

Elanco ESG Key Performance Indicators

Updated August 2024

ENVIRONMENTAL

Electricity and Carbon Management

2019-2021 environmental metrics (greenhouse gas (GHG) emissions, energy, electricity, water and waste) are attributable to Elanco's worldwide locations with manufacturing and R&D operations. 2022 environmental metrics reflect enhancements in data availability and the expansion of our reporting boundary to reflect full operational control.

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|---------|----------|-----------|-----------|-----------|
| Scope 1 emissions (metric tons CO ₂ e) | 180,901 | 117,125* | 102,169* | 146,978** | 145,021** |
| Biogenic emissions from fermentation (metric tons CO ₂ e)** | -- | -- | -- | 34,517 | 32,771 |
| Scope 2 emissions (metric tons CO ₂ e) (location-based calculation method) | 342,892 | 216,906 | 190,355 | 208,313 | 197,833 |
| Scope 1 and 2 emissions (metric tons CO ₂ e) (location-based calculation method) | 523,793 | 334,031 | 292,524 | 355,292 | 342,854 |
| Scope 1 and 2 emissions intensity (metric tons CO ₂ e/\$1 million revenue) (location-based calculation method) | 170.6 | 102.1 | 61.4 | 80.5 | 77.6 |
| Scope 2 emissions (metric tons CO ₂ e) (market-based calculation method) | 354,381 | 316,805 | 276,131 | 299,050 | 285,188 |
| Scope 1 and 2 emissions (metric tons CO ₂ e) (market-based calculation method) | 535,282 | 433,930 | 378,300 | 446,028 | 430,209 |
| Scope 1 and 2 emissions intensity (metric tons CO ₂ e /\$1 million revenue) (market-based calculation method) | 174.3 | 132.7 | 79.4 | 101.1 | 97.4 |
| Scope 3 emissions (metric tons CO ₂ e) | -- | -- | 730,232 | 690,127 | 655,353 |
| Scope 1, 2 and 3 emissions (metric tons CO ₂ e) (location-based calculation method) | -- | -- | 1,022,756 | 1,045,419 | 998,207 |
| Scope 1, 2 and 3 emissions (metric tons CO ₂ e) (market-based calculation method) | -- | -- | 1,108,532 | 1,136,155 | 1,085,561 |
| Scope 1, 2 and 3 emissions intensity (metric tons CO ₂ e/\$1 million revenue) (location-based calculation method) | -- | -- | 214.7 | 237.0 | 226.0 |
| Scope 1, 2 and 3 emissions intensity (metric tons CO ₂ e/\$1 million revenue) (market-based calculation method) | -- | -- | 232.7 | 257.6 | 245.8 |

* 2020 and 2021 Scope 1 GHG metrics revised to correct a previous data source error.

** Biogenic emissions from fermentation included in 2022 and 2023 total Scope 1 figure.

Note: Please note that the Scope 2 emissions data for 2022 has been restated. The original figure was revised based on an updated emission factor applied to one of our operational areas. In August of 2024, we corrected this factor to accurately reflect the site's energy consumption profile. This restatement aligns with our commitment to transparency and accuracy in our sustainability reporting. We remain dedicated to providing stakeholders with reliable environmental data as we continue to track and improve our carbon footprint.

Energy Management

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-----------|-----------|-----------|-----------|-----------|
| Total energy consumption (megawatt-hours) | 1,278,000 | 1,341,000 | 1,279,000 | 1,059,000 | 1,015,668 |
| Total energy intensity (megawatt-hours/\$1 million revenue) | 416.2 | 410.0 | 268.5 | 240.1 | 229.9 |

Electricity Management

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|---------|---------|---------|---------|---------|
| Total electricity consumption (megawatt-hours) | 353,500 | 447,700 | 387,700 | 442,800 | 421,767 |
| Total electricity intensity (megawatt-hours/\$1 million revenue) | 115.1 | 136.8 | 81.4 | 100.4 | 95.5 |
| Renewable electricity (megawatt-hours) | -- | 2,710 | 3,420 | 58,450 | 52,737 |
| Renewable electricity (% of total electricity consumption) | -- | 0.6 | 0.9 | 13.1 | 12.5 |

Waste Management**

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|---------|--------|--------|---------|--------|
| Total waste generated (metric tons) | 104,142 | 91,384 | 90,430 | 108,282 | 96,276 |
| Waste generated which is recycled (metric tons) | -- | 7,421 | 8,032 | 7,932 | 5,520 |
| Waste generated which is reused (metric tons) | -- | -- | -- | 92,760 | 82,152 |
| Total waste intensity (metric tons/\$1 million revenue) | 33.9 | 27.9 | 19.0 | 24.5 | 21.8 |
| Waste recycled intensity (metric tons/\$1 million revenue) | -- | 1.6 | 1.7 | 1.8 | 1.25 |
| | | | | | |
| Hazardous waste (metric tons) | 8,081 | 7,446 | 6,920 | 6,950 | 6,878 |
| Hazardous waste incinerated (metric tons) | -- | -- | -- | 1,295 | 2,762 |
| Hazardous waste landfilled (metric tons) | -- | -- | -- | 520 | 424 |
| Hazardous waste other disposal method (metric tons) | -- | -- | -- | 112 | 0 |
| Hazardous waste intensity (metric tons/\$1 million revenue) | 2.6 | 2.3 | 1.5 | 1.6 | 1.6 |
| Hazardous waste recycled (metric tons) | -- | 4,546 | 5,158 | 5,135 | 3,693 |
| Hazardous waste recycled intensity (metric tons/\$1 million revenue) | -- | 1.4 | 1.1 | 1.2 | 0.8 |
| | | | | | |
| Non-hazardous waste (metric tons) | 92,563 | 83,938 | 83,510 | 101,332 | 89,398 |
| Non-Hazardous waste incinerated (metric tons) | -- | -- | -- | 419 | 1,927 |
| Non-Hazardous waste landfilled (metric tons) | -- | -- | -- | 3,102 | 3,492 |
| Non-Hazardous waste other disposal method (metric tons) | -- | -- | -- | 104 | 0 |
| Non-hazardous waste intensity (metric tons/\$1 million revenue) | 30.1 | 25.7 | 17.5 | 23.0 | 18.6 |
| Non-Hazardous waste re-used (metric tons) | -- | -- | -- | 92,760 | 82,152 |
| Non-hazardous waste recycled (metric tons) | -- | 2,874 | 2,874 | 2,797 | 1,827 |
| Non-hazardous waste reused and recycled intensity (metric tons/\$1 million revenue) | -- | 0.9 | 0.6 | 22.83 | 20.16 |

**Not all disposal methods and volumes are listed. Disposal totals may not sum.

Water Management

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|-------|-------|-------|-------|
| Water use/intake (1,000 cubic meters) | 6,537 | 6,330 | 5,652 | 6,151 | 5,440 |
| Water use/intake in water-stressed areas*** (1,000 cubic meters) | -- | -- | -- | 126 | 145 |
| Water intake intensity (1,000 cubic meters/\$1 million revenue) | 2.1 | 1.9 | 1.2 | 1.4 | 1.2 |
| | | | | | |
| Wastewater discharge (1,000 cubic meters) | 5,357 | 4,405 | 3,690 | 4,208 | 3,453 |
| Wastewater discharge intensity (1,000 cubic meters/\$1 million revenue) | 1.7 | 1.4 | 0.8 | 1.0 | 0.78 |

*** As identified as Drought Conditions/Water Stressed Areas by "Jupiter Climate Risk Analytics" assessment data.

SOCIAL

Community Engagement

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|------|-----------|------------|------------|------------|
| Employee volunteering and giving participation rate (%) | -- | >8% | ~9% | >18% | >28% |
| Total employee volunteer hours | -- | ~9,000 | ~9,350 | >12,800 | >23,600 |
| Estimated value of employee volunteerism ¹ | -- | ~\$250K | ~\$280K | ~\$400K | >\$790K |
| Total employee charitable and community giving | -- | ~\$50,000 | >\$118,500 | >\$121,500 | >\$125,000 |
| Total corporate, employee and Foundation charitable and community giving ² | -- | -- | -- | >\$4M | >\$3.7M |

Diversity, Equity and Inclusion

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|-------|--------|-------|-------|-------|
| Total number of global employees | 6,080 | 10,200 | 9,800 | 9,760 | 9,730 |
| Total number of global female employees | -- | -- | -- | 4,400 | 4,500 |
| Total number of global male employees | -- | -- | -- | 5,360 | 5,100 |
| Percent of employees are US employees | -- | ~32% | ~28% | ~30% | ~30% |
| Percent of employees are OUS employees | -- | >68% | ~72% | ~70% | ~70% |
| Total number of unionized employees | -- | ~140 | ~200 | ~200 | ~165 |
| | | | | | |
| % Female employees in leadership globally | -- | -- | 32.9% | 35.8% | 36.6% |
| % People of Color in U.S. leadership ³ | -- | -- | 16.9% | 17.4% | 17.0% |
| | | | | | |
| % Female - Exec/Sr. Manager - global | -- | 30% | 31% | 37% | 34% |
| % Female – Mid-Level Manager – global | -- | 32% | 34% | 36% | 37% |
| % Female - Professionals - global | -- | 42% | 44% | 46% | 47% |
| % Female - All Other Worker Levels Not Listed - global | -- | 45% | 45% | 46% | 48% |
| | | | | | |
| % Undisclosed - Exec/Sr. Manager - global | -- | -- | 0% | 0% | 0% |
| % Undisclosed - Mid-Level Manager - global | -- | 1% | 1% | 0% | 0.4% |
| % Undisclosed - Professionals - global | -- | 1% | 1% | 0% | 0.1% |
| % Undisclosed - All Other Worker Levels Not Listed - global | -- | 2% | 1% | 1% | 0.5% |
| | | | | | |
| % Male - Exec/Sr. Manager (global) | -- | 70% | 69% | 63% | 66% |
| % Male - Mid-Level Manager (global) | -- | 67% | 66% | 64% | 63% |
| % Male - Professionals (global) | -- | 57% | 55% | 54% | 53% |
| % Male - All Other Worker Levels Not Listed (global) | -- | 57% | 54% | 53% | 52% |
| | | | | | |
| U.S. People of Color % - Exec/Sr. Manager | -- | 27% | 24% | 23% | 18% |
| U.S. People of Color % - Mid-Level Manager | -- | 19% | 15% | 16% | 16% |
| U.S. People of Color % - Professionals | -- | 14% | 11% | 11% | 13% |
| U.S. People of Color % - All Other Levels Not Leadership | -- | 16% | 11% | 11% | 12% |

Human Capital

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|--|------|------|------|-------|-------|
| Percent of employees reporting they feel engaged***** | -- | 77% | 69% | 66% | 67% |
| Employees by Geographic Location - Africa | -- | -- | -- | 1.1% | 0.9% |
| Employees by Geographic Location - Asia | -- | -- | -- | 24.2% | 24.3% |
| Employees by Geographic Location - Australia and New Zealand | -- | -- | -- | 2.8% | 2.8% |
| Employees by Geographic Location - Central America | -- | -- | -- | 2.5% | 2.5% |
| Employees by Geographic Location - Europe | -- | -- | -- | 34.4% | 33.1% |
| Employees by Geographic Location - North America | -- | -- | -- | 30% | 31.6% |
| Employees by Geographic Location - South America | -- | -- | -- | 5% | 4.7% |

*****Our 2022 measurements utilize a new engagement index that enables annual external benchmarking, which we seek to match or exceed. This figure is not directly comparable to years 2020 and 2021.

GOVERNANCE

Employee Safety

| Metric | 2019 | 2020 | 2021 | 2022 | 2023 |
|---|------|-------|-------|-------|-------|
| Work-related fatalities | 0 | 0 | 0 | 0 | 0 |
| DART (Days Away Restricted Time) injury count | -- | -- | 54 | 40 | 37 |
| Number of Leadership Safety Engagements ⁵ | -- | 1,628 | 3,601 | 8,506 | 4,965 |
| Number of Health, Safety and Environment Observations | -- | 1,925 | 5,692 | 5,711 | 6,806 |

*The definition of Leadership Safety Engagements was re-defined in 2023, which narrowed the scope of what was included.

FOOTNOTES

Values may vary due to rounding.

¹Value of employee volunteer hours calculated per “[Independent Sector](https://independentsector.org/wp-content/uploads/2023/04/Value-of-Volunteer-Time-by-State-2001-2022.pdf) U.S. National Value” applied to global volunteer hours for 2022 was \$31.80. see <https://independentsector.org/wp-content/uploads/2023/04/Value-of-Volunteer-Time-by-State-2001-2022.pdf>

²Significantly larger number for 2022 is a result of enhanced data tracking and availability.

³Leadership is defined as: Executives, Senior Managers, Mid-level Managers and Professionals.

⁴As defined by the U.S. Occupational Safety and Health Administration (OSHA), A lost time injury or illness is a work-induced injury or illness which results in an employee being unable to work a full assigned shift; fatalities and restricted workdays are not included. The rate is determined by the number of lost workdays per 100 full-time employees in the time frame, typically annually.

⁵Leadership Safety Engagements are defined as the number of engagements leadership provides to the organization to promote the emotional connection to safety commitment. Therefore, a higher number is better.