEAMS

Our ACE team program was implemented in 2015, and today more than 10% of team members participate. ACE teams, which are spread throughout our footprint, work to execute local community projects and facilitate team member engagement and recognition.

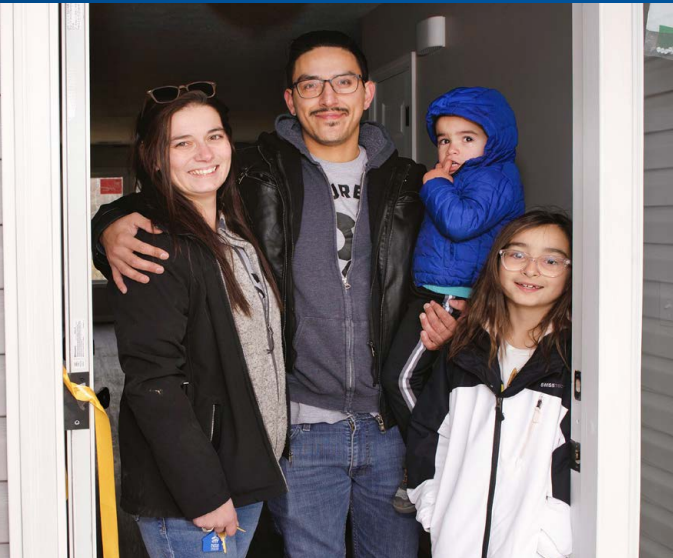
Every ACE team has an executive sponsor who works closely with team members to set strategic direction and execute initiatives targeted to the specific needs of team members and each individual community.



I’ve always enjoyed the togetherness the ACE Team brings to our market. The camaraderie, teamwork and fundraising efforts we have for a common goal of helping our community warms my heart!

EMILY MICK,
OLD NATIONAL ACE TEAM LEADER

‘FRAMING UP’ OUR COMMITMENT TO VOLUNTEERISM



In September 2022, Old National’s commitment to strengthening communities through volunteerism became deeply personal for one of our team members in Southern Indiana. As part of our inaugural, two-day *Better Together Days* volunteer event, around 20 Old National team members came together to help ONB Fraud Monitoring Analyst Ashley Alvarez complete the framing of her new house.

Ashley’s home, located in Chandler, Indiana, is part of Warrick County Habitat of Humanity’s USDA Self Help Homes program. She and her husband, Enrique Alvarez, began their initial “sweat equity” work at the homesite in January 2022. Thanks to the help of the volunteer crew from Old National, they were able to move in, along with their two young children, prior to Christmas.

“At the start of (Better Together Days), my house was not standing,” Ashley recalled. “At the end of those two days, my house was ready for trusses.”

Over the years, Old National has been an unwavering supporter of Habitat for Humanity, providing thousands of volunteer hours and many thousands of dollars in support of the Habitat mission.

“Our partnership with Old National Bank is a blessing to this program,” said Amy Arflack, family group coordinator for Warrick County Habitat. “When we have large groups like Old National brings coming out to volunteer, it moves Habitat forward by days.”

Ashley said she has “never been prouder of her Old National teammates” who came out to work on her house and two other neighboring Habitat homes.

“I love that Old National is such a strong partner and supporter of Habitat,” she said. “My family has a beautiful home now, and we couldn’t have done it so quickly without support from Old National.”



It’s amazing to see how much people with giving hearts and giving hands can do for this community. It is wonderful seeing love in action, where people can show up and just give what they give.

AMY ARFLACK
FAMILY GROUP COORDINATOR
WARRICK COUNTY HABITAT

■ DIVERSITY, EQUITY & INCLUSION

5



- Our DEI Vision
- Our DEI Pillars
- Team Member Impact Networks
- Focus on Inclusion
- Disabilities Outreach and Recruitment
- Supplier Diversity
- Looking Ahead



COMMITTED TO DIVERSITY, EQUITY & INCLUSION

Old National respects, values and welcomes all aspects of diversity in our workforce, clients, suppliers and marketplace. Additionally, we strive to be champions of promoting equity and inclusion, both within our workforce and in the communities we serve.

Through the strong support of our Executive Leadership Team, DEI is a guiding principle that benefits our team members and enables Old National and the clients and communities we serve to be *Better Together*.

OLD NATIONAL'S DEI VISION

By continuously striving to achieve diversity, equity and inclusion goals and strategic objectives, Old National will be viewed as:

- **An employer of choice.** We recognize that actively seeking and championing diversity within our workforce is critical to our success, and we value the unique contribution each individual brings to our company.
- **A financial services provider of choice.** We believe that clients want to align themselves with a bank that recognizes and values DEI, and we are deeply committed to being that type of bank.
- **A community partner of choice.** We strive to be champions of promoting DEI in the communities we serve, and we seek to build relationships with community organizations that share this important goal.
- **A strong investment.** Our commitment to DEI programs and principles is a cornerstone of our approach to corporate social responsibility, and we are confident it will continue to make Old National an attractive investment.

OUR DEI VISION AND STRATEGIC PILLARS

Old National recognizes that DEI is a differentiator that helps us advance our vision to be the bank of choice that helps our clients fulfill their dreams, passionately supports our communities and invests in the growth and development of our team members.

WE SUPPORT THIS VISION THROUGH FOLLOWING STRATEGIC PILLARS

OUR PEOPLE



Attract, develop and retain top talent, with a focus on increasing diverse representation across all levels of the company.

OUR CULTURE



Build a culture of inclusion, belonging and psychological safety where all aspects of diversity are welcomed and celebrated.

OUR SOCIETY



Contribute to the sustainability of a more just and equitable society through strategic philanthropy, volunteerism, partnerships, lending and investments.

OUR BUSINESS



Lead a socially responsible business focused on sound and sustainable policies, practices and processes.

ABOUT OUR EXECUTIVE LEADERSHIP TEAM

25%

(5 of 20) are women

45%

(9 of 20) are women or people of color

ABOUT OUR TEAM MEMBERS (AS OF 12-31-22)

68%

of team members are women;
33% of those are in Management/Professional roles

22%

of all team members are people of color





» OLD NATIONAL IMPACT NETWORKS

Associate Resource Groups rebranded as Impact Networks

In 2022, we rebranded—and began relaunching—our Associate Resource Groups as Impact Networks. These volunteer-based groups are led by our team members and are open to ALL Old National employees who are passionate about driving engagement, creating awareness of diverse backgrounds and experiences, and building a culture of inclusion across the organization.

The team members who participate in our Impact Networks work 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 Impact Network** advances Old National's commitment to inclusion by providing a forum to support the professional development and retention of African American team members, attract talent, drive business growth and build partnerships in our communities.



The **Military Veterans Impact Network** 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** Impact Network promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing an educational forum on disabilities for all team members.



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



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



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



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

About Our Impact Networks

100%

are sponsored by an Executive Leadership Team member.

Executive leaders are engaged in an advisory capacity as Cabinet members.

Around **1,700** team members participated in "Inclusive Conversations" (see page 42) related to our Impact Networks in 2022.

BUILDING CULTURAL COMPETENCY WITHIN OUR WORKFORCE

In 2022, our Diversity, Equity & Inclusion Office introduced several initiatives designed to expand the cultural competency of our team members and help them identify the filters and blind spots that each of us has. Here is a look at some of these key initiatives.

Culture Shaping with a focus on DEI

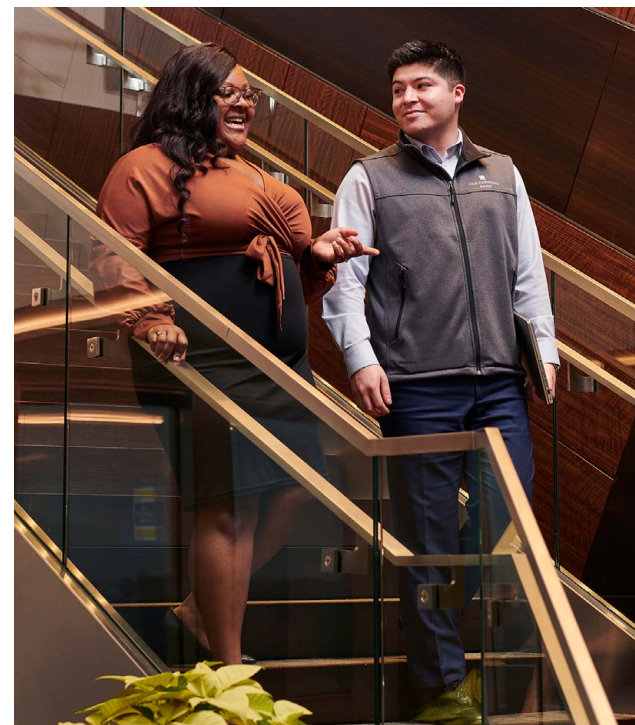
Since the beginning of 2022, Old National has been working to define a new and improved organizational culture that reflects our commitment to clients, our communities and each other. Throughout 2023, all team members will be engaged in learning experiences to support cascading our culture through the organization. DEI will be integrated throughout the learning experiences, including a focused session later in the year.

CEO Council

As detailed on page 25 of this Report, our CEO Council is a unique development opportunity for rising leaders to build their leadership skills and cultural competency while also supporting Jim Ryan and the Executive Leadership Team in understanding complex issues of race, gender and bias.

Leading Together Series

Leading Together is a quarterly learning series designed to help align managers to a common view of what it means to lead at Old National. Our most recent session—*Reading with Inclusion*—focused on inclusion as a transformative tool and core behavior in our daily activities.



INCLUSIVE MINDSET

ON Inclusion

OLD NATIONAL BANK

FOCUS ON INCLUSION

Inclusiveness is one of our core competencies and expected of individuals at all levels within the organization. Team members have been given examples of how to incorporate these skills and characteristics into their Individual Development Plans.

Annually, as part of our **Team Member Engagement Survey**, we include questions to measure team members' thoughts and opinions about Diversity, Equity and Inclusion at Old National.

82% of Old National team members report they can "be themselves at work"

Inclusive Conversations Series

We launched a new *Inclusive Conversations Series* in 2022 to help our team members increase their cultural competency. Approximately once a month, a new Inclusive Conversation led by our DEI Office takes place during the lunch hour with all Old National team members invited to participate. Each conversation is led by a moderator and features executives, senior leaders and team members sharing their thoughts and expertise about topics like racial and cultural biases, ally-ship, inclusive leadership and more.



I learn so much from the (Inclusive Conversations). I always come away feeling so positive and empowered with new perspectives.

FEEDBACK FROM AN
OLD NATIONAL TEAM MEMBER

Spanish Language Option Added to Online Banking and Mobile App

Old National recognized an opportunity to better serve our Spanish-speaking clients by adding a Spanish language option within our online and mobile banking platforms. Work on the project was completed in late 2022, and launched in early 2023.



I have helped several Spanish-speaking clients with their online banking, and they have commented on how easily they can maneuver the app on their own without the assistance of another person.

LISBET ESTRADA, ONB RELATIONSHIP BANKER

Supporting Active Military and Veterans



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

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



TEAM MEMBER RESOURCES

DISABILITIES OUTREACH AND RECRUITMENT

At Old National, we are committed to increasing representation of individuals with disabilities in all levels of our workforce. This commitment includes advocating for people with disabilities in our communities and facilitating the employment of people with disabilities within our company.



Old National's Abilities First Impact Network promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing an educational forum on disabilities for all team members.

ACHIEVE★ABILITY

'Achieve Ability' Program

For the past seven years, our Achieve Ability mentoring program has paired Old National executives and individuals with disabilities in a one-on-one mentoring relationship. This program was paused for much of 2022 as our DEI office works to revamp the structure with plans to relaunch in 2023.

Standing with Other Organizations in Support of Disability Inclusion

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

Additionally, back 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.



SUPPLIER DIVERSITY

Old National Bank recognizes the importance of being intentional about fostering diversity, equity and inclusion in all of our business practices. Our evolving supplier diversity program is co-managed by the Chief Strategy & Business Partnership Officer and Chief Procurement Officer, a collaboration that results in forward-leaning vision, strategy and delivery bolstered by the four pillars of our Supplier Diversity Policy.

- Promotion of diversity, equity and inclusion
- Sustainability
- Environmental, social and governance principles
- Positive community impact

KEY 2022 METRICS

\$23.1MM	Total amount spent with Small Businesses
\$9.1MM	Total amount spent with Diverse Suppliers <ul style="list-style-type: none"> • Minority business enterprises (MBE): 36% • Woman business enterprises (WBE): 37% • Veteran business enterprises (VBE): 16% • Disadvantaged business enterprises (DBE): 11%
\$17.9MM	Spent with Small Businesses within our footprint —77% of total small business within ONB footprint
\$6.1MM	Spent with Diverse Suppliers within our footprint —66% of total diverse suppliers within ONB footprint
237	Small Businesses
117	Diverse Suppliers

MEMBERSHIPS, AFFILIATIONS AND ACTIVITIES

- Evansville MWBE board member
- Mid-States Minority Supplier Development Council
- Member of Financial Services Roundtable on Supplier Diversity
- Supplier io/CVM
- Evansville Regional Economic Development





LOOKING AHEAD

STRENGTHENING OUR COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

As we look ahead, DEI will remain one of Old National's core values. Not only is it an organizational priority, we view this work as our responsibility as a strong corporate citizen. Increasingly, our stakeholders have expectations for transparency and accountability, and we are refining our strategy and frameworks to meet these important expectations.



What our ongoing commitment to DEI looks like:

We will **continue to build** on the strong foundation and culture established by our legacy organizations over these many years.

Now with roughly 4,000 team members, we will **continue to create** opportunities for ALL team members to learn from the rich diversity across our company to better connect with our clients and each other.

We will **strive to build** a diverse workforce that is reflective of the communities we serve.

We will **empower our team members** and leverage our assets to uplift and support communities in need.



We are strengthening our Executive Inclusion Council in 2023

We are in the process of refreshing and relaunching our Executive Inclusion Council, which comprises a cross-functional group of executives who provide thought leadership and champion our DEI agenda. Co-chaired by CEO Jim Ryan and Chief DEI Officer Corliss Garner, this council will work to ensure we continue to align our DEI efforts with our business objectives and embed DEI principles into every facet of our organization.

6



- Strengthening Communities through the ONB Foundation
- Pay-it-Forward
- Better Together Volunteer Days
- Volunteer of the Year
- Updating Our Community Growth Plan



FUNDING COMMUNITY PROGRESS

MAKING A DIFFERENCE THROUGH THE ONB FOUNDATION

Throughout our history, Old National has focused on strengthening and supporting the communities we serve. In 2022, we invested approximately \$10.5 million in our communities via charitable giving, benefiting nearly 1,700 organizations. A significant part of our approach to strengthening our communities is through grant support from the ONB Foundation. Here are just a handful of initiatives funded in 2022 through our Foundation.

Affordable Housing



» Indianapolis Neighborhood Housing Partnership (INHP) – Indianapolis, Indiana

Our grant supports INHP's Essential Home Repair Program. It is designed to help families and individuals remain homeowners for the long term by allowing them to make necessary repairs to ensure a safe living environment.

» Hope of Evansville (HOPE) – Evansville, Indiana

As a HUD-certified housing counseling agency and a member of Indiana's network of State-certified housing counseling providers, HOPE promotes and enables first-time home ownership, and helps prevent foreclosure for existing homeowners. Funding from ONB will help them continue this mission.

Economic Development



» Little Village Community Foundation – Chicago, Illinois

Grant funding will be used to award microgrants to small businesses in Little Village to be applied to capital investments. To ensure that recipients are not navigating this growth phase alone, they will also receive Spanish-language technical assistance, financial mentorship and professional coaching.

» Jewish Family Services of Washtenaw County (JFS) – Ann Arbor, Michigan

Through the services of JFS, entrepreneurs gain access to financial literacy classes, technical assistance, and supported market experience. This grant will enable JFS to expand marketing opportunities with an onsite co-working business incubator with showcase space, plus additional farmers and artisan markets.

Education Achievement



Dr. Howard Fuller Collegiate Academy – Milwaukee, Wisconsin

This grant supports job training and internships that will serve up to 500 students annually with traditional studies (social science, math and science), a variety of electives, and four career pathways (business, technology, healthcare and college prep through dual enrollment).

» Lincoln Foundation – Louisville, Kentucky

Our grant supports a video conference upgrade that assists the Lincoln Foundation in providing mentoring, coaching and support to their Scholars who attend colleges and universities across the country, and is a critical component of their new College Transition Enrichment Program (CTEP).

Financial Education



» Commonbond Communities – St. Paul, Minnesota

The Adult Education and Advancement Program promotes stability and independence for residents through services in three core areas: employment and career advancement, financial coaching and income supports. This grant will help bolster these services for residents at five housing communities.

Girls Incorporated – Owensboro, Kentucky

The *Beyond Dollars and Sense* program, which this grant will fund, teaches girls about financial responsibility, economic independence, community involvement and philanthropy, cultural relevance, historical context, political engagement, and economic justice.

Workforce Development



Boys & Girls Club of Fort Wayne – Fort Wayne, Indiana

Our funding is in support of the Career Pathway Center, which offers immersive experiences in automotive, construction, IT, manufacturing and more to area eighth graders and dozens more Boys & Girls Club members to help them develop basic skills and learn about various careers and industries.

» Dégagé Ministries – Grand Rapids, Michigan

Our grant will help Dégagé provide comprehensive workforce development for people experiencing homelessness. This includes education, employment referrals, mentorship, work skill and soft skill training, and hands-on training in an onsite direct employment program.



Our partnership with Old National through the Old National Bank Foundation has set a new standard in ensuring food security for the underserved communities we serve, and we can't say thank you enough.

DANNIE LECKIE
EXECUTIVE DIRECTOR, HATCH

97%

of all Old National Bank Foundation grant funding in 2022 supported CRA-eligible initiatives.

84%

of grants in 2022 served underrepresented populations.



PAY IT
FORWARD

OLD NATIONAL CONTINUED TO PAY IT FORWARD IN 2022

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



In Minnesota, our team members were involved in the Minnesota Foodshare March Campaign, the largest grassroots food and fund drive in the state. Nearly 8,000 items and \$2,200 were donated across 31 locally based food shelves.



In Central Michigan, we partnered with Saline Area Social Services (SASS) to help struggling parents feed their children during the summer. Each local banking center hosted a food drive and 332 pounds of food were collected, plus an additional \$1,000 donation.



Our Evansville, Ind. team installed a Little Free Library on one of our work campuses to provide easy access to books and encourage a love of reading. Team members have continued to donate new and gently used books for adults and children.



In Fort Wayne, Ind., we participated in the Community Diaper Drive to benefit Healthier Moms and Babies. Each local banking center served as a public drop off site for donations. Almost 1,000 diapers, 2,500 wipes, and 15 other essential baby items were donated in a two-week period.

BETTER TOGETHER DAYS

Old National volunteers prepare food at the annual Peden Farm Children's Farm Festival near Bloomington, Indiana. The event was created to educate children about farming.

PUTTING OUR VALUES INTO ACTION



On September 28 and 29, 2022, Old National put our values into action through our inaugural Better Together Volunteer Days event. Not only did we help strengthen the communities we serve, we proved that we truly are Better Together when we take time to roll up our sleeves!

DURING THIS TWO-DAY VOLUNTEER SPRINT:



1,572
ONB team members
devoted more than



5,300
hours in support of



110
organizations



Top Left: Chief Compliance Officer Calo Bucaro packages up canned goods at the Tri-State Food Bank in Evansville, Ind.; **Top Middle:** Jim Sandgren, Commercial Bank CEO, works on a Habitat project in Vanderburgh County Indiana.; **Top Right:** Client Service Representative Sandra Harbin packs up a bag at the Food Giant in Central City, Kentucky.



Top Left: Old National team members (L to R) Mehreen Ali (mortgage pre-closer), Sarah Howerzyl (relationship banker) and Melissa Cooper (mortgage pre-closer) volunteer to assemble kitchen cabinets for Home Repair Services in Grand Rapids, Michigan. **Top Right:** Senior Marketing Manager Ryan Novak fills backpacks for Chicago-based Claretian Associates.



Left: Commercial Banking Director Mike Jamieson and President and COO Mark Sander pose for a photo at a New Family Shelter construction site in Chicago; **Middle:** Client Service Representative Michele Penry and Relationship Banker Lindsay Priest spend some quality time with kittens at the New Hope Animal Shelter in Henderson, Kentucky. **Right:** Community Market Manager Chimeng Yang takes a break from gathering pumpkins as a volunteer for Hunger Task Force in Milwaukee.



SPOTLIGHTING OUR VOLUNTEER OF THE YEAR

KIM HAGAN

Each year, Old National recognizes one volunteer among our ranks whose passion for community and commitment to serving others sets them apart. In 2022, we were pleased to honor Kim Hagan as our Volunteer of the Year.

A Community Market Manager based in Jasper, Indiana, Kim logged an amazing 438 volunteer hours in 2022. She has been an active leader and organizer for Old National's signature 100 Cooks Who Care event and was instrumental in organizing her market's participation in our inaugural Better Together Volunteer Days.

Kim is also a volunteer teacher for Junior Achievement, a Jasper Elementary and Middle School PTO volunteer, a youth sports volunteer and "Blessing Boxes" coordinator.



Community Banking Executive Scot Davidson (L) and Community Banking President Christine Hobrough (R) pose for a photo with Old National's 2022 Volunteer of the Year Kim Hagan at a surprise ceremony in Kim's honor.



"Volunteering makes strong communities, and that is something we can all benefit from," said Kim. "My family inspires me to be involved, and I'm fortunate to work with amazing people who are also passionate about volunteering."

"Kim has accomplished a lot and sets an example for all of us. It's a whole new level of leadership when people follow you who don't report to you. That's real leadership. That's Kim," said Old National CEO Jim Ryan.

This award is given annually to the ONB team member who exemplifies the meaning of community care and involvement. The recipient receives \$1,000 to donate to the charity of their choice.

Thank you to Kim for her commitment to community service and for consistently putting Old National's values in action. And a big thanks to all Old National volunteers, who together logged nearly 47,000 volunteer hours in 2022, supporting nearly 1,700 organizations.



There are many things that can bring someone joy. The joy I get from volunteering and making a difference is one that can't be matched.

KIM HAGAN

\$10.5 MILLION

in total grants and sponsorships benefiting nearly 1,700 organizations

FULFILLING OUR MISSION

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

46,739
volunteer hours in 2022

and more than

1 MILLION
since 2005



**\$8.3
BILLION
COMMITMENT**

COMMUNITY GROWTH PLAN

2022 HIGHLIGHTS

In February 2022, Old National announced a five-year, \$8.3 billion Community Growth Plan focused on expanding our long-standing commitment to support historically underserved and economically disadvantaged individuals, families and communities. The plan was developed in collaboration with the National Community Reinvestment Coalition (NCRC) and its members.

In year one of our five-year plan, we made significant progress toward our goals.

	2022 Total	5-year goal
Small business loans	\$585 million	\$3.8 billion
Home purchase loans	\$393 million	\$2.2 billion
Home improvement loans	\$55.8 million	\$207 million
Mortgage loan subsidies	\$698,000	\$2.5 million
Philanthropic giving	\$7.2 million	\$23.8 million

A closer look at 2022 Home Purchase and Home Improvement Loan results:

- \$180 million to Low-to-Moderate income (LMI) borrowers
- \$87 million in LMI areas
- \$71 million in Majority Minority (MM) areas
- \$111 million to Black or Hispanic borrowers
- \$698,000 in subsidies to LMI home purchasers

A closer look at 2022 Small Business Loan results:

- \$290 million in LMI areas
- \$295 million to businesses with \$1 million or less in annual revenue

OTHER NOTABLE 2022 ACTIVITIES

- Established a new Empowerment Small Business Loan Program designed to assist Minority- and Women-owned businesses.
- Expanded our Community Development Mortgage Lending staff.
- Established a target supplier diversity goal of up to 30% of our eligible (discretionary) spend.
- Our ONB Community Equity team deployed \$71.7 million in various tax credits (Low Income Housing, Historic and New Markets).
- Enhanced our Home Manager affordable housing program to increase eligibility.
- Enhanced an already robust Diversity, Equity and Inclusion program.

A HOLISTIC APPROACH TO TRAUMA RECOVERY



Firebird Community Arts Artistic Director Pearl Dick (left) looks on as Old National Community Outreach Officer (center) Paul Lopez receives instruction from one of the young people that Firebird serves through its unique trauma recovery program.



Firebird Community Arts offers ceramics and glass blowing classes with an emphasis on offering instruction to individuals from the South and West sides of Chicago. Their flagship program, Project FIRE, uses glassblowing as a unique approach to trauma recovery for young people affected by gun violence.

When Old National partners with an organization, we seek to go beyond financial support. As a bank, we have the opportunity to provide a unique complement to the great work our community partners are doing, and to roll up our sleeves and join them.

As part of our five-year Community Growth Plan (see page 53), Old National was delighted to support Firebird with a Community Reinvestment Act (CRA) grant. This grant helps cover the cost of workforce development. Additionally, Old National provides and funds financial education classes for students served by Firebird.



Paul Lopez (Old National Community Development Officer) has worked to connect Firebird to other community-based organizations who are doing great work in financial literacy, repairing and building credit, and job training. Paul and Old National work to find ways to support the needs of Firebird and other organizations doing good work in their community.

PEARL DICK, ARTISTIC DIRECTOR OF FIREBIRD COMMUNITY ARTS

7



Former Chicago Bears football player Israel Idonije (2nd from right) is pictured here at the FBRK Impact House in Chicago alongside Old National bankers (L to R) Michael Chin (business banker), Michael Jamieson (Commercial Banking Director) and Adnan Assad (business banker). Idonije helped launch the Impact House, a 45,000-square-foot philanthropy hub, in downtown Chicago. Old National is proud to serve as both a financial and community partner.

- ONB Community Equity
- Community Development/CRA
- Financial Education
- Sustainability and Social Responsibility



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 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.



COMMITTED TO COMMUNITY INVESTMENT

Established in 2015, the ONB Community Equity team plays a critical role in community development and sustainability projects throughout Old National's footprint. With extensive expertise in tax credits (which are government programs designed to incentivize private investment), the team provides equity capital and loans to support projects that rehabilitate historic buildings, provide affordable housing, invest in low-income communities and generate alternative energy.

Old National participates by making equity investments in the underlying projects. ONB Community Equity provides tax credit financing expertise in the following categories:

- Historic Tax Credits
- Alternative Energy Tax Credits
- New Markets Tax Credits
- Affordable Housing Tax Credits
- State Tax Credits

Old National CDE Corporation: New Markets Tax Credit Allocation Award

In September 2021, Old National CDE Corporation (ON CDE), a subsidiary of ONB Community Equity, received a \$50 million New Markets Tax Credit (NMTC) allocation from the Community Development Financial Institutions Fund. ON CDE fully deployed our allocation into seven projects, with the last closing in December 2022. As a certified Community Development Entity, ON CDE allocates tax credits to community facilities and job creating projects in distressed census tracts across our service area.

ON CDE prioritizes allocations to businesses and non-profits that fulfill the needs of the communities they serve, particularly those that will expand the provision of goods and services to low-income communities and/or persons. An additional emphasis is placed on programs that support healthy households.

Paired with ONB Community Equity's New Markets Tax Credit investment capability, the Tax Credit Group uses several powerful tools to extend Old National's reach to disadvantaged communities and businesses within our footprint.

A track record of impacting disadvantaged communities:

- Since 2015, ONB Community Equity has provided **\$233 million** in equity funding to disadvantaged businesses and communities.
- During this same timeframe, ONB Community Equity has directly funded projects with a total construction cost of **\$742 million** and, when including investment through funds, has supported projects with a total cost of **\$1.27 billion**.



Urban League of Greater Madison: The Black Business Hub

A tremendous example of the work that ONB Community Equity performs to strengthen and sustain communities is our investments in The Black Business Hub in Madison, Wisconsin.

The Hub is set to become the region's first place-based, Black-led enterprise center devoted to incubating, accelerating and networking Black and other entrepreneurs of color. The Hub is both a physical space and an ecosystem of business development services.

The four-story, state-of-the-art building is located at the southern gateway to Madison, and will include popup retail, retail storefronts, small offices and a commercial kitchen. It will also include on-site economic and small business development agencies.

This project will help address community needs by creating jobs in a Low- to Moderate-Income area with some of the highest unemployment and poverty rates in the state. The Hub is expected to create 220 full-time construction jobs, with special focus on minority-owned local contractors. Additionally, once the facility is operational, it is expected to be the home for 150 full-time jobs.

Old National CDE provided \$7 million in New Markets Tax Credit allocation and ONB Community Equity provided \$5.6 million in equity investment to support the \$25 million project.

INVESTING IN OUR COMMUNITIES

Old National is committed to being an active partner in the creation of a more inclusive and equitable society. For us, playing a role in building sustainable communities is both a goal and a responsibility.

We are dedicated to not only upholding the principles of the Community Reinvestment Act, but also to seeking and creating lending, investment and service opportunities that support and empower underserved populations and economically disadvantaged communities.

This important work is driven by the members of our Community Development & Outreach team who are dedicated to building strong community partnerships, listening to and understanding the critical needs of our communities and implementing innovative solutions to make a meaningful impact.

In addition, we firmly believe that financial education and empowerment is the key to wealth creation and a better future for all individuals and communities. In support of this belief, we are proud to draw upon the expertise of our team members to develop and implement financial education programs that aim to build assets, promote equitable outcomes and assist with promoting financial health and well-being.

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 Low- to Moderate-Income (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

We are active and supportive members of our communities with a consistent focus on volunteerism, building impactful partnerships, purposeful philanthropy and leading with care to strengthen and sustain the places where we live and work. Service to our communities takes many forms, including:

- Products and services that meet the daily financial management needs of all our clients
- Promoting financial capability by offering workshops on Financial Psychology, Budgeting, Home Ownership, Account Management, Credit, Loans and Debt, Jobs and Careers, Entrepreneurship, Taxes, Risk Management & Insurance, Retirement and Investments
- Forming strategic partnerships with charitable organizations to address community needs
- Supporting community organizations and projects through grants, sponsorships and volunteerism
- Conducting community listening sessions to learn how we can best provide support

2022 COMMUNITY DEVELOPMENT HIGHLIGHTS

97% of ONB Foundation grants supported Community Reinvestment Act-eligible initiatives

More than 7,400 individuals impacted through financial education classes and workshops

Over 100 registered Old National instructors available to lead financial education efforts with community partners

Approximately **\$600 million** in Community Reinvestment Act-eligible community development loans that supported affordable housing, economic development and community revitalization/stabilization

\$386 million in Community Reinvestment Act-eligible loan originations to small businesses and small farms

\$723,429 in down payment assistance grants through the ONB Down Payment Assistance Program and the Federal Home Loan Bank

\$870,000 in Affordable Housing Program (AHP) grants through the Federal Home Loan Bank

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-nationally certified account. Bank On-certified accounts are safe, affordable transaction accounts designed for those who might not otherwise have access to a checking account. Old National experts help coach other financial institutions on how to establish certified Bank On accounts and speak on webinars discussing the importance of these accounts.

CD Believer Loan

The Old National CD Believer Loan is an innovative product designed to help individuals build their credit rating. Through this product, individuals have the opportunity to establish a strong payment history while building a savings balance at the same time. The CD Believer Loan offers flexibility to borrowers with no minimum credit score required. The loan is secured by an Old National Certificate of Deposit (CD) that borrowers purchase using the loaned funds. Once the loan is paid in full, the borrower receives the CD funds including interest.

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:

- Downpayment assistance for eligible home buyers
- Amish and Older Mennonite Residential Mortgage
- USDA Rural Housing Loans
- Federal Housing Administration (FHA) Loans
- Veterans Administration (VA) Mortgage Loans
- Farm Service Agency (FSA) Guarantee Loan Program
- Secured Credit Card
- First-Time Consumer Borrower's Program

COMMITTED TO FINANCIAL EDUCATION



Old National's commitment to financial education begins with a simple yet powerful premise: we can only be as strong as the communities we serve. Drawing upon the expertise of our team members, we have developed or partnered in the creation of several financial education programs.

To some extent, we deliver financial education resources because it's simply the right thing to do. Yet our commitment to financial education also represents a dollars and cents calculation of the tremendous cost to society of financial illiteracy. By addressing this issue head-on and making financial education an integral part of our approach to community investment, we are empowering individuals to become successful money managers, budgeters, first-time homeowners and, in some cases, business owners.

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

Old National has more than 100 registered financial education instructors led by a dedicated Financial Empowerment Director, along with seven Community Outreach and Financial Empowerment Officers.

SUPPORTING SUSTAINABILITY THROUGH THE ONB FOUNDATION

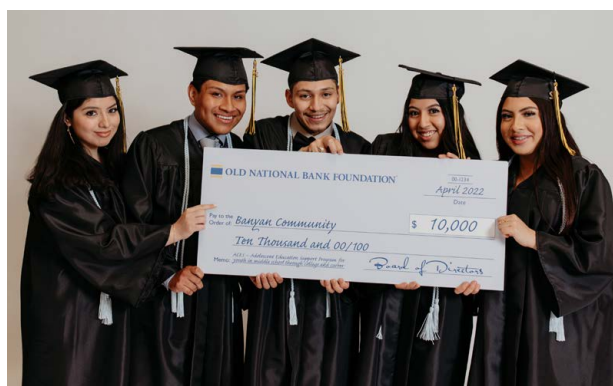
Each year, Old National endeavors to promote community sustainability through our Foundation. Here are two examples from 2022.



HATCH Cohort Partner Program

Chicago, Milwaukee and Minneapolis

In 2022, the ONB Foundation supported the HATCH Cohort Partner program with a \$75,000 grant. The goal of the Cohort Partner program is to deliver millions of eggs to food pantries in Chicago, Milwaukee and Minneapolis, which will enable the most vulnerable members of these communities to eat better, feel better and lead better lives.



Banyan Community ACES Program

Minneapolis

A 2022 ONB Foundation grant supported the work of the Minneapolis-based Banyan Community Adolescent Education Support (ACES) Program. ACES provides skill development and guidance for young people and families to help them successfully transition from middle school through high school and college, and ultimately into the workforce.



SUSTAINABILITY & SOCIAL RESPONSIBILITY

WORKING TO BE ENERGY-EFFICIENT

Old National understands the importance of energy efficiency when upgrading our facilities or building a new facility. As a result, we continue to work to manage our carbon footprint by focusing on:

- LED conversions of older buildings
- Timely replacement of HVAC equipment
- Recycling shred waste
- Optimizing building occupancy

In 2022, we remodeled five of our banking centers. Environmental upgrades at these locations included replacing older lights with LED lighting and, in some cases, replacing dated HVAC systems and boilers with more modern, energy efficient equipment.

One of Old National's most environmentally efficient office locations can be found in downtown Milwaukee's Huron Building (pictured above). Our space in this facility includes:

- Lighting with occupancy sensors
- Low Volatile Organic Compound (VOC) adhesives
- Carpet and flooring made with partially recycled content
- Energy Star Program appliances and AV equipment
- Solar shades on all exterior windows

Old National will continue to look for energy efficiency upgrade opportunities in our growing footprint during 2023.

PROMOTING SUSTAINABILITY THROUGH COMPUTER EQUIPMENT DONATIONS

Over the past decade, Old National has donated nearly 8,000 pieces of quality refurbished equipment to nonprofits within our footprint. In 2022, we gifted 522 computers to PCs for People, a St. Paul, Minnesota-based nonprofit that specializes in refurbishing computer equipment and distributing the machines to underserved individuals, families and nonprofits. The average annual income for PCs for People recipients is \$20,800, and 45% did not own a computer before receiving the refurbished PC.

ASSESSING THE ENVIRONMENTAL IMPACT

The equipment donations that Old National made to PCs for People in 2022 equates to the following:



29,095
pounds of
e-waste saved
from a landfill



154.92
metric tons of
carbon dioxide
saved from the
atmosphere



The annual
emissions of
30
passenger cars



Thank you, thank you, thank you! My family and I are beyond thrilled with our new computer. We are overwhelmed by this incredible luxury. It will get lots of use!

TRACIE, PCS FOR PEOPLE COMPUTER RECIPIENT

AWARDS & RECOGNITION

COMMITTED TO STRONG CORPORATE GOVERNANCE AND ETHICS



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

COMMITTED TO DIVERSITY, EQUITY AND INCLUSION



- **Bloomberg Gender-Equality Index:** Awarded to companies that support gender equality through policy development, representation and transparency.
- **Military Friendly Employer:** Recognizes efforts to recruit and retain military veterans.
- **DiversityMBA Fifty Out Front:** Showcases organizations that implement growth strategies for women and managers of diverse backgrounds.
- **National Organization on Disability:** Recognizes organizations that lead the way in disability inclusion, and tap into the benefits of hiring talent with disabilities.
- **Disability Equality Index:** The most comprehensive benchmarking tool for disability inclusion.

RECOGNIZED FOR COMMUNITY ENGAGEMENT



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

ADDITIONAL RESOURCES

[2022 Corporate Annual Report](#)

[2023 Proxy Statement](#)

[Our ESG Website](#)

[Corporate Governance Guidelines](#)

[Code of Business Conduct and Ethics](#)

[Code of Conduct for CEO and Senior Financial Officers](#)

[Commitment to Diversity, Equity and Inclusion](#)

[Investing in Our Communities \(CRA\)](#)

[ONB Community Equity](#)

[SBA Checklist](#)

[ONB Security Center](#)

[Money Safety for Seniors](#)

[Privacy Policy](#)

[Delivering Financial Education](#)

[Applying for a Sponsorship or Grant](#)

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