



# 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. As our diversity and inclusion mission statement illustrates, 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.

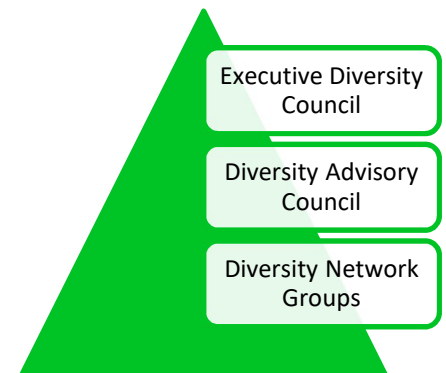
### Diversity through employee involvement

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 Diversity Council sets corporate-wide diversity strategy and goals, creating divisional action plans for achieving those goals. The Diversity Advisory Council informs the executive council 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. Diversity Network Groups are organized to focus on a particular constituency.

## Lexmark currently has eight Diversity Network Groups:

### ANDA

Asian Network Diversity Association

### CBP

Christian Business Persons

### GALE

Gay/Straight Alliance of Lexmark 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 are involved in **Diversity Day**, a day set aside annually in the U.S. to celebrate work force diversity and inclusion at Lexmark and to spotlight the progress we are making as a global company in working inclusively. The day is designed to help increase employee awareness of the diversity of work activities within Lexmark and to gain an appreciation for various cultures represented among Lexmark employees.

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 Fairness Awards.

## 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 work force multiplies our creative and productive resources exponentially, giving us an advantage in the marketplace.

Lexmark's commitment to diversity extends beyond its workforce and

## 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



customers to include its diverse supply base. Engaging with suppliers who provide a diversity of ideas – in addition to delivering quality goods and services – creates a significant competitive advantage.

We understand that being competitive means being versatile. And as our employee, customer and supplier bases continue to diversify, so does Lexmark, deepening our insight into and relationships with the global market.