



BANKING

with heart

Diversity, Equity
& Inclusion Report

2023

- 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 the importance and strategic imperative of DEI, and we are deeply committed to these shared values.
- **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 a stronger business and 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 THE 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

30%

(6 of 20) are women

50%

(10 of 20) are women or people of color

ABOUT OUR TEAM MEMBERS (AS OF 12-31-23)

67%

of team members are women;
37% of those are in Management/Professional roles

25%

of all team members are people of color





OLD NATIONAL IMPACT NETWORKS

These volunteer-based groups are open to all team members who are passionate about driving engagement, creating awareness of diverse backgrounds and experiences, and building a culture of inclusion across the organization. In 2023 we launched and expanded different Impact Networks, and held our first National Co-Chairs Summit that focused on overall leadership development, as well as topics such as effective leadership, measuring impact, and leveraging intersectionality.

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, support community outreach, and promote camaraderie and inclusion.



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.

- Relunched in the Chicago and Indianapolis markets in 2023
- Vendor at the Indiana Black Expo



The **Military Veterans Impact Network** is responsible for coordinating companywide efforts to create sustainable programs for transitioning veterans while supporting current veteran team members.

- "Roll Call Chicagoland" event sponsor
- Launched Leadership Development Series
- Relunched chapters in 5 markets



The **Abilities First Impact Network** promotes an inclusive work environment by increasing awareness of the needs of those with disabilities and providing a disabilities educational forum.

- Launched chapters in 3 markets
- "Lunch & Learn" event in Evansville



The **ONB Young Professionals Impact Network** engages, connects, empowers and fosters the growth and development of young professional team members (primarily ages 18-40) while supporting diversity.

- Launched Coffee Connect series
- Hosted a mentoring program for summer interns



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.

- Hosted chapter launch events across 3 markets in June
- Held an Inclusive Conversation around National Coming Out Day with almost 300 in attendance



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.

- Sponsored the “CLUES Gala Latina” in Minnesota
- Hosted the “Dia de los Muertas” in Owensboro
- Hosted 4 chapter launch events



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.

- Launched in 5 markets in 2023
- Held more than 20 professional development and community events

About Our Impact Networks

100%

are sponsored by an Executive Leadership Team member.

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

Approximately **1,990** team members participated in “Inclusive Conversations” (see below) related to our Impact Networks in 2023.

BUILDING CULTURAL COMPETENCY WITHIN OUR WORKFORCE

In 2023 our Diversity, Equity & Inclusion Office focused on 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:

One Culture Learning Experiences

Our organizational culture reflects our commitment to clients, our communities, and each other. All team members engage in learning experiences to support cascading our culture through the organization, with DEI integrated throughout monthly learning experiences, including focused quarterly sessions. Everyone is included. Every voice is heard.

Senior Leadership Council

Our Executive Leadership Team and next-level leaders gathered in Indianapolis in the fall of 2023 for a two-day summit that focused on building an even stronger and more inclusive culture. Key topics included building inclusive mindsets and behaviors, the Shadow of a Leader principle, and the importance of diversity in delivering our strategic imperatives.



Inclusive Conversation Series

Inclusive Conversations is a platform to help team members learn and share their experiences and perspectives on DEI topics and principles. In 2023, our team members participated in several thought-provoking, candid conversations on topics such as:

- National Coming Out Day
- Black History Month—Resistance: The Power of Your Voice
- International Women’s Day—Girl Dad
- Mental Health Awareness Month—Learning to Live Mentally Well

Executive Inclusion Council

2023 saw a continuation of this group, comprising senior leaders within ONB to drive greater alignment of our DEI efforts with organizational business objectives. The results are a natural integration of diversity into our culture and brand.

INCLUSIVE MINDSET

At Old National, we recognize that welcoming individuals living with a disability into our workforce makes us a stronger, more successful company. This is why we established a mentorship program that helps identify job candidates living with a disability, and it's also why Old National is so proud to be considered a "Best Place to Work for Disability Inclusion" by the organization Disability:IN.

How does employing people living with a disability make an organization stronger?

Hiring individuals living with a disability, statistics show, creates a competitive business advantage. According to the Center for Disease Control, approximately 27% of Americans live with a disability. At Old National, team members living with disabilities strengthen our understanding of creating more inclusive workplaces and policies, and promote an environment where team members have access to what they need to reach their full potential. When all team members are empowered to do their best work, they in turn better serve our clients and communities.

Our commitment to DEI, including advancement of the disability community, is aligned to the integration of ESG in our business approach and long-term financial goals. ESG is reshaping the financial industry, and has become a strong, consistent component of financial reporting and performance. Bloomberg estimates that ESG-related assets (infrastructure, team member investment, energy and environmental impacts, etc.) will reach \$50 trillion by 2025. "Around the world," Bloomberg states, "fund managers are convinced of the link between ESG and a company's shareholder value, and this link is a key input for investment decisions."

THE BUSINESS OF INCLUSIVITY

85%

Old National team members who report they can "be themselves at work"

Source: ONB 2023 Engagement Survey

80%

People who say they would do more business with companies that are inclusive of people living with a disability

Source: Morning Consult, April 2023



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 (MVIN) to providing competitive benefits, we work to assist our active military and veteran team members in balancing their family, duty and work responsibilities.

The MVIN also launched a new mentoring program, in collaboration with the Learning & Development team. This development program pairs veterans with a senior leader, providing valuable work/life insights to both parties.

TEAM MEMBER RESOURCES

DISABILITIES OUTREACH AND RECRUITMENT

"We have worked with incredibly talented individuals living with a disability who are motivated to exceed expectations and excited to add value to our organization," said Corliss Garner, ONB Chief Diversity, Equity & Inclusion Officer. "They bring a lived experience to the workplace that offers unique perspectives and differentiated skills to bolster innovation."

Part of being an inclusive company is addressing issues head-on. We do it by instituting programs and initiatives that not only benefit those with disabilities but also educate others.



Left to right: Kate Franck (Abilities First National Co-Chair), Christen Osowski (Chicago Market Lead), Kim Gunaka (Chicago Market Lead), and Nick Chulos (Abilities First Executive Sponsor).

ACHIEVE★ABILITY

This program pairs Old National leaders with aspiring young people who have disabilities. This mentee-mentor relationship benefits everyone involved as our mentees build their professional network, develop leadership skills, and hone career planning skills. Our mentors grow in their understanding of individuals with disabilities, and Old National builds our talent pipeline and may offer mentees internship opportunities or full-time employment at the end of their one-year cohort.

The Bottom Line

In today's highly competitive work environment, one of the most significant ways any organization can move the needle on performance—and create a more engaged and inclusive work environment—is through a commitment to disability employment. This approach has helped make Old National one of the strongest and most successful regional banks in the Midwest.





The 2023-24 CEO Council after their first working session at Old National's Evansville headquarters.



CEO Council

OLD NATIONAL BANK

CEO COUNCIL

Old National Chairman and CEO Jim Ryan convened the first CEO Council in late 2021, comprising diverse (primarily BIPOC) high-potential Old National team members, to identify opportunities and gain fresh perspectives on how best to serve communities across our geographic footprint. The initial cohort served a two-year term on the Council, and last year saw the second cohort selected.

The CEO Council identifies business opportunities and engages in solving business needs, especially those focused on the growth and sustainability of underrepresented clients and communities. At the same time, the group engages in unique leadership opportunities designed to prepare them for future roles as executive leaders within the organization.

The current 13-member CEO Council cohort is guided by Old National's Chief Diversity, Equity & Inclusion Officer Corliss Garner, and sponsored by Chief Business Partnerships Officer Roland Shelton, Chief People Officer Carrie Ellspermann, and Chief Impact Officer Rafael Sanchez.



The CEO Council is something I'm really passionate about. The ability to connect with, listen to and learn from this diverse group of leaders will make our Executive Leadership Team and our entire organization stronger.

JIM RYAN, CHAIRMAN & CEO

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 Strategic Business Partnerships 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
- Environmental, social and governance principles
- Positive community impact
- Sustainability

In 2023,

70%

of Old National's eligible spend was with diverse suppliers.

KEY 2023 METRICS

\$27.3MM	Total amount spent with Small Businesses	MEMBERSHIPS & AFFILIATIONS <ul style="list-style-type: none"> • 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
\$19.1MM	Total amount spent with Diverse Suppliers <ul style="list-style-type: none"> • Minority business enterprises (MBE): 31.3% • Woman business enterprises (WBE): 30.2% • Veteran business enterprises (VBE): 10.5% • Disadvantaged business enterprises (DBE): 29.9% 	
\$19.1MM	Spent with 143 unique diverse suppliers 14.2MM (74% of diverse spend) and 120 (84% of diverse suppliers) in ONB footprint	
\$27.3MM	Spent with a combination of small and/or diverse businesses \$20.1MM (77% of diverse and/or small business spend) and 82% of diverse and/or small businesses in ONB footprint	

Note: Suppliers that qualify for multiple certifications are included in each category.

SUPPLIER PROFILE



Lisa Slade, Owner

SLADE

Long-time Old National client SLADE, headquartered in Evansville, Indiana, is a WBE-certified (Women Business Enterprise) supplier of transformative printing technology. Among the criteria for a WBE is 51% ownership by a women or group of women, a governing board controlled by a woman or group of women, and with a woman as the top executive officer. SLADE specializes in screenprinting, vinyl work, and various promotional products.

Lisa and Tom Slade decided it was time to branch out independently and create SLADE after operating a graphics franchise for 25 years. "We appreciate being part of the ONB team of vendors and the support of Women-owned businesses," Lisa said.



MOVING FORWARD

OUR CONTINUED COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

As we look ahead, we will continue to focus on our core value of inclusion. Our commitment to this work is unwavering and we will build upon the strong momentum created in 2023.

What our ongoing commitment to DEI looks like >>

Expect more from our Impact Networks

Our team members are highly engaged and are excited to build our Impact Networks to drive more professional development for team members, to support our community partners through service, and to advance our business objectives by leveraging their unique perspectives and insights.

Ongoing learning and development opportunities

We will continue to create opportunities for all team members to learn from the rich diversity across our organization to better connect with our clients, our communities and each other.

Integration across our entire enterprise

It is important to ensure principles of diversity, equity and inclusion are imbedded into every facet of our work, including our talent systems, our culture and our business processes, as well as our approach to serving our clients and uplifting our communities.

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