

CEO STATEMENT ON DIVERSITY

Diversity, Equity and Inclusion (DEI) has always been integral to Lincoln's continued growth and success. Having a real focus on DEI allows Lincoln to attract and retain top talent at all levels and provide the best perspectives to our clients.

It is important to me to ensure that we maintain an environment in which our employees thrive. We cultivate such an environment by delivering on our pledge to maintain an inclusive atmosphere where every member of the Lincoln community feels like they belong and can contribute to successful client outcomes and firm initiatives – creating an impact. The contribution of our employees through the sharing of diverse perspectives allows Lincoln teams to bring dynamic and creative solutions to the table for our clients and the betterment of our firm.

In addition to an increased ability to better serve our clients, our focus on DEI and the fostering of an inclusive environment generates a differentiated culture in an industry where people make all the difference. Since our founding more than 25 years ago, and every year since, we have prioritized developing a culture that is sought after – and valued – by top talent. That objective only succeeds when many individuals of varied backgrounds and interests come together to share ideas, support one another and create a community that is welcoming for everyone.

While our focus on DEI makes sense for business – it is simply the right thing to do. Lincoln has an opportunity and responsibility to ensure that our work contributes to the enhancement of the financial services industry and society at large. We take this responsibility seriously and have engaged a global consulting firm to help inform a long-term strategy that helps us rise to the challenge.

While the success of our DEI initiatives starts at the top with Lincoln executive leadership, the support and participation of the Lincoln community is imperative. We are grateful for our employees who form our DEI Council – a group consisting of employees of various backgrounds, levels of seniority and geographic location who are dedicated to becoming DEI Champions within the firm. The DEI Council will work closely with firm leadership to execute initiatives on our DEI roadmap, as well as hold us accountable in our DEI journey. We have made, and continue to make, strong progress in DEI and the implementation of the initiatives on the DEI roadmap and recognize that success in this regard is a journey, not a destination.

We are as committed to the integration of DEI and fostering of an inclusive culture as we are to being the best investment banking advisory firm in the global private capital markets!

Robert Brown
Chief Executive Officer
Lincoln International