



Nurturing our roots

for a brighter future

2022 Corporate Sustainability Report



Nationwide®

Doing better for our future



Protecting others is our calling

During a year of significant challenges — including rising inflation, severe weather and economic disruption — we only strengthened our efforts to help those in need, to support underserved communities and to address our overall environmental impact.

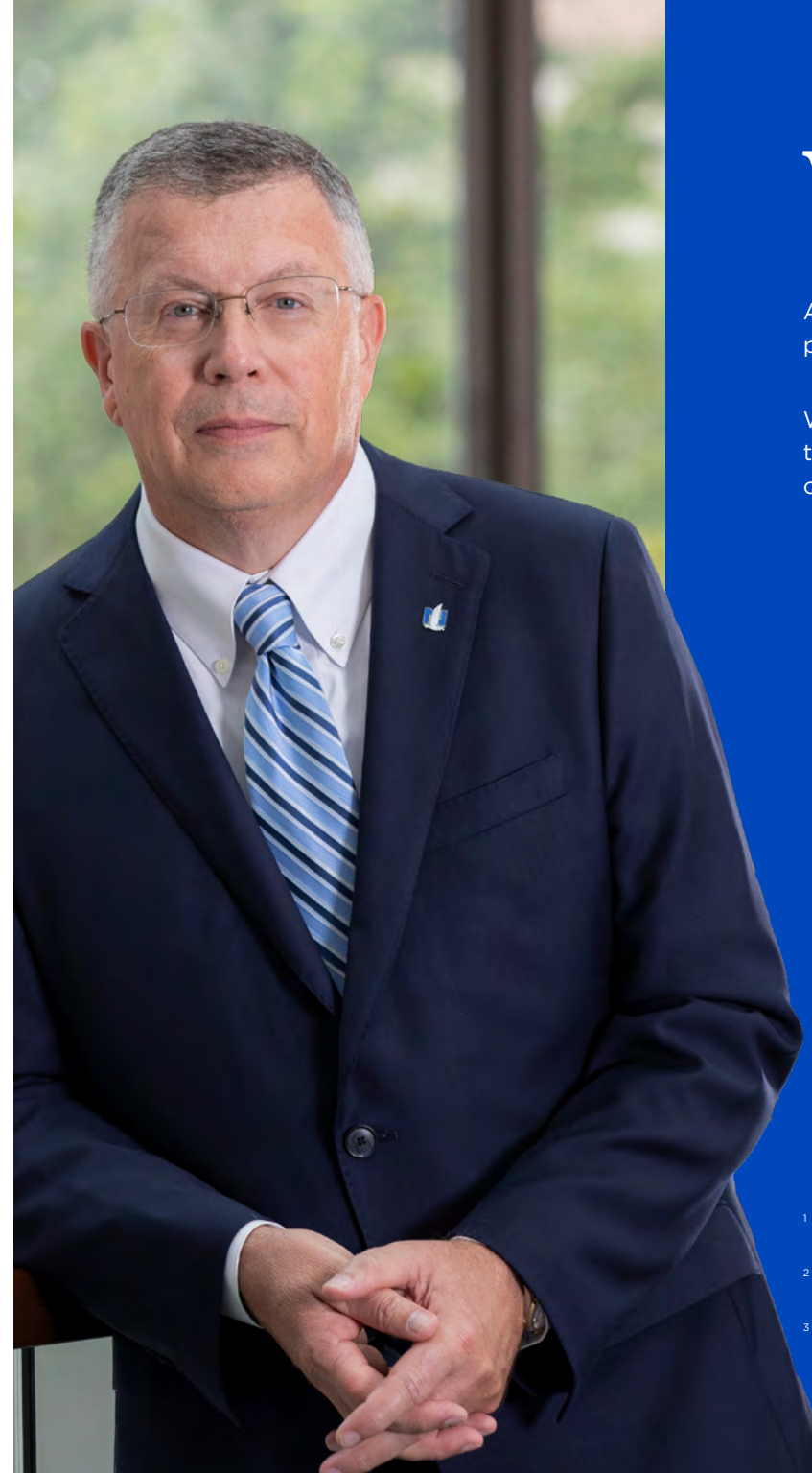
At Nationwide, protecting others is our calling. It always has been. We live into that by caring for our customers, the communities where we live and work, and each other.

This report provides an update on the progress we've made over the past year, and it expands on the history of our sustainability efforts, which began when a group of Ohio farmers banded together to provide financial sustainability for their community. Their enthusiasm and beliefs for creating lasting, positive change laid the foundation for our long-term approach to sustainability, and we've been on that path for nearly 100 years.

As a protection company, we're passionate about supporting today's needs and tomorrow's dreams. We do this through our four pillars of sustainability: Communities and Giving; Diversity, Equity and Inclusion; Environmental Sustainability; and Ethics and Governance. In the following pages, you can learn more about how these pillars guide our sustainability work.

We're deeply proud of the work we do and the way we do it. We look to the future together with great optimism.

Kirt Walker
Chief Executive Officer
Nationwide



We put people first

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 are committed to delivering for our customers while considering the impact on wider society and the environment.

We are a
FORTUNE 100
company

\$18.8 billion
in claims and
benefits paid in 2022

\$57 billion
in total sales in 2022

A+
AM Best¹

received: 10/17/02; affirmed: 12/1/22

A1
Moody's²

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

A+
Standard
& Poor's³

received: 12/22/08; affirmed: 4/19/22

¹ The second highest of 16 ratings: Insurance companies assigned an A+ rating, in AM Best's opinion, have an excellent ability to meet their ongoing obligations to policyholders. The outlook for this rating is stable.

² The fifth highest of 21 ratings: Insurance companies rated A1 offer good financial security. However, elements may be present which suggest a susceptibility to impairment sometime in the future. The outlook for this rating is stable.

³ 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.

Our journey toward a sustainable future



1930s

Before driver's education or driver's licenses existed, Nationwide presented to community groups and schools about traffic safety.

1950s

Nationwide introduced mutual funds and annuities to supplement life insurance products owned by middle-aged customers who weren't receiving sufficient returns on their life insurance policies.

1953

Nationwide's traffic safety presentations had been given to more than 2 million teenagers by this year.

Early 1960s

Nationwide formed the industry's first all-female sales district in Philadelphia.

1970s

Nationwide established an Energy Committee to implement more energy-efficient practices.

1948

Peoples Development Corp. was established to provide low-cost housing in a family-friendly environment.

1951

Nationwide organized Approved Finance Inc. to provide low-cost auto loans.

1959

One of our founders and CEO, Murray D. Lincoln, leader of the cooperative movement, established the Nationwide Foundation.

1973

Nationwide testified in favor of airbags at a hearing by the U.S. Dept. of Transportation.

Nationwide has demonstrated a holistic approach to sustainability. We invest time and resources into organizations that align with our values and reinforce our mission to protect people, businesses and futures with extraordinary care.

Originating from our company's founders, our actions to improve environmental, economic and social conditions

for our customers and communities laid the foundation for our current corporate sustainability approach and efforts.

To date, we have provided funding to more than 4,000 organizations to help communities meet basic needs, protect our environment, and foster a more diverse, equitable and inclusive world.

1994

Nationwide established a training program called "Diversity Matters" to help managers recognize and deal with diversity issues and train their employees to do the same.

2008

The Nationwide & Ohio Farm Bureau 4-H Center opened as the first campus building for 4-H in the United States.

2012

The Green Team associate resource group was formed to conserve natural resources and reduce our corporate and personal impact on the environment.

2022

The Ohio State University's Controlled Environment Agriculture Research Complex, of which the Nationwide Foundation was a foundational supporter, opened in September.

1992

Nationwide endorsed an Ohio anti-drunken driving bill, allowing officers to seize driver's licenses of first-time violators on the spot.

1995

Nationwide built the nation's first full-time corporate blood donation site in the American Red Cross system.

2012

Nationwide and The Ohio State University partnered on a water conservation farm research project.

2008

Nationwide SmartRide® was introduced to reward safe driving habits.

Our vision

We're committed to taking actions that help achieve social, environmental and economic sustainability for our customers, associates and the communities we serve. We do this by partnering with organizations that drive lasting change, creating a culture in which every voice is heard, protecting our environment through actions that reduce our environmental impact, and doing business in a socially responsible and ethical way.

Our framework

At Nationwide, Corporate Sustainability is an enterprise approach. In 2020, we formalized our efforts to ensure that our commitment to sustainability is supported and driven by all areas of the business. We established a governance framework for developing our strategic priorities, providing oversight of policies and executing our sustainability practices. It includes Enterprise subject matter experts, a Corporate Sustainability Council, the Office of the CEO, and the Board of Directors' Governance Committee.



We focus our efforts on four key pillars:



Communities and Giving

Supporting local and national charities and volunteering within our communities



Diversity, Equity and Inclusion

Advocating for the success of each associate in an environment where everyone is appreciated, engaged and respected



Environmental Sustainability

Protecting our environment by recycling and reducing waste and water use, and making investments in renewable energy and sustainable debt instruments



Ethics and Governance

Leading with our values to deal fairly with each other and our customers, suppliers and competitors, and governing with the highest of standards

Communities and Giving



The Nationwide Foundation partners with organizations that create lasting change in our communities by focusing on four strategic impact areas: food security, crisis stability, social and economic empowerment, and children's well-being. Our associates' dedication and the deep relationships with our national nonprofit partners make a strong impact across the country.

Fighting hunger

The Nationwide Foundation continued supporting Feeding America through a grant and an associate match that helped fund its national and local efforts. Additionally, associates contributed financially and through volunteerism to support Feeding America and other hunger relief agencies in communities we serve.



The Nationwide Foundation contributed a \$1.5 million grant to Feeding America and matched associate gifts for a total contribution of nearly \$2.25 million in 2022.

Associates contributed more than \$840,000 and volunteered 19,400 hours in 2022.

Supporting relief efforts during times of crisis

Before a crisis happens or after one hits, we hold the safety net. In addition to providing extraordinary care to our members through critical times, we provide resources to the American Red Cross to help people and communities survive.



The Nationwide Foundation contributed \$1.3 million to the American Red Cross for disaster relief in 2022.

Associates donated more than 2,700 units of blood in 2022.

Protecting the health and well-being of children

Nationwide's mission of protection extends to the health and well-being of the children in our community and is made known through Nationwide and the Nationwide Foundation's long-standing partnership with Nationwide Children's Hospital.



Since 2014, the Nationwide Foundation's Pediatric Innovation Fund has supported the hospital's research efforts with annual gifts of \$10 million. Combined with a \$50 million contribution in 2006, the foundation's total giving to the hospital is \$140 million.



Transforming lives

We get behind organizations that support social and economic empowerment to help transform lives.



Nationwide has a long-standing partnership with United Way to help meet needs in the community and advance the common good.

In 2022, associates contributed more than \$6.4 million in community giving through our campaign, and the Nationwide Foundation match to local United Way organizations across the country was \$6.9 million.



We expanded our partnership with Habitat for Humanity by sponsoring three Habitat for Humanity homes in 2022 — one each in Columbus, Des Moines and Phoenix.

Addressing mental health



The Nationwide Foundation teamed up with Nationwide Children's Hospital to fund Bloom, a program for working parents that offers mental health resources to help their children thrive. Nationwide piloted the program to its associates in late 2021. The program has since expanded and is now being offered at other large companies.



Dallas Cowboys quarterback Dak Prescott was named the 2022 Walter Payton NFL Man of the Year, presented by Nationwide, for his work on behalf of his Faith Fight Finish Foundation.

Since 2014, Nationwide has donated more than \$1.5 million to the foundations represented by the nominees.



As part of the Ohio Opioid Education Alliance, Nationwide helped fund and create an advertising campaign called Beat the Stigma to challenge the mindsets of Ohioans and eliminate stigmas associated with addiction and mental illness. Advertising ran statewide throughout 2022.



The Kansas City Current (National Women's Soccer League) and its community partner, Global FC, were named the recipients of the 2022 Nationwide Community Impact Award and received a \$25,000 donation from Nationwide.



Through our annual Grain Bin Safety advocacy campaign, Nationwide raises awareness to prevent accidents associated with grain bin entry.

Since 2014, Nationwide has awarded lifesaving grain rescue tubes and training to 272 fire departments across 31 states, including 65 rescue tubes in 2022.



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.



In 2022, Nationwide's advocacy efforts to enact hands-free legislation in Ohio paid off when Senate Bill 288 passed, making distracted driving a primary offense.

Nationwide is committed to continue working with lawmakers in 25 other states to pass similar distracted driving laws to make roads safer for all.

Affordable housing investments⁴
\$1 billion
 in assets under management
\$227 million
 invested in 2022

Seattle's Grand Street Commons⁴
\$42 million
 equity investment

Health care, education and clean water investments⁵
\$4.7 billion
 in assets under management
\$389 million
 invested in 2022

⁴ Includes general account assets for the Nationwide companies, assets managed by Nationwide, and assets managed by Nationwide Asset Management LLC, a wholly owned subsidiary of Nationwide Mutual Insurance Company.

⁵ Includes general account assets for the Nationwide companies and assets managed by Nationwide Asset Management LLC, a wholly owned subsidiary of Nationwide Mutual Insurance Company.

Diversity, Equity and Inclusion

A diverse, equitable and inclusive workforce and workplace is critical to Nationwide’s success. Bringing together the unique characteristics of each of us is an integral part of who we are and how we operate as a company. We are proud of Nationwide’s inclusive culture, which supports every associate’s success in an environment where they are appreciated, engaged and respected.

We’re honored to be recognized for our diverse, equitable and inclusive culture.

| | | | |
|---|--|---|--|
| <p>FORTUNE 100 Best Companies to Work For</p> | <p>Seramount Inclusion Index Pinnacle Company</p> | <p>Latina Style 50 Best Companies for Latinas</p> | <p>People Top 50 Companies that Care</p> |
| <p>Seramount 100 Best Companies</p> | <p>FORTUNE Best Workplaces for Women</p> | <p>Human Rights Campaign Best Places to Work for LGBTQ+ Equality</p> | <p>Seramount 100 Best Companies for Multicultural Women</p> |
| <p>Secretary of Defense Employer Support Freedom Award⁶</p> | <p>Gallup Exceptional Workplace Award</p> | <p>FORTUNE Best Workplaces for Millennials</p> | <p>Seramount Top 75 Companies for Executive Women</p> |

⁶ This 2019 recognition was a one-time award.

A workplace that works for our associates

We are committed to advancing a culture of inclusion and maintaining an associate base that reflects our customers, our partners and the community.

More than a culture — a community

Our associates seek a great culture, and many find a community with our Associate Resource Groups (ARGs). These groups empower associates to move the business forward, give back to the community and develop professionally and personally. Nationwide’s ARGs are associate-initiated and associate-driven groups that come together voluntarily with the goal of advancing diversity, equity and inclusion and enhancing Nationwide’s success.

Opening doors of opportunity

Through partnerships with Auticon and Opportunities for Ohioans with Disabilities, we’re removing workplace barriers for differently abled individuals and better equipping our leaders to support our associates of all abilities.

Jump-starting careers

Nationwide uses an innovative “earn and learn” approach based on an apprenticeship model, which involves helping students and early-career professionals from underserved communities develop the skills they need while earning a competitive salary working part time in our business.

Nationwide continues to realize significant success with this approach and is expanding its program in 2023 to some Columbus City School graduates (the largest school district in Ohio) who participate in the Columbus Promise.

A joint initiative of the City of Columbus, Columbus City Schools, I Know I Can and Columbus State Community College, the Columbus Promise covers tuition and fees for Columbus City School graduates who are eligible and attend Columbus State Community College.



Representation among our C-suite officers⁷

20%

racially/ethnically diverse

20%

women

⁷ Representation as of 12/31/2022.

Building strong communities

When our communities thrive, so do we. We're strengthening communities through strategic partnerships, philanthropy and volunteerism.

Investment in a startup bank serving local minority communities

As part of its ongoing mission "to improve the quality of life in communities where Nationwide members, associates, partners and their families live and work," and in furtherance of its Social and Economic Empowerment Strategic Impact area, the Nationwide Foundation made a program-related investment in Adelphi Bank, an Ohio state-chartered bank. Designated as a Minority Depository Institution, Adelphi Bank will have a significant focus on serving several minority communities in Franklin County.

Strengthening financial awareness in our communities

Through our strategic partnership with HBCU Connect, the largest network of students and alumni from Historically Black Colleges & Universities (HBCUs), we're helping to provide financial education and awareness.

Nationwide partnered with HBCU Connect and the Financial Alliance for Racial Equity (FARE) to host an event that brought together students from HBCUs and young professionals to learn more about generational wealth building. Participants were also able to interview for internships and full-time positions with Nationwide and other FARE firms.

Creating change through strategic sponsorships

We build strong recruiting and advocacy partnerships with diverse organizations across the country.

Black Enterprise Entrepreneurs Summit

Host sponsor for 12 years

Classic for Columbus

Presenting sponsor of the 2022 College Basketball All-Star Game

The Executive Leadership Council

Provider of \$1 million in scholarships since 2017

Latina Style Business Series

Title sponsor for 11 years

National Urban League

Partner since 2008

Central Intercollegiate Athletic Association

Provider of \$1.5 million in scholarships since 2008

Columbus' Festival Latino

Annual event sponsor since 2017

Hispanic Heritage Awards

Exclusive broadcast sponsor since 2018

National Black MBA Association

Partner since 2010

Ohio Black Farming Conference

Supporter in partnerships with the Ohio Farm Bureau since event began in 2020

ASSOCIATES CONTRIBUTED MORE THAN

\$60,000 in 2022

during Nationwide's Social Justice campaign.

Contributions benefited local and national social justice organizations and were matched dollar for dollar by the Nationwide Foundation.

WE HELPED HISPANIC-OWNED BUSINESSES SELL

\$30K in goods and services

at the 2022 U.S. Hispanic Chamber of Commerce National Conference.

We donated our booth space to over a dozen Hispanic-owned businesses to increase awareness and support their sales.

A standard requirement for doing business with Nationwide is a commitment to creating opportunities that promote supplier diversity, which resulted in Nationwide's suppliers spending

over \$43 million

ON DIVERSE SUPPLIERS IN A 12-MONTH PERIOD.⁸

⁸ This represents the period between July 2021 and June 2022.



Environmental Sustainability



We're committed to protecting our environment in ways such as investing in 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
41% per square foot⁹

since our 2010 baseline through actions that included installing LED lights and efficient heating and cooling equipment

REDUCED OUR WATER USAGE
3,096,072 gallons¹⁰

in 2022

INCREASED OUR
LANDFILL DIVERSION FROM
39% to 46%¹¹

since 2017

REDUCED OUR WASTE BY
2,629 tons¹¹
 since 2017

INVESTED IN
RENEWABLE ENERGY
\$108 million¹²
 in 2022

IN 2022, WE PRINTED
248,420¹³
 fewer pages than in 2021

INVESTED IN SUSTAINABLE
DEBT INSTRUMENTS
\$688 million¹²
 in 2022, which promoted environmentally sustainable outcomes and supported efforts related to climate change mitigation

SMALL IMPROVEMENTS AND BIG RESULTS

By replacing standard light bulbs with LED bulbs in 2022, we anticipate saving an estimated 1.8 million kilowatt-hours and \$161,000 each year.

By improving our industrial HVAC system in our home office buildings between 2018 and 2022, we anticipate an estimated savings of \$474,000 when compared to a 2018 baseline.

REDUCING OUR ENVIRONMENTAL IMPACT ACROSS OUR PORTFOLIO

Cavasson East office building in Scottsdale is LEED (Leadership in Energy and Environmental Design) Certified.

Grandview Yard, Nationwide Realty Investors' 125-acre mixed-use development, earned its LEED Neighborhood Development certification in 2022. It's the first project in Ohio and the largest in the U.S. to achieve this certification.

SOLAR POWER

About 3,000 solar panels cover 86,000+ square feet of our Scottsdale, Arizona, offices. Based on metered data, these panels save about \$330,000 and 2.1 million kilowatt-hours annually.

STAYING CLOSE TO OUR ROOTS WITH THE OHIO STATE UNIVERSITY

Nationwide (with \$2 million in initial funding) and OSU collaborated to create the AgTech Innovation Hub.

Grants from the Nationwide Foundation helped fund OSU's Waterman Complex, which opened in September 2022. This high-tech greenhouse enables significant research on food production and is the first of its kind.

The Nationwide Foundation gave \$5 million toward funding a Multispecies Animal Learning Center at OSU in 2022.

⁹ This represents the reporting period of January 2010 to September 2022 and is based on Scope 1 and 2 emissions.

¹⁰ This represents the reporting period of October 2020 to September 2022.

¹¹ This represents the reporting period of January 2017 to September 2022.

¹² Includes general account assets for the Nationwide companies and assets managed by Nationwide Asset Management LLC, a wholly owned subsidiary of Nationwide Mutual Insurance Company.

¹³ This represents the reporting period of January 2021 to December 2022.



Ethics and Governance

We are committed to doing business with honesty and integrity and in an ethical and socially responsible way — from dealing fairly with our customers, suppliers and competitors to protecting private information and governing with the highest of standards. It's *The Nationwide Way*.

Sharing the responsibility

Our culture of trust relies on all associates to do their part to protect our customers, our company's information and each other.

All associates complete annual training and have companywide performance objectives that help ensure compliance with applicable laws, regulations and company policies.

Our Code of Conduct provides guidelines to help our associates make choices that are in line with our values and our customers' best interests.

Our Supplier Code of Conduct guides our partnerships with suppliers to help ensure a shared commitment to ethics, compliance, diversity, equity, inclusion, human rights, environmental sustainability and fair dealing.

Protecting and securing personal information

Maintaining the privacy and confidentiality of personal information is vital to our success.

To maintain the trust of our consumers and partners, we continue to build our cybersecurity foundation to drive Nationwide's data-enabled digital future.

We follow established data handling guidelines designed to protect our networks, computers and data from attack, damage or unauthorized access.

Structured for success

16 members currently serve on the Nationwide Board of Directors, including our Chief Executive Officer. The roles of Chair and CEO are separate.



Board of Directors¹⁴

27%

racially/
ethnically
diverse

33%

women

Our Nationwide Funds Board of Trustees is also diverse, with 25% racially/ethnically diverse members and 50% women.¹⁴

¹⁴ Independent Directors as of April 6, 2023.

“At Nationwide, protecting others is our calling. It always has been. We live into that by caring for our customers, the communities where we live and work, and each other.”

— 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 \$630 million since 2000 to help nonprofit organizations in communities where Nationwide associates and their families live and work.

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