

## BOARD OF DIRECTORS

### Corporate Governance Committee

Reviews activities and practices regarding ESG matters significant to Elanco — including our strategy to manage ESG risks, opportunities and policies, as well as sustainability-related programs and goals.

Receives quarterly ESG and sustainability updates from our Global Head of ESG & Sustainability.

### Compensation and Human Capital Committee

Periodically evaluates applicable ESG issues, such as our policies and strategies related to workforce inclusion, diversity, equity and accessibility (IDEA) and human capital management.

### Audit Committee

Oversees policies and practices related to employee health and safety.

### Innovation, Science and Technology Committee

Assists the Board in oversight of research and development initiatives and associated regulatory developments.

## ELANCO EXECUTIVE COMMITTEE

Comprised of our Chief Executive Officer and direct reports. Receives regular updates on ESG and sustainability strategy and performance from the Global Head of ESG and Sustainability.

### Executive Vice President, General Counsel and Corporate Secretary

Chairs the Healthy Purpose Steering Committee and is part of the Elanco Executive Committee.

## HEALTHY PURPOSE STEERING COMMITTEE

Meets approximately monthly to review our ESG and sustainability strategy, goals and initiatives; monitor our managerial approach and progress; and oversee the disclosures that communicate our progress.

Legal / Compliance	Corporate Communications	Treasury	Corporate / Government Affairs	Human Resources	Supply Chain	Audit / Financial Controls	
ESG & Sustainability	Investor Relations	Accounting / SEC Reporting	Health Safety & Environment	Procurement	Marketing	Research & Development	Risk Management

### Global Head of ESG & Sustainability

Leads our ESG and sustainability program. Reports to the Executive Vice President, General Counsel and Corporate Secretary.

## GLOBAL ESG & SUSTAINABILITY TEAM

Drives strategy and progress by enhancing cross-departmental collaboration, tracking and disclosure across all ESG and sustainability workstreams.



### Healthier Animals focus areas

- Companion animal welfare
- Farm animal welfare
- Research animal welfare



### Healthier People focus areas

- Antimicrobial stewardship
- Farmers, producers and food systems



### Healthier Planet focus areas

- Energy and emissions
- Operational waste
- Water and biodiversity
- Sustainable packaging
- Supporting producer emissions reductions



### Healthier Enterprise focus areas

- Employee Inclusion, Diversity, Equity and Accessibility (IDEA)
- Employee training and development
- Employee health, safety and well-being
- Employee engagement
- Employee volunteerism
- Human Rights