



Lowe's is ALL IN on Diversity and Inclusion. What does that mean to you as a new associate? It means that we value your experience, your perspective, and the individualities that make you unique.

We believe that every associate should be able to "Bring their best self to work." We are committed to fostering an inclusive culture that allows you to be the best you possible. We show this commitment through a variety of programs that support our associates and our customers.

**Business Resource Groups (BRG)** launched in 2019 for all Lowe's associates to participate in fostering an inclusive culture. These groups help us to learn more about each other and about our customers.

**Lowe's Best Survey** is an annual survey that encourages all associates to share their perspective of the company culture.

**Lowe's Benchmarking Surveys** helps Lowe's to be a leader for inclusion by comparing our efforts with other leading companies.

**Lowe's Diversity Partners** allow us to collaborate with external organizations to provide insights and best practices to propel our business model forward and make us the best in class.

**Lowe's Diversity Development Programs** are an investment in accelerated development for our associates to receive additional training, coaching, and support to prepare them for the next step in their career.

**Lowe's Heritage Events** are hosted by each BRG and are an opportunity for associates to learn more about a diversity group. Events usually include a guest speaker and other activities to share their message.

**Supplier Diversity** gives small businesses and companies owned and operated by women, minorities, veterans and people with disabilities equal footing to supply goods and services to Lowe's while developing their own businesses

I encourage you to consider joining our Business Resource Groups and attending our events as we continue to foster inclusion across Lowe's. Are you ALL IN?

Thank you!

Janice Little Chief Diversity Officer and SVP, Diversity and Talent Development