



AMNEAL INAUGURAL CORPORATE RESPONSIBILITY REPORT

We make healthy possible[®]

2020

PUBLISHED NOVEMBER 2021

A message from our co-CEOs

At Amneal, we are guided by a deep sense of purpose: 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.

Our purpose is driven by the hands and minds of more than 6,000 talented, passionate members of our growing Amneal family. Family is not a buzz word here, but rather a vein of our culture that unites, inspires, gives back and succeeds. Amneal was founded in 2002 on family values, and despite our rapid and sustained growth, these characteristics remain central to who we are and what we do.

What we do is deliver innovation and impact. In fact, it was in 2002, in a pharmacy, where passion and purpose collided to serve as the catalyst for Amneal’s formation. It was there that Chintu, a pharmacist at the time, observed customers not able to pay for their prescriptions because access to generics was limited. It was then that our family decided to establish Amneal together and direct its focus on providing accessible generic medicines. Since then, we have grown our team, our portfolio of innovative and affordable medicines, and our impact on the world.



Today, our Amneal family is stronger than ever, our capabilities more impressive than ever, our devotion to patients and communities truer than ever and our commitment to corporate stewardship more alive than ever. To help showcase our impact across these areas, we’re very proud to introduce our first Corporate Social Responsibility (CSR) report upon which we intend to build in the future.

Our people, neighbors and communities around the world today face unprecedented social and environmental challenges. We embrace our role in directing Amneal strategies and resources to be part of a global community working together to collectively address these challenges. So, as we set our course for Amneal’s 2.0 growth vision, we’re proud that environmental, social and governance (ESG) factors are not only a central part of our corporate strategy, but also embedded in our culture.

Together, we're pursuing a future for Amneal that is focused on what matters most: responsibly helping patients live better lives through access to high-quality, accessible medications.

We're driving that noble vision by strengthening the talent, diversity and capabilities of our employee family and Board of Directors. We're deepening our portfolio of innovative Specialty products focused on Central Nervous System/Movement Disorders and Endocrinology to help address unmet therapeutic needs. We're directing our vast R&D capabilities to create more affordable generics of complex products that help more patients access their medicines. We're focused on driving efficiencies across our global facilities and supply chain that minimize our consumption of natural resources. And we're enhancing our support for social advocacy, therapeutic communities, employee volunteerism and philanthropic partnerships.

Over our nearly 20-year heritage, we're proud of the impact we've delivered and the lives we've enhanced. But we're even more energized about the future we believe is possible for Amneal, our family of employees, our neighbors and the world. Through this substantial milestone – the formalization of our commitment to ESG and integration within our Amneal 2.0 strategic roadmap – we are confident that we can make even more meaningful and lasting contributions to the world.

On behalf of our more than 6,000 employee family members, thank you for your support and interest in our company and actions. We look forward to building on this moment and momentum.

Sincerely,



Chirag & Chintu Patel
Amneal Co-CEOs



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OUR COMPANY

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.

Our Purpose and Commitments

Today, we provide over 6,000 jobs globally. Our people are passionately focused on delivering access to high-quality, essential medicines in the United States as well as a growing number of international markets.

Whether delivering affordable medicines through our generics business, meeting important niche medical needs through our specialty branded business, expanding into the federal healthcare sector or partnering with doctors, customers and other stakeholders to provide solutions for tomorrow's health challenges, we're more determined than ever to execute our mission – **We make healthy possible...** for our family and for yours.

We make
healthy possible...
for our family and
for yours

Our Commitments in Action



Exacting standards

We set a high bar for our products, pipeline, operations and service—applying precision and rigor to exceed expectations and reliably execute in everything we do... because patients' lives depend on it.



Real progress

We are dedicated to accelerating innovation - motivated to pioneer quicker, smarter and more affordable ways to improve real lives... because there can always be a better way.



Genuine partnership

We are committed to working respectfully, collaboratively and dynamically with our colleagues, customers, partners and communities...because together we can do more to improve health.

Amneal at a Glance*

OUR COMPANY VITALS ARE STRONG

COMPANY FOUNDING

2002

TOTAL EMPLOYEES

~6,000

OUR PORTFOLIO FOCUS

Generics

GENERIC PRODUCTS

~250+

KEY SPECIALTY PRODUCTS

4

Specialty
Products

GENERIC PIPELINE

Among
Industry's
Largest

SPECIALTY PIPELINE

IPX-203
K-127
K-114
K-128

Biosimilars

BIOSIMILARS PIPELINE

3

Products filed

MANUFACTURING CAPACITY

~20

Billion units

*Data as of April 5, 2021

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 & Devices
- Hormonals



INJECTABLES & STERILE

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



TRANSDERMALS

- Matrix
- Hydrogel
- Form Fill Seal
- Hormonals



RESPIRATORY

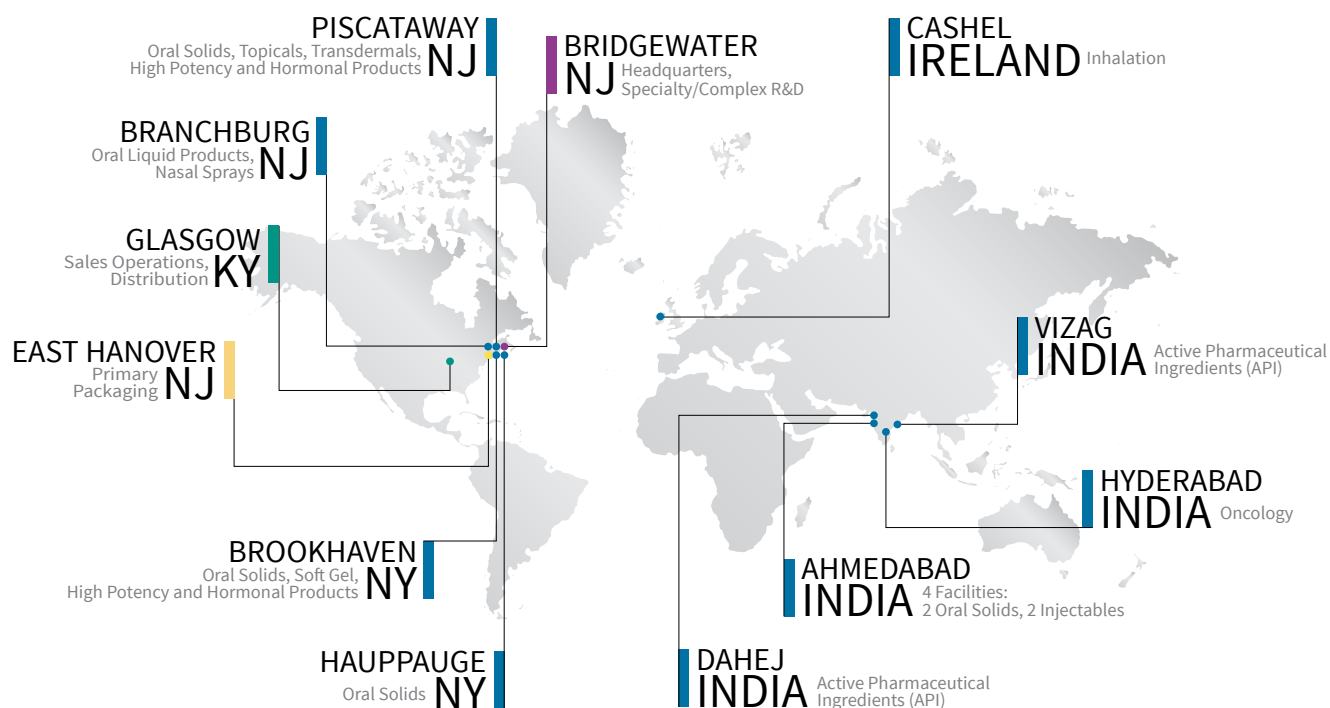
- Metered Dose
- Dry Powder
- Nasal Spray Pumps
- BFS Inhalation



DEVICES

- Ring

STRATEGICALLY-LOCATED FOOTPRINT



*All information is presented as of September 30, 2021

Our Response to COVID-19

The importance of our mission was amplified during the COVID-19 pandemic, when Amneal was designated an [essential business](#).

To ensure the health and safety of both our employees and patients, we mobilized a strategic task force of top leaders to guide our COVID-19 preparedness & response. We immediately prioritized 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/alternate work arrangements where possible.



An example of our enhanced employee benefits in the U.S. included daily appreciation bonuses for on-site colleagues, encouraging colleagues aged 65+ to remain at home while receiving continuous pay and benefits and organizing events for employees to receive access to vaccinations. For our colleagues in India, we liaised with government authorities to ensure safe passage to and from work, implemented special leave for affected and quarantined employees and provided a goodwill incentive for on-site employees.

We began operating with firm commitments to social distancing, appropriate personal protective equipment (PPE) and rotational schedules. We also began conducting thermo-screenings at facility entrances and operating under well-defined universal cleaning protocols for prevention and mitigation.

Thanks to these efforts and the determination of our teams, our employees continue to safely deliver medicines for patients. We are extremely proud of our employees, our commitment to health and safety, and our ongoing contributions to the healthcare system.

Learn more about how we mobilized for our communities throughout the COVID-19 pandemic [here](#).



Our Commitment to Long-Term Sustainable Value Creation

Prioritizing sustainability is essential to keeping Amneal resilient and able to meet future challenges and opportunities effectively.

At the start of this year, we committed to building a formal ESG framework as one of our 2021 corporate goals, and we are pleased to introduce this inaugural Corporate Social Responsibility report as part of that larger commitment.

Our ESG reporting is guided by our stakeholders and third-party standards. To guide our ESG programs and ongoing reporting, Amneal recently appointed a Director of ESG Programs and Reporting to lead the company's efforts in developing, implementing, monitoring, and reporting on these related activities.

We strive for clarity and transparency in all our communications and look forward to building on the initiatives outlined in this report as we further develop our practices and disclosures in the future.



OUR PEOPLE

Since our founding in 2002, we have focused on recruiting, empowering and rewarding employees who are passionately engaged in our mission to make healthy possible.

We have always operated our company from a people-first mindset, recognizing that it is our people who generate ideas, drive innovation, operate sophisticated equipment and deliver success.

Rise, Lead, Succeed

Our [Rise, Lead, Succeed culture](#) is central to uniting 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.

These three powerful actions define our Amneal culture and describe how we work when we're at our best. And they inspire us to realize our full potential to make healthy possible.



Rise

- We unite as one family pursuing company, team and individual growth
- We exercise confidence, creativity and passion to achieve our potential
- We continuously improve and welcome challenges as opportunities to get stronger



Lead

- We work together to think outside the box and drive results
- We trust each other to act like owners, make decisions and take risks
- We learn from our successes and failures and we share these lessons



Succeed

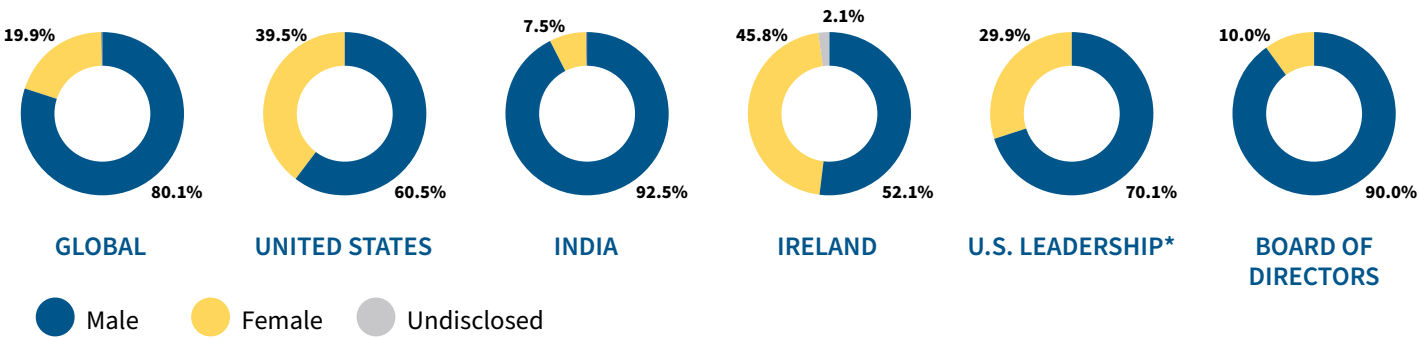
- We go the extra mile and deliver what we promise to be the best
- We build genuine relationships that enable us to win together
- We take pride in our commitment to quality, compliance, ethics and integrity

Our Workforce at a Glance

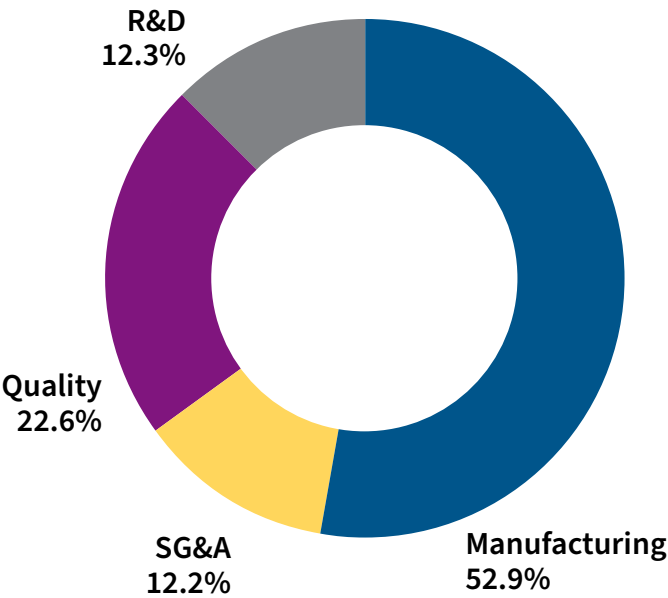
As of December 31, 2020, we had approximately 6,000 employees, of whom approximately 2,300 were located in the United States and approximately 3,700 were located outside of the United States, primarily in India and Ireland. As a global employer, we hired a company-record 1,400+ employees in 2020, and global turnover was approximately 14%. Women represented 20% of our global workforce, and held 30% of leadership roles at the level of Director and above in the United States. Approximately 75% of our U.S. workforce identified as diverse which includes 40% of our U.S. leadership*.

GLOBAL WORKFORCE

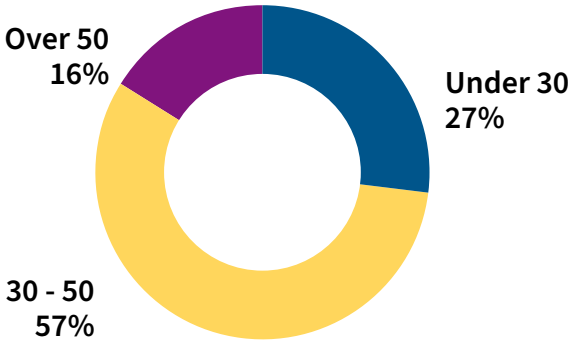
GENDER DIVERSITY IN THE GLOBAL WORKFORCE



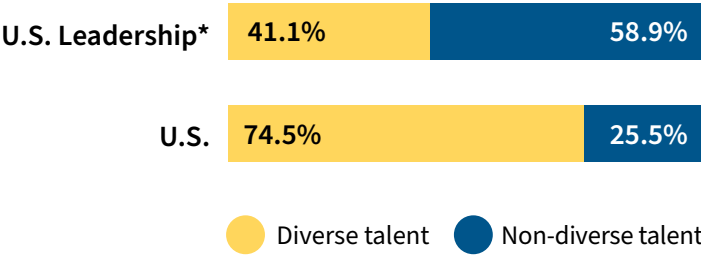
GLOBAL EMPLOYEES BY DEPARTMENT



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.

Diversity, Equity and Inclusion

Amneal is committed to providing equal employment and treatment for all applicants and employees when hiring, promoting, and terminating employees, as well as other conditions of employment. Our policies both mandate compliance with local employment laws and prohibit all forms of discrimination based on race, religion, sex/gender (including gender identity, gender expression, breast feeding, pregnancy, childbirth and related medical conditions), marital status, registered domestic partner status, national origin, ancestry, age, sexual orientation, veteran status, marital status, ability, genetic information, or any other basis protected by country, state, or local regulations.

Diversity is essential to Amneal's success. It starts at the top, with five out of ten of our executives identifying as diverse by race, ethnicity, or gender*, and permeates through the entire organization.

Our commitment to DEI begins with the recruitment process

We ensure our job postings are placed in a wide array of locations so they will be easy to find by candidates who may be diverse by race, ethnicity, gender, ability, sexual orientation or veterans' status, among others. We supplement this outreach with the training we make available to our hiring managers to help them avoid unconscious bias.

Another critical element of our diversity programs is our focus on carefully and tightly defining the criteria for each job opening so that we only include skills, achievements and other elements that are truly essential job functions. It has been discussed extensively in business periodicals and diversity literature that something as seemingly innocuous as a degree requirement for a job that doesn't require that degree can be a significant deterrent to diverse candidates.

Finally, we also use our well-designed human capital data collection and analysis function to see for ourselves how well we are supporting, retaining and enabling our people, including assessments viewed through racial, age, gender and other lenses. We track and analyze changes monthly as we steadily review our human capital practices.



*Data as of September 2021



We share our
success and reward
achievement

Employee Wellbeing

Our people are the true drivers of our impact and success. Every day, we ask our colleagues to bring their best selves to work and be actively engaged, offer new ideas, and deliver real results. In exchange, we provide a Total Rewards program that we believe is industry competitive, robust and designed to attract and retain the best and brightest talent.

Total Rewards

At the heart of our Total Rewards commitment is a comprehensive, flexible and competitive benefits program that enables our employees to choose the plans and coverage that meet their personal needs. Our approach to benefits includes offerings for both full-time and part-time* employees and encompasses numerous programs that protect work-life balance and whole-career evolving needs. Many of these are defined very broadly. For example, our parental leave program covers adoptive and foster parents and provides significant flexibility in how to use it.

These robust programs, which vary by country, include basic and supplemental health (medical, dental, vision) and insurance benefits, health savings and flexible spending accounts, access to a personal health advocate, paid parental leave for birth, adoption or foster placement, short and long-term disability coverage, family leave, caregiver leave, bereavement leave, employee assistance programs, travel assistance, tuition reimbursement assistance and retirement savings plans.

* Part-time employees include those who are scheduled to work at least 24 hours per week

Total Rewards Continued

Voluntary programs include supplemental life insurance for employees, spouses and children, accident insurance, hospital indemnity insurance, critical illness insurance and identity theft insurance. We also promote a work-life balance that helps our people enjoy their career alongside life's many other commitments and opportunities.

As a company created to make healthy possible, it should not be surprising that the medical benefits we provide our employees are above industry standard.

Amneal covers up to 88.5% of the total cost of the medical benefit, depending on coverage level, well above industry standard, which is 80% for employees and 70% for employee plus dependents.

Spotlight on Wellness

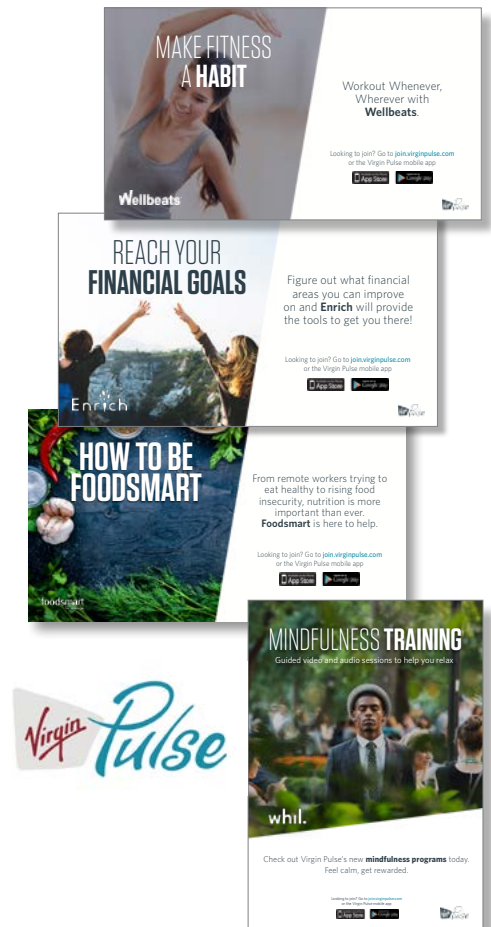
We supplement this coverage with our wellness program, AmWell, powered by Virgin Pulse, which our employees can use without cost to them. We recently boosted this program in August 2021 with four supplemental apps that cover expanded financial wellness, nutrition, fitness, and mental wellbeing content along with an incentive program to inspire participation by offering financial rewards and prizes.

- **Enrich** offers education and resources on the latest trends and strategies in financial wellness including retirement, healthcare and personal finance.
- **WellBeats**, a premier on-demand fitness provider, offers fitness classes, challenges and fitness assessments to employees anytime, anywhere.
- **Whil** offers mindfulness programs, support and tools to help employees live their happiest and fullest lives at home and at work.
- **FoodSmart**, the world's largest Telenutrition and Foodcare network, makes eating well easy, affordable and accessible by offering access to personalized meal planning and more.



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.

Every year, we review our Total Rewards program to make sure we're always improving, always staying competitive and always putting our people at the center of our success.



Recruitment, Training and Talent Development

Recruiting Top Talent

Our ability to recruit, develop and retain high performing talent directly impacts our ability to make our purpose a reality. Our recruitment strategy is key to attracting a workforce of experienced, diverse and high-potential individuals from a wide range of geographies and backgrounds to drive our innovation and impact.

In 2020, we hired a company-record 1,400+ employees, and we moved quickly to implement new virtual recruitment and onboarding procedures.

Spotlight on India

To help us tap talent throughout India, including people from disadvantaged and diverse backgrounds, and reduce unnecessary barriers to entry-level jobs, we have created an Apprenticeship program. This Apprentice program is administered in conjunction with government-run Industrial Training Institutes (ITI) and provides the Institutes' students with one-year paid positions and hands-on experience within our facilities. In exchange, we gain opportunities to meet prospective employees from diverse backgrounds and typically offer employment to approximately 70 to 85 of our Apprenticeship participants each year.

Training and Development

Once we have recruited and hired employees, we offer an array of training and development programs to help them deliver their best and to turn jobs into careers. In a rapidly evolving, highly regulated, science-based company like ours, these programs are essential to a financially and otherwise sustainable future.

We enable our global employees to continuously elevate their careers by offering opportunities to expand skills through robust experiences, organizational mentoring and a continuously evolving Learning & Development (L&D) platform. In late 2020, we began work on the Amneal Leadership Lab (**all**), a dynamic leadership development curriculum focused on elevating leadership capabilities, enhancing team cohesion, strengthening strategic thinking and improving leadership autonomy for all levels and functions. The **all** program, which launched to 100 senior leaders in June 2021 and has been extended for 100 additional mid-level leaders in October 2021, is revolutionizing our L&D platform, bolstering social awareness and better preparing leaders to navigate the modern challenges and opportunities of our time.

all for All

We recognize that taking Amneal 2.0 to the next level can be accelerated by upskilling all employees to think and act as leaders and requires a significant investment in our people. Building on the initial success of the Amneal Leadership Lab (**all**) and to help cascade learnings to all colleagues, we have extended our investment in people through the company-wide launch of LinkedIn Learning in July 2021. **Custom-curated learning paths are providing unique opportunities for all colleagues to engage in our individual and organization-wide leadership growth journeys.**



Training and Development Continued

All employees globally receive Code of Conduct training and are trained annually on preventing and addressing workplace harassment. In addition to our extensive and specialized on-boarding training, we offer a wide array of ongoing education and training opportunities based on individual role categories such as:

- Management training
- IT/Technical training
- Compliance training



Spotlight on the U.S.

Additional job-focused training begins as soon as new employees join us and training is tailored to each employee's business area. For example:

- New sales employees receive 5.5 weeks of blended learning and training focused on product knowledge, selling skills, administrative capabilities, and systems and compliance expectations.
- New employees in our quality functions receive 4 weeks of blended learning focused on United States Pharmacopeia chapters (which contain legally recognized standards for the identity, strength, quality, purity, packaging and labeling of drug substances), Standard Operating Procedures and hands-on training with our testing procedures and techniques.
- New employees in operational roles receive training on Standard Operating Procedures as well as relevant on-the-job training.



Spotlight on India

In India, our talent development pipeline includes job rotations and a heavy focus on internal promotions and transfers. Our online Current Good Manufacturing Practice (CGMP) training programs are embedded in an annual calendar and matched to employees' skills, needs and levels. Our systems track each employee's participation, providing daily reminders until required training is completed and providing post-training tests to assess if the training was effective (80% pass rate required). Where training includes human trainers, we provide train-the-trainer programs.

The content of our other training programs in India is extensive and covers industry, technical, company practice and behavioral topics. These include subjects such as:

- Multi-skilling for operators
- Communications management
- Change management
- Writing skills for business
- Situational leadership
- Emotional intelligence
- Listening skills
- Team building and excellence

Since English is Amneal's global language, we invest significantly in English language training to enable technical staff to read and understand Standard Operating Procedures (SOPs) and promote communication more generally. This is just the beginning to a more robust program.

Employee Feedback and Engagement

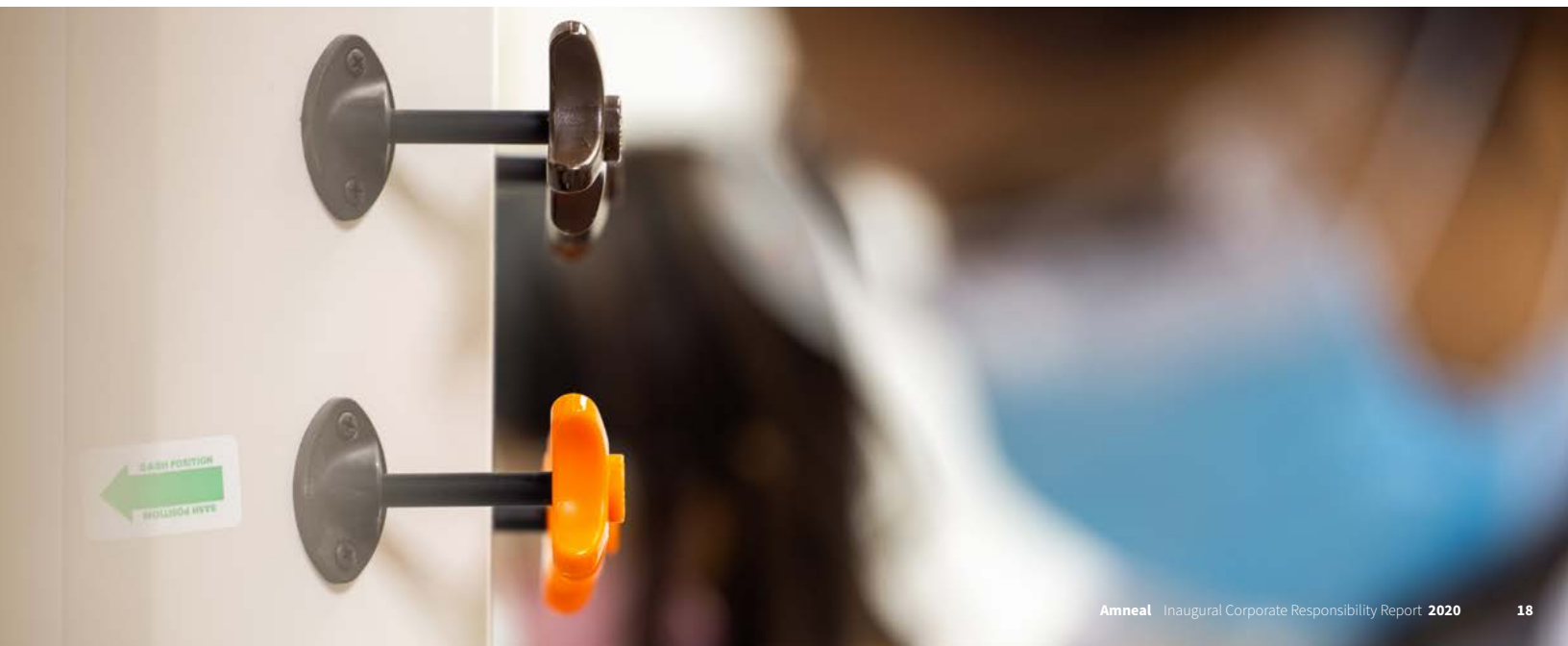
Once employees are part of the Amneal team, we enable and seek feedback as part of our official annual review process for all employees. Incorporating listening strategies into the employee review process makes it clear how essential this feedback is to us and each of our team members. We have built various “360” components into the annual performance review in which input from employee’s colleagues, direct reports and other stakeholders are incorporated into the conversation.

We supplement this annual and formal feedback process with numerous individual and informal opportunities to facilitate organizational listening in comfortable settings that encourage candor. Our supervisors and human resources business partners are trained in how to enable these dialogues.

We are in the process of launching a global listening tool for regularly measuring employee satisfaction and taking the organization’s pulse on various topics related to our business. We have committed substantial time and resources to ensure we reach all 6,000+ of our global employees and will be leveraging a highly regarded independent third-party platform to protect confidentiality and encourage employee participation.

We also prioritize employee input at the time they leave Amneal’s employment. Understanding that candor is sometimes enhanced in exit interviews, we interview departing employees and enter observations into our global database, which is then shared with our executive leadership.

While our Ethics and Compliance hotline and associated website is primarily designed for more acute or serious concerns, it is also available for employee feedback of any type for those who prefer its anonymity. Information coming into the third-party operated resource is governed by clear protocols, including escalation procedures, that ensure important information reaches the right people within Amneal. We maintain a non-retaliation policy for reporting potential violations of laws, rules, regulations or ethical standards. We also recognize that some employees’ personal preference is to report difficult situations to an independent source, so our Ethics and Compliance hotline enables employees to exercise that choice and to bypass any person or situation the employee might consider uncomfortable or a barrier to reporting.



We celebrate successes and career milestones

We strongly believe that encouragement and recognition of employee success is pivotal to inspiring an engaged and high-performing culture. We're proud to share that, in 2020, over 5,000 colleagues were recognized for their contributions to Amneal.

AMNEAL applause



Our global Amneal Applause platform allows managers and teammates to:

- Recognize colleagues
- Acknowledge career anniversaries and milestones
- Offer on-the-spot awards
- Earn badges of honor
- Redeem points for great gifts

Each year we recognize twelve exceptional individuals through our prestigious global CEO Awards program. To be nominated for a CEO Award, an employee must have delivered outstanding contributions by leading and/or developing a project or idea while demonstrating excellence in alignment with our Rise, Lead, Succeed culture. CEO Award recipients receive a generous cash award, a custom trophy and global recognition through our communication channels.

In India, we offer additional recognition programs, including:

- Offering spot bonuses, which are given when exemplary behavior or accomplishments occur.
- Operating a monthly reward and recognition program.
- Recognizing a leading team each quarter.
- Recognizing employees for long-term service.
- Managing a highly participatory competition for the team of the year. This involves a conflict-free, transparent, stringent process with trained judges and careful rankings.



Amneal Inaugural Corporate Responsibility Report 2020

Product Suite

We produce high quality generic, specialty and biosimilar medicines

Our broad portfolio is the foundation from which we make healthy possible. In the U.S., our generics portfolio of more than 250 medicines* provides patients with more affordable access to quality medicines. Our growing Specialty Pharma business delivers products that meet important medical needs in central nervous system and endocrine disorders, and other therapeutic categories. We are also excited about our work to bring patients more affordable biologic therapy options through our biosimilars program. As of July 2021, the Food and Drug Administration (FDA) was actively reviewing three Amneal Biologics License Applications (BLAs).



Amneal Pharmaceuticals has earned Drug Distributor Accreditation by the [National Association of Boards of Pharmacy® \(NABP®\)](#).

We deliver quality, trust and value with our generics business

Our generics business has grown to be among the largest in the U.S. We develop, manufacture and commercialize complex oral solids, injectables, ophthalmics, liquids, topicals, softgels, inhalation products, transdermals and devices across a broad range of therapeutic categories. Our retail and institutional portfolio contains more than [250 generic medicines*](#), many of which represent difficult-to-manufacture products or products that have a high barrier-to-entry such as oncologics, anti-infectives and supportive care to healthcare providers. These medicines help make healthy possible and support health equity within the communities that need it most.

In 2020, Amneal's generic medicines were responsible for saving patients \$9.8 billion** in the United States.

We have one of the industry's largest generic pipelines

We are committed to expanding our Generics division by targeting complex solid oral and alternative dosage form Abbreviated New Drug Applications (ANDAs) with difficult to develop, first-to-file or first-to-market product opportunities. Our development capabilities are industry-leading and span all dosage forms, including complex oral solids, injectables, ophthalmics, liquids, topicals, transdermals and devices.

The Amneal U.S. Generics pipeline is currently one of the industry's largest. This pipeline includes products across a broad range of therapeutic areas including cardiovascular, central nervous system/pain, oncology, inflammation, anti-infective, dermatology, endocrinology, diabetes, rhinology, urology, and hematology, among others which impact millions of people each year.

We distribute our products through deeply held relationships with customers, who for close to 20 years have associated the Amneal name with an unwavering commitment to quality, service and value. You can find our products at pharmacies and healthcare institutions throughout the U.S. and Puerto Rico.

*As of August 2020

**Amneal's generic savings in the United States in 2020 was calculated by taking the total national savings estimated by the Association for Accessible Medicines¹ and determining Amneal's market share by volume, data of which was derived from IQVIA.

¹ Association for Accessible Medicines, 2020 Generic Drug and Biosimilars Access and Savings in the U.S. Press Release, September 2021

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 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 and the Middle East and North African Nations (MENA) as well as longer-term plans for expansion into other markets.

We are a leading pharmaceutical company that provides over 10 billion doses of medicine annually.

We are 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 and endocrine disorders, and other therapeutic areas.

Our specialty products are marketed through skilled Specialty Sales & 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	Therapeutic Area	Formulation / Development	Pre-Clinical	PK/PD Phase 1 and Phase 2	Confirmatory Clinical (Phase 3)	Submission	Approval	Launch
DHE Autoinjector	Migraine and Cluster Headache							
IPX203	Parkinson's Disease							
K127	Myasthenia Gravis**							
K114	Hypothyroidism, T4 subindication							
K128	Sialorrhea/ Movement Disorders							

*As of 08/09/2021

**Orphan Disease



We develop innovative drug delivery technologies

Amneal has developed several proprietary technology platforms for controlled drug delivery of challenging compounds that have the potential to improve efficacy, tolerability and/or compliance. Our Specialty R&D teams are working to leverage these technologies in ways that enhance our pipeline, improve patient outcomes and deliver value. You can learn more about our innovative drug delivery technologies [here](#).

We invest in critical biosimilars

For nearly 20 years, Amneal has been driven by a relentless passion to make medicines accessible and affordable. This passion endures in our pursuit of bringing critical biosimilars to market. Entering the biosimilars market requires specialized skillsets, capabilities and investments. We believe our core strengths in high-quality manufacturing, innovation and strong commercial execution will position us extremely well in this space.

We forge creative partnerships to make healthy even more possible

We continually look to forge creative business collaborations and/or M&A opportunities that enhance the depth and breadth of our business and align with our mission, values and goals. Our Corporate Development team has in-depth scientific, financial, analytical and integration knowledge, bringing a broad range of expertise to develop flexible, innovative partnerships. We have a proven track record in:

- Mergers and acquisitions
- Co-promotion agreements
- Co-development partnerships
- Distribution collaborations
- Licensing agreements

Product Quality and Safety Programs

Quality and safety underpin everything we do at Amneal and we view quality as a non-negotiable commitment.

Patients, customers, physicians and pharmacists trust Amneal to deliver quality pharmaceuticals that are safe and effective. 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." This call to action is enhanced by our long-standing commitment to delivering trust, integrity and value.

Our quality culture is one of the core pillars of our success. We work to consistently meet or exceed quality, industry and global regulatory standards. Across our company, we seek continuous improvement in everything we do. Key performance indicators validate our efforts and ensure that we're always improving – for our family and for yours.

Our commitment starts at the top

This commitment is immediately evident in our structure, oversight, goals and compensation:

Our Board of Directors

- Our Technology and Operational Compliance Committee has oversight responsibility for the quality and safety of our operations, including strategically leveraging technology to be leaders in this space.

Our Executive Leadership

- Our Executive Leadership team hosts quarterly executive safety meetings which are focused on sharing metrics, trends and actions related to Adverse Events and Product Quality Complaints.
- Our overall Corporate Goals include a commitment to maintaining industry-leading standards of quality throughout all areas of the business. Additionally, each department that has responsibility for product development, manufacturing or logistics has quality and safety goals built into overall departmental goals, which then directly tie to compensation metrics. These goals are monitored on a monthly basis.
- Our Drug Safety and Pharmacovigilance Department has management responsibility for product safety issues. The Drug Safety and Pharmacovigilance Department follows detailed Standard Operating Procedures to closely monitor signal detection reports and PV (pharmacovigilance) trend reports to help ensure early detection of potential quality issues and build a knowledge base for future use. Additionally, the department oversees our global product base which includes meeting all FDA requirements for reporting, such as the implementation of a 24-hour requirement for reporting adverse events associated with any of our products.
- All employees whose job responsibilities are connected to quality or safety receive annual training.



We manufacture products destined for someone's loved one

Our Manufacturing and Testing

We manufacture, package and distribute our products through a state-of-the-art network of facilities strategically located throughout the U.S., India and Ireland. Our operational capabilities are diverse and distinct, with few competitors matching our breadth of manufacturing expertise across all dosage forms, including complex oral solids, softgels, injectables, ophthalmics, liquids, topicals, transdermals and devices. We also maintain robust internal active pharmaceutical ingredient (API) manufacturing capabilities as well as advanced packaging and distribution facilities. Over the last several years, we have invested considerably in advanced equipment, technologies and talent – all to ensure the safe and reliable production of our products.

We are focused on the safety and well-being of patients

To help us better understand drug safety profiles and deliver safe products, our Corporate Drug Safety team collects, reviews and reports adverse events and other safety findings associated with the use of our investigational and commercial products to relevant regulatory authorities.

- We have created independently monitored external reporting mechanisms to enable anyone with information that can inform our safety and quality operations to provide their input, either anonymously or otherwise.
- We have created a structure with cross-functional responsibilities for adverse events to help avoid any coverage gaps and create multiple sources of input and oversight.
- We maintain continuous oversight and regular testing of response procedures related to product quality and safety, including:

- Conducting mock internal audits in compliance with FDA directives
- Conducting mock recall exercises periodically
- Establishing and following an annual audit schedule that covers our own operations and those of our suppliers, vendors, CROs, etc.
- Detailing established procedures for incident evaluation and corrective actions
- Reporting all safety data to the FDA based on established Post Marketing Reporting regulations

Our Product Safety Standards are available in our Quality Manual, as are our approved Standard Operating Procedures.



**We prioritize
our commitment
to compliance
and quality**

Adverse Event Reporting

We make direct channels available to contact us in the event that someone experiences an adverse event associated with the use of an Amneal product. The following should be reported to Amneal whether or not they are associated with an adverse event:

- Off-label use of an Amneal product relates to situations where the medicinal product is intentionally used for a medical purpose not in accordance with the approved product information.
- Accidental or intentional medication errors or overdose of an Amneal product.
- Misuse, where the Amneal product is intentionally and inappropriately used not in accordance with the approved product information.
- Abuse, which is persistent or sporadic, intentional excessive use of a medicinal product.
- Reports of patient death after exposure to an Amneal product where no other details are provided.
- Occupational exposure to an Amneal product.
- Transmission of an infectious agent through a contaminated Amneal product.

Medical Inquiries

Our medical information team responds to inquiries from healthcare professionals, customers, patients, payers and managed healthcare organizations related to the usage, efficacy, and safety of Amneal products. Click here to [learn more](#).



Pharmaceutical Compliance

Pharmaceutical laws affect virtually every aspect of Amneal's operations—from regulatory approvals to product labeling, promotion and advertising. The purpose of these laws is to make sure our products are safe, effective, and promoted fairly and accurately. Regulated activities include:

- Research and development
- Clinical trials
- Regulatory approvals
- Safety and efficacy
- Adverse event reporting
- Labeling
- Manufacturing
- Storage
- Distribution
- Product Quality
- Record keeping
- Marketing
- Advertising and Promotion
- Sales
- Reimbursement
- Product Sampling

Global regulation of the pharmaceutical industry is greatly influenced by government agencies such as the United States Food and Drug Administration (FDA) and the European Union's European Medicines Agency (EMA). While efforts are underway to harmonize regulations into consistent global standards, laws today may vary depending on the specific country and market.

Amneal requires all employees to comply at all times with applicable laws and regulations governing the pharmaceutical industry in those markets where the company conducts its business and to comply with Amneal's Code of Conduct, policies and procedures.

Amneal requires employees to report suspected violations of applicable laws and regulations, and any suspected violations of Amneal policies and procedures, directly to a supervisor, Corporate Compliance, Legal, or indirectly through the Amneal Ethics & Compliance Hotline.



Quality

Amneal is committed to quality improvement resulting in the development, production and delivery of high-quality products for our customers and patients. We comply 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.

We take quality-related complaints seriously and work to ensure that any complaints are properly investigated and reported, as required, to the appropriate regulatory authorities. We have quality agreements in place with any external manufacturing sites that we utilize and own the quality and safety for all products, regardless of where they are manufactured.

- We maintain a rigorous focus on quality and safety by manufacturing as many of our products as possible from our own facilities. Approximately 75% of current revenues* are from products manufactured in-house, reflecting our core competency in manufacturing excellence.
- Our global commercial facilities are each registered with the FDA and must maintain FDA standards to achieve this registration.

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.

- Each of our sites has quality metrics specifically designed for that site that are monitored monthly, at a minimum.
- In Ireland our operations are benchmarked to three leading ISO standards:
 - ISO 14001
 - ISO 45001
 - ISO 50001

*Data presented as of September 15, 2021

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

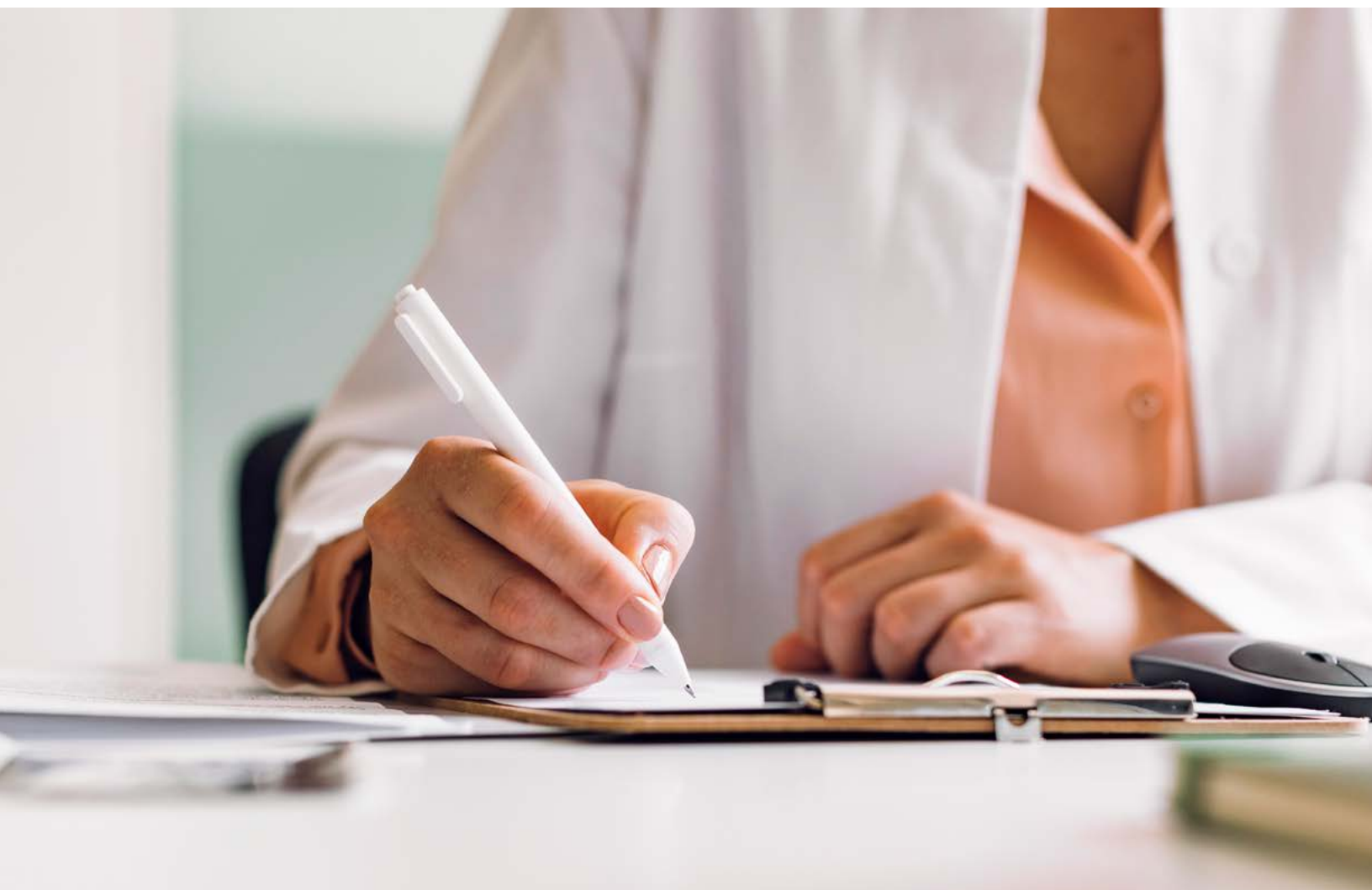
Good Clinical Practice

Diseases and conditions know no national boundaries, so we apply our expectations, standards, policies and practices for good clinical practice globally. We have adopted rigorous practices that incorporate the principles codified in the International Conference on Harmonisation's [Good Clinical Practice \(GCP\) Guidelines](#), all of which we follow.

Good Clinical Practice (GCP) is an international ethical and scientific quality standard for designing, conducting, recording and reporting trials that involve the participation of human subjects. Compliance with this standard provides public assurance that the rights, safety and wellbeing of trial subjects are protected and that the clinical trial data are credible.

Clinical Trial Standards

The quality of our clinical trials are a core focus of our drug development work. We are committed to conducting trials in an ethical manner, and therefore we invest heavily in designing, managing, and monitoring our clinical trials.



Access to Health Care

A family commitment to helping others

Chirag and Chintu's vision for founding Amneal was inspired by their father, Kanu Patel, an industrial pharmacist who worked as a pharmaceutical regulatory inspector in India. Raised on the Gandhian philosophy of truth and service, Kanu taught his sons to achieve prosperity through hard work and by conducting business with honesty and integrity.



When the Patel family immigrated to the United States in 1987, Chirag began his business pursuits with several information technology start-ups, while Chintu followed in his father's footsteps as a pharmacist. During his time as a pharmacist, Chintu witnessed firsthand the struggle many patients had in choosing between buying food or their medication. The desire to provide affordable medicine to patients ignited a passion within Chintu, and with his father's guidance and Chirag's business savvy, Amneal was born.

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.

Our commitment starts at the top

The committees of our Board of Directors have oversight roles of topics related to access to health care:

- Our Nominating and Corporate Governance Committee has primary responsibility for environmental, social and governance reporting.
- Our Compensation Committee oversees the alignment of compensation practices with the company's core strategy and goals, of which our generics practice is at the core.
- Our Audit Committee oversees our Risk Assessment, Risk Management, and Corporate Compliance functions, to each of which our distribution and other access issues are important.

The role of generics in advancing health equity

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 in our generics operations.

- We have created and maintain robust internal active pharmaceutical ingredient (API) manufacturing capabilities: by managing our API capabilities internally, we not only directly support quality control, we also enhance our ability to act efficiently and improve steadily.
- We study every part of our manufacturing operations on a regular basis to enable us to develop, manufacture, package and distribute our products through state-of-the-art facilities strategically placed around the world.
- We have built an industry-leading ability to deliver affordable products across nearly all dosage forms, including oral solids, softgels, injectables, ophthalmics, liquids, topicals, transdermals and devices.

Accessibility is
at the heart of
everything we do

- We have a sense of urgency about getting newly generic products to patients which enables them to save money sooner: we are the #1 company in obtaining the FDA's Competitive Generic Therapy (CGT) designation.*
- We have staying power: our longevity in our established markets enables us to refine them to deliver more products more broadly and at lower costs than would otherwise be possible.

We help patients in need

Although generics generate the majority of our revenues, we also offer a number of non-generic specialty products. In order to make healthy possible, we have developed and maintain programs to enhance the accessibility of these products as well. There are various regulatory requirements and restrictions governing how accessibility to these products can be enhanced, so our programs vary by the type of product involved.



OUR PROGRAMS INCLUDE:



Patient Assistance Programs**

Since 2012, our patient assistance programs have provided free or reduced cost medicines to thousands of eligible patients.



Copay Subsidizations**

For some of our specialty products, we are able to subsidize out-of-pocket costs for commercially insured patients where permitted by law. (State and Federally funded programs are exempt from these programs.)



Product Donations

We also donate products to organizations dedicated to assisting people with the greatest need for help accessing medicines, including those who qualify based on medical and financial need and victims of natural disasters and humanitarian crises. These organizations include AmeriCares®, Dispensary of Hope® (DoH), Direct Relief and MAP International.

*As of September 30, 2021

**These programs are only applicable to specific specialty products and do not include our generic medicines. Our specialty products can be found here: <https://www.amneal.com/products/our-portfolio/specialty-products/>

Monitoring our health-access-related initiatives

The accessibility of our generics products is, of course, affected by our ability to price them affordably. These pricing decisions are undertaken with extensive input from our Pricing Committee made up of relevant cross-functional leaders from Finance, Compliance, Legal, and the Commercial organization.

While we naturally focus on the quality, safety, efficacy and availability of our medicines and treatments, it is also essential, we believe, to focus on having strong, positive customer relationships in order to enhance patients' access to health care.

To help our patients receive the reimbursements to which they are entitled, we are conscientious in notifying the authorities (who maintain the pricing compendiums upon which insurance companies rely when making reimbursement decisions) when product changes occur.



Responsible Marketing and Promotion

We are committed to ensuring health care professionals and the health care community have the latest, most accurate information regarding our medicines and patient care. Any member of our workforce who is responsible for the marketing and promotion of our products is trained on the standards and are required to comply with them. Additionally, employees are trained in the company's Code of Conduct, which also addresses interactions with healthcare professionals.

We strive to comply with all laws and regulations governing the sales and marketing of our products. The global pharmaceutical industry is highly regulated because our products have a direct impact on patient health. Our activities are covered by a broad array of laws and regulations — many of which are extremely complex, tend to overlap, and are subject to interpretation.

In addition, governments are often the primary payors for drugs prescribed for their citizens. Governments, therefore, have a direct financial interest in ensuring fair, objective and accurate representations and transactions—and can severely penalize violators.

Amneal will only solicit and obtain business through sales and marketing programs that have been formally approved by the company. No employee is permitted to give unauthorized discounts, rebates, concessions, commissions or incentives, or bribes or other payments, to obtain or retain business.

We carefully seek to follow the pharmaceutical laws in the markets we serve—adhering to product labeling requirements and promoting only uses that have been approved by regulatory authorities. Therefore, all claims must:

- Be consistent with product labeling
- Be supported by substantial evidence
- Be truthful and not misleading
- Appropriately balance the benefits of the product with its risks



Responsible Marketing and Promotion Continued

Amneal only advertises and promotes its products through programs and materials that have been formally approved by the company. All advertising and promotional programs and materials must be reviewed by Amneal personnel to ensure compliance with applicable country, state, and local laws and regulations. No Amneal employee may modify any portion of any product labeling or literature without prior authorization from the Promotional Asset Review Committee (PARC).

We have robust policies and procedures that inform employees on appropriate interactions with the healthcare community and requirements pertaining to drug promotion and ethical marketing. To that end, we continually monitor sales representative performance as well as compliance with standards, policies, and procedures. Risk assessments, monitoring and employee training are key components of each and we strive to comply with regulations and adhere to ethical standards set forth by the company and industry associations.





Change your
thoughts
& you change
your world.
-Norman Vincent Peale

OUR GOVERNANCE

Corporate Compliance Program

Amneal is committed to maintaining the highest standards of business ethics and complying with all laws and regulations that govern our industry.

As part of this effort, Amneal has adopted an enterprise-wide Comprehensive Compliance Program (“CCP”) that is designed to prevent, detect, and resolve potential compliance issues. Our CCP seeks to comply with all applicable federal and state laws, regulations, and industry guidance including the “Compliance Program Guidance for Pharmaceutical Manufacturers” developed by the United States Department of Health and Human Services, Office of the Inspector General and the Pharmaceutical Research and Manufacturers of America’s “Code on Interactions with Healthcare Professionals.” The CCP applies to our officers, directors and employees in their activities on behalf of Amneal, including any of its subsidiaries or divisions.

Amneal’s Compliance Program is led by our Chief Compliance Officer. The Compliance Department is responsible for developing and implementing the Amneal Corporate Compliance Program, including the Code of Conduct and related policies, and for enforcing its provisions through investigations and recommendations to management.

To learn more about the Amneal Corporate Compliance Program or to find supplemental governance-related documents, please visit our [website](#).

We act with ethics and integrity every day

We recognize our work has far-reaching implications in affecting the health and wellbeing of people every day. As a result, we conduct our business according to high legal and ethical business standards. Our commitment is defined by our Code of Conduct (CoC) and is embraced enthusiastically by Amneal colleagues across our company.

[Learn more](#) about our commitment to ethics and compliance:

- Code of Conduct
- Amneal Corporate Compliance Program and Declaration
- California Transparency in Supply Chains Act Disclosure

We have an anti-corruption policy that clearly defines and prohibits bribery, corruption and facilitation payments

Our CoC provides guidelines that help colleagues understand what acceptable behavior is. This includes guidance concerning the giving and receiving of gifts, meals and entertainment (including to government officials); the acceptance of outside employment; the existence and nature of business relationships; relationships with friends and family members; the use of corporate funds and assets; memberships in business and scientific organizations; political and charitable contributions; and business opportunities, in addition to guidance more specifically referencing bribery and corruption. Further, our CoC also provides guidance on the related topics of anti-trust, unfair competition, restraint of trade, export control, and copyright protection issues in a global context.



Amneal policy prohibits any offer, payment, promise of payment, or authorization of the payment of any money, gifts, loans or other inducement, whether given directly or indirectly, to a government official or the employee of a private company in order to influence any act or decision of the official or employee to obtain or retain business or gain any regulatory or other commercial advantage. Amneal policy also prohibits the receipt of anything of value by an Amneal employee from suppliers, vendors or others who may seek thereby to influence any act or decision of the employee.

We have a multifaceted speaking up program

Reporting of concerns and potential or real violations of our CoC or any other legal or regulatory requirement, company expectation or behavior inconsistent with our values is important to Amneal, so we provide numerous reporting avenues for this kind of information.

In addition to legal reporting requirements, information can be shared via a colleague's supervisor, Human Resources representative, corporate compliance or legal department representative, or via the toll-free, independently administered [Ethics and Compliance hotline](#).

The Ethics & Compliance hotline information is provided both internally to colleagues globally and externally on our website to enable reporting from those outside the company. The hotline is available in a variety of languages and can protect confidentiality and anonymity if desired.

Reporting is taken seriously and investigated appropriately. Colleagues are expected to cooperate fully. Reporting in any form is protected by a strict non-retaliation policy. Disciplinary actions will be taken where appropriate and, depending on the circumstances and legal requirements, can range from reprimand, loss of compensation, loss of promotional opportunity to demotion or termination. When appropriate, violations will also be reported to the authorities.

We are stewards in protecting proprietary information and privacy data

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. We believe individuals have the right to decide when their personal data* is collected, used or disclosed. We also believe responsible stewardship of personal data is a critical component in maintaining trust in the Amneal brand and ensuring that individuals feel confident that Amneal respects their right to privacy.

Many countries, as well as states in the U.S., have implemented, or are planning to implement, privacy and/or data protection laws that set requirements for the appropriate handling of personal data. Amneal currently complies with all applicable laws, and commits to comply to any future changes in the law in any country in which it operates.

*"Personal data" includes any information that can be used to identify, contact, or locate an individual.

The Board's Role in Risk Oversight

Management is responsible for managing the day-to-day risks our Company faces. Our Board of Directors is responsible for:

- confirming that management has implemented an appropriate system to manage these risks, i.e., to identify, assess, mitigate, monitor and communicate about these risks; and
- providing effective risk oversight through the Board's committee structure and oversight processes.

Beyond these fundamental responsibilities for risk oversight, our Board concentrates on the broader implications of our strategic plans and allows the committees to focus on specific areas of risk. Our directors, through their risk oversight role, are responsible for confirming that the risk management processes designed and implemented by the Company's executive officers and other senior managers are consistent with the Company's corporate strategy and are functioning as intended.

The Board believes that full and open communication between management and the Board of Directors is essential for effective risk management and oversight. Our executive officers attend our quarterly Board meetings. In addition to making quarterly presentations at such meetings regarding our operations, our executive officers are available to discuss any questions or concerns raised by the Board relating to risk management and any other matters. In addition, management typically reports on cybersecurity matters to our Audit Committee twice a year. While the Board is ultimately responsible for risk oversight at our Company, our Board committees assist the Board in fulfilling its oversight responsibilities in certain areas of risk.

Audit Committee

In accordance with its charter, the Audit Committee is required to, among other things, focus on the reasonableness of control processes for identifying and managing key business, financial and regulatory reporting risks. The Audit Committee is also mandated by its charter to discuss with management our Company's major financial risk exposures and the steps management has taken to monitor and control such exposures, including, as required by the NYSE, our risk assessment and risk management policies. The Audit Committee monitors our Company's credit risk, liquidity risk, regulatory risk, operational risk and enterprise risk by regular reviews with management, external auditors and our Company's internal audit function. The Audit Committee reviews and discusses with management the implementation, execution and performance of the Company's enterprise risk management program and the strategies, processes and controls pertaining to the management of the company's information technology operations, including cyber risks and information security.

Compensation Committee

The Compensation Committee assists the Board in fulfilling its oversight responsibilities with respect to the evaluation and management of risks arising from our compensation policies and programs.



Nominating and Corporate Governance Committee

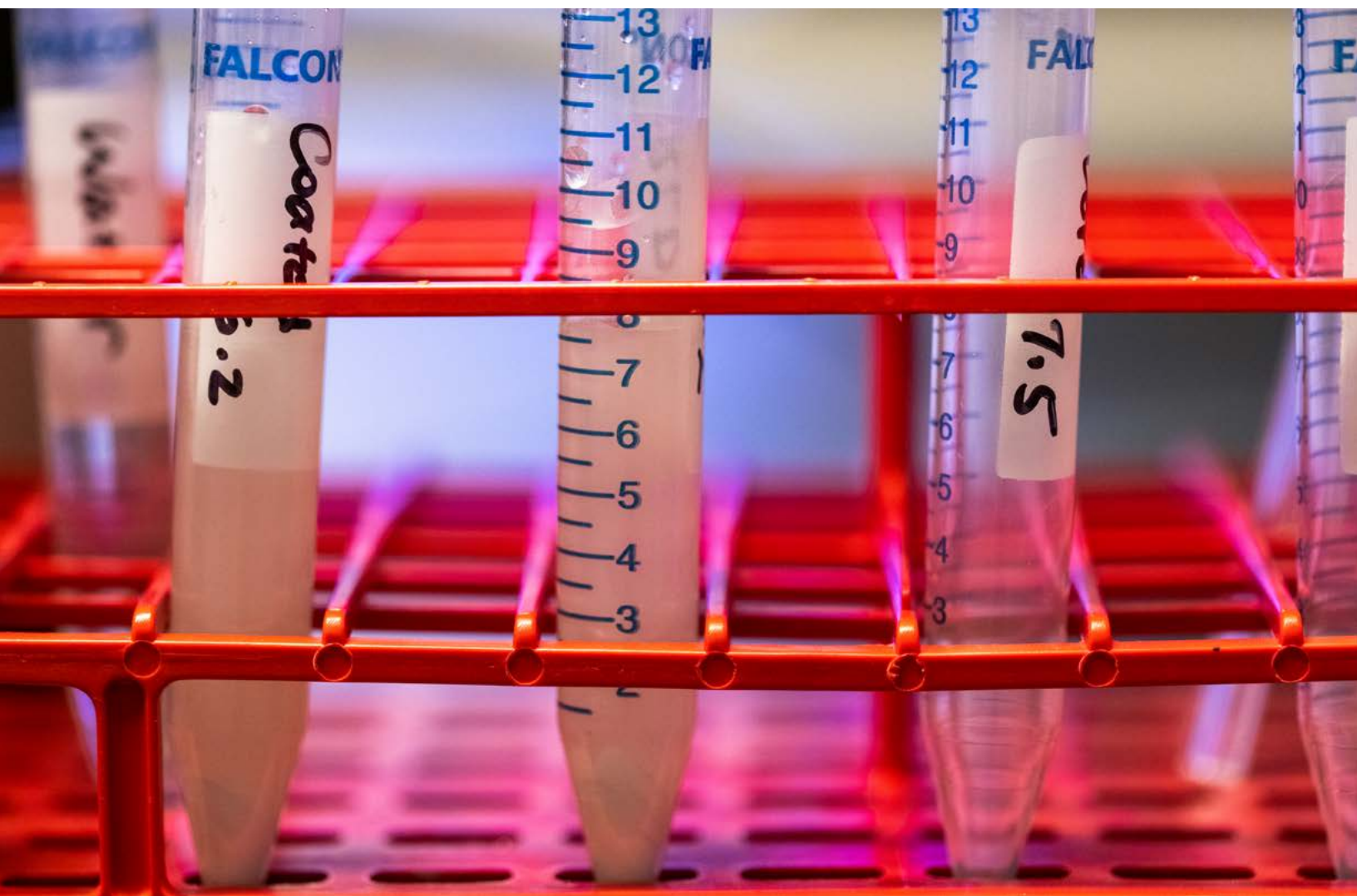
The Nominating and Corporate Governance Committee assists the Board in fulfilling its oversight responsibilities with respect to the management of risks associated with corporate governance, including Board structure, size, membership and succession planning for our directors, as well as ESG matters of importance to the Company.

Conflicts Committee

The Conflicts Committee assists the Board in fulfilling its oversight responsibilities with respect to the management of the risks associated with the potential conflicts of interest that may arise from certain related person transactions.

Technology and Operational Compliance Committee

The Technology and Operational Compliance Committee assists the Board in fulfilling its oversight responsibilities with respect to the management of the risks associated with the Company's use of technology, including in its manufacturing and research and development operations.





OUR PLANET

We operate
in a safe and
environmentally
responsible
manner

Environmental Health and Safety

Our Code of Conduct (CoC) commits us to operating in a safe and environmentally responsible manner.

All colleagues are required to understand and follow applicable environmental requirements as they relate to their employment responsibilities. All colleagues are also required to read, understand and follow all environmental, health and safety policies and procedures that affect their work. This includes making sure all required reports on environmental matters are complete, accurate and timely.

Internal awareness is created through routine training programs and, when appropriate, communication of Corrective and Preventive Actions (CAPA's) following rare incidents of non-compliance. We meet regularly with Production and Engineering regarding our environmental permitting and compliance issues which include air, wastewater and solid waste reporting.

In addition, every colleague is responsible for ensuring that all waste products, hazardous materials and other regulated items are stored, handled and disposed in compliance with all laws, regulations and our own standards. Colleagues must always wear personal protective equipment and apparel required of their jobs. Further, every colleague is required to immediately report any unsafe storage or improper disposal or release of hazardous or toxic substances.

Our environmental management systems are critical in India where many of our largest manufacturing facilities are located. We employ an Environmental Management and Safety lead who is supported by a team at every facility. These teams make sure that our environmental standards are developed, adhered to, audited by independent third parties, and reported to governmental oversight bodies including filing monthly reports with each state's pollution control board.

Each year, our team in India hosts a national Safety Week celebration for employees at all levels of the organization. The event involves daily activities including safety pledges, mock drills, first-aid training, firefighting training, fire hydrant drill competitions, and more. The week culminates with a competition for the best safety poster, slogan, suggestion and poem. Winners receive a prize and the top three performers are asked to give a speech on safety.

In Ireland, we benchmark ourselves against the three leading ISO standards, including:

- ISO 14001 certification for environmental management
- ISO 45001 for occupational health and safety management, and
- ISO 50001 for energy management

To stay ISO certified we are audited each year on each standard by independent third parties.





Environmental Stewardship

We take a proactive approach to our environmental impact and believe that every company has a role to play in taking action for our planet, including Amneal.

Brookhaven, New York Facility Spotlight

At our Brookhaven, NY facility, we have invested in a geothermal energy system. Geothermal energy is a clean, renewable resource that can be harnessed for use as both heat and electricity. Geothermal energy allows us to significantly reduce our carbon emissions, water use and electricity consumption from the grid.

Additionally, our Brookhaven facility has invested in a Regenerative Thermal Oxidizer (RTO) to ensure actual (post-treatment) facility emissions are minimized. RTOs are reliable, deliver a low operating cost and are able to achieve as much as 97% heat recovery, thus contributing to our positive environmental impact. As a generator of hazardous waste, we maintain a waste reduction program, and we continue to assess and implement processes to reduce waste quantities.

Glasgow, Kentucky Facility Spotlight

At our distribution facilities in Kentucky, we have taken numerous actions to reduce our environmental footprint and promote circular economy practices, including the following:

- We use LED lights and motion detectors to minimize energy use.
- We have converted to electric warehouse equipment that minimize energy consumption.
- We manage and maintain our HVAC systems including using DC to AC systems that reduce energy usage and failure rates.
- We use smart battery technology to limit charging to what is needed, minimizing electricity use.
- We use smart-charging practices that access the grid outside of peak usage periods.
- We retain licensed third-party auditors to test our coolers regularly to check not just for the accuracy of their temperature controls but also for any environmental concerns.
- We partner with both the Tennessee Valley Authority and East Kentucky Power to maximize our sourcing of low-carbon power.
- We use biodegradable cleaning products.
- Our facilities employ an in-house environmental health and safety coordinator who oversees operations and provides annual training for key personnel.
- We recycle our corrugated and plastics and ship our products in recycled boxes.
- We use GPS tracking on our vehicles and our contractors' vehicles to increase efficiency and product security.
- We use end-to-end security procedures to prevent diversion of our products during distribution.

Ireland Spotlight

In Ireland, we gather and report our energy and water usage quarterly to governmental entities. We have taken further steps to minimize our environmental footprint—such as converting to LED lighting—and undertaking educational programs to encourage our employees to take similar steps at home. Our daily morning calls and regular town hall meetings all include environmental, health and safety messages.

India Spotlight

In India, we gather and report detailed information on our environmental impact in accordance with the [Central Pollution Control Board](#). This data, which is monitored daily, includes details on environmental protection as it relates to water pollution, air pollution, noise pollution and waste management. We take compliance with these acts, rules and policies seriously and set annual reduction targets to ensure compliance. In accordance with the governmental laws and protocols laid out by the Central Pollution Control Board, we provide monthly reports outlining our environmental impact and seek to comply with all applicable environmental regulations. There were no instances of environmental fines imposed or negative consequences due to Amneal's operations in the reporting period.

We look forward to expanding our environmental reporting in the future.



OUR IMPACT

Commitment to Social Responsibility

We are engaged in giving back and encourage employees to actively support the vitality of our communities through various company-sponsored Social Responsibility commitments, including advocacy, employee volunteerism, fundraising and product donations.

Key commitments include longstanding partnerships with Dispensary of Hope, AmeriCares, 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.

Every year, we donate product to organizations dedicated to helping make healthy possible for people around the world who have the greatest need. In 2020, we donated nearly 6 million doses to Dispensary of Hope and have contributed over 19 million doses since the start of our partnership in 2014. These donations are used to support low-income patients, disaster relief efforts, medical volunteers and global humanitarian needs. Learn more about our activities and some of the organizations we partner with on our [website](#).

We also ran an innovative SPARK (Stories of Parkinson's) Program where Parkinson's patient ambassadors share their [treatment and life experience stories](#) with other patients and care partners through a dynamic speaker program. Throughout 2020, we amplified our support of the Parkinson's community in several important ways, including:

- Employees volunteered with the Parkinson & Movement Disorder Alliance (PMDA) to make Cheer Calls® to people living with Parkinson's and their care partners who were feeling isolated during the COVID pandemic;
- We worked more closely with our advocacy partners to support their increased shift to providing education/advocacy services via virtual interactions with patients and care partners; and
- We engaged Amneal U.S. colleagues in a movement challenge that raised awareness and company funds for the virtual Parkinson's Unity Walk.



DISPENSARY OF

HOPE



Community Impact

Besides these key corporate commitments, we rise to meet the needs of our communities through a host 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.

We mobilized throughout the COVID-19 pandemic

The COVID pandemic has impacted our people and communities in profound ways, and we are very proud of Amneal's collective efforts to share our passion and company resources in support of recovery and relief activities across the globe. Throughout 2020 and into 2021, we have prioritized communities impacted by COVID-19 through various efforts including the following:

- We responded to several U.S. government requests for medicine being considered as a potential treatment for COVID-19. Following those requests, we quickly mobilized our teams to deliver millions of donated doses to various state and federal healthcare systems.
- We raised \$50,000 to support AmeriCares' COVID-19 relief efforts via a three-month virtual step challenge where employees collectively walked over 254 million steps.
- We initiated a National Corporate Sponsorship with the Marine Toys for Tots to help the organization address the increasing need for holiday gifts resulting from COVID's devastating impacts on the economy and families. Amneal donated \$25,000, and employees hosted toy collections throughout our U.S. facilities.
- We mobilized company financial resources and re-focused our India-based corporate social responsibility (CSR) budgets to support local COVID relief organizations.
- To support the dire need for oxygen supplies in India, we installed three oxygen plants in hospitals and partnered with a U.S.-based non-profit to immediately secure oxygen concentrator units alongside other medical supplies.
- We also worked with Indian government authorities to help local medical facilities expand patient bed capacity where needed.
- Our India-based operations teams increased production of COVID-related medicines and identified a marketing partner to help supply the important products to the India market.
- We also offered our capabilities to help boost the local manufacturing of Remdesivir anti-viral injections and assisted Indian manufacturers in securing API needed for this important medication.



We support the social wellbeing of our local communities

In India, our teams are heavily engaged in strengthening the social wellbeing of our local communities. We focus our efforts on helping to enhance the quality of life for people and communities through increased access to important healthcare services, education resources and scholarships, various social programs and environmental conservation projects. We are passionate about helping our India neighbors create a better future for their families while also helping individuals pursue their career aspirations. We are proud that some of our impact to date includes the following actions:



- We fund a School Support Program which provides more than 2,100 children with access to a pre-school education and subject matter support for language and mathematics curriculum.
- We support the Niswarth Scholarship Program which provides more than 30 students with need-based scholarships to pursue their post-graduate studies.
- We help ensure the accessibility of critical health services by funding various mobile health clinics with a focus on providing general medicine as well as dental and ophthalmic care. Since our involvement in these programs in 2019, nearly 180,000 patients have received services.
- We also support various community environmental conservation efforts, including the installation of rain roof harvesting systems at 10 government primary schools and our team regularly volunteers in a variety of tree planting events annually.
- And our India teams regularly volunteer to help meet community needs around sanitation, safe drinking water and collection and distribution of basic care needs like clothing and food.

We take a hands-on approach to addressing local needs

In Ireland, where we are the largest employer in a small town, the team is highly involved in addressing the local needs of the community. Our programs foster year-round opportunities for colleagues to make a difference. Organizations our Cashel, Ireland colleagues have supported include: the County Tipperary Chamber, Cashel Community School, the University College Cork Pharmacy School, Irish Cancer Society, Cancer Support Centre, and Movember Foundation. The team's efforts were recognized by County Tipperary Chamber of Commerce with a Best CSR Award for 2019.

We support the needs of our veterans

In October 2020, Amneal launched a partnership with American Corporate Partners (ACP), a national nonprofit organization focused on helping veterans and active-duty spouses find their next careers. Since then, 25+ U.S. Amneal leaders have been volunteering to mentor a veteran or active-duty spouse in their transition to civilian life.



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 its subsequent 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, 2020, unless otherwise stated, and is subject to change. 2020.

