



NEWS RELEASE

Old National Receives Top Score on Disability Workplace Inclusion

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EVANSVILLE, Ind., July 24, 2024 (GLOBE NEWSWIRE) -- (NASDAQ: ONB) – Old National Bancorp (“Old National”) has received a top score of 100 on the Disability Equality Index®, the world’s most comprehensive benchmarking tool for Fortune 1000 scope companies to measure disability workplace inclusion inside their organization and to assess performance across industry sectors. Top-scoring businesses – scoring 80 or higher – are recognized as a “Best Place to Work for Disability Inclusion.”

“We are proud to again be top-rated on the Disability Equality Index, which underscores Old National’s commitment to providing opportunities for individuals with disabilities at all levels of our organization,” said Jim Ryan, Old National Chairman and CEO. “We have seen the evidence that championing inclusion – in all its many forms – makes Old National even stronger and more competitive.”

The Disability Equality Index requires 30-40 hours to complete online each year and was launched in 2015 in the United States as a joint initiative of Disability:IN and The American Association of People with Disabilities (AAPD). It is acknowledged today as the most robust disability inclusion assessment tool in operation.

Now in its 10th year, the Disability Equality Index exists to help businesses make a positive impact on the unemployment/underemployment of people with disabilities, while also helping companies create long-term value for employees and shareholders.

“On the 10th anniversary of the Disability Equality Index, we’re extremely proud of the 542 national and international companies that are taking a proactive role in leading progress towards disability inclusion, setting a benchmark for others to follow,” said Jill Houghton, President and CEO of Disability:IN. “Their dedication to fostering inclusive workplaces not only attracts top talent, but also drives innovation and creates sustainable performance in

today's global market. Together, we are creating a future where everyone can contribute and thrive.”

In 2024, 542 corporations, including 71 Fortune 100 and 220 Fortune 500, utilized the Disability Equality Index to benchmark their disability inclusion efforts. The 2024 Disability Equality Index measured: Culture & Leadership; Enterprise-Wide Access; Employment Practices (Benefits; Recruitment; Employment, Education, Retention & Advancement; Accommodations); Community Engagement; Supplier Diversity; and Responsible Procurement (Non-Weighted).

Globally, people with disabilities represent 1.3 billion individuals. Disability is a natural part of the human experience, and it crosses lines of age, ethnicity, gender, gender identity, race, sexual orientation, socioeconomic status and other demographics.

ABOUT OLD NATIONAL

Old National Bancorp (NASDAQ: ONB) is the holding company of Old National Bank. As the sixth largest commercial bank headquartered in the Midwest, Old National proudly serves clients primarily in the Midwest and Southeast. With approximately \$53 billion of assets and \$30 billion of assets under management, Old National ranks among the top 30 banking companies headquartered in the United States. Tracing our roots to 1834, Old National focuses on building long-term, highly valued partnerships with clients while also strengthening and supporting the communities we serve. In addition to providing extensive services in consumer and commercial banking, Old National offers comprehensive wealth management and capital markets services. For more information and financial data, please visit Investor Relations at [oldnational.com](https://www.oldnational.com). In 2024, Points of Light named Old National one of "The Civic 50" - an honor reserved for the 50 most community-minded companies in the United States.

ABOUT THE DISABILITY EQUALITY INDEX®

The Disability Equality Index has become the leading independent, third-party resource for the annual benchmarking of corporate disability inclusion policies and programs and is now trusted by more than 70% of the United States Fortune 100 and nearly half of the Fortune 500. Such companies must increasingly consider how emerging global reporting directives and stakeholder expectations surrounding social and corporate governance factors impact their operational, cultural, reputational and financial performance.

ABOUT THE AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES (AAPD)

AAPD is a convener, connector, and catalyst for change, increasing the political and economic power for people with disabilities. As a national cross-disability rights organization AAPD advocates for full civil rights for the 60+ million Americans with disabilities. Learn more at [aapd.com](https://www.aapd.com).

ABOUT DISABILITY:IN®

Disability:IN is a global organization driving disability inclusion and equality in business. More than 500 corporations

partner with Disability:IN to create long-term business and social impact through the world's most comprehensive disability inclusion benchmarking and reporting tool, the Disability Equality Index; best-in-class conferences and programs; expert counsel and engagement; and public policy leadership. Join us at disabilityin.org/AreYouIN #AreYouIN.

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