

Employee Resource Groups (ERGs)



THE POWER OF DEI

Lilly believes in the power of diversity, equity and inclusion (DEI) to fulfill the purpose of creating medicines that make life better for people around the world. At the core, Lilly believes that by leveraging the varied backgrounds of more than 39,000 employees – and by driving actionable and measurable strategies to improve DEI, including diversity within clinical trials – the company can better deliver scientific breakthroughs.

Employee Resource Groups (ERGs) are an important component of developing talent. ERGs represent diverse groups including women, minority group members, LGBTQ+ individuals, veterans and people with disabilities. ERGs offer Lilly employees opportunities to build relationships, connect with senior leaders and engage with local communities – all while surfacing insights and perspectives that help strengthen the company.

More than **15,000** employees worldwide belong to one or more of Lilly's ERGs. In the U.S., most of the 11 headquarter-based ERGs also have associated field-based organizations. Ally organizations within Lilly are especially active in supporting women and LGBTQ+ employees, and members of the Executive Committee provide executive sponsorship for each ERG. Lilly's ERGs focus on mentoring and employee engagement—but also have a significant impact on the business.

Each ERG is aligned with a member of the company's executive committee and has a top-talent organizational chairperson and a lead team of energetic employees with a passion for diversity, equity and inclusion.

INTEGRITY, EXCELLENCE and RESPECT

Lilly's values of integrity, excellence and respect for people create an environment where employees are encouraged to speak up, share ideas and be fully engaged, while bringing their authentic selves to work every day.

EMPLOYEE JOURNEYS

Lilly believes that fostering DEI begins with understanding, and has approached DEI with the same rigor as other business-critical priorities. Over the past eight years, Employee Journeys research has yielded important insights about the experiences of women, Black American, Latinx, Asian and LGBTQ+ employees at Lilly. In response to insights from this research, Lilly has developed an education and awareness program to help build cultural literacy and understanding about expectations for employees to feel psychologically safe. The latest Employee Journeys research for employees with disabilities, in collaboration with the EnAble ERG, will conclude in 2024.

Employee Journeys research has contributed to growing energy around DEI across Lilly, including a company-wide network of DEI champions, functional DEI initiatives and DEI teams across business areas. The research continues to inform several internal initiatives, including Make It Safe to Thrive training and psychological safety efforts. The DEI team strives to continually improve the ability to further embed DEI into the business, and uses learnings from these efforts to further inform people strategy.

Lilly recognizes that there is more work to do, but these initiatives are making an impact. In the 2022 employee Pulse surveys, there was continued progress on key questions related to inclusion.

LEVEL UP DEI CONFERENCE

Lilly has reimaged DEI programming with Level Up: Better With You, our all-employee DEI Conference. The goal of the conference is to bring together all of Lilly's ERGs, along with leaders from across the company to further embed DEI in all we do. The innovative program features inspirational speakers and impactful training sessions and offered an elevated conference experience highlighting the rich dimensions of differences existing across Lilly.