



# Equal Employment Opportunity (EEO) Policy Statement

Lincoln Financial ("Lincoln" or "the Company") is an Equal Opportunity employer and, as such, is committed in policy and practice to recruit, hire, compensate, train and promote, in all job classifications, without regard to race, color, religion, sex, age, national origin or disability. Opportunities throughout Lincoln are available to employees and applicants and are evaluated on the basis of job qualifications.

We are firmly committed to our Equal Employment Opportunity policy, advancement and creating a culture of inclusion and belonging for all. Lincoln strives to provide an environment where every employee is respected, valued, accepted and rewarded according to his or her contributions to the attainment of the Company's goals and objectives.

As we conduct our business, Lincoln recognizes its responsibility as an Equal Employment Opportunity employer and expects all employees to conscientiously follow this fundamental policy, as well as the Lincoln Code of Conduct. Lincoln prohibits retaliation against employees for having reported and/or provided information in connection with matters they consider to be discriminatory or otherwise unlawful in the workplace. Prohibited forms of retaliation may include harassment, demotions, suspensions, corrective action, loss of normal work assignments or any other actions affecting the terms and conditions of employment.

Any violations of our Equal Employment Opportunity policies will result in disciplinary action, up to and including termination of employment or other relationship with the Company. Lincoln is fully committed to its Equal Employment Opportunity policy. Efforts are constantly being made to recruit and hire a broad array of qualified talent, compensate fairly and train and promote all eligible employees into job categories that give them the opportunity to realize their full potential.

The Company's Equal Employment Opportunity (EEO) Officer position (Jonmichael Daly) exists to support, direct and monitor Equal Employment Opportunity policies for Lincoln. The EEO Officer's position has a second responsibility that is similar to the functions of an internal auditor in that the EEO Officer may be expected to make inquiries, conduct interviews and examine records and files to determine Lincoln's compliance with Equal Employment Opportunity policies and governmental requirements. Lincoln is committed to an environment where Equal Employment Opportunity, belonging and inclusion are a natural part of Lincoln's culture. My expectation is that you will join me in providing your full commitment and support.

**Ellen Cooper**  
Chairman, President and CEO