

Workforce at a Glance

2023 Worldwide Employees - Approximately 8,060

2023 U.S. Employees - Approximately 1,560

The Lexmark Value of Community



One of Lexmark’s core company values is Community, demonstrated through supporting both our Lexmark employees and the communities in which we live and work.

The Lexmark commitment to local, national and global communities takes tangible form in contributions of equipment, volunteers, financial gifts, and in-kind support.

With a global headquarters in Lexington, KY, Lexmark has a long history of supporting the Bluegrass region with both financial investments and in-kind donations to support area community initiatives and organizations.

Lexmark provides aid to communities in times of natural disaster. Disaster recovery assistance was provided following flooding in Eastern Kentucky, Western Kentucky tornadoes and wildfires in Boulder, Colorado. Lexmark made corporate donations and matched employee donations to provide these communities with relief.

In-kind donations / collections

Lexmark makes numerous in-kind contributions to nonprofit organizations through its product donation program. In addition to printers and gifts associated with printing, Lexmark offers collection sites for employees to donate items to assist local nonprofit organizations.

School supplies, food, clothing, hygiene items, disaster relief supplies, trees, military care packages and cards are some of the many items Lexmark has collected to be donated.

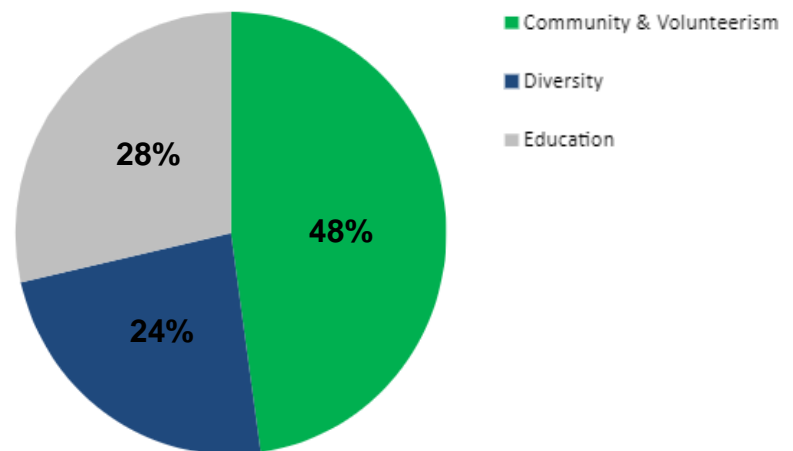
Commitment to Corporate Giving

Lexmark applies the same standards of excellence to our contributions and community support activities that we demonstrate in all business practices. Through our mission to reach our Environmental, Social and Governance (ESG) goals, we are committed to making lasting changes for our customers, partners and employees in the communities where they live and work. Doing this takes passion, conviction, and speed.

We power this future through innovative technology and services, collaboration, and mutual respect for what makes us all unique. This is about us, all of us, doing our part to take care of our world— one good challenge at a time.

Our corporate giving focuses on educational excellence, specifically in the areas of science, technology, engineering and math (STEM), diversity, and employee volunteerism.

| 2023 Corporate Giving | |
|--------------------------|------------------|
| Community & Volunteerism | \$451,738 |
| Diversity | \$223,269 |
| Education | \$270,180 |
| Total | \$945,187 |



Commitment to Education



Lexmark partners with **Fayette County Public Schools** and provided \$20,000 each to the **STEAM Academy**, **Rise STEM Academy for Girls**, and **George Washington Carver STEM Academy** to be used for STEM education programs and technology resources. Lexmark supports the **Fayette Education Foundation** and has contributed \$10,000 to the **Bright Ideas Grants (BIG)** program to promote equity and excellence in classroom experiences. The program helps fund innovative ideas for teacher and student submitted projects through classroom enrichment grants.

Through a continued partnership with the **University of Kentucky**, Lexmark employees serve in a variety of advisory roles to accelerate innovation and spur economic growth. Lexmark sponsors a scholarship program for engineering students providing \$100,000 in scholarships for the **UK College of Engineering** over the next several years.

Junior Achievement – Lexmark is a longtime partner of Junior Achievement (JA). JA programming taught by classroom volunteers includes education on financial literacy, work readiness and business ownership concepts. Lexmark is also the printing sponsor for Junior Achievement and has supported JA for more than 20 years through its “Adopt-a-School” program. Lexmark adopted Lexington’s Yates Elementary in 2021-2022 providing an annual \$5,000 sponsorship for JA programs at this school and others in Central and Eastern Kentucky throughout the year and was a JA Business Hall of Fame Sponsor.

Engineering Week – Lexmark participates in a variety of events to support National Engineering Week in February of each year, including **Kentucky Science Center** activities and the **University of Kentucky E-Day**. Lexmark employees connect with students through STEM demonstrations and activities to share STEM concepts in exciting ways.

Youth Science Summit – Lexmark partners with the **Kentucky Science Center** to bring the Youth Science Summit to Lexington. Lexmark and other area businesses provided hands-on demonstrations for middle and high school students. Over 100 students had the opportunity to learn more about how different areas of science have real-life applications, and to participate in speed mentoring with local professionals.

Kentucky Governor’s Scholars – Lexmark supports this program for high-achieving students by sponsoring real-world applications of science and technology. Students also have the opportunity to connect with Lexmark employees through site tours and STEM activities to learn more about potential college majors and technical career paths.

Commitment to Diversity



Lexmark strives to value and respect the individual differences of its employees, customers, and business partners. Embracing our differences makes Lexmark a more competitive company and a better place to work. Lexmark’s diversity initiatives include programs within the company, as well as in the communities where its employees live and work. Lexmark has contributed to several organizations supporting diversity and underserved populations including the **Lexington Urban League**, **Bluegrass Indo Civic Society**, **Kentucky Chinese American Association**, **Women Leading Kentucky**, **Young Women Lead**, **Commerce Lexington Emerge Conference** for young leaders, and **The Hope Center** for homeless persons.

Martin Luther King Jr. Day – Lexmark has been a sponsor of the annual Unity Breakfast in Lexington, Ky., for more than 25 years. The purpose of the Unity Breakfast is to commemorate the life and work of Dr. Martin Luther King, Jr., and his ideals for peace and unity. Presented by **Alpha Phi Alpha Fraternity, Inc.**, **Alpha Beta Lambda Chapter Education Foundation**.

LGBTQIA+ Pride – To support LGBTQIA+ equality and human rights for all people, Lexmark has been a sponsor for the **Lexington Pride Festival**, **JustFundKY**, **Pride Run** and **Moveable Feast**.



National Consortium for Graduate Degrees for Minorities in Engineering and Science (GEM) is an annual program that promotes the growth and support of minority graduate students in engineering and science fields. GEM enables qualified students from underrepresented communities to pursue graduate education in applied science and engineering. Lexmark is an active participant in the GEM program and hosted two students in 2023. Over the years, Lexmark has hosted over 30 GEM students in total.

Technical Rotation Program (TRP) – The TRP brings top diverse entry-level engineering talent to Lexmark. It's designed to expose the participants to various areas of the business in order to better prepare them for future technical and/or managerial leadership roles.

Society for Hispanic Professional Engineers (SHPE) – Through Lexmark's sponsorship, members of Lexmark's Hispanic Organization for Leadership and Achievement (HOLA) organize and chaperone local high school students each year to the national convention of SHPE. The experience exposes Hispanic STEM students to support and guidance from professionals.

The **Veterans Association of Lexmark Organized to Recognize and Respect (VALORR)** has supported veterans through volunteerism for several years. In 2023, VALORR sponsored a "VA5k" to benefit Lexington Fisher House, which will provide lodging for the families of veterans being treated at the VA medical center. They also sponsored the Lady Veterans Connect gala that recognized and honored women veterans for their service.

Professional Organizations – Lexmark works closely with local chapters of the **Society for Women Engineers (SWE)**, **Society for Hispanic Professional Engineers (SHPE)**, and **National Society of Black Engineers (NSBE)** and has significant representation of Lexmark employees among its members. Lexmark has sponsored diversity events with the **University of Kentucky** for student chapters of these organizations and participates in career fairs nationwide.

Girls Go Tech – Lexmark sponsors this **Girl Scouts** program focused on encouraging disadvantaged girls to become interested in science, technology, engineering and math serving hundreds of girls each year. Student participation allows them to receive their science badge.

Commitment to Volunteerism



Lexmark is committed to giving back to the communities where our employees live and work through personal and corporate support of time and resources.

Employee Volunteer Time - Lexmark offers all regular U.S. employees up to three paid days off each year through the Volunteer Time Off Program. This program generates extensive hours of service and allows our employees time to help organizations that are important to them. Global outreach has included thousands of volunteer hours to support causes for education, arts, health and wellness, sustainability, homelessness and poverty and many areas of community need.



United Way – Lexmark employees completed United Way community service projects in Lexington, KY Boulder, CO, Canada and Mexico. With more than 30 years of United Way campaigns, 2023 employee contributions and a corporate gift and various sponsorships and events totaled more than \$434,456 raised during the Lexmark North America United Way campaign. To date, Lexmark employees worldwide have donated nearly \$29 million to the United Way.

Habitat for Humanity – To date, Lexmark employees have built more than 25 Habitat for Humanity homes. Teams of Lexmark employees volunteer to build a home for a partner family using materials sponsored by Lexmark.



American Heart Association – Lexmark employees have formed multiple AHA Heart Walk teams to support health and wellness education and research, raising thousands of dollars in donations. In 2023, Lexmark was named a top 5 business team in fundraising, by raising almost \$10,000.

Disaster Relief - Through the years, Lexmark employees have contributed multiple dollars, along with matching dollars from Lexmark, to disaster relief efforts ranging from flooding, forest fires, earthquakes and other disasters. Lexmark has also partnered with the **International American Red Cross** to provide a corporate donation for humanitarian efforts to assist families affected by the Russia-Ukraine crisis.

Awards & Recognition



Lexmark was named to the 2023 **Forbes** list of the World's Best Employers. Globally, Lexmark was named a 2023 certified **Great Place to Work** in the Philippines, India and Hungary. Lexmark Cebu was also recognized as one of the Best Companies to Work for by HR Asia. HRoot in China recognized Lexmark Shenzhen as one of 10 "Outstanding Employer" award recipients.

Seramount named Lexmark a **Top Company for Executive Women** in 2023 marking its fifth year on the list. Lexmark also earned 2023 recognition from **100 Best Companies** for the seventh consecutive year. This recognition was earned for helping working parents succeed at home and at work by providing expanded parental leave, flexible work hours, assistance for special needs, and opportunities for career development.

Lexmark was named to the 2023 **Military Friendly Employers** list as a top 10 employer and a Top Supplier Diversity Program for Veterans. This is the eighth consecutive year Lexmark has been recognized on the list for efforts such as recruiting veterans, offering military benefits and leave policies, and global sourcing efforts with veteran-owned businesses.

Lexmark received the **Human Rights Campaign (HRC) Foundation Equality 100 Award** in the U.S. marking the 17th year of Corporate Equality Index (CEI) recognition. The index ranked Lexmark among the best U.S. companies for LGBTQIA+ employees based on the company's policies and practices. Lexmark Mexico was also recognized in the Best Places to Work for LGBTQ+ equality in the HRC Equidad MX report for sixth consecutive year and honored for the second year in both Argentina's HRC Equidad AR: Global Workplace Equality Program report and Brazil's 'HRC Equidade BR: Global Workplace Equality Program.'

Lexmark was honored with a "Dare to Overcome" award in recognition of providing a faith-based employee resource group from the Religious Freedom & Business Foundation.

The Lexmark Budapest Competence Center was recognized as Diverse Organization of the Year by the Hungarian Business Leader Forum (HBLF).

Lexmark Juarez was named a "Company Committed with Human Rights" by the Chihuahua State Commission for Human Rights.