



# Equal Employment Opportunity (EEO) Policy Statement

Lincoln Financial Group ("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, disability, pregnancy (including childbirth or a related medical condition), sexual orientation, gender identity and expression, veteran's status, or genetic information. Opportunities throughout Lincoln are available to employees and applicants and are evaluated on the basis of job qualifications.

We are firmly committed to Equal Employment Opportunity and advancement for racial/ethnic minorities, women, individuals with disabilities, veterans and any other group protected by federal, state or local law. We are also committed to reasonably accommodate the known physical or mental limitations of qualified individuals with disabilities in order to enable the individuals to perform the essential functions of their jobs.

Lincoln strives to provide an environment where every employee is respected, valued, accepted and rewarded according to his or her contribution 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 all employees must conscientiously follow this fundamental policy, as well as the [Lincoln Financial Group Code of Conduct](#).

Lincoln prohibits retaliation against employees for having reported and/or provided information in 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 Equal Employment Opportunity. We have achieved substantial progress over the years by establishing a firm foundation for continued progress in the future. Efforts are constantly being made to recruit, hire, compensate, train and promote qualified minorities, women, veterans, and individuals with disabilities into all job categories that give them the opportunity to realize their full potential.

The Company's Equal Employment Opportunity Officer position (Adrian Butler) 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 and Diversity and Inclusion are a natural part of the culture. My expectation is that you will join me in providing your full commitment and support.

A handwritten signature in cursive script that reads "Ellen Cooper".

Ellen Cooper  
President and Chief Executive Officer  
Lincoln Financial Group