

Commitment to Corporate Giving

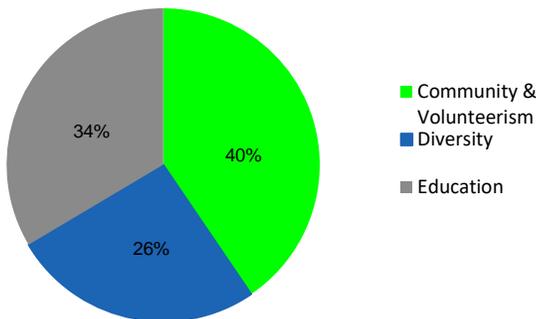
Lexmark’s commitment to its local, national and global communities takes tangible form in contributions of equipment, volunteers, financial, and in-kind support.

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

Lexmark applies the same standards of excellence to its contribution and community support activities that it demonstrates in all business practices.

2019 Charitable Giving	
Community & Volunteerism	\$389,000
Diversity	\$249,000
Education	\$322,000
Total	\$1 million (\$960K)

Corporate Giving

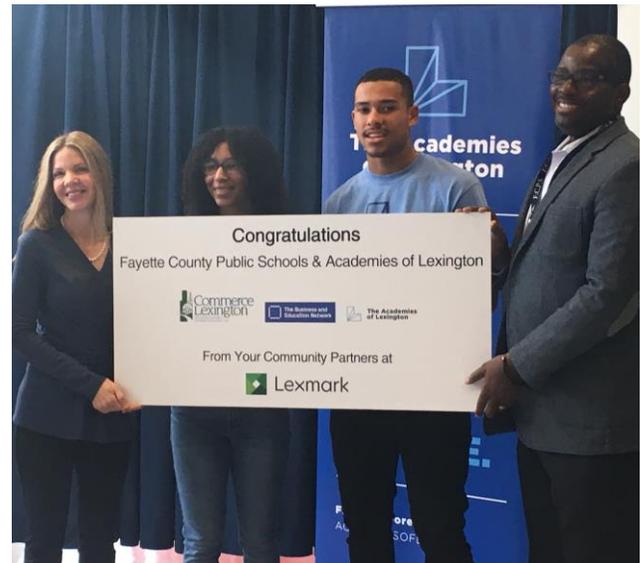


Commitment to Education

Lexmark partners with **Fayette County Public Schools**, including a recent \$150,000 donation to the **Academies of Lexington** and a \$25,000 donation to the **STEAM Academy**.

Part of Lexmark’s donation to the Academies of Lexington goes toward sponsorship of Career Exploration, an interactive event for about 1,300 freshmen each year from the three Academies of Lexington high schools.

In addition, it will finance the Academies’ new Summer Teacher Externship Program, during which teams of teachers will spend part of their summer in 2019 and 2020 working with and learning from professionals in industries aligned to their school’s career academies. Lexmark’s support will also make it possible for more students to participate in work-based learning by helping alleviate transportation barriers.



Lexmark also contributed \$50,000 the **Learning Center at the Lexington School**. The Lexington School provides an education of the highest quality to students in preschool through middle school, in a structured, nurturing environment, that seeks to instill integrity, a life-long enthusiasm for learning, and a strong work ethic. The donated funds were earmarked to provide the school with STEM-related equipment and assist with expenditures within the Learning Center.

Lexmark is a longtime partner of Junior Achievement. We've supported JA for more than 20 years through its "Adopt-a-School" program. Lexmark adopted Lexington's Yates Elementary in 2019, providing an annual \$5,000 sponsorship for JA programs at this school and others in Central and Eastern Kentucky throughout the year.

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 kids 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 hosts high school students who have an engineering concentration for a day-long session of lab tours and activity stations focused on 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.

Lexmark sponsors the **Kentucky Science & Engineering Fair**, where engineers and scientists from Lexmark serve as judges during the fair. Our employees also run workshops after the fair to help prepare the state winners for international competition. KY-SEF expands educational opportunities for all middle and high school students and enhances 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.

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.

Lexington Fairness - Lexmark sponsored the 2019 Lexington Fairness Awards dinner that recognized the local leaders and allies of the LGBTQ community. The awards support programs such as Project Speak Out, which provides Central Kentucky's educators, counselors, school administrators and other staff with vital information they need regarding LGBTQ youth bullying and suicide.

The **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.

Black Arts & Innovation Expo (BAIE) – Lexmark sponsored the 2019 Black Arts & Innovation Expo, held in Ontario, Canada. It is a one-of-a-kind event that defines a new way of celebrating Black History Month. The event inspires and promotes diversity and includes tech leaders recruiting for talent at the on-site Career Fair, as well as musical performances, panel discussions, art exhibits and culinary fare. Technology, entrepreneurship, literature, visual arts and music are all featured.

Society for Hispanic Professional Engineers (SHPE) – Through Lexmark's sponsorship, members of Lexmark's Hispanic Organization for Leadership and Achievement (HOLA) organize and chaperone approximately 25 local high school students each year to the national convention of SHPE. The experience exposes Hispanic STEM students to support and guidance from professionals.



Employee Involvement in Professional Organizations - Lexmark works closely with the local chapters of the Society for Women Engineers (SWE), the Society for Hispanic Professional Engineers (SHPE), and the National Society of Black Engineers (NSBE), and has significant representation of Lexmark employees among its members.

Each year, Lexmark supports **Girls Go Tech**, a **Girl Scouts** program focused on encouraging disadvantaged girls to become interested in science, technology, engineering and math. Approximately 400 girls benefited from this program in 2019. 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.

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.

United Way of the Bluegrass - Lexmark not only supports the United Way through corporate charitable giving and through employee contributions, but also encourages employee volunteerism. In the U.S., employees completed community service projects in Lexington, Boulder and remote Lexmark locations. In addition, employees volunteered in Canada and Mexico with local United Way organizations. Over \$340,000 dollars was raised during the Lexmark North America United Way campaign, not including our \$200,000 corporate gift.

Habitat for Humanity – As of 2019, 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.

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. In 2018 and 2019, Lexmark became the title sponsor for HFK's annual "Homefront Heroes" event for the spouses of the veterans selected for the all-Vietnam veterans flight.

Lexmark sponsors and supports the Homefront Heroes event, which gives the veterans' spouses the opportunity to share some sights of the Bluegrass Region in the company of fellow veteran families, and at the end of the day return to Blue Grass Airport in time for a fabulous welcome home from the Honor Flight for their loved ones. It is Lexmark's honor to celebrate and provide support to the families who steadfastly displayed much needed inspiration and courage for those veterans from the home front.



Junior Achievement of the Bluegrass – During the school year, Lexmark employees volunteer to teach young people about money management and how business works. Employees work with kids at our adopted school, Yates Elementary, as well as other central Kentucky schools, JA Biztown and Finance Park. In 2019, Lexmark sponsored the “JA in a Day” program, an event in which more than 25 volunteers partnered with schools to teach a full day of JA programming including financial literacy, work readiness and business ownership concepts. Lessons were taught to nearly 425 students. JA in a Day volunteers are equipped with a course guide and lesson materials for the school-wide day of JA programming. Lexmark is also the printing sponsor for Junior Achievement.

Awards & Recognition

Earned spots on Working Mothers 100 Best Companies in 2018 and 2019 and Best Companies for Dads in 2017, 2018 & 2019. 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.

Recognized as a Military Friendly Employer for the fifth consecutive year. This recognition is due to efforts such as recruiting veterans, offering military benefits and leave policies, and global sourcing efforts with veteran-owned businesses.

Recognized by Forbes as one of the Best Employers for Diversity in 2017, 2018 and 2019.

Named to the National Association for Female Executives (NAFE) top 100 companies list in 2018.

Earned perfect score for the 13th time on the Human Rights Campaign Foundation's Corporate Equality Index. The 2019 index ranked Lexmark among the best U.S. companies for LGBTQ employees based on the company's policies and practices.

Workforce at a Glance

Worldwide Employment - Approximately 8000

U.S. Employment - Approximately 1900