

Below is the Eli Lilly and Company 2021 EEO-1 consolidated report, which includes data required by the U.S. Equal Employment Opportunity Commission, updated as of 5/2/2022. This EEO-1 report is a compliance survey mandated by federal statute and regulations. The survey requires company employment data to be categorized by race/ethnicity, gender and job category. Please note that the job categories differ in the way we categorize jobs and track DEI progress at Eli Lilly and Company.

Job Categories	Number of Employees (Report employees in only one category)															
	Race/Ethnicity															
	Hispanic or Latino		Not-Hispanic or Latino													Total Col A - N
	Male	Female	Male						Female							
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaska Native	Two or more races		
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)			
<i>Executive/Senior Level Officials and Managers (1.1)</i>	5 4%	- 0%	67 49%	5 4%	1 1%	10 7%	1 1%	- 0%	33 24%	6 4%	- 0%	8 6%	- 0%	1 1%	137	
<i>First/Mid Level Officials and Managers (1.2)</i>	32 2%	35 3%	560 40%	46 3%	- 0%	92 7%	1 0%	6 0%	482 35%	66 5%	- 0%	63 5%	1 0%	9 1%	1,393	
<i>Professionals (2)</i>	229 2%	223 2%	3,347 35%	252 3%	4 0%	646 7%	12 0%	103 1%	3,368 35%	393 4%	7 0%	826 9%	10 0%	102 1%	9,522	
<i>Technicians (3)</i>	1 0%	4 2%	92 42%	20 9%	- 0%	3 1%	- 0%	5 2%	75 34%	15 7%	- 0%	5 2%	- 0%	1 0%	221	
<i>Sales Workers (4)</i>	83 3%	101 4%	693 29%	121 5%	1 0%	31 1%	11 0%	15 1%	1,130 46%	140 6%	4 0%	56 2%	11 0%	34 1%	2,431	
<i>Administrative Support Workers (5)</i>	6 1%	19 3%	84 15%	19 3%	- 0%	3 1%	- 0%	4 1%	332 61%	63 12%	- 0%	9 2%	1 0%	7 1%	547	
<i>Craft Workers (6)</i>	8 3%	1 0%	168 71%	30 13%	- 0%	2 1%	1 0%	4 2%	14 6%	6 3%	- 0%	1 0%	- 0%	1 0%	236	
<i>Operatives (7)</i>	49 3%	27 2%	744 52%	230 16%	2 0%	23 2%	3 0%	26 2%	189 13%	124 9%	3 0%	9 1%	- 0%	13 1%	1,442	
<i>Laborers and Helpers (8)</i>	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
<i>Service Workers (9)</i>	1 7%	- 0%	7 50%	1 7%	- 0%	1 7%	- 0%	- 0%	4 29%	- 0%	- 0%	- 0%	- 0%	- 0%	14	
Total Employees (10)	414 3%	410 3%	5,762 36%	724 5%	8 0%	811 5%	29 0%	163 1%	5,627 35%	813 5%	14 0%	977 6%	23 0%	168 1%	15,943	
Previous Report Total (11)	381 2%	379 2%	5,688 37%	705 5%	8 0%	731 5%	29 0%	161 1%	5,578 36%	838 5%	12 0%	834 5%	24 0%	158 1%	15,526	