

## Our Ethical Foundation

Lilly values of Integrity, Excellence, and Respect for People inspire us to do the right things for the right reasons. *The Red Book* sets the expectation for behavior that we demonstrate every day.

We are committed to act legally and ethically, following both the letter and the spirit of the laws, regulations, policies, and procedures that govern our business. We understand our responsibilities to Lilly, to each other, and to those we serve. We apply good judgment and we seek help when we're not sure of the right thing to do.

We never underestimate the critical role each of us plays—supervisors and employees alike—in making life better for people around the world.

## Conducting Research and Development

Research and development is the core of what we do. We are committed to delivering a timely flow of scientific innovation to meet the needs of those we serve. This requires uncompromising dedication to integrity, quality, and scientific excellence.

We conduct research and development activities consistent with bioethics principles and sound scientific methodologies.

The scientific information we generate is a valuable company asset, so we follow strict handling and disclosure processes. We disclose the results of our research to those we serve in an accurate, objective, balanced, and timely manner.

## Respecting People

Making life better starts with everyday acts of respect and inclusion for all people. We value the diversity of backgrounds, experiences, skills, and perspectives of everyone around the world. We work together to create an environment where people feel valued.

We are committed to creating an accessible environment by striving to remove barriers for people of all abilities who work at Lilly, do business with us, and use our products.

We adhere to fair employment practices and do not tolerate inappropriate conduct, including acts of discrimination, retaliation, or harassment.

## Assuring Quality

We work in a way that assures a reliable supply of quality products and accurate and complete supporting product, safety, and efficacy information, that meet the needs of those we serve.

We research, develop, manufacture, and supply products and information using appropriate science, facilities, and materials, in accordance with applicable laws and regulations.

We foster a culture where all individuals are empowered to speak up and engage with management to identify and implement appropriate continuous improvement.

### **Ethical Interactions: Communicating Honestly**

We understand that every word we speak, write, or share reflects our values, so we communicate in a way that is consistent with our core values of Integrity, Excellence, and Respect for People.

We only disclose information that we should and we do so in an honest, transparent, and accurate manner. We direct questions from those outside of Lilly to the proper internal resource when needed.

By communicating honestly, we demonstrate respect for, and help build trust with, those we serve all over the world.

### **Ethical Interactions: Preventing Corruption**

We earn and maintain the trust of those we serve by acting with integrity, in accordance with our purpose and values, everywhere we operate.

We recognize that bribery, fraud, and other acts of dishonesty are a betrayal of that trust, so we don't offer, provide, authorize, or accept anything of value—or give the appearance that we do—in order to inappropriately influence a decision or gain an unfair advantage.

Our commitment to operating with high ethical standards extends to all business relationships, dealings, and activities all over the world.

### **Maintaining Financial Integrity**

The integrity of our financial records and information is critical to our success and to maintaining the trust of our shareholders and other stakeholders.

We obtain all necessary approvals before committing funds on behalf of Lilly, and we follow all internal processes, controls, and accounting principles. We ensure that our records accurately, fairly, and completely reflect all transactions.

Every day, in every location around the world, we ensure that the information we create and the financial records we maintain are an accurate expression of the business we conduct.

### **Respecting Personal Information and Privacy**

Lilly is committed to the ethical management of all personal information whether it is that of a customer, an employee, or any other individual.

We're open and honest about how we collect, manage, use, and disclose personal information, and we're intentional about protecting it. We strive to only share it with those who are authorized—and have a legitimate business need—to know.

We keep our promises and are respectful of an individual's privacy and we demonstrate, in every business operation, in every location around the world, that people can trust us with their personal information.

### Using Artificial Intelligence Responsibly

We are committed to using Artificial Intelligence (AI) responsibly and ethically in all aspects of our business. At Lilly responsible AI is:

- **Accountable**—we hold ourselves accountable through robust governance, clear lines of responsibility, monitoring, and improvement and expect our third parties, vendors, and partners to do the same.
- **Safe**—we seek to protect against unintended applications, unintended access, and harm associated with the use of AI at Lilly.
- **Valid and Reliable**—we aim to employ technology that produces appropriately consistent and accurate outputs compared to standard human processes and includes controls that minimize unforeseen disruptions.
- **Fair and Equitable**—we strive to use AI in a way that mitigates any inherent bias or discrimination in the data, information, or algorithms.
- **Privacy-Enabled and Protected**—we strive to safeguard personal information, confidentiality, autonomy, and control over the use and disclosure of privacy information and Lilly and other companies' intellectual property.
- **Transparent and Explainable**—we promote transparency regarding the design, function, and use of AI at Lilly and endeavor to explain, show, or describe why and how the results or use of AI have been produced (when feasible and appropriate).
- **Sustainable**—in cases where Lilly has control over the production of AI, we are committed to reducing our environmental footprint and promoting the conscientious use of AI.
- **Enhanced**—we will optimize our scientific and medical expertise to promote safe and effective AI in health care and at Lilly.

### Managing and Protecting Information

Information sustains our company and allows us to deliver on our mission. We are committed to treating confidential information as a valuable asset, ensuring its protection, accuracy, and availability to those who need it.

Our information-management practices reflect the sensitivity, intended uses, and value of information. We use appropriate tools, technologies, and information-handling practices. We respect, and do not knowingly violate, the legitimate information rights of others.

We are committed to protecting information against unintentional disclosure, compromise, theft, destruction, and disruptions to access and to managing information throughout its life cycle across all business relationships, dealings, and activities all over the world.

### **Protecting People, the Environment and Our Assets**

We strive to maintain a secure workplace and to protect people and the communities in which we operate and serve.

We are focused on continuously improving our health and safety practices to promote the well-being of our people. We are committed to conducting business in a responsible and environmentally sustainable manner.

We are committed to a robust security culture to protect our people and brand from harm, and our assets from loss, theft, or damage. Each of us is responsible for implementing our security practices and applying them in our daily activities.

### **Speaking Up: No Retaliation**

We don't compromise on issues of integrity. We speak up when we experience, observe, or reasonably suspect something that could harm Lilly or those we serve.

Concerns should be reported out of respect for one another, our business partners, and those we serve. This will enable us to be a true learning organization that seeks to understand issues, address them, and learn from them.

We recognize that speaking up—even if anonymously—is our right and our responsibility, and that taking no action when action is warranted can have serious consequences. We share concerns openly and honestly, knowing that Lilly will not tolerate acts of retaliation.