

OLD NATIONAL BANCORP
CULTURE, COMMUNITY & SOCIAL RESPONSIBILITY COMMITTEE CHARTER

Purpose

The Culture, Community and Social Responsibility Committee (the “Committee”) is appointed by the Board of Directors of Old National Bancorp (the “Company”) to promote a culture that emphasizes and sets high standards for corporate social responsibility and reviews corporate performance against these standards.

The Committee will assist the Board in overseeing and receiving information regarding the Company’s policies and programs that relate to public issues of significance to the Company and the public at large. The Committee will also consider the impact of the Company’s business, policies and programs from a social responsibility perspective, taking into account the interests of associates, clients, shareholders, communities and regulators.

Composition

The Committee shall consist of at least three members of the Board of Directors. Members of the Committee and the Committee Chair shall be appointed by and may be removed by the Board on the recommendation of the Corporate Governance and Nominating Committee.

Duties and Responsibilities

The Committee shall review and consider the Company’s position and practices on how it is meeting its community and social responsibility with particular emphasis on, but not limited to, the following areas:

1. Annual Affirmative Action Program results
2. Associate Engagement & Commitment Survey results
3. Associate and Client Satisfaction
4. Community Development (CRA) Performance
5. Company-wide Volunteerism Participation
6. Diversity and Inclusion Initiatives
7. Environmental and Sustainability Efforts
8. Foundation & Other Charitable Contributions
9. Government Relations and Legislation impacting the Company
10. Political Action Committee activities of the Company
11. Potential and known Reputation Risks
12. Work-life Program efforts
13. Social Media Policy annual review and approval
14. Other topics as identified

The Committee should review the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. Additionally, the Committee should review its own performance annually and shall regularly report to the Board on the Committee’s activities.

Adopted April 18, 2005 by the Corporate Governance Committee

Adopted April 21, 2005 by the Board of Directors

Social Media Policy Recommendations Submitted & Approved by Corporate Governance Committee as part of Annual Policy Review: 01/20/16
Committee name updated January 2019