

going beyond

to prepare for a
better tomorrow



Nationwide®



Doing better for our future



A message from our CEO

In 2021, Nationwide continued putting its tradition of caring into action. We transformed lives during critical moments by investing in affordable housing, food security and mental health initiatives. We helped create a more diverse, equitable and inclusive world by working to address racial disparities, partnering with diverse suppliers, and supporting groups that help strengthen our communities. We invested in protecting the environment through renewable energy and reducing our impact on carbon emissions. And we held ourselves accountable through strong ethics and governance practices.

As effects from the pandemic continued, we worked to protect the health and vitality of our communities, support economic empowerment and address our environmental impact. We focused on ensuring all voices are included, and we leaned into new and established partnerships where we can make a difference.

At Nationwide, we see ourselves bound to protect both the present and the future, founded on a tradition of caring and long-term thinking. It's part of our heritage as a mutual company — founded for farmers by farmers in 1926 — which has grown to become a leader in the insurance and financial services industries.

That scale and the alignment of our sustainability work to our mission — to protect people, businesses and futures with extraordinary care — enables us to make a lasting impact in key areas of sustainability.

This report, entitled Going Beyond, tells that story.

I've never been more excited about our opportunities to create a better tomorrow while delivering on our promises of today.

It's an important time to create a more sustainable world — and together, we can.



Kirt A. Walker

Kirt Walker
Chief Executive Officer
Nationwide

Communities and Giving

We create lasting change through a focused approach on food security, crisis stability, social and economic empowerment and children's well-being. But what really sets us apart are the dedication of our associates and the deep relationships with our national partners that make a real impact across the country.

Food security

We've been passionate about fighting hunger since our founding as an insurer designed to protect the heart of America: farmers.



We help achieve food security through food drives, monetary donations and volunteer efforts in partnership with Feeding America and other hunger relief agencies. In 2021, the Nationwide Foundation contributed \$1.5 million for Feeding America member food banks and other hunger relief agencies.

Crisis stability

We make a difference that is widespread, deliberate and, above all, delivered at the most critical moments.



We partner with the American Red Cross around a common purpose of helping communities via blood donation and disaster relief. In 2021, the Nationwide Foundation contributed \$1.75 million to Red Cross disaster relief, and since 2000, associates have donated more than 265,000 units of blood.



Spearheaded by the Nationwide Foundation, a new campaign from the Ohio Opioid Education Alliance and RecoveryOhio calls on people to challenge how they think about addiction and to take care of their mental health.



Social and economic empowerment

We don't just help — we transform lives.



Nationwide has a long-standing partnership with United Way to help meet needs in the community and advance the common good. In 2021, associates contributed more than \$6.7 million in community giving through our campaign, and the Nationwide Foundation matched an additional \$6.3 million to United Way.

Addressing the racial wealth gap — Nationwide helped lead Economic Empowerment Day to educate and connect Black investors, institutional investors, business owners, entrepreneurs and individuals. The conference was part of the 1921 Tulsa Race Massacre Centennial Commission's commemoration of one of the most devastating race crimes in our nation's history.



Our associates volunteer to impact their communities and are rewarded with time off and grants to nonprofits of their choice. The need for affordable housing in our country remains great, and our incredible associate participation in past builds prompted us to sponsor two Habitat for Humanity homes in 2021.

Responsible investing

We take responsible investing seriously and use environmental, social and governance (ESG) factors to inform our investments approach.

Affordable housing

We invest in safe and affordable housing to improve the quality of life for individuals and families. In 2021, we invested \$30 million in Weingart Tower, which started construction, and is set to be the largest permanent supportive housing development in the Los Angeles area.

\$1.1B

assets under management

\$256M

invested in 2021

Health care, education and clean water

Our investments in hospitals, health care facilities, education, and water and sewer are necessary components for healthy, thriving families and communities.

\$4.1B

assets under management

\$240M

invested in 2021



Children's well-being

Nationwide's mission of protection extends to the health and well-being of children in our community.

The Nationwide Foundation has contributed \$130 million to Nationwide Children's Hospital, starting with an initial investment of \$50M in 2006 and annual donations of \$10M since 2014, to establish and support the Nationwide Foundation Pediatric Innovation Fund. The Fund supports research in genomics, heart health, neonatology, injury prevention and behavioral health.

On Our Sleeves — The Nationwide Foundation teamed up with Nationwide Children's Hospital to fund online resources for parents created by the experts at On Our Sleeves, the movement for children's mental health at Nationwide Children's Hospital.



Together, we can

We sponsor organizations and programs that align with our values and commitment to giving back to communities.



Raised nearly \$20M since 2011



Created the Nationwide Community Impact Award



Our Golden Owl Award honors the top agricultural teachers across seven states and supplies resources to boost their ag education programs.

Each year since 2020, Nationwide has contributed \$5,000 to each participating state FFA association.



2021 set a new fundraising record with \$3M raised. In total, this golf event has raised more than \$20M since 2007 for pediatric cancer research and treatment.



Nationwide raises awareness to prevent accidents associated with grain bin entry through our annual Grain Bin Safety advocacy campaign. Since 2014, the campaign has awarded more than 200 grain rescue tubes and hundreds of hours of training to first responders in 31 states. At least 5 lives have been saved using these resources, and many more are reached with important education to help accomplish our goal of zero lives lost.



Investing in our communities: South Linden Fresh Market

With a goal to combat food insecurity and improve overall population health, a public-private partnership opened the South Linden Fresh Market to provide fresh, free produce and pharmacy services in a historic and underserved neighborhood of Columbus, Ohio. In 2021, Nationwide pledged \$1 million to the market over a period of 5 years.

Diversity, Equity and Inclusion

Nationwide's commitment to diversity, equity and inclusion reflects who we are and how we do business. We strive to create a culture in which every voice is heard, every voice matters and every voice contributes.

More than a culture — a community

We are united in creating a workplace where all associates feel valued and respected.

DEI is a strategic advantage

Our chief diversity officer position was elevated to a matrix-reporting relationship to the CEO and the chief human resources officer and expanded to include responsibility for talent acquisition. Inspired by the new Juneteenth federal holiday, "Unity Day" was added to paid time off as an inclusive day for associates to take anytime during the year to celebrate and reflect on what is meaningful to them.

We honor our diversity and give back

Thousands of associates participate in Associate Resource Groups and Business Unit Councils to foster inclusion and improve business results. In 2021, we hosted events to celebrate our associates' heritage, educate about diverse experiences and demonstrate how we can be better allies. A new campaign allowed associates to generate a matching gift from the Nationwide Foundation to select nonprofit partners focused on social equality and economic empowerment.

Our people make the difference


At Nationwide, we recognize that our differences make us stronger.

Representation among our C-suite officers¹



¹ Representation as of 12/31/2021.

Partnerships that create careers

 We provide scholarships, mentorship, and development opportunities to increase racial diversity, drive greater equity and meet growing customer needs through the Financial Alliance for Racial Equity (FARE) and partnerships with Columbus State Community College, Per Scholas, and HBCUs, among many other colleges, universities and organizations.

In the marketplace,

We build strong communities and brand reputation through strategic partnerships, supplier diversity, philanthropy and volunteerism.

Empowering a more diverse market

A standard requirement for doing business with Nationwide is a commitment to creating opportunities that promote supplier diversity, which resulted in over \$40M in Tier 2 diversity spending in a 12-month period.²

Championing financial success for women

Nationwide Financial President John Carter received the first-ever Male Ally Award from Savvy Ladies, a nonprofit group dedicated to empowering women through financial literacy.

Meeting diverse market needs through community relationships

Our strategic partnership with World Financial Group uses a community-based approach to bring financial education to families from advisors they already know and trust, with a majority of their producers being ethnically diverse.

Creating industry-leading DEI research

Our Investment Management Group (IMG) is committed to advocating for greater equity through our subadvised investment partners. To create a strong foundation for environmental, social and governance (ESG) investing, IMG collects DEI-related data at the firm and investment team levels to inform our subadvisory relationships and benchmark future progress.

² The spending represents reporting periods for the following calendar-year quarters: 2020 Q3, 2020 Q4, 2021 Q1, 2021 Q2.



2021

“Best-of-the-Best” Corporations for Inclusion

Named by the National LGBT Chamber of Commerce and its partners in the National Business Inclusion Consortium (NBIC)

USPAACC Synergy Award

Presented by the U.S. Pan Asian American Chamber of Commerce



relationships matter



Making change through strategic sponsorships

We are proud to support groups that help strengthen our culture and communities.

Black Enterprise Entrepreneurs Summit

Host sponsor for 10 years

Ohio Black Farming Conference

The second annual conference was held at Central State University with support from the Ohio Farm Bureau and Nationwide

Hispanic Heritage Awards

Exclusive broadcast sponsor since 2018

Columbus Festival Latino

Sponsor of the annual event — organized by the Columbus Association for the Performing Arts — since 2017

Classic for Columbus

Presenting sponsor of the 2021 multicultural festival and football game, which showcased Historically Black Colleges and Universities (HBCUs) and featured rival schools Central State University vs. Kentucky State University

The difference is great



FORTUNE
100 Best
Companies to Work For

FORTUNE
Best Companies
for Diversity³
³ 2019 recognition

Diversity best practices
Inclusion Index

Seramount
100 Best
for Working Moms, Dads
and Companies for
Multicultural Women

Human Rights Campaign
Best Places
to Work for LGBTQ+ Equality

FORTUNE
Best
Workplaces
for Women

Latina Style
50 Best
Companies for
Latinas to Work

Seramount
Top 75
Companies for
Executive Women

People
Top 50
Companies that Care

Secretary of Defense
Employer Support³
Freedom Award
³ 2019 recognition

Black Enterprise⁴
Best Companies
for Diversity
⁴ 2018 recognition

The Financial Alliance for Racial Equity (FARE) received industry recognition:

Top honors for Diversity, Equity & Inclusion at the Wealth Management Industry Awards / Diversity Champion Award from InvestmentNews / ThinkAdvisor LUMINARIES Award for Diversity & Inclusion

Environmental Sustainability

We're committed to protecting our environment in ways such as investing in sustainable farming and renewable energy, recycling, and reducing waste and water use. We track our progress on our long-term targets and programs that help us address our overall environmental impact.

REDUCED OUR CARBON FOOTPRINT

37.8% per square foot^{5,6}

since our 2010 baseline through actions that include installing LED lights, occupancy sensors and new fan units and solar panels

REDUCED OUR WATER USAGE BY

2.2 million gallons⁶

in 2021 from the prior year through low building occupancy and installing low-flow bathroom fixtures

INCREASED OUR LANDFILL DIVERSION

50.1% in 2021⁶

through low building occupancy and actions that include recycling 100% of electronics

REDUCED OUR WASTE BY

919 tons⁶

in 2021 through the effects of a hybrid workplace and more associates working from home

IN 2021 PRINTED

7.89 million

fewer pages than prior year and 175 million fewer pages than in 2012

INVESTED

\$375M in 2021

in green bonds, which support activities to promote climate risk mitigation or adaptation, or other environmental sustainability purposes

INVESTED

\$173M in 2021

in renewable energy

⁵ Based on Scope 1 & 2 emissions.

⁶ Represents the reporting period of October 2020 - September 2021.





Solar benefits continue to grow

Nationwide invested \$43 million in solar energy with Renewable Energy Alternatives in 2021. This investment supports programs that allow customers to share the benefits from solar power by subscribing to a portion of the solar project's output in exchange for credits on their utility bills.

New Scottsdale location embraces sustainable design

Nationwide's new offices at Cavasson in Scottsdale, Arizona, incorporates environmentally friendly design principles, including LEED certification, solar power, high-efficiency glass, occupancy sensors, LED lighting, water-efficient fixtures, electric car chargers, and sustainable materials such as 100% carbon-neutral flooring.

LEEDing the way in new urbanism

Nationwide Realty Investors' Grandview Yard in Columbus, Ohio, was one of the first developments in the Midwest to be awarded Silver LEED for Neighborhood Development Pre-Certification. Now in its final certification phase, the 125-acre mixed-use development integrates principles of smart growth, urbanism and green building for sustainable neighborhood design.

Influencing policy through industry partnerships

We continue to partner with the Insurance Institute for Business & Home Safety (IBHS) in promoting stronger building codes, better disaster mitigation policy and resilient infrastructure. This year we joined the IBHS Climate Adaptation working group in developing a white paper to educate policymakers. The paper identified 6 principles that reflect how we can encourage and improve resiliency by empowering home and business owners through public policy.



Addressing food security and sustainability

The Nationwide Foundation's charitable partnership with The Ohio State University's College of Food, Agricultural and Environmental Sciences (CFAES) focuses on food security and environmental sustainability. Construction is currently underway on the Controlled Environment Agriculture Research Complex at Waterman Farms, a high-tech greenhouse that will enable significant research on food production. A facility of this magnitude is the first of its kind in the collegiate realm.

Ethics and Governance

Honesty and integrity are the cornerstones of our foundation. From dealing fairly with our customers, suppliers, competitors and each other to governing with the highest of standards, our core values are part of everything we do.

A culture of trust

Nationwide has always cared deeply about doing what's right, and 2021 was no different. Our required trainings and companywide performance objectives underscore our commitment to protect our customers, associates, information and culture through compliance with applicable laws, regulations and company policies.

As we keep building upon our strong ethical culture, our Code of Conduct provides guidelines to help our associates make choices that are in line with our values and our customers' best interests. Likewise, our Supplier Code of Conduct guides our partnerships with suppliers to share our commitment to ethics, compliance, diversity, equity, inclusion, human rights, environmental sustainability and fair dealing.

We're committed to the highest standards

Our Board of Directors undertakes an annual self-assessment of the performance of the Board and its committees, facilitated by an external firm. Policies and procedures ensure independence is maintained, and the Board assesses candidates for re-election when each 3-year term ends. The roles of Chair and CEO are separate. As a mutual, incentive structures approved by the Board reward customer satisfaction, retention, value creation and long-term financial strength.

We work together on top risks

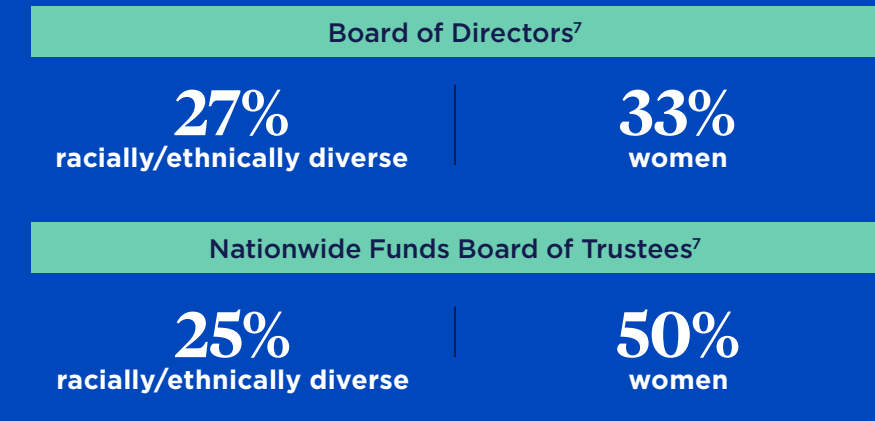
The committee structure of our Board of Directors ensures broad and deep coverage of our top risks. Our committees include Audit, Business Innovation and Technology, Finance, Governance, Human Resources, and Sponsor and Customer. Members of each committee, and its Chair, are recommended by the Governance committee and elected by the Board. The Board and its committees meet regularly with our CEO and executive leaders on matters including strategy, business performance, risk management and our industry environment.

Corporate Sustainability is an enterprise responsibility

Nationwide's Board Governance Committee oversees our Corporate Sustainability governance. Our Corporate Sustainability Council is composed of senior members of management who work together to formalize Nationwide's long-standing More than a business® approach into a strategy that aligns sustainability standards to industry and consumer needs, retains talent and strengthens community relations.



We're recognized for having some of the most diverse boards in the industry



Board members Debora Plunkett and Marc Howze were named to *Savoy Magazine's* 2021 Most Influential Black Corporate Directors.

Board member Suku Radia was recognized by *dsm Magazine* as one of 2021's Sages Over 70.

⁷ Independent representation as of April 7, 2022.



Big company.

Bigger heart.

At the core of Nationwide beats the heart of a mutual company that has always put people first. We exist to serve and protect our members.

We believe we can do more together than alone. By taking an approach to Corporate Sustainability that reflects our values and mutual company structure, we deliver better financial outcomes for our customers while considering the impact on wider society and the environment.

We're a Fortune 100 company that offers a full range of insurance and financial services across the country.

We are a
FORTUNE 100
company

\$18.4 billion
in claims
& benefits paid

\$52.9 billion
in total sales



received: 10/17/02; affirmed 12/22/21

The second highest of 16 ratings: Insurance companies assigned an A+ rating, in their opinion, have an excellent ability to meet their ongoing obligations to policyholders. The outlook for this rating is stable.



received: 3/10/09; affirmed: 5/27/20

The second highest of 16 ratings: Insurance companies assigned an A+ rating, in their opinion, have an excellent ability to meet their ongoing obligations to policyholders. The outlook for this rating is stable.



received: 12/22/08; affirmed 5/7/21

The fifth highest of 21 ratings: An insurer rated A+ has strong financial security characteristics, but is somewhat more susceptible to be affected by adverse business conditions than are insurers with higher ratings. The outlook for this rating is stable.



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— Kirt Walker
Chief Executive Officer
Nationwide



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The Nationwide Foundation is a nonprofit, private foundation to which Nationwide companies are the donors. Founded in 1959, the Nationwide Foundation has contributed more than \$588 million since 2000 to help nonprofit organizations in communities where Nationwide associates and their families live and work.

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