

We make  
healthy  
possible®

# 2021 AMNEAL CORPORATE RESPONSIBILITY REPORT

PUBLISHED JUNE 2022



# TABLE OF CONTENTS

## 1.

### OUR COMPANY

Our Mission	5
Amneal at a Glance	6
About This Report	7
Our Commitment to ESG	8

## 2.

### OUR PEOPLE

Investing in Our People	9
Commitment to Diversity, Equity and Inclusion	10
Prioritizing Health and Wellness	12
Talent Development, Growth, and Recognition	15

## 3.

### OUR PRODUCTS

Our Portfolio	18
Product Quality and Safety Programs	19
Access and Affordability	22
	24

## 4.

### OUR GOVERNANCE

Board Leadership Structure	25
Board Diversity	26
Ethics and Compliance	27
Data Privacy and Security	28

## 5.

### OUR PLANET

Environmental Stewardship	29
Environmental Health and Safety	30
	33

## 6.

### OUR IMPACT

Supporting Our Communities	34
Forward-Looking Statements	35
	39

# A message from our co-CEOs

Evolution. A powerful word that perhaps best reflects our world and company in 2021. COVID continued to challenge the global human family. Supply chain issues forced ingenuity across all industries. Widespread distribution of vaccines enabled the return of more normal day-to-day life. And a host of social and environmental issues continued to gain global support and traction.

2021 was a year of continued evolution at Amneal. For out of evolution comes strength, opportunity and growth. We are proud that despite the challenges, our resilient family of employees delivered a year of strong execution, including a robust cadence of new product innovations, enhanced operating efficiencies, and strategic M&A bolstering our core capabilities, pipeline, and portfolio. But perhaps most important, we made meaningful progress in elevating our commitment to ESG and more deeply integrating responsibility within our business strategy, culture and operations. Today, we're pleased to share our second annual Corporate Responsibility report showcasing the progress we've made as well as our continued commitment to responsibly making an impact.



## Our Commitment: We make healthy possible

We live by our mission – We make healthy possible – as it inspires our passion for improving access to affordable, high-quality, and innovative medicines. So as we reimagine new ways to make healthy possible, we continue to evolve our business. We're becoming stronger, more capable, entering new markets and focusing more deeply on patients, possibility and sustainability.

Our work to make healthy possible is powered by a robust U.S. generics business and a growing specialty business as well as deepening portfolios in institutional injectables, biosimilars and select international markets. Together, we're making a difference for patients, institutions and communities by delivering innovations that help more patients access essential medicines.



## Looking Ahead: Building on our strengths to deliver more impact

As we move forward, we continue evolving our business for long-term success and impact. We expect several exciting milestones and new product launches in 2022. Some of the key highlights include a wave of more affordable complex generics, our entry into the biosimilars market, an expansion of our Specialty focus in Neurology (movement disorders) to now also include spasticity, and momentum in delivering accessible medicines to key international and emerging markets. Our global teams from Research and Development to AvKARE, from Retail to Specialty, make our continued momentum possible.



We remain focused on driving efficiencies across our global facilities and supply chain that minimize our consumption of natural resources and look forward to sharing progress on our environmental initiatives in future reports. We are also strengthening our commitment to social and environmental action by leveraging the United Nations Ten Guiding Principles as guideposts and look forward to deeper engagement with the United Nations Sustainable Development Goals.

This is a very exciting time for Amneal. We want to thank our more than 7,000 employees worldwide who have relentlessly executed our strategy while also helping position Amneal for a stronger, more responsible future. Thanks to their efforts, we are succeeding in providing quality, accessible medicines, elevating our people and our communities, striving for leadership in social and environmental stewardship and delivering meaningful value for all who depend on us.

We invite you to review our progress and plans showcased throughout this report and look forward to keeping you updated on our evolving programs.

Sincerely,

Chirag & Chintu Patel  
Amneal Co-CEOs





OUR  
COMPANY



We make  
healthy  
possible®

## Our Mission

Amneal was founded in 2002 by brothers Chirag and Chintu Patel on a deep-seeded passion to help patients gain access to essential medicines. After witnessing firsthand the difficult financial decisions pharmacy customers often had to make between food or medicine, the brothers built a family-run start-up focused on selling retail-based generics products.

While Amneal has transformed from that family-run start-up into a global, vertically integrated, generic and specialty pharmaceuticals company, we remain true to the original principles that have guided our success for nearly two decades. Our steadfast focus on access and affordability endures - as do our deeply-rooted family values of ethics and integrity. Together, these characteristics are central to our culture, our operations, our mission and our future.

## Amneal at a Glance\*

### OUR COMPANY VITALS ARE STRONG

COMPANY FOUNDING

2002

TOTAL EMPLOYEES

7,000+

OUR PORTFOLIO FOCUS

Generics

GENERIC PRODUCTS

250+

KEY SPECIALTY PRODUCTS

4

Specialty  
Products

GENERIC PIPELINE

Among  
Industry's  
Largest

SPECIALTY PIPELINE

Expect one  
new launch  
per year

Biosimilars

Institutional  
Injectables

BIOSIMILARS PIPELINE\*\*

3

Products approved

MANUFACTURING CAPACITY

~20

Billion units

\*Data as of May 2022

\*\* RELEUKO® and FYLNETRA™ were developed in collaboration with Kashiv Biosciences, LLC. ALYMSYS® was developed by mAbxience.

# About This Report

We are pleased to issue this 2021 Corporate Responsibility Update which builds on our inaugural 2020 release and provides a look at our progress in 2021 as it relates to key environmental, social and governance (ESG) areas, including updates to our people data and ESG programs.

Our ESG commitment is inspired by our mission: We make healthy possible. To us, “healthy” not only represents our commitment to producing quality, accessible generic and specialty medicines but also to elevating our people and our communities, striving for leadership in social and environmental stewardship, and delivering meaningful value for all who depend on us.

In 2021, we advanced these critical efforts by building a formal environmental, social and governance (ESG) framework. We established an ESG function to guide our programs and ongoing reporting. And we are excited to demonstrate deeper integration of these commitments within our business strategy and our culture.

## Our Commitment to ESG

### *Driving Impact through Corporate Responsibility and ESG*

We are pleased with the progress we have made since our inaugural report, but recognize that there is more work to be done in realizing our full ESG commitment. Every year, we review and enhance our ESG programs and reporting to ensure that we are improving, staying competitive, and honoring our commitment to being a responsible, transparent, and trusted business.

In 2022, we are planning additional actions that will help strengthen our foundations in all three pillars of environmental, social, and governance:

- We aim to deepen our commitment to being good stewards of the environment and operating in a safe and environmentally responsible manner by convening a Global Environmental Working Group and working toward aligning our environmental disclosures with the Task Force on Climate-Related Financial Disclosures (TCFD) while staying informed of the changing regulatory requirements.
- We aim to deepen our commitment to diversity, equity, and inclusion through initiatives such as the launch of an Employee Resource Group (ERG) pilot program in the United States and developing a comprehensive dashboard of employee demographic data to begin identifying trends and areas for improvement.
- We aim to further our commitment to good governance practices and place a high priority on ensuring our Board of Directors features diverse backgrounds and unique skill sets. In fact, at the time of this update, the Nominating and Corporate Governance Committee and the Board are prioritizing the recruitment of an additional, highly-qualified Board candidate in advance of the 2023 Annual Meeting of Stockholders. Additionally, we are working towards becoming signatories of the United Nations Global Compact (UNGC).

We invite stakeholder input as we advance our ESG strategy and drive long-term sustainable value for our shareholders, employees, customers, local communities, and the environment.







## OUR PEOPLE

## Investing in Our People

Many challenges that we face in our business can be anticipated. However, not every situation has a specific playbook or protocol -- like a global pandemic or a catastrophic storm. It's these types of challenges that test the true character, leadership, and resiliency of our team. We've not only responded to these recent challenges, but we've leveraged them as opportunities to grow stronger.

We have always operated the Company from a people-first mindset, recognizing that it is our people who generate ideas, operate equipment, and deliver success. Since our founding in 2002, we have focused on recruiting, empowering, incentivizing, and rewarding employees who are passionately engaged in our mission to make healthy possible, and that commitment endures today.



For more than 20 years, we have celebrated the collective hearts and minds of our employee family. There is an authentic sense of togetherness, pride and ownership that permeates our culture and inspires all that we do. While some companies struggle to connect passion with purpose, ours is clear. We make healthy possible. And our impact story is still being written. As we harness our diversity, cheer new ideas, elevate our people, embrace an enhanced commitment to ESG and an even stronger promise to patients, we'll continue to be driven by the lives we touch, the moments we make possible and the opportunity to create an even better tomorrow.

**Nikita Shah**

Executive Vice President, Chief Human Resources Officer  
and Strategic Planning Officer



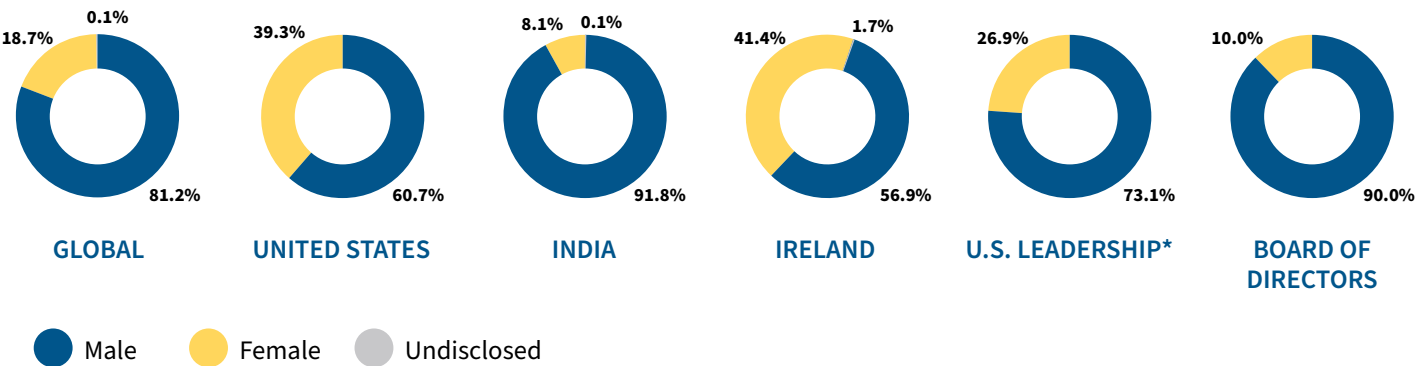
## Commitment to Diversity, Equity and Inclusion

As of December 31, 2021, we had approximately 7,000 employees, with approximately 2,300 employees located in the United States and approximately 4,700 employees located outside of the United States, primarily in India and Ireland. As a global employer, we hired 1,700+ people in 2021, and our global turnover was approximately 19%.

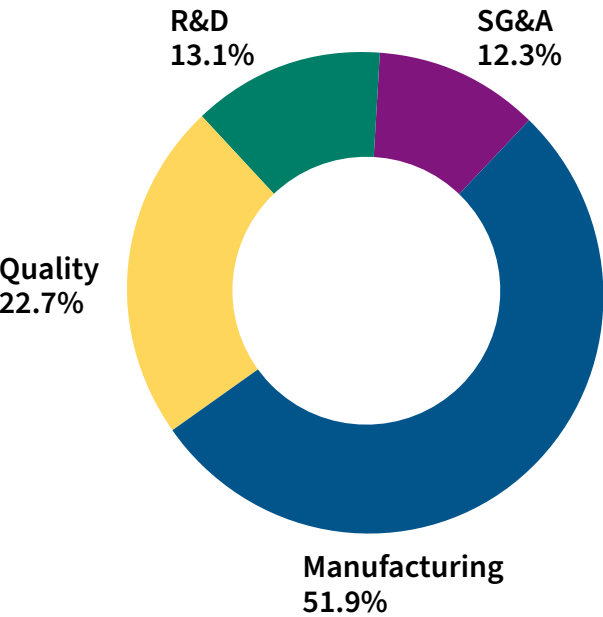
We recognize the value that diverse backgrounds, skillsets, and perspectives contribute to Amneal's success. In 2021, Women represented 19% of our global workforce of Amneal Employees, a one percent decrease from 2020. In the United States, women represented 39% of our workforce and held 27% of leadership roles at the level of Director and above. Approximately 69% of our U.S. workforce of Amneal Employees identified as diverse by race or ethnicity, a 6% decrease from 2020. While our employee demographics have shifted over this past year, we remain committed to leveraging diversity to power our growth and innovation and intend to further evolve our organizational culture and programs to promote such growth.

# GLOBAL WORKFORCE

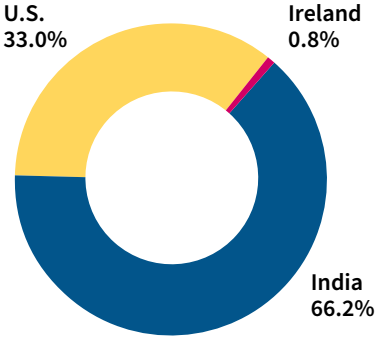
## GENDER DIVERSITY IN THE GLOBAL WORKFORCE



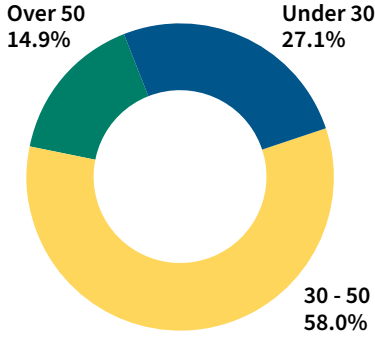
## GLOBAL EMPLOYEES BY DEPARTMENT



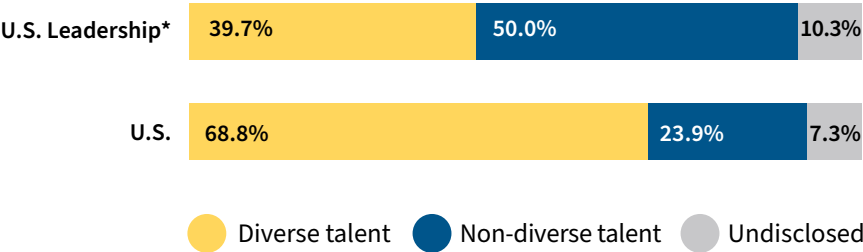
## GLOBAL EMPLOYEES BY LOCATION



## GLOBAL EMPLOYEES BY AGE



## U.S. DIVERSE TALENT\*\*



\*Leadership is defined at the level of Director and above  
\*\*Diverse talent is defined by EEO-1 categories for people who identify as Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other, Pacific Islander, Two or More Races, and Other.





Fostering a supportive and inclusive workplace where all employees feel valued and their voices are heard is a priority for Amneal. As part of this focus, we are committed to launching an Employee Resource Group (ERG) pilot program in the United States. These ERGs will serve as the next important step in enhancing our Diversity, Equity, and Inclusion (DEI) strategy, offering new leadership opportunities for employees and strengthening employee engagement. We look forward to providing updates on the rollout of this pilot program and to sharing future goals/targets associated with its anticipated success.

## Prioritizing Health and Wellness

To support the health and safety of both our employees and customers, we maintain a strategic task force of top leaders to lead our ongoing COVID-19 response. We continue to prioritize employee health, safety and wellbeing through quick and diligent planning, the implementation of extensive health and safety protocols aligned with CDC and WHO guidelines, enhanced employee benefits, and remote/flexible work arrangements where possible.

The Company's focus on employee wellness was also amplified in 2021 via the launch of **AmWell**, a personalized digital wellbeing program powered by Virgin Pulse. Short for Amneal Wellbeing, the program offers our U.S. employees a robust library of interactive customizable content focused on financial, nutrition, fitness, and mental health. The program also features various incentives and challenges to inspire participation and engagement.

The program launched in September 2021 and by the end of the year, 34.8% of U.S. employees were actively enrolled. Our initial success was driven by our site-based wellness champions who act as our on-the-ground program experts and the driving force for increased participation and improved health in the workplace.



## Who are our Champions?

AmWell champions are selected for their enthusiasm and commitment to physical activity and healthy living. Champions effectively communicate with colleagues and support the spirit of the AmWell program. They enjoy motivating and leading others and rally around the common goal of a healthier workplace.

---

## What do Champions do?

AmWell Champions serve as program advocates in the workplace and encourage others to get involved. They spread the word and rally participation, letting colleagues know where to join, how to participate and why it's important. Champions also generate and share creative ideas that will encourage fellow members to get active and stay active.

---

## Why are Champions important?

AmWell Champions play a key role in making the program a success. The feedback from Champions empowers us to continuously improve the member experience at each worksite and efficiently answer employee questions.

---

In just the last three months of 2021, AmWell hosted a variety of campaigns and challenges to promote healthy living and mindfulness. Campaigns included “Stress Less”, “Device-Free Zone”, “Celebrate Culture”, “On Budget?”, and “Appreciate Others” while our two challenges included the “Steps for Vets” program and “Top of Mindfulness”. In 2022, we look forward to driving participation in our AmWell program and launching new initiatives to keep our employees engaged, healthy and happy.

## Adjusting to the new normal

Toward the end of 2021, Amneal launched our Flexible Work Arrangement (FWA) to provide a work environment that balances the advantages of onsite interaction and collaboration with the flexibility to work remotely at times.

Amneal's FWA enables eligible colleagues to work onsite with the flexibility to work offsite, as business needs allow. Like many companies with essential workers and strong in-house manufacturing capabilities, not all jobs can be completed from a distance. The nature of our highly regulated business, including the use of specialized equipment, technologies, and processes requires many roles to be onsite every day.

By bringing colleagues back together, we were also able to offer on-site health-related benefits in the U.S. like flu shot clinics and biometric screenings.

## Responding to the Challenging Labor Market

**Amneal U.S.** | Despite the challenging labor market, our proactive response to what is being called the “Great Reshuffle” has enabled us to remain flexible while meeting our Talent Acquisition goals in the following ways:

- Uniting our TA capabilities and resources
- Gathering and analyzing market intelligence to adjust and scale practice, policies, and procedures
- Working with hiring managers to review job titles, qualifications, and scope
- Actively sharing regular candidate/market insights to business and HR
- Creating efficiencies in our core systems and processes
- Adding resources and tools for sourcing
- Implementing a Flexible Work Policy
- Developing a sign-on bonus program for critical jobs
- Launching an employee referral program
- Proposing creative offers to recruit top talent candidates

To increase our accessible talent pool, our TA team increased recruitment advertising, established university relationships, and optimized and expanded existing TA tools including:

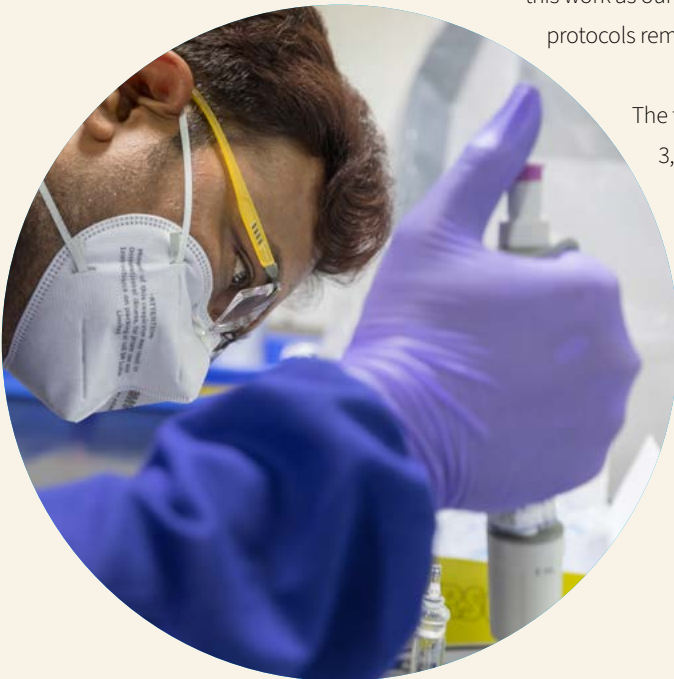
- Launched and executed a mobile texting platform to connect with candidates
- Launched job chat feature on the company website
- Evaluated and adjusted hiring ranges to remain competitive
- When appropriate, hire entry level roles and provide on-the-job-training



**Amneal India** | Over the past few years, our India HR team has partnered with nearly every area of the business to support the impressive growth of our operations throughout the country. 2021 challenged this work as our company’s growth sparked the need for more talent and expertise, while strict safety protocols remained critical amid the ongoing pandemic.

The team responded impressively. They hosted 21 walk-in recruitment events and welcomed 3,000+ candidates across our plant communities. After reviewing all applicants, the team partnered with functional leaders to hire 650+ new employees.

Each event was completed with detailed safety procedures. Technical Operations, Administration and Environmental Health and Safety (EHS) departments worked together to ensure social distancing, masking, sanitization and all COVID safety protocols were followed. Additionally, for recruitment events held in 2021, every candidate received a rapid COVID-19 test onsite – further demonstrating Amneal’s strong reputation locally as a caring company and a workplace of choice.





## Talent Development, Growth, and Recognition

### **all** Amneal Leadership Lab

We inspire our employees to continuously elevate their careers by offering opportunities to expand skills through robust experiences, organizational mentoring, and a continuously evolving Learning and Development (L&D) platform. In 2021, we launched the Amneal Leadership Lab (all) program for 200 senior and mid-level leaders to bolster social awareness and better prepare leaders to navigate the modern challenges and opportunities of our time. The **all** program curriculum includes sessions on the following topics: Growth Mindset, Psychological Safety, Building Trust, Effective Decisions, Winning Collaborations, Communicating with Presence, Direct Conversation and Feedback, and Leading and Embracing Change. We recognize that taking Amneal to the next level can be accelerated by upskilling all employees to think and act as leaders and requires investment in our people. Building on our initial success, we extended our investment in people through the company-wide launch of LinkedIn Learning in July 2021. Through custom-curated learning paths, we're providing unique opportunities for all colleagues to engage in our individual and organization-wide leadership growth journeys.



Hundreds of Amneal employees have already enjoyed the opportunity to participate in an unprecedented company investment in learning and leadership development. Our dynamic Amneal Leadership Lab features virtual classroom-based group learning, activation and continued reinforcement via cohorts, a speaker series to introduce outside perspective and a growing **Leaders as Teachers** program imparting wisdom for the next generation of Amneal Leaders. When we elevate our people, we elevate our impact. I'm inspired by the engagement we've seen and the possibilities for what comes next.

**Anne Haumacher**  
Director, Learning & Development



We strongly believe that recognition of employee success is pivotal to inspiring an engaged and high-performing culture. In 2021, over 4,400 colleagues were recognized by their peers via **Amneal Applause**, our company's online and on-the-spot rewards and recognition program. We also launched our global CEO Awards program which recognized a select group of employees for rising well above and beyond regular job duties to advance Amneal's success. 70+ nominations were submitted, and 12 winners were selected by the Executive Leadership Team and selection committee.

## AMNEAL applause

## Coffee with Leaders

Amneal aims to provide a platform for all employees to have open discussions with their leaders. In India, employees are provided the opportunity to engage directly with the senior leadership team through an informal Coffee with Leaders program. The outcome of this program is that leaders are spending quality time with employees across the organization - to listen to them, understand their aspirations, and to talk openly about areas for improvement. Coffee with Leaders not only helps in building a connection between senior leaders and employees but also drives communication and engagement. This program runs monthly across all India locations and the feedback is monitored regularly.



## Culture

Our Rise, Lead, Succeed culture unites our global team and serves as a dynamic framework for driving, celebrating, and rewarding individual and team performance. Every day, we foster an environment that encourages colleagues to bring their best selves to work and be actively engaged, offer new ideas, and deliver real results. Permeating our culture and day-to-day business operations is a steadfast commitment to ethics and compliance, which is guided by our Code of Conduct and championed by our executive management team.



Rise



Lead



Succeed



We frequently recognize our employees and teams for living our Rise, Lead, Succeed culture via company emails, **Amneal Pulse** (our company's internal magazine), and the Amneal Intranet.

Our culture  
inspires, listens  
and celebrates

## Building a Culture of Listening

In 2021, we held two live Town Halls hosted by our Co-CEOs. These virtual sessions ensured consistent communication between employees and senior leaders despite the challenges of remote work, strengthened employees' alignment with company goals and achievements, and offered employees an opportunity to directly ask our senior leadership questions and share feedback.

Additionally, as outlined in our 2020 Corporate Responsibility Report, we are finalizing the launch of Amneal Listens - a global listening strategy for regularly measuring employee satisfaction and taking the organization's pulse on various topics related to our business.



## Total Rewards

Our Total Rewards programs are industry competitive and designed to attract and retain the best and brightest talent. At the heart of our Total Rewards commitment is a broad, flexible, and competitive benefits program that enables employees to choose the plans and coverage that meet their personal needs.

These robust programs, which vary by country, include basic and supplemental health and insurance benefits, health savings and flexible spending accounts, access to a personal health advocate, paid parental leave for birth, adoption or foster placement, family leave, life insurance, employee assistance programs, travel assistance, tuition reimbursement assistance, and retirement savings plans.

Our compensation program includes competitive base salaries, annual cash performance-based incentives, and equity-based long-term incentive awards for eligible employees. Together, these programs play a key role in attracting and retaining key talent as well as rewarding performance and achievement.





## OUR PRODUCTS

# Our Portfolio

Our broad portfolio is the foundation from which we make healthy possible. In the U.S., our generics portfolio continues to provide patients with more affordable access to quality medicines. Our growing Specialty business delivers products that meet important medical needs, principally in the central nervous system (movement disorders) and endocrine disorders (hypothyroidism) therapeutic categories. We are also excited about our work to bring patients more affordable biologic therapy options through our Biosciences business, which now includes three Food and Drug Administration (“FDA”) approved biosimilars products and represents Amneal’s entry into this next wave of affordable medicines.

## Broad Capabilities Across Dosage Forms



### ORAL SOLIDS & LIQUIDS

- IR/ER tablets
- Hard Gelatin Capsules
- Softgel Capsules
- Hormonals
- Controlled Substances
- Suspensions/Solutions



### TOPICALS

- Gels
- Creams
- Ointments
- Hormonals



### INJECTABLES & STERILE

- Peptides
- Microspheres
- Liposomes
- Hormonals
- General Injectables
- Ophthalmics
- Otics
- Oncology Injectables



### TRANSDERMALS

- Matrix
- Hydrogel
- Form Fill Seal
- Hormonals



### RESPIRATORY

- Metered Dose
- Dry Powder
- Nasal Spray Pumps
- BFS Inhalation



### DEVICES

- Ring

## Focus on Accessibility and Affordability

Our Generics segment includes 250+ product families covering an extensive range of dosage forms and delivery systems, including both immediate and extended-release oral solids, powders, liquids, sterile injectables, nasal sprays, inhalation, and respiratory products, ophthalmic (sterile pharmaceutical preparations administered for ocular conditions), films, transdermal patches and topicals (creams or gels designed to administer pharmaceuticals locally via the skin).

We focus on developing products with substantial barriers-to-entry resulting from complex drug formulations, or manufacturing, legal, or regulatory challenges. Focusing on these opportunities allows us to offer first-to-file (FTF), first-to-market (FTM) opportunities, providing enhanced access to essential medicines.

As of December 31, 2021, our Generics pipeline had 114 products with a pending ANDA and another 128 products in various stages of development, 87% of which are non-oral solid products. Our generic pipeline consists of what we believe to be potential FTF, FTM, and high-value products. We have an integrated, team-based approach to product development that combines our formulation, regulatory, legal, manufacturing and commercial capabilities.

One of our key growth strategies is to become a leading U.S. injectables business and we have driven considerable momentum across our portfolio, pipeline, capabilities and infrastructure to achieve this goal. In November 2021, we acquired Puniska Healthcare Pvt. Ltd. – an India-based manufacturer of parenteral and injectable drugs. This exciting acquisition significantly enhanced Amneal's injectables manufacturing infrastructure, boosted capacity to support the U.S. market, and today serves as a foundation for our expansion into international markets. To learn more about our acquisitions in 2021, see our Annual Report on [Form 10-K](#), Item 1: Business (Part 1. Item 1. Business).

## Extending access and affordability to international markets

As we set our strategic long-term vision for Amneal, we identified new opportunities to leverage our regulatory expertise and an extensive portfolio to expand access to more affordable generics in select international markets. We have created a Strategic International Expansion function that is leveraging new and existing projects to accelerate product opportunities in China, Africa, the Middle East, and North African Nations (MENA) as well as longer-term plans for expansion into other markets.

## Working to meet important medical needs with our specialty business

Our specialty business delivers proprietary medicines to the U.S. market. We offer a growing portfolio in core therapeutic categories including central nervous system (Parkinson's Disease, Spasticity, Migraine), endocrinology (Hyperthyroidism), and other therapeutic areas. Our specialty products are marketed through skilled Specialty Sales and Marketing teams, who call on neurologists, movement disorder specialists, endocrinologists, and primary care physicians in key U.S. markets. We are focused on the continued growth and expansion of our product portfolio through internal development as well as through acquisitions and late-stage and next-generation product partnership opportunities.







## Accelerating innovation through clinical validation\*

PRODUCT	INDICATION	PRECLINICAL	CLINICAL	ESTIMATED LAUNCH
LYVISPAH®	Spasticity	<div><div></div></div>	<div><div></div></div>	Launched June 2022
DHE Autoinjector	Migraine and Cluster Headache	<div><div></div></div>	<div><div></div></div>	2022
IPX203	Parkinson's Disease	<div><div></div></div>	<div><div></div></div>	2023
K127	Myasthenia Gravis*	<div><div></div></div>	<div><div></div></div>	2023-2024
K114	Hypothyroidism	<div><div></div></div>	<div><div></div></div>	2024-2025
K128	Sialorrhea/Movement Disorders	<div><div></div></div>	<div><div></div></div>	2025-2026

\*These are investigational products not approved by the FDA, except for LYVISPAH TM. Additional pipeline not yet disclosed.



## Product Quality and Safety Programs

We set the highest bar for our products, pipeline, operations, and service because patients' lives depend on it.

Our Quality culture is a core pillar of our success and is defined by our unwavering teamwide commitment to integrity, transparency, and compliance.

- Integrity – We deliver quality pharmaceuticals that are safe and effective. We also do what's right for our Amneal family and for the families we serve. This commitment to integrity enables us to maintain an exceptional level of trust with patients, customers, physicians, and pharmacists.
- Transparency – We are open and honest with ourselves and with all the people who depend on us.
- Compliance – We consistently meet or exceed quality, industry, and global regulatory standards.

For each member of our team, 'Quality' is a mindset that helps us achieve our goal to make healthy possible. Every day, across all roles and functions, we embrace the idea that "Quality begins with me." Key performance indicators validate our efforts and ensure that we're always improving – for our family... and for yours.

Amneal is committed to quality improvement resulting in the development, production, and delivery of high-quality products for our customers and patients. We are focused on compliance with all applicable laws and regulations regarding our research, development, manufacturing, and distribution activities, including Good Clinical Practices (GCP), Good Manufacturing Practices (GMP), and Good Laboratory Practices (GLP) (collectively, "Good Operating Practices" or "GxP"), among other practices.

### Current Good Manufacturing Practices

To obtain FDA approval for our products, Amneal must demonstrate that our facilities comply with current good manufacturing practices ("cGMP") regulations. We are required to comply with cGMP standards at all times during the production and processing of pharmaceuticals, and the FDA may inspect our sites at any time to ensure compliance.

Our facilities in the United States and India have been inspected by the FDA\* over 80 times to date\*\*, yielding no major observations and no official action indicated (OAI) classifications or warning letters in Amneal history.

\*Data presented as of September 15, 2021

\*\*Data source: <https://datadashboard.fda.gov/ora/cd/inspections.htm>





## Protecting the Pharmaceutical Supply Chain

**2021 Achievement** | Amneal earns NABP®'s Drug Distributor Accreditation (DDA)

The U.S. National Association of Boards of Pharmacy®'s (NABP®) Drug Distributor Accreditation (DDA) program is a recognized quality assurance measure utilized to help ensure the integrity of the medications that are dispensed to patients.

The DDA is required by a limited number of states for drug distributors including Indiana, Iowa, North Dakota, and Wyoming. Even though the number of states requiring DDA is limited, acquiring this accreditation is a meaningful endorsement of Amneal's robust commitment to supply chain integrity.

DDA accreditation plays a pivotal role in preventing counterfeit drugs from entering the US drug supply; it helps protect the public from drugs that have been contaminated, diverted, or counterfeited. Achieving DDA accreditation requires that the company operate in compliance with all state and federal laws and regulations and comply with the DDA criteria including:

- Rigorous review of operating policies and procedures;
- Licensure verification;
- Criminal background checks for responsible persons;
- Screening through the NABP Clearinghouse (a national database comprised of facility licenses and disciplinary actions); and,
- On-site survey of a facility's operations.

Additionally, Amneal is a member of the Pharmaceutical Product Stewardship Work Group (PPSWG <https://ppswg.org/>) which operates as a non-profit membership association comprised of producers of pharmaceutical products (including branded and generic prescription, and over-the-counter pharmaceutical products including sharps) disposing of unwanted, unused, or expired medicines from households. PPSWG's vision is to facilitate the appropriate and efficient disposal of unwanted, unused, or expired household medicines.





# Access and Affordability

## Access and affordability remain at the heart of everything we do

Amneal is a company whose inspiration, purpose, design, operations, and core products all directly enhance and demonstrate a commitment to increasing global access to health care. Amneal's commitment to enhancing the long-term accessibility and affordability of health care products is demonstrated by the many actions we are successfully taking to be a leader across our operations.



## SPOTLIGHTING **KANU PATEL'S** CONTRIBUTIONS TO THE GENERICS INDUSTRY

At nearly 80 years young, Amneal's Kanu Patel has given a lifetime of heart, soul, and passion toward ensuring access to quality medicines, inspiring the next generation of leaders, and giving back to the global community. His achievements are numerous. His impact is ongoing. And his story is worth sharing.

The Generic Industry's premier trade association – The Association for Accessible Medicines, of which Amneal is a proud member and Co-CEO Chirag Patel is currently chairing, – recently showcased Kanu's contributions as part of a series it's publishing on the pioneers of our industry. We're proud to share this article with you [HERE](#).

Together, Kanu's passion and leadership across his various endeavors are not only enhancing lives and enabling many to follow in his footsteps of achieving their dreams but also, as Kanu would say, making healthy possible for millions.

In our 2020 Corporate Responsibility Report, we shared details on how we help patients in need and in 2021, we were proud to continue these deeply important programs. As previously noted, there are various regulatory requirements and restrictions governing how accessibility to these products can be enhanced, so our programs vary by product. Last year, we shared that Amneal's generic medicines were responsible for saving patients \$9.8 billion\* in the United States. And this year, we're pleased to share additional savings provided to patients from our specialty portfolio as part of our co-pay and patient assistance programs including supporting over 230,000 individual patients with savings benefits\*\* totaling over \$8M.

\*Amneal's generic savings in the United States in 2020 was calculated by taking the total national savings estimated by the Association for Accessible Medicines<sup>1</sup> and determining Amneal's market share by volume, data of which was derived from IQVIA. <sup>1</sup> Association for Accessible Medicines, 2020 Generic Drug and Biosimilars Access and Savings in the U.S. Press Release, September 2021

\*\*The total benefit paid is defined as the amount paid on behalf of the patient to offset the out of pocket cost.



## OUR GOVERNANCE

We are committed to conducting every aspect of our business in an ethical, open, and honest manner and in full compliance with the law, both in letter and in spirit.

## Board Leadership Structure

Our Board of Directors is led by an independent Chairman. The Chairman's responsibilities include, but are not limited to, presiding over all meetings of the Board, including any executive sessions of independent directors, reviewing Board meeting schedules and agendas, and acting as a liaison between the independent directors and the Co-Chief Executive Officers. Our Co-Chief Executive Officers do not hold leadership positions on the Board, but our Corporate Governance Guidelines do not prohibit them from doing so. The Board has determined that its leadership structure currently is in the best interests of the Company and our stockholders because it allows our Co-Chief Executive Officers to focus on our day-to-day business and our Chairman to focus on managing Board operations and effectiveness and other corporate governance matters while providing independent Board leadership.



## Committees of the Board of Directors

The Board of Directors has five standing committees: an Audit Committee, a Compensation Committee, a Nominating and Corporate Governance Committee, a Conflicts Committee, and a Technology and Operational Compliance Committee.

The following table sets forth the members of each committee and the number of meetings held during fiscal 2021 for each of the Board's committees, as well as each director's status as either independent or not independent. A comprehensive description of each committee's oversight responsibilities and details on Director independence is available in our latest [Proxy Statement](#).

	Independent	Amneal Group Director	Non-Amneal Group Director	Audit Committee	Compensation Committee	Nominating & Corporate Governance Committee	Conflicts Committee	Technology & Operational Compliance Committee
Emily Peterson Alva		●						●
J. Kevin Buchi	●		●	●		●	Chair	
Jeff George	●		●	●	●		●	Chair
John Kiely	●		●	Chair		●	●	
Paul Meister	●	●			●	Chair		
Ted Nark	●	●			Chair	●		
Chintu Patel		●						●
Chirag Patel		●						●
Gautam Patel		●						●
Shlomo Yanai	●		●					●
# of Meetings in 2021				6	6	4	7	4

## Board Diversity

The Board of Directors does not have a formal policy on Board diversity as it relates to the selection of nominees for the Board. That said, the Board believes that diversity and a variety of experiences and viewpoints should be represented on the Board. In selecting a director nominee, the Nominating and Corporate Governance Committee focus on skills, viewpoints, expertise, or background that would complement the existing Board. The Nominating and Corporate Governance Committee seek to identify candidates representing diverse experience at policy-making levels in business, management, marketing, finance, human resources, communications, and other areas that are relevant to our activities. In addition, one of the many factors that the Board and the Nominating and Corporate Governance Committee carefully considers is the importance to the Company of ethnic and gender diversity. The Nominating and Corporate Governance Committee assess its effectiveness in this regard when evaluating the composition of the Board. Full details on Director Nominations are made available in our latest [Proxy Statement](#).

The Company places a high priority on creating a Board that reflects expanded experiences and perspectives, including experiences and perspectives arising out of diversity-related to race, gender, and areas of expertise. The Nominating and Corporate Governance Committee and the Board have made it a priority to identify an additional, highly-qualified diverse candidate for the Board in advance of the 2023 Annual Meeting of Stockholders.

## Ethics and Compliance

Amneal strives to conduct all aspects of our business in accordance with the highest standards of business ethics and to comply with applicable laws and regulations that govern our industry. As part of those efforts, Amneal operates an enterprise-wide Corporate Compliance Program that is designed to help the organization understand our obligations under applicable law, company policy, and industry guidance. The Corporate Compliance Department helps guide the company through training, effective and timely communication, risk identification measures, and mitigation strategy. Additional details on our Corporate Compliance Program are available on our website including but not limited to: company-wide compliance oversight structure; written standards and key documents; communication channels and procedures; auditing and monitoring; and remediation.



An effective, tailored and thoughtfully structured compliance program is what many compliance professionals work toward. An organizational culture that organically embraces the highest ethical standards is one that all organizations should aspire to.

**Tim Roberts**  
VP, Corporate Compliance





We do  
what's right

## Compliance Education and Training

Education is a key element of Amneal's Corporate Ethics and Compliance Program and as such we are committed to implementing a training program that is designed to provide our employees with the information needed to execute their job responsibilities in an effective and compliant manner and to help employees better understand the impact of their actions on the Company and society. Upon joining Amneal, employees will receive comprehensive training on requirements that pertain to our industry and their specific job functions. Employees will continue to receive compliance training on an annual basis and when relevant changes are made to the policies or regulations that govern their business conduct.

Amneal reviews and updates its training programs periodically in order to increase clarity and effectiveness and to identify areas where additional training is needed.

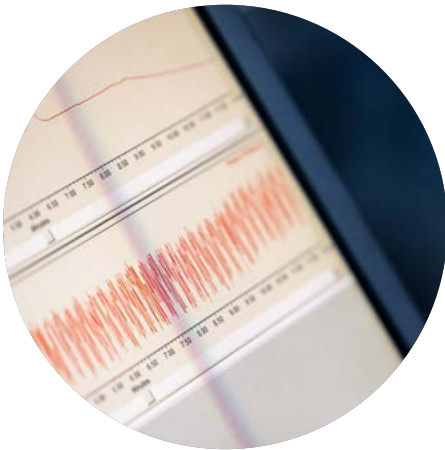
## Data Privacy and Security

Protecting and respecting the confidentiality of proprietary information and the privacy of colleagues, patients, and customers is an important responsibility shared by every Amneal colleague. Amneal is committed to protecting the reasonable privacy expectations of those with whom we do business, including customers, consumers, and employees.

To support this commitment, in 2021 we enhanced our cybersecurity programs through the following actions: hiring a dedicated lead for Global IT Security, Compliance and Privacy; rolling out mandatory annual cybersecurity awareness training; developing a cybersecurity education portal for employees; and increasing controls to protect our networks and computers.

Our cybersecurity team partners with Amneal colleagues around the globe to:

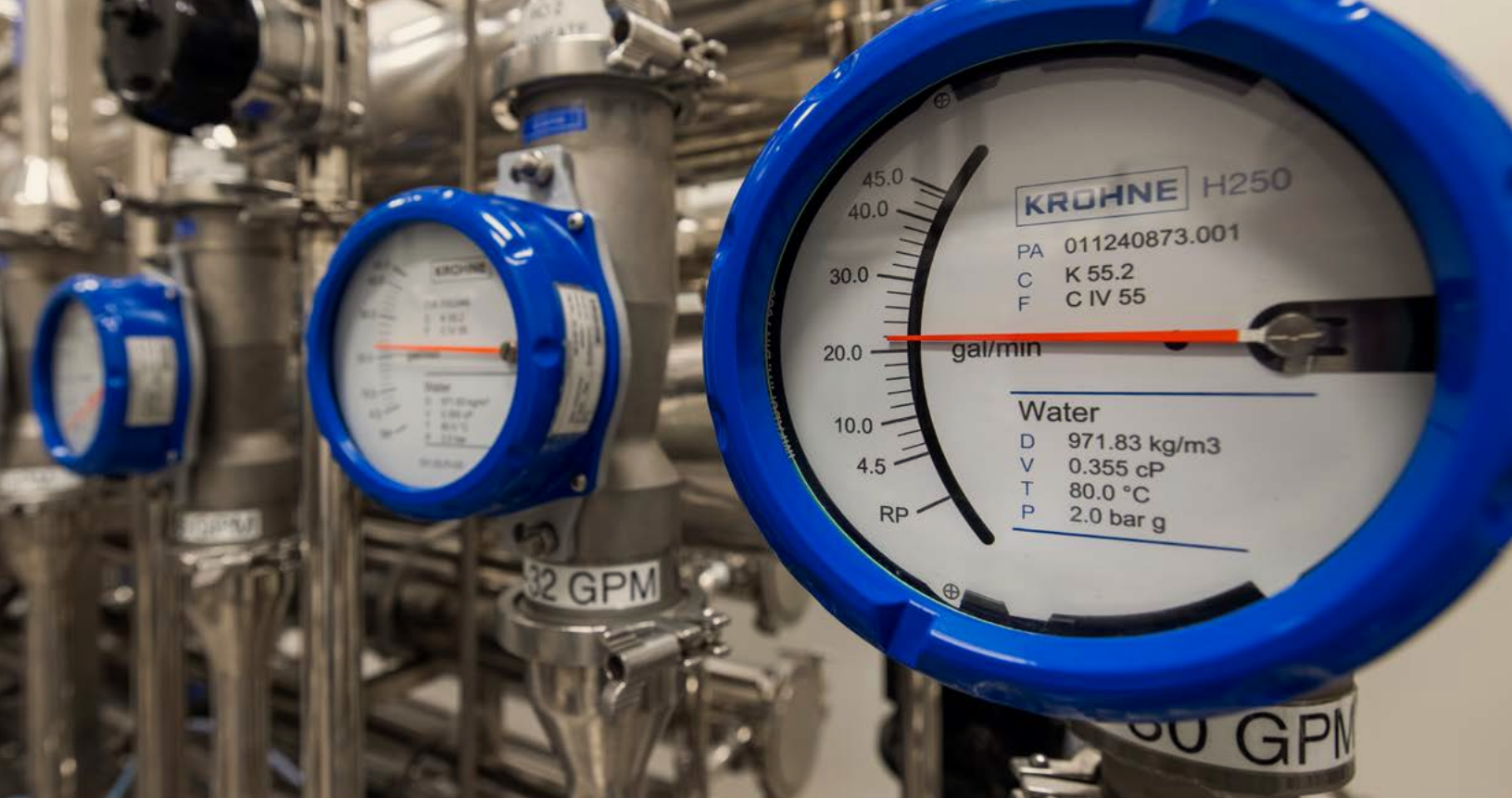
- support Amneal colleagues' day-to-day IT needs.
- add new cybersecurity tools and build awareness so that, together, we can keep company information secure.
- find innovative solutions to complex business challenges.





## OUR PLANET





## Environmental Stewardship

We take a proactive approach to our environmental impact and believe that every company has a role to play in reducing our impact on the planet. In 2020, we shared details on many of the steps we've taken to ensure that our impact on the planet helps, rather than hurts, our collective home. This year, we are pleased to share enhanced environmental metrics from our global facilities which align with our commitments to environmental protection, creating environmental awareness, monitoring our company's environmental performance, reducing emissions, releases, and waste, and using natural resources more efficiently.

Our facilities in India and Ireland all operate with an Environmental Management System while our facilities in the United States have extensive Standard Operating Procedures focused on a broad range of environmental areas.

With approximately 75% of current revenues\* coming from products manufactured at our own facilities, we have always looked to minimize waste, optimize resources, and pursue continuous improvements in every aspect of our operations – as well as those in our extended supply chain – so that we can run our business with the least impact possible on the environment.

---

### Amneal Ireland

In 2021, the team successfully completed their annual re-certification inspections for both ISO14001 Environmental Management and ISO45001 Health and Safety Management.



---

\*Data presented as of September 15, 2021

---

## Amneal Brookhaven, NY Geothermal Energy Project Spotlight

During the \$100M+ facility expansion from 2012 – 2017, we made significant investments to install a geothermal energy generation system. This large-scale project helped reduce our energy consumption and associated carbon footprint and enhanced operational expense control. One clear example of the wide-ranging benefits of the system is that the original facility design required the installation of 2 central HVAC units, however, due to the energy provided by the geothermal system, the operation of only 1 HVAC unit is generally required. These energy-efficient measures have provided electricity and gas savings and helped Amneal cut our electric demand by an estimated 462 kilowatts (kW) and reduce our electric consumption by 976,257 kilowatt hours (kWh) per year. This is the equivalent effect of reducing 78.5 homes' energy use for one year or 156 cars on the road per year!



The strategic expansion of the Brookhaven facility was a project recognized by Local County and NY state for implementing sustainable energy solutions.

**The facility has the largest geothermal system in Long Island, with a capacity of 3,600 gallons per minute.**

## Leaching Field Installation Project Spotlight

Our team consistently monitors environmental metrics and throughout 2019 and 2020, observed an increased in-flow into the Sewage Treatment Plant (STP). After assessing the situation, the Brookhaven team identified the issue and took action to ensure that clean water, which had been generated by the cGMP purified water system, was no longer being discharged to the local Publicly Owned Treatment Works.

As a result, Amneal engaged the New York State Department of Environmental Conservation (NYSDEC) to receive permit modifications to divert this water from the STP and discharge it directly into an extensive on-site leaching field. This project, once approved, required a nearly \$1M investment and the leaching field was executed in 2021, reducing operational expenses of the Brookhaven facility by 58% from 2020, allowing the team to reinvest the funds into the business.



# We are taking action for our planet

## Waste Reduction Project in Motion

Our highly engaged Operations team continuously delivers new ideas for environmental, cost savings and efficiency initiatives. In 2021, we initiated a project to remove the unnecessary use of cardboard partitions/dividers from within our shipper case boxes. This active project is on track to reduce warehouse storage space needs, reduce waste (since partitions are discarded after reaching the pharmacies), and provide significant cost savings over the next five years. Projects like these speak to the intentionality with which our local teams operate and how they incorporate what's best for both the company and the environment into their decision making.

The investments we are making not only help reduce our impacts on the planet, but they also reduce our operating costs and make us more flexible, resilient, and productive. While our work will certainly continue, we are committed to testing innovative approaches and working with others to reduce our impact.

In 2022, we intend to convene a Global Environmental Working Group to help align our environmental disclosures with the Task Force on Climate-Related Financial Disclosures (TCFD), while staying abreast of the rapidly evolving regulatory environment. Additionally, one of the first Employee Resource Groups we intend to launch in the U.S. pilot program will focus on environmental initiatives that employees can lead.



# Environmental Health and Safety

## Culture of Safety

Maintaining a safe workplace is a priority. At Amneal, we understand that safety starts with each of us and while many of the actions driving personal and team safety are essential to our ability to operate in a highly regulated industry, others are simply good personal practice.

To help shine a spotlight on the importance of safety and the everyday actions our people can take, Amneal's Environment, Health and Safety (EHS) colleagues launched **Amneal Safety**, a program focused on raising awareness through a series of monthly safety topics.

Amneal champions health and safety through a collective understanding that EHS is not a one-person job; rather, it requires participation and commitment from all employees. To guide these efforts, Amneal has an EHS steering committee as well as health and safety champions as floor leaders who receive extra training. EHS steering committee meetings take place monthly and report on health and safety data, trends, and updates. Our U.S. sites utilize the IndustrySafe program for incident reporting which allows for strong data collection around key metrics and allows our data and learnings to be shared across our sites in the United States. Each of our sites is outfitted with a safety bulletin board and ad-hoc programs are offered to help reinforce a culture of safety.



## Hiring of ATI Consultants

ATI, our onsite healthcare Athletic Trainer, proactively engages with our employees through early intervention programs that prevent injuries or eliminate the need for reactive outside medical care after an injury occurs. ATI focuses on identifying work and non-work-related symptoms at their earliest stages, mitigating work-related injuries, and facilitating expedient and appropriate return-to-work. In addition, ATI provides wellness-related services to engage employees in healthier habits like exercise and recommended stretching regimens, and nutrition education (blood pressure, diabetes, weight management) resulting in a healthier workforce and increased employee morale.

ATI's on-site early intervention and root cause mitigation enables improved quality of life for our employees through the reduction of injuries impacting both their work and personal lives. Additionally, it facilitates long term cost saving benefits by decreasing OSHA recordables, DART, TRIR, and lost time which leads to a decrease in workers comp claims and costs while increasing productivity.





## OUR IMPACT



## Supporting Our Communities

Our unwavering support for our communities endured in 2021 as we continued multiple company-sponsored commitments, including advocacy, employee volunteerism, fundraising and product donations.

As a pharmaceutical company, we understand the critical role that our product donations play in eliminating, eradicating or controlling some diseases that affect populations living in Low-to-Middle-Income Countries (LMIC). In 2021, we deepened our longstanding partnerships with Americares®, Dispensary of Hope®, and Kingsway Charities®. By refocusing our efforts on key partners, we've been able to rapidly respond to emergencies with product donations while continuing our year-round donation programs.

Other key commitments include ongoing partnerships with the Parkinson Movement Disorder Alliance®, Davis Phinney Foundation®, American Parkinson Disease Association®, Parkinson's Foundation®, The Michael J. Fox Foundation®, Miles for Migraine®, American Corporate Partners® and Toys for Tots®, among others.

In 2021, we rose to meet the needs of our communities through a number of regional and local initiatives. Through a combination of employee volunteerism and corporate sponsorships, we support organizations that align with our business priorities, key values and are focused on making a true difference.



## Marine Toys for Tots

For the past two years, Amneal colleagues have come together to help make the holidays brighter for children and families in need. And in typical Amneal fashion, we stepped up in a big way in 2021. Hundreds of toys across our U.S. facilities were donated and our employees raised nearly \$1,500 on top of our \$25,000 corporation sponsorship.



TOYS COLLECTED



NEW JERSEY



KENTUCKY



NEW YORK

## National Children's Cancer Society (NCCS)

The NCCS partners globally for childhood cancer and in 2021, Amneal's generosity helped make it possible for the Michele Hertlein Global Outreach Program to provide over \$21 million in pharmaceuticals, medical supplies and equipment to 42 hospitals and clinics. An estimated 4,000 children battling cancer have benefited from at least one donation from Amneal over the past 12 months. We take pride in helping these children access quality, consistent cancer care.



## Amneal Ahmedabad, India

As a part of central government campaign under “Azadi Ka Amrut Mahotsav Celebration” and initiated by “Gujarat Pollution Control Board”, we volunteered at four villages near our facilities where we collected plastic waste and educated the villagers about proper waste disposal.

The campaign, which is part of the 100 day “Minimization of Plastic usage, collection of waste and proper disposal” program, allowed Amneal the opportunity to conduct programs in multiple primary schools to assist in educating students.

Additionally, as a part of broader community impact efforts, our team at the Rajoda plant organized a blood drive in partnership with the Red Cross Society as part of the nationwide campaign of “Azadi Ka Amrut Mahotsav Celebration” and organized by District Collector – Ahmedabad – Bavla Mamlatdar office. Our Amneal team proudly collected 71 units of blood to help save lives.



## Amneal Kentucky, U.S.

In December 2021, after a series of tornadoes devastated parts of Kentucky and surrounding states, Amneal stepped up to provide relief to impacted families and ensure that all Amneal colleagues were safe. We immediately mobilized support for the impacted communities through our long-time partner, Americares, via product donations and made a corporate donation to Americares' U.S. Disaster Relief Fund in support of their on-the-ground relief efforts.



Image by Jeff Kennel via [www.americares.org](http://www.americares.org)

## Amneal Cashel, Ireland

Our Ireland team is actively involved with the local community and proactively supports organizations and causes that directly serve those who need it most. From advancing young womens' confidence through the support of local football and camogie teams to sponsoring a reading accelerator program for the local boys National School, Amneal is deeply embedded into the Cashel community. In 2022, the team looks to deepen its impact through the participation in the Schools' Business Partnership World of Work Programme, run by Business in the Community, which provides 2nd year students with an opportunity to meet employees from a local company to learn about the world of work. It facilitates conversations and insights to the many roles in the workplace and inspires and encourages young minds to look toward the future.





## Forward-Looking Statements

Certain statements contained in this Corporate Responsibility Report regarding matters that are not historical facts, may be forward-looking statements (as defined in the U.S. Private Securities Litigation Reform Act of 1995). Such forward-looking statements include statements regarding management's intentions, plans, beliefs, expectations or forecasts for the future, including statements regarding our ESG goals, commitments and programs and other business plans, initiatives and objectives. Words such as "plans," "expects," "will," "anticipates," "estimates" and similar words are intended to identify estimates and forward-looking statements.

The reader is cautioned not to rely on these forward-looking statements.

These forward-looking statements are based on current expectations of future events. If the underlying assumptions prove inaccurate or known or unknown risks or uncertainties materialize, actual results could vary materially from the expectations and projections of the Company. The forward-looking statements contained herein are subject generally to the risks and uncertainties that are described from time to time in the Company's filings with the Securities and Exchange Commission, including under Item 1A, "Risk Factors" in the Company's most recent Annual Report on Form 10-K and in subsequent quarterly and period reports on [Forms 10-Q](#) and 8-K. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. Forward-looking statements included herein speak only as of the date hereof and we undertake no obligation to revise or update such statements to reflect the occurrence of events or circumstances after the date hereof.

## Data

Unless otherwise stated, all data presented is as of December 31, 2021, and is subject to change.



# 2021 AMNEAL CORPORATE RESPONSIBILITY REPORT

PUBLISHED JUNE 2022

