



Diversity and Inclusion at Lexmark

Our Diversity and Inclusion

Mission Statement:

“We, the employees of Lexmark, value and respect our individual differences. We foster an open and inclusive environment that not only embraces new and alternative ideas, but seeks them out at all levels. This appreciation of diversity is vital to attract, retain and develop employees to their full potential. A diverse global workforce that mirrors our customers and the communities where we do business will lead to greater success for our customers, our employees and our stakeholders. We each take responsibility to make this happen.”

Helping our employees fully utilize their talents is an important part of who we are. We are committed to respecting and understanding the wealth of backgrounds, experiences and viewpoints of our employees, customers, suppliers and business partners. We are building a common vision of mutual respect and appreciation as a result of that commitment.

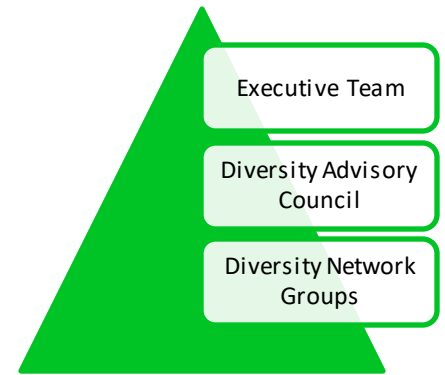
Diversity through employee involvement

Diversity at Lexmark is embedded in the organization through a core structure comprised of the Diversity Council and the Diversity Network Groups.

The Lexmark Diversity Council

has a two-tiered structure. The Executive Team sets corporate-wide diversity strategy and goals, creating functional action plans for achieving those goals. The Diversity Advisory Council informs the executive team on challenges and proposed solutions and implements actions to drive recruitment, retention, and engagement. The council works with company leaders, who are ultimately accountable for the execution of diversity and inclusion initiatives. The council meets several times a year and is responsible for developing and encouraging the company’s global diversity initiatives.

The council’s primary objective is to help create a workplace environment where all employees feel respected and included and have an opportunity to fully utilize their talents.



Diversity Network Groups are organizations of Lexmark employees who voluntarily come together with the shared goal of making Lexmark an even better place to work. By providing an opportunity for networking, mentoring and coaching, each group helps its members become more satisfied and productive employees. Each group offers a space where employees can benefit from a supportive network as well as celebrate their individuality and culture with others. Lexmark currently has nine [Diversity Network Groups](#).



Lexmark Diversity Network Groups:

AIM

Abilities in Motion

ANDA

Asian Network Diversity Association

CBP

Christian Business Persons

GALE

Global Alliance of LGBTQ+ Employees

HOLA

Hispanic Organization for Leadership and Achievement

LINKED

Lexmark Young Professionals

N-ABLE

Network Alliance of Black Lexmark Employees

VALORR

Veterans Association at Lexmark

W@W

Women at Work

Events and Activities

Many of our employees participate in global events led and hosted by our **Diversity Network Groups** designed to celebrate workforce diversity, raise awareness of DEI issues and causes, promote inclusion and foster a sense of belonging.

In addition to various programs within the company, we are also actively involved in the communities where our employees live and work. Lexmark has long sponsored several events celebrating Martin Luther King Jr. Day as well as Lexington Pride events.

Diversity is a pillar of Lexmark's corporate giving, and we partner annually with community organizations supporting social justice and equality.

Strength in the marketplace

Our philosophy of valuing and respecting individual differences is evident throughout our organization – in the way we attract new employees and continue to motivate current ones.

That's why we're looking for employees who come from all walks of life, from the broadest talent pool. Increasing diversity in the workforce multiplies our creative and productive resources exponentially, giving us an advantage in the marketplace.

Lexmark's commitment to diversity extends beyond its workforce. As our employee, customer and supplier bases continue to diversify, so does Lexmark, deepening our insight into and relationships with the global market.

Lexmark Values Diversity

Lexmark wants to be the world's best global imaging solutions company. As we strive to get there, we are guided by eight company values.

Those values include **RESPECT**: Our inclusive culture fosters the value of diverse input and mutual respect



Lexmark's Diversity Equity and Inclusion (DEI) Strategic Plan

Lexmark's DEI strategic plan has three primary goals to:

- 1. Ensure Leadership Commitment**
- 2. Cultivate and Support an Inclusive Culture**
- 3. Build and Maintain a Diverse Workforce.**

The DEI Strategic Plan for 2021– 2023 outlines our approach to supporting and fostering a workplace of equity and inclusion with the strategies and actions we will take to accomplish our goals over the next three years.

