

**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.

**Navigating the COVID-19 Pandemic**

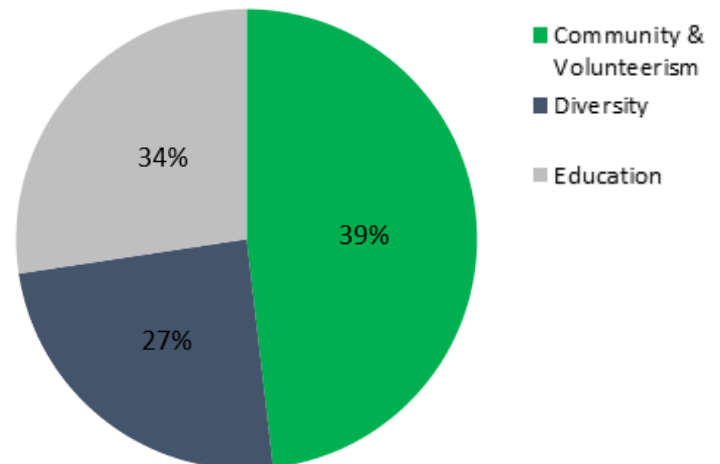
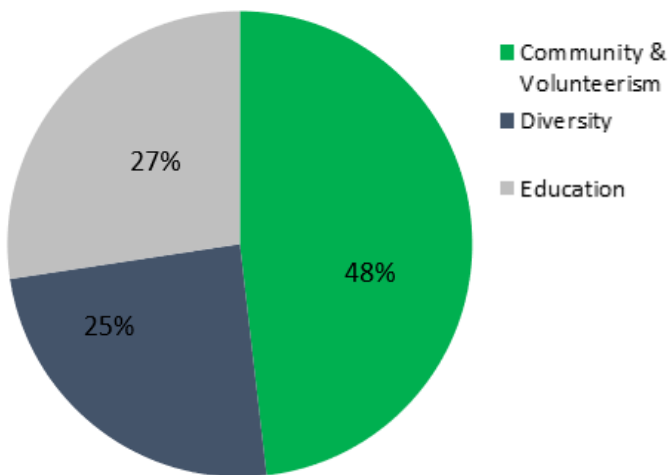
With the adversity of the COVID-19 pandemic throughout 2020-2021, Lexmark remained committed to our community partnerships and sought alternative methods for outreach and engagement. Employees quickly adapted to virtual meetings and events to remain connected to partner agencies.

Continued outreach included virtual visits for employees with community partners, online open houses and events, and "run on your own" charitable 5K races/walks. The pandemic might have changed how we could gather, but it did not lessen the spirit and culture of service at Lexmark. Corporate giving for 2020-21 reached a combined total of more than \$1.5 million.

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

2020 Corporate Giving	
Community & Volunteerism	\$348,692
Diversity	\$176,961
Education	\$198,343
<b>Total</b>	<b>\$723,996</b>

2021 Corporate Giving	
Community & Volunteerism	\$314,377
Diversity	\$220,864
Education	\$277,640
<b>Total</b>	<b>\$812,881</b>



2020

2021

## Commitment to Education

Lexmark partners with **Fayette County Public Schools** and provided \$20,000 to the **STEAM Academy** and \$20,000 for the **Rise STEM Academy for Girls** to be used for STEM education programs and technology resources.

2021 marked a new chapter in the partnership between Lexmark and the **University of Kentucky** with a new agreement designed to accelerate innovation and spur economic growth. Lexmark is also sponsoring a new scholarship program for engineering students that will provide \$100,000 in scholarships for the **UK College of Engineering** over the next five years.

Lexmark sponsors an annual STEM day at the **Lexington Legends Ballpark** offering free educational activities combined with a fun day at the ballpark for area students.

**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. We've supported JA for more than 20 years through its "Adopt-a-School" program. Lexmark adopted Lexington's Yates Elementary in 2020-21, 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 who are alumni of the Governor's Scholars program to learn more about potential career paths within the STEM fields.

**Kentucky Science & Engineering Fair** – Through this sponsorship, Lexmark supports the next generation engineers and scientists with employees serving as judges during the fair. KY-SEF was one of the first statewide fairs to transition to an all-virtual format during the pandemic to continue providing educational opportunities for middle and high school students and enhance the visibility and importance of science and engineering in Kentucky.

## 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**.

**LGBTQ+ Pride** – To support LGBTQ+ equality and human rights for all people, Lexmark has been a sponsor for the **Lexington Fairness Awards**, **JustFundKY**, and the **Lexington Pride Festival**.

**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 one student in 2019. Over the years, Lexmark has hosted nearly 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.



**Honor Flight Kentucky** - Lexmark's Veterans Association of Lexmark Organized to Recognize and Respect, or VALORR, has supported Honor Flight Kentucky through volunteerism for the past several years. Lexmark is proud to sponsor HFK's annual "Homefront Heroes" event for the spouses of the veterans selected for the flights. In 2021 Lexmark's VALORR group also sponsored a "VA5k" to benefit Lexington Fisher House, which will provide lodging for the families of veterans being treated at the VA medical center.

**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 Community & 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, Boulder, Canada and Mexico. In the 30<sup>th</sup> year of United Way campaigns, 2021 employee contributions and a corporate gift totaled more than \$532,000 raised during the Lexmark North America United Way campaign. This was a 12% increase from the 2020 campaign total of \$473,673, bringing the two-year total to more than \$1 million. To date, Lexmark employees worldwide have donated more than \$28 million to the United Way. Lexmark Juarez, Mexico, was honored in 2021 as a "Most Exemplary Company" for 20 years with Fondo Unido Chihuahua, a nonprofit organization affiliated with United Way Worldwide.

**Habitat for Humanity** – To date, Lexmark employees have built 24 Habitat for Humanity homes in Lexington. Teams of Lexmark employees volunteer to build a home for a partner family using materials sponsored by Lexmark. We also sponsor a Women’s Build one day each year that brings women together for an opportunity to take a proactive step in serving their communities.

**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 2021, Lexmark was named a top 3 business team in fundraising.



**Disaster Relief** – 2021 was a year that took an unusually difficult toll on communities with Lexmark sites affected by natural disasters. Lexmark employees contributed \$30,650 in 2021 disaster relief donations for victims of Kentucky tornadoes, Boulder, Colorado forest fires and a typhoon in Cebu, Philippines. Lexmark contributed an additional \$105,000 in corporate gifts to support relief efforts and provide supplies in the affected areas.



**Awards & Recognition**

Lexmark earned 2020 recognition from **Working Mothers 100 Best Companies** for the fifth consecutive year and the fourth consecutive year in **Best Companies for Dads**. 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 2021 **Military Friendly Employers** list at the prestigious Gold level. This is the sixth 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 was named one of 15 recipients of the 2020 **Secretary of Defense Employer Support Freedom Award**. The award is the highest recognition given by the U.S. government to employers for their support of their employees serving in the National Guard and Reserve.

Lexmark earned a perfect score for the 15<sup>th</sup> time on the **Human Rights Campaign Foundation’s Corporate Equality Index**. The 2020 and 2021 index ranked Lexmark among the best U.S. companies for LGBTQ employees based on the company’s policies and practices. Lexmark was also recognized with a perfect score on the HRC’s index in Mexico for the third year in a row in 2021.

Lexmark won **Corporate Excellence Awards for Excellence in Health, Safety & Environment and Corporate Social Responsibility Programs** presented by the Cebu Information Technology-Business Process Management Organization (CIB.O). Lexmark’s R&D Corporation in Cebu was a finalist for the Diversity & Inclusion Impact Award at the 2021 SSON Impact Awards.

Lexmark Australia received an **HRD’s Employer of Choice 2020** Award recognizing excellent work- life balance.



**Workforce at a Glance**

2021 Worldwide Employees - Approximately 7,700

2021 U.S. Employees - Approximately 1,900