



Endo International  
2020 Corporate Responsibility Report

Helping everyone  
we serve live their  
best life



Endo is a specialty pharmaceutical company committed to helping everyone we serve live their best life through the delivery of quality, life-enhancing therapies. Endo has a long history of evolving as a company, to develop and deliver different types of high-quality products to address the many needs of patients. Our 3,300 global team members work tirelessly to bring critical medicines, including generic alternatives, to those who need them most. Our business is focused in the following areas:

**Branded Pharmaceuticals**

Driven by world-class product development, our product portfolio includes a suite of branded pharmaceutical products in men’s health, orthopedics and endocrinology, delivered through our Endo Pharmaceuticals business. Additionally, we are excited to have entered the U.S. medical aesthetics market in March 2021 with the introduction of QWO®, the first Food & Drug Administration (FDA)-approved injectable treatment for cellulite, which is delivered through our Endo Aesthetics business.

**Sterile Injectables**

With an unparalleled reputation for providing quality products, our Par Sterile Products business develops, manufactures and markets a broad portfolio of branded and generic sterile injectables used by hospitals and health systems for critical and chronic patient care.

**Generic Pharmaceuticals**

A recognized leader in the generics market, we develop, manufacture and commercialize approximately 135 cost-effective generic pharmaceutical product families through our Par Pharmaceutical business. We offer products in a wide variety of therapeutic categories including antihypertensives, analgesics, antibiotics, cough and cold treatments, antidepressants and antipsychotics.

**International Pharmaceuticals**

Internationally, we operate primarily through our Paladin Labs business in Canada, where we provide prescription and over-the-counter products.

**Global Locations**

Endo is a global business with locations, including R&D, manufacturing and laboratory facilities, in the U.S., Ireland, Canada and India. Our global headquarters is based in Dublin, Ireland, with U.S. corporate offices in Malvern, Pennsylvania.

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**BUSINESS AT-A-GLANCE**



**OUR STRATEGIC PRIORITIES**

**Expand & Enhance Our Portfolio**

We are investing to build a more differentiated and durable portfolio that benefits our customers and creates sustainable long-term value.

**Reinvent How We Work**

We are embracing the future by accelerating new ways of working to better serve our customers, promote innovation and improve productivity.

**Be a Force for Good**

We are committed to the adoption of more sustainable practices that positively impact our stakeholders, including the promotion of diversity and inclusion in all we do.

**VISION, MISSION, VALUES**

**Vision**

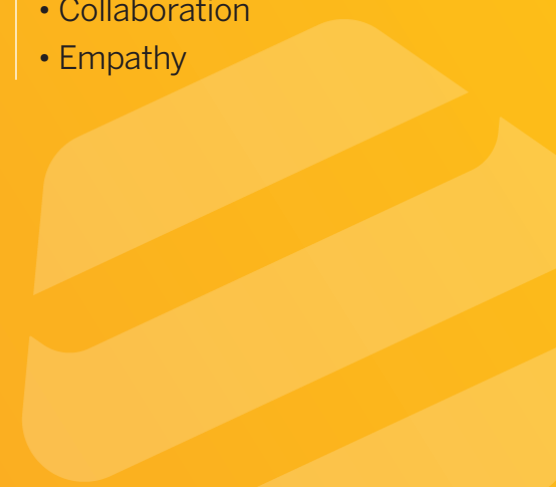
Helping everyone we serve live their best life

**Mission**

We develop and deliver life-enhancing products through focused execution

**Values**

- Integrity & Quality
- Innovation
- Drive
- Collaboration
- Empathy





Endo embarked on a new journey of transformation in 2020. In addition to launching a meaningful new vision and mission, we established three strategic priorities that guide all we do. Being a force for good is one of these priorities and is the foundation around which our Environmental, Social and Governance (ESG) strategy is built. As a company working to help everyone live their best life through the life-enhancing medicines and products we produce, we know we have an important role to play in the healthcare industry. Our role as a global corporate citizen extends even further and calls upon us to think about the impact we have on our environment, community and team members, as well as our customers—the healthcare professionals and patients who count on us. We are committed to addressing the full gamut of these needs to the best of our ability, and this Corporate Responsibility Report serves as an annual accounting of our performance.

Another of our strategic priorities is to reinvent how we work. Aligned to that effort, we announced a set of strategic actions in late 2020 designed to enhance our organizational effectiveness, increase the competitiveness of our generics segment and generate significant cost savings that will be reinvested into our core growth areas. This was a necessary but very difficult decision because it impacts many of our Endo team members. We deeply appreciate all that our impacted team members have done for our Company and continue to do through this period of transition. These changes, alongside our ESG strategy, are helping our Company prepare for the future. Not only must our business show strong fiscal and organizational discipline, but we must also think about the sustainability of our business practices and, in some cases, reinvent our approach to create long-term value that benefits all of our stakeholders.

Endo was tested in 2020 as we faced an unprecedented healthcare crisis, and I am proud of how our team met the challenge. Within this report, we detail our Company's response to the COVID-19 pandemic, including our partnership with

fellow healthcare company Novavax, Inc. to support the production of their potential COVID-19 vaccine candidate. Meanwhile, our team worked tirelessly to manage the supply of critical care Endo products that were needed as hospitals faced surges in serious COVID-19 cases. To maintain the safety and well-being of our 3,300 team members, we created modified work environments and provided supplemental support programs. Through these and other actions, Endo demonstrated our ability to address the many needs of our stakeholders through innovative and empathetic business approaches.

As we look to the future, I am confident we will continue to embed more sustainable ways of working across our business. A good example is the progress we made this year in our Diversity, Equity and Inclusion (DE&I) efforts. Specifically, we hired a leader to help develop our strategy and established a DE&I leadership council to shape and champion this work. We also welcomed two highly qualified Board Directors—Dr. M. Christine Smith and Jennifer Chao—both of whom are experts in their respective fields and bring a welcome degree of diversity to the Board. I was pleased to join CEO Action for Diversity & Inclusion, a CEO-driven group that is dedicated to advancing diversity and inclusion in the workplace. We believe these actions have provided the forward momentum required to make even more significant progress in this important area of our ESG strategy.

In 2020, we put in place strategies that will allow us to meet current healthcare challenges and prepare for those that will come in the future. Importantly, we know that by adopting more sustainable practices, our business will continue to fulfill our purpose to help people live their best life—now and well into the future.

Blaise Coleman  
President and Chief Executive Officer

"Not only must our business show strong fiscal and organizational discipline, but we must also think about the sustainability of our business practices and, in some cases, reinvent our approach to create long-term value that benefits all of our stakeholders."





**Endo has talked about its ESG strategy being a journey, so can you provide an update on how far the Company has come?**

Endo has made good progress in our ESG journey. In partnership with our Senior Executive Team and our Board of Directors, we completed our materiality assessment in early 2020 and began to execute our strategy across four pillars—Our Business Practices, Our Team, Our Customers and Our World. We were proud to issue our inaugural Corporate Responsibility Report in October 2020 and look forward to reporting annually in the second quarter, beginning this year. Our focus is now on further embedding the principles of sustainability across our business, as we work to continuously improve our ESG performance.

**Can you share examples of how Endo is embedding ESG across its business?**

Starting at the very top of our organization, we have made our ESG goals and objectives part of our 2021 Company performance scorecard. Through the practice of tracking and reporting our progress at both the executive and board levels, we are working to embed new ways of working throughout our business. In this year’s report, we detail developments across our teams that demonstrate that commitment. These include implementing our first Supplier Code of Conduct, expanding our Culture of Excellence quality program, increasing

energy efficiency and formalizing our DE&I strategy. These are great examples of how our business is moving forward to fully embrace the principles of good ESG in our everyday work.

**Do you plan on setting any multi-year, long-term goals in the future?**

We will examine what makes the most sense for each of our strategic pillars and define multi-year goals over time. As we did with our materiality assessment, we will seek feedback from our customers, shareholders, team members and Board as we shape and finalize those goals.

**How are you tying ESG into the culture at Endo?**

Our shared value of empathy calls on team members at Endo to work to understand others’ perspectives and to learn what matters to them. As our organization embeds ESG practices in our everyday work, we are reinforcing this mindset of stakeholder engagement and understanding. We do this by listening to our team members and responding to their feedback, engaging in our communities in meaningful ways to reduce healthcare disparities and improve healthcare outcomes and addressing the needs of our customers with responsible business practices to generate data and science to inform their work. We approach all these matters with empathy, integrity and a desire to continuously improve. Furthermore, our strategic priority of being a force for good guides our work and serves as a goal for all our team members as we fulfill our vision of helping everyone we serve live their best life.

**"Starting at the very top of our organization, we have made our ESG goals and objectives part of our 2021 Company performance scorecard."**

**Risk Management & Board Oversight**

At Endo, we govern our enterprise risks and opportunities through a risk management and mitigation program. As part of our enterprise risk management (ERM) process, our Board and management team monitor long-term risks and opportunities that may be impacted by ESG issues. Our overall ESG strategy is linked to this broader ERM approach.

While management has the day-to-day responsibility for identifying, assessing and managing our risk exposure, including those related to ESG matters, our Board provides oversight in connection with those efforts with particular focus on the most significant risks we face. The Board performs its risk oversight role in several ways:

- Board meetings regularly include strategic overviews by the CEO that describe the most significant issues and risks affecting Endo.
- The Board is regularly provided with business updates from our business and functional leaders.
- The Board reviews and discusses the risks associated with our financial forecast, business plan and operations.

The Board has and will continue to play an important role in providing guidance and oversight of our ESG strategy. Our progress will be reported to and tracked by the four Board committees throughout the year. Our Nominating, Governance & Corporate Responsibility Committee has oversight of our overall ESG strategy and will receive updates on the Our World strategic pillar. Our Audit & Finance Committee has oversight of our overall ERM process and will receive updates on information security. Our Compensation & Human Capital Committee will receive updates on the Our Team strategic pillar, and the Compliance Committee will receive updates on business ethics, product safety and quality.

**ESG Materiality Assessment**

Our work to identify the key tenets of our ESG strategy is based on a materiality assessment we conducted to identify the areas around which to focus our ESG tracking and reporting. We engaged stakeholder groups across Endo to understand the perspective of our customers, our team members and the patients we serve, as well as other stakeholder groups. We also engaged with our investor community to understand the areas of our business that are of most interest to them. We consulted external frameworks, including the Sustainability Accounting Standards Board (SASB); accessed industry-specific guidelines for healthcare companies; and looked to our industry peer group. As a result of these engagement efforts, we have identified four core areas and associated topics of ESG reporting focus.

Our Business Practices	Our Team	Our Customers	Our World
Business Ethics	Human Capital	Product Safety & Quality	Environmental Impact
Compliance	Health & Safety	Access to Healthcare	Material Sourcing
Information Security	Community Involvement	Pricing	

## Our Company in Action: COVID-19 Response

**Addressing the COVID-19 pandemic is the most significant healthcare challenge our global community has faced in recent history. It has required all companies to pivot and examine how they can support their teams, contribute to solutions to battle the virus and care for people in their communities. Endo's response has focused on the continued delivery of medicines while simultaneously addressing team member safety and offering support to bolster our non-profit partners' grass-roots community efforts.**

### Driving Solutions

In the early part of 2020, soon after cases of COVID-19 began to rise, demand for several of Endo's critical care and medically necessary products started to build. As a result, we prioritized the production of those products by adding shifts, bringing in new equipment to produce more batches and working with vendors and suppliers to enable continuous and uninterrupted supply. Through these efforts, we have been able to meet the demand and deliver those important products to the patients that need them.

We also looked at how we could collaborate with our industry partners and play an even bigger role in working to end the pandemic. In November, we announced our relationship with Novavax, Inc. to

provide fill-finish manufacturing services for their COVID-19 vaccine candidate, NVX-CoV2373. Under the terms of the agreement, our Rochester facility began production of NVX-CoV2373 final drug product, with initial batches to be used in Novavax's pivotal Phase 3 clinical trial in the United States. If approved, Endo will also provide fill-finish services for the vaccine intended for U.S. commercial distribution. We are proud to work alongside Novavax to help combat this devastating virus.

### Supporting Our Team

Our first priority in managing our Company's response to the pandemic was to take proactive measures to support the well-being of our team members. We implemented mandatory work-from-home requirements for office-based team members. Within our manufacturing sites, we reduced the number of staff required at each shift, increased social distancing, required masks, used thermal imaging for temperature checks and enhanced our already rigorous sanitization efforts. We launched a hybrid approach selling model in June 2020 for our field employees to allow for virtual and/or live engagement with healthcare providers and other customers. We also provided a number of additional benefits to all team members to support them through this difficult time.

Guided by local and national health authority guidelines, we are continuously reassessing our

workplace policies to support our employees, communities and customers. After a year of working remotely, using technology to regularly connect with both colleagues and customers and practicing enhanced distancing protocols within our manufacturing sites, we concluded that we do not need to be limited to traditional models of working to be successful. The pandemic has prompted us to rethink and reinvent what the workplace will look like moving forward.

For more details on how we are continuing to support our team and plans for what our future workplace may look like, please see the Our Team section of this report.

### Giving Back to Those in Need

With so many patients and families in need during this crisis, Endo donated more than \$5 million in product and monetary support to Americares and the Red Cross, which included double-matching U.S. team member donations made to the American Red Cross through April 30, 2020. Endo also offered medically credentialed team members the opportunity to take a paid leave of absence to volunteer their much-needed medical services during the crisis.

Our efforts continue, and our priority continues to be the safety of our team and communities while we work to support the patients who rely on us every day for the medicines they need.

**“This agreement puts an important piece in place as we finalize our supply chain for the U.S. clinical trial and eventually, commercial distribution of NVX-CoV2373, our nanoparticle vaccine adjuvanted with Matrix-M™. Endo's partnership and expertise are enabling rapid delivery of the vaccine for pivotal clinical testing.”**

STANLEY C. ERCK, PRESIDENT AND CEO,  
NOVAVAX



## Our Business Practices

**Operating with integrity and delivering our products with a quality mindset are shared values across our Company. We expect team members to do the right thing, even when no one is watching, and to be accountable for their actions. These foundational behaviors are key to maintaining a culture of compliance and ethics—a priority for our business that is reflected on our Company performance scorecard.**

We have a strong Corporate Compliance Program and Employee Code of Conduct (“Code”) to guide our team members. Additionally, we ask our suppliers to pledge their commitment to act responsibly through our Supplier Code of Conduct. Throughout the year, we train our team members on our Code, as well as on corporate policies and operating practices that are specific to their jobs, to build a continuous learning environment around our Company standards and expectations.

### Corporate Compliance Program

Endo’s Corporate Compliance team oversees the Corporate Compliance Program (“Program”), establishes clear rules of business conduct and

provides education and training for our team members. The team also monitors the Program to evaluate whether it is operating as intended and also to identify ways it might be enhanced. The Program is designed to drive a culture that enables the Company to achieve its vision, while following the Company’s policies and procedures, as well as applicable legal, regulatory and industry standards.

Our Chief Compliance Officer, who reports directly to our CEO, leads the Program and reports substantive compliance matters directly to the Board of Directors. This direct line of communication supports the Program’s autonomy. On an annual basis, the Corporate Compliance team oversees a enterprise-wide process to identify our compliance risks, as well as means for risk mitigation and management. The periodic review of our risk assessment enables the Company to evolve and revise its risk profile due to changes in our business, compliance and/or legal environments. Additional components of the Program are in keeping with the seven fundamental elements of an effective compliance program established by the Office of Inspector General. For more information on the specific components of Endo’s Corporate Compliance Program listed below, please visit [endo.com](https://endo.com).

### Endo’s Seven Corporate Compliance Program Elements

Policies, procedures and standards	Training and education	Effective communication	Internal monitoring and auditing	Standards enforcement and disciplinary guidelines	Investigations and corrective action	Designated Compliance Officer and Committee
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**Endo’s Ethics Hotline** is a telephone line and online portal through which team members, customers or any stakeholder can ask questions or report concerns. The Company takes every report seriously and conducts appropriate investigations promptly and fairly, and it strictly prohibits retaliation for making good-faith complaints. The Ethics Hotline is managed by an external third party and is operated 24 hours a day. Details are available at [endo.ethicspoint.com](https://endo.ethicspoint.com).

### Leadership at All Levels

In addition to the Board of Directors’ oversight and our CEO leading our compliance efforts at the very top of our organization, Endo has a Global Compliance Committee led by our Chief Compliance Officer. This committee includes members of the Senior Executive Team and other leaders who oversee and enhance our compliance program and work to embed a culture of compliance throughout the Company. All managers play an important role in fostering this culture of compliance and ethics. They are tasked with emphasizing the importance of annual trainings; setting the right example through their own words, actions and behaviors; and reinforcing ethical standards. They also educate team members about all the avenues available to them to seek advice or to report concerns.

### Employee Code of Conduct

Anchored by our Code, we work at every level of the Company to educate team members about our policies and standards and about how to raise issues or concerns. Endo’s Code applies to all employees globally and defines how we interact with patients, healthcare providers, payors, suppliers, government officials, the healthcare community, shareholders and each other. It is designed to enable team members to apply the principles of respect, trust and integrity to their day-to-day activities. All team members, full time contractors and select part time contractors and vendors are required to complete annual training on the tenets of the Code and certify that they will adhere to it. In 2020, more than 98% of employees completed the training. The Code calls on team members to take accountability and “own it” by:

#### Knowing the Rules

#### Acting With Integrity and Respect

#### Speaking Up

### Supplier Business Practices

We partner with many suppliers around the globe to help us develop and deliver life-enhancing products to the people who need them most. All suppliers working with or on behalf of Endo are expected to share in our commitment to operate in an ethical, social and environmentally responsible manner by abiding by the Pharmaceutical Supply Chain Initiative (PSCI) guidelines, which serve as the foundation for the Endo Supplier Code of Conduct (“Supplier Code”). Key components of our Supplier Code include:

#### Ethics

#### Human Rights and Labor

#### Health and Safety

#### Environment

#### Management Systems

To hold our suppliers accountable, the Supplier Code is incorporated into our contracts, including our purchase order terms and conditions. If we become aware of any violation of the Supplier Code, Endo may take action to address it, which could result in terminating our relationship with the supplier, among other consequences. By partnering with suppliers that live up to the principles of our Supplier Code, we are fostering a global supply chain that is sustainable for years to come.

To view our Supplier Code of Conduct, please visit [endo.com](https://endo.com).

**Operating with integrity and delivering our products with a quality mindset are shared values across our Company. We expect team members to do the right thing, even when no one is watching, and to be accountable for their actions.**

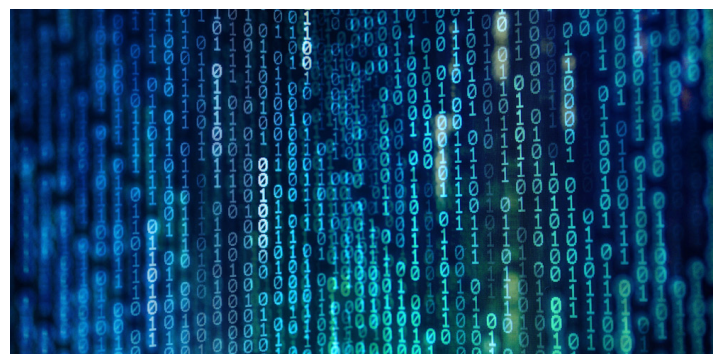
## Our Business Practices

continued

### Information Security

Our business depends on the efficient and uninterrupted operation of our communications systems, networks and other information technology. With these tools, we manage employee and customer data, which we take great care to protect. We continuously invest resources to maintain, enhance, develop, replace and add to our information technology infrastructure, and we protect it with industry-leading cyber security systems and tools. We ask our suppliers to maintain similar commitments to protecting our data and that of our customers and employees.

Endo's Information Technology Security (ITS) Office is responsible for developing Endo's corporate-wide information security vision, strategy and program. The ITS Office Leader reports directly to our Chief Information Officer and provides monthly updates to the Senior Executive Team and quarterly updates to the Board Audit & Finance Committee. Endo's Information Security Policy is maintained and championed by the ITS office, with trainings, testing and awareness efforts for all team members. In 2020, the Company launched a CyberSafe Initiative to add to the well-established Cyber Security Awareness Week activities that take place annually. As part of this initiative, the ITS team hosted virtual information sessions and communicated tips throughout the year to raise awareness of cyber safety and empower colleagues with knowledge and best practices.



### Key Business Policies & Procedures

Our policies and procedures detail the way in which we must conduct our business to comply with both our Company standards and local laws and regulations. Throughout the year, team members complete trainings to educate themselves about work-specific policies, procedures, laws and rules. Below, please find highlights from a selection of our Company-wide policies and procedures.

#### Working With Healthcare Professionals

Endo educates healthcare professionals about our products, collaborates with them on research, relies on their expertise as advisers and trains them on the approved use of our products. Interactions with these professionals are governed by the respective country's laws, regulations and standards. Our interactions must always reflect our commitment to integrity, compliance, accuracy and transparency, including adherence to our standards on prohibiting bribery and corruption. The research studies that Endo supports must have a legitimate scientific objective, be approved by the appropriate Endo scientific and medical reviewers and be conducted with scientific rigor. Additionally, all consulting arrangements with healthcare professionals must be reviewed and approved by appropriate management, medical and compliance reviewers, and payment must be at fair market value. We train all team members to work in a manner that is consistent with applicable laws and standards.

### Responsible Marketing & Promotion

Endo is committed to promoting our products based on their approved uses and the needs of patients. We require truthful, on-label and ethical communications that will help healthcare professionals make informed and independent decisions about how they can use our products for their patients. Prior to the use or dissemination of any written or verbal advertising or promotional piece, the material must be approved and authorized by a promotional review committee of Company subject matter experts. These pieces must be on label, accurate, not misleading and comply with applicable legal, regulatory and local standards. Our team members complete annual training specific to this policy and our standard operating procedures that support it.

#### Anti-Bribery & Corruption

As regulators, payors or purchasers of our products, government officials are integral to our business. We may interact with government officials or entities through our research and development, regulatory, manufacturing and import/export activities. Our interactions with government officials must comply with applicable anti-corruption laws. We prohibit any and all forms of bribery and corruption, including any such conduct by our third-party intermediaries. Team members are strictly prohibited to offer, promise, authorize or provide anything of value to any person—including government officials, as well as those working in the private sector—to improperly influence them, win or retain business or otherwise gain an unfair business advantage. The solicitation and acceptance of bribes from any person is also

prohibited. All Endo team members receive annual training on anti-corruption policies and procedures. Additionally, Endo provides training to relevant team members on due diligence and interactions with third-party representatives.

#### Anti-Discrimination & Harassment

Endo is committed to providing equal employment opportunity and fair treatment to all applicants and employees on the basis of merit and prohibits discrimination based upon race, color, national origin, religion, ancestry, physical or mental disability, medical conditions, genetic information, marital status, pregnancy status, gender identity or expression, age, sexual orientation, veteran or military status or any other classification protected by applicable law. The Company is also committed to fair employment practices in its dealings with all employees, and therefore team members are required to comply with applicable labor and employment laws, including laws prohibiting discrimination and harassment. The Company strongly prohibits and will not tolerate harassment of employees by managers, supervisors, co-workers or any non-employees. Similarly, the Company will not tolerate harassment by its employees of non-employees with whom the Company does business. Endo expects employees to treat each other with respect, dignity and sensitivity. Retaliation against an employee who has raised or reported in good faith a violation of the Company's policies against discrimination and harassment, or who engages in other protected activity, is prohibited.

For more information on these policies and standards, please visit [endo.com](https://endo.com).

## Supporting Our Greatest Asset: Our Team

**We want the best and brightest people at Endo to help us with our mission to develop and deliver life-enhancing products through focused execution. Our people strategy is focused on revolutionizing the employee experience and fostering a culture of inclusion and belonging where team members can:**

- 1) thrive within a safe working environment supported with excellent benefits;**
- 2) grow their careers through curiosity, exploration, learning and fulfilling on-the-job experiences;**
- and 3) connect with each other in a workplace that celebrates diversity and plays a meaningful role in the broader community.**

We are proud that the voluntary turnover rate of Endo team members was approximately 7% in 2020, a decrease of 24% from 2019. This data point, along with the results of recent employee surveys, tell us that we are creating an environment where our team members feel valued and engaged.

### **Thriving: Team Member Safety**

The safety of our team members at our manufacturing facilities, labs and offices is of the utmost importance. We have a safety program that is designed to monitor our work zones, educate team members about best practices and record and/or report any safety issues so that we can learn from them and continuously improve.

In 2020, our overall Recordable Incident Rate was 0.8 per 100 employees, a decrease of 27% from 2019. This reduction was all the more impressive when we consider our Manufacturing team members increased their total hours worked by 28% (from 5.65 million to 7.27 million hours) and were dealing with the impact of the COVID-19 pandemic throughout the year. We are proud of the work we did to implement

new procedures and practices that allowed Endo to maintain critical product supply to our customers, while keeping team member safety a top priority.

### **Thriving: Team Member Wellness**

At Endo, we want our team members to lead healthy lives so that, together as a team, we can better support our vision of helping everyone we serve live their best life. We put a great deal of effort into developing and maintaining a competitive suite of Total Rewards programs, which are focused on team members' physical, personal and financial well-being. In addition to providing excellent medical benefits, we also offer disease management programs, stress management support, smoking cessation assistance and discounts for gym membership to encourage healthy living. To support the financial well-being of our team members, we provide educational sessions on how to take advantage of the Endo Savings and Investment Plan, as well as our tax-free saving and spending accounts.

The COVID-19 pandemic in 2020 required the Company to rethink how we could further support our team members as they faced the challenges of working while managing their own health and well-being, as well as that of their families. All team members were entitled to additional paid time off for any necessary quarantine periods or to address childcare issues. Our Manufacturing team received a 20% temporary increase in pay to acknowledge their efforts. For team members working from home, access to new home-office equipment was made available to allow them to work more effectively. We reinforced the availability of our employee assistance and health advocate programs for anyone who needed guidance on getting tested, caring for those impacted by the virus or accessing mental health support. We also adopted all of the CARES Act provisions associated with our 401(k) plan so that team members could access their savings if needed.

These programs will extend into 2021 as we continue to contend with the impact of the pandemic.

Workforce flexibility was something Endo needed to fully embrace in 2020, and we were pleased to see how agile, resilient and effective our team was in adapting to this new work environment. As we consider what our "next normal" will look like when we are able to safely return to the office, we have sought team feedback through surveys and focus groups. Many team members have expressed that they appreciated the flexibility they were provided this year and would like to see it continue. Coupled with market research that shows today's workforce is looking for more flexibility and our strategic priority to reinvent how we work, we are evaluating how we may change our current policies. As part of this assessment, we are working to identify tools, technology and resources that will support our future workplace, help team members manage their work remotely and maintain and sustain an engaged, performance-driven culture.

### **Growing: Long-Term Career Development**

Endo offers a fast-paced and challenging work environment in which all team members are encouraged to grow, both professionally and personally. The Company provides a variety of training programs and an educational assistance program to help team members improve their job-related skills and long-term career potential. To bolster our own internal training capabilities and support personal development, we partnered with LinkedIn Learning to give our team access to more than 30,000 expert-led courses. Since the April 2020 launch, approximately 500 employees have completed 850 courses and 18,700 videos. The program supports key learning priorities across the business. For example, our Training and Development team used the tool to participate in the LinkedIn Learning March Challenge: Celebrating Women to support the Company's broader diversity learning objective.

0.8

IN 2020, OUR RECORDABLE  
INCIDENT RATE WAS  
0.8 PER 100 EMPLOYEES,  
A DECREASE OF 27%  
FROM 2019.



## Supporting Our Greatest Asset: Our Team

continued

Development at Endo, however, is about much more than formal training. Our team leaders prioritize development and support the future career aspirations of each team member. Throughout the year, they work with individuals to create personalized goals and objectives, such as course work and developmental assignments, and build-in check points to determine how they are progressing against their career goals. For example, in our Commercial function, our leadership development program has been an important part of succession planning for marketing and sales leadership positions. Team members who are interested and have demonstrated the core capabilities to serve as a manager enter a robust manager training program, as well as an Emerging Leader Experience, which are both designed to identify talented sales leaders in the field who can be trained to serve in broader leadership roles within the Company. We are happy to report that all our commercial manager positions in 2020 were filled with team members who successfully completed these programs, demonstrating that our focus on professional development and training is producing ready-now leaders. Additionally, Endo sponsors multiple Career Pathway programs, focused on Commercial, Technical Operations, Engineering, Manufacturing and Quality, as well as other functional areas. The dedicated coaching within these pathway structures resulted in 180 internal promotions in 2020.

### **Connecting: Diversity, Equity & Inclusion in the Workplace**

At Endo, our diversity unites and connects us as OneTeam. We are committed to cultivating, valuing and embracing every person's distinct voice. We seek to create a culture where everyone feels a sense of belonging and where unique perspectives fuel innovation and drive our success. This includes promoting an environment where our team members welcome and appreciate an inclusive workplace

culture driven by differences in race, ethnicity, gender identity or expression, national origin, color, sexual orientation, disability status, age and all other unique characteristics.

Our DE&I strategy is led by our Global Head of DE&I; is championed by a global and cross-functional DE&I Leadership Council, sponsored by our CEO; and is focused across three key strategic priorities: talent, culture and community.

#### **Talent**

Build a strong pipeline of team members who represent the communities we serve through systematic, equitable practices

#### **Culture**

Accelerate inclusion by reinforcing a culture where each team member is respected, valued and feels a sense of belonging

#### **Community**

Understand and support the needs of our diverse patients and customers, expand outreach and build trust

#### **Talent**

To build a strong pipeline of diverse talent, we must measure and hold ourselves accountable for recruiting and engaging the best talent, representative of the diverse communities we serve, including underrepresented minorities and females. In 2020, our numbers remained unchanged in our general workforce, but we are actively working to improve these metrics in 2021. We did, however, make progress in improving the diversity of our U.S. team, including senior management (vice presidents and above), and our Board of Directors of which approximately one-third is now female. Because

setting the right tone from the top of our organization is critical, we believe this is an important step forward.

To enable recruitment of talent, Endo has also taken a number of steps to revamp our hiring process, including partnering with diversity-focused organizations for outreach to increase the diversity of our candidate pools. We have also enhanced our interview capabilities with added tools and techniques to support a more candidate-friendly interview process, which is formalized in our Interviewing and Selection Coaching Guide. Diverse and inclusive interview panels that include women and racially or ethnically diverse team members are also required. Through DE&I trainings, which have been completed by more than 90% of our team members, we are coaching team members to be intentional and identify ways to mitigate bias and promote inclusion. These process changes will challenge our biases and help us make more objective and informed business decisions.

#### **Culture**



Grounded in our shared value of empathy, we are encouraging team members to listen without judgment and seek to understand each other's perspectives. In addition to our DE&I Leadership Council, we are expanding our network of DE&I champions and improving our listening capabilities through our Employee Resource Groups (ERGs). Our ERGs are grassroots groups who organize by specific dimensions of identity or interest, develop programs and events and provide forums for team members to network and amplify their voices. The Company recently relaunched its network of women ERG: Alliance for Women at Endo (AWE). The goal of this group is to create an inclusive community of women and men who seek to understand, develop, encourage and empower women. Additional ERGs are expected to form this year.

**We seek to create a culture where everyone feels a sense of belonging, and where unique perspectives fuel innovation and drive our success.**

# Supporting Our Greatest Asset: Our Team

continued

## Select Performance Indicators\*



Gender Diversity in the Global Workforce: (SV-PS-330a.1)				
	Female	% Female	% Male	Total
<b>2020</b>				
Total number of employees	1,111	33%	67%	3,334
U.S.	891	47%	53%	1,901
India	120	10%	90%	1,262
Rest of World	100	58%	42%	171
<b>2019</b>				
Total number of employees	1,067	34%	66%	3,142
U.S.	883	45%	55%	1,957
India	92	9%	91%	1,026
Rest of World	92	58%	42%	159
Gender Diversity in the U.S. Workforce by Job Category				
	Female	% Female	% Male	Total
<b>2020</b>				
U.S.	891	47%	53%	1,901
Vice Presidents and Above (executives)	12	21%	79%	56
Managers and Directors	248	47%	53%	530
All Other Employees	631	48%	52%	1,315
<b>2019</b>				
U.S.	883	45%	55%	1,957
Vice Presidents and Above (executives)	11	18%	82%	60
Managers and Directors	230	45%	55%	515
All Other Employees	642	46%	54%	1,382

Ethnic Diversity in the U.S. Workforce (SV-PS-330a.1)		
	2020	2019
White	64%	61%
Asian	18%	20%
Black/African American	8%	8%
Hispanic/Latino	8%	9%
Other	2%	2%

Diversity in the Board Composition		
	2020	2019
Women on the Board	22%	13%
Minorities on the Board	0%	0%

Employee Turnover (HC-BP-330a.2)		
	2020	2019
Voluntary turnover	7.2%	9.6%

Safety (FB-AG-320a.1)			
	2020	2019	2018
OSHA Total Recordable Injury Rate (per 100 employees)	0.8	1.1	1.2

\* To access our full data summary file, which includes these and additional performance indicators, please visit our [Corporate Responsibility webpage](#).

## Community

In June of 2020, protests in the United States and across the world reminded our team of the deep divisions and inequities that exist within our communities. Hatred, discrimination and injustice are unacceptable and have no place in our society and are not tolerated at Endo.

To complement the work we are doing inside Endo to support DE&I initiatives, we are also proud to support the important work of advocacy groups and coalitions that are advancing diversity, equity and inclusion across our industries, nationally and internationally. Through their ongoing educational and awareness efforts, these organizations (some of which are listed below) also provide helpful resources as we work to broaden our team's knowledge and understanding of DE&I.

### CEO Action for Diversity & Inclusion

#### CEO ACTION FOR DIVERSITY & INCLUSION

Endo's President & CEO, Blaise Coleman, proudly joined the CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. Recognizing that change starts at the executive level, more than 1,400 CEOs of the world's leading companies and business organizations are leveraging their individual and collective voices to advance diversity and inclusion in the workplace.

### Women of Color in Pharma



WOCIP promotes the development and advancement of women of color in the pharmaceutical industry to address the gap in women of color at leadership levels in the pharmaceutical industry and identify solutions to bring broader awareness to this potential incoming talent pool.

### National LGBT Chamber of Commerce



The National LGBT Chamber of Commerce (NGLCC, formerly the National Gay & Lesbian Chamber of Commerce) is the business voice of the LGBT community and is the largest global not-for-profit advocacy organization specifically dedicated to expanding economic opportunities and advancement for LGBT people.

### Diversity Inc



Diversity Inc's mission is to bring education and clarity to the business benefits of diversity.

### Global Diversity Colloquium



Global Diversity Colloquium

The Global Diversity Colloquium provides a unique forum that showcases senior executives' best practices in ensuring women's workplace equity within both a U.S. and global context.

### Healthcare Businesswomen's Association



The Healthcare Businesswomen's Association is a global non-profit organization comprised of individuals and organizations from across the healthcare industry committed to furthering the advancement and impact of women in the business of healthcare. The HBA accomplishes its mission through strong business networks, education, research, advocacy and recognition for individuals and companies.

## Our Team's Commitment to Giving Back

**Endo is committed to giving back to the communities where we live and work. We demonstrate our commitment through financial support of programs and investments that aim to inspire hope and promote healthier lives, as well as volunteer programs that empower our team members to create positive change in their local neighborhoods.**

### Endo's Financial Support:

- Dollar-for-dollar matches for team members who donate to charities of their choice, matching up to \$1,000 per employee, per calendar year.
- Community charitable grants focused in two key areas: organizations committed to providing basic necessities to people in need (food, shelter and access to healthcare) and STEM (Science, Technology, Engineering and Math) programming for children and young adults.
- Healthcare charitable grants to organizations that work to protect and improve the quality of care for the patients we serve.

### Volunteerism:

- Through the Endo Gives initiative, team members from around the world give back and help improve the lives of others by volunteering with local charities that have special meaning to them.
- While volunteering happens throughout the year, the Company picks a specific day each year when all team members are invited to come together for our Endo Gives Day. It is an important way for team members to share in one of our shared values—empathy.

### 2020 Community Giving Highlights

In 2020, our team needed to be more creative when it came to volunteering their time and

energy to non-profit efforts. With pandemic-induced quarantines and shelter-in-place orders instituted across the world, traditional volunteer opportunities disappeared, but the needs of the charities who depend on our Company's support did not. We continued to support the community through charitable donations, with more significant investments to fewer organizations, such as the American Red Cross donation for COVID-19 relief. While we did not capture our total volunteer hours due to the circumstances 2020 presented, we did encourage and recognize the volunteerism that was possible. Below are some examples of how our team contributed to the causes that meant the most to them this past year.

### Virtual Drives

With hunger and food insecurity becoming even more pervasive due to the impact of the pandemic, team members at Endo worked virtually to organize food drives, as well as other drives, to support those in need. Some examples include:

- Our Horsham and Chestnut Ridge teams collected food and monetary donations to support local food banks.
- Cranbury, Irvine, Malvern and Rochester team members partnered with the Marine Toys for Tots Foundation to collect new, unwrapped toys for children during the holidays.
- Our team in India hosted a giving wish tree for local orphanages, schools and elder care centers. Team members were able to make a number of holiday wishes come true through their generous donations.
- Our team in Canada ran a payroll deduction charity campaign to support Centraide, a network of community agencies that fight against poverty and social exclusion in their region.

### Community Gardening

Endo supports the Chester County Food Bank's Raised Bed Garden Program at the Company's U.S. Corporate offices in Pennsylvania. The Company maintains 20 raised beds at the Malvern site, and 100% of the harvest is distributed to local food banks and kitchens across the region. With the majority of Endo's Malvern team working from their homes for much of the year, planting and harvesting crops proved quite a challenge. However, thanks to the perseverance of the volunteer leaders for this initiative, the Company managed to deliver more than 450 pounds of produce throughout the growing season.

### Addressing Community Revitalization

Endo was proud to support a grassroots initiative to support community revitalization spearheaded by the REACH Riverside Development Corporation, which is based in in Wilmington, Delaware—where Endo got its start. REACH Riverside focuses on the three pillars of revitalization shown to have the greatest impact on long-term community health and well-being: redevelopment, education and community health. Through a 2020 charitable grant, Endo is supporting REACH's EMPOWER (Economic Mobility Places Ownership Within Everyone's REACH) initiative program, which helps families transitioning to housing in the Riverside neighborhood. The program combines socioeconomic and community-building initiatives to create a more diverse, thriving and cohesive neighborhood.



**“Now more than ever, we must wrap our arms around our neighbors to provide hope for a path forward. Endo's donation and its commitment are helping us empower the community by eliminating barriers caused by structural racism, which creates intergenerational poverty that adversely impacts our Riverside neighborhood.”**

LOGAN HERRING,  
CHIEF EXECUTIVE OFFICER,  
REACH RIVERSIDE DEVELOPMENT  
CORPORATION

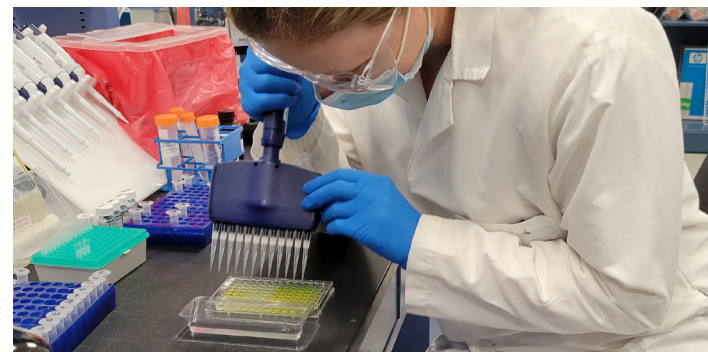
## A Commitment to Excellence in Product Quality & Safety

**Our mission is to develop and deliver life-enhancing products through focused execution to enable everyone we serve to live their best life. With patients counting on us every day, focused execution is foundational to delivering products with the highest degree of quality possible. We recognize that our culture is defined not only by our values, but also, and more importantly, by what we do every day. Our Culture of Excellence is designed to help drive continuous improvement and excellence in all that we do. Team members from every department and function, regardless of their geographic location, are accountable to do their part to help patients get the medicines and products they need delivered to them with quality and precision.**

Our commitment to quality and safety starts with our clinical trials, which are completed with scientific rigor and communicated transparently. In our manufacturing facilities, we follow consistent standards to meet and exceed industry regulations, and once our products are delivered to patients, we continuously monitor their safety and efficacy.

### Clinical Trial Conduct

At Endo, we recognize that product quality begins with our Research and Development (R&D)



efforts, starting with the careful selection of our development targets and our development partners. We are dedicated to providing safe and effective products that meet the requirements of regulators, providers, payors, healthcare professionals and, most importantly, patients. In order to accomplish these goals, we conduct safe and efficient clinical studies with the guidance of expert physicians and clinical trial sites across the world.

All R&D team members go through annual training aligned to the International Council for Harmonization (ICH) E6 Good Clinical Practice training (the international ethical and scientific quality standard for designing, conducting, recording and reporting trials that involve human subjects), as well as Good Manufacturing Practice Compliance training. Clinical study protocols at Endo are reviewed and approved by an established internal bioethics committee, which reviews and evaluates them to determine scientific merit and the ethical implications of the study. The Company has also implemented a Risk Assessment and Management process that begins at the planning stage and extends through the execution of clinical studies. Potential risks are identified and a plan to manage against those risks is established. We work to audit our clinical trials sites throughout the course of studies using a risk-based approach and use standard monitoring processes as well. All applicable vendors used in the clinical trial process are audited prior to the start of their work to support our clinical trials.

### Animal Welfare

Our R&D efforts are primarily focused on phase 1-3 studies, post-marketing and label extension studies. Therefore, our use of animals in research is limited. When pre-clinical work is required, the Company aims to limit animal testing. We always seek to replace animals if possible, reduce the number

of animals used or refine procedures to minimize distress. Alternatives are used whenever they are scientifically valid and acceptable to regulators. Endo only contracts with companies with bioethical standards in line with Endo's policies, and any animal study is subject to approval through Endo's internal processes.

### Publications Process

Endo is committed to publishing complete, accurate, transparent, objective and scientifically balanced information related to data from its studies, as well as information related to the evaluation of safety and efficacy of any Endo product. Once a clinical trial is completed, we disclose the results through the publishing process, as outlined in Endo's Scientific Publications Policy. Before initiating the development of an Endo publication, a scientific publication concept form is developed, reviewed and approved by the Scientific Publications Committee, which reports into the Chief Medical Officer.

Endo Publications must be consistent with internal policies and in compliance with applicable laws, regulations and guidelines related to scientific and medical publications, including the International Committee of Medical Journal Editors (ICMJE) and the current version of Good Publication Practices (GPP2). The Company is timely and transparent in its communication of Endo-sponsored study results, whether favorable or unfavorable, for both current and discontinued products. The policy also requires the Company disclose any conflicts of interest that may exist for any of the authors or study contributors.

### Excellence in Manufacturing

Our Global Manufacturing and Supply Chain team works across our sites and with our partners around the world to help maintain our standards for manufacturing quality. All sites conform to U.S.

**We recognize that our culture is defined not only by our values, but also, and more importantly, by what we do every day. Our Culture of Excellence is designed to help drive continuous improvement and excellence in all that we do.**

## A Commitment to Excellence in Product Quality & Safety

continued

current Good Manufacturing Practices (cGMPs) and all other applicable local regulations. The teams at these sites work to continuously improve processes and procedures with the goal of delivering the highest quality possible for our customers.

Team members go through a significant level of training and certification process annually and are rewarded for improving the quality and effectiveness of their processes and procedures.

Through our Culture of Excellence program, team members and leaders identify process improvements, seek diverse perspectives to solve problems and innovate new ways of working. Launched in 2020, Culture of Excellence is rooted in the Six Sigma methodology and centered on six key dimensions: leadership and vision; attitudes and mindset; Gemba; leading indicators and action triggers; oversight, reporting and action; and cultural enablers.



Our team members in Horsham, PA are paving the way as Endo's first Culture of Excellence site. To date, nearly 100 employees have participated in training, five significant process improvement events have been held, and an increasing number of process improvement suggestions have emerged. In 2021 and beyond, more team members will have an opportunity to receive training as we expand to our Indore, India location and other parts of our business.

Our internal dedication to excellence and quality serves us in an industry that is highly regulated. Endo works with a number of regulatory agencies including the FDA, the Drug Enforcement Agency

(DEA), Health Canada, the Ireland Health Products Regulatory Agency (HPRA) and Indian FDA, as well as the state boards of pharmacy across the United States and similar bodies in our operating locations outside of the U.S. In 2020, there were 14 inspections of our sites by regulatory agencies. Due to COVID-19 travel restrictions and socially distanced working practices, our Quality team proactively adapted its internal and supplier inspection programs to allow for remote inspections. The Company experienced no interruptions to these critical programs and maintained full support and compliance with the FDA's remote inspection program, as well as with on-site approaches maintained by other agencies in the U.S., Canada and India.

As a result of our commitment to quality and continuous improvement, we have had no warning letters and no inspections that have resulted in an Official Action Indicated Notification since 2014. While our voluntary, Company-initiated recalls did increase from 1 in 2019 to 5 in 2020, these were single-batch recalls of product with no potential to impact patient safety. We credit our quality systems and checks that we were able to detect the issues associated with these batches quickly and before they reached the market.

### Prioritizing Patient Safety

As we develop new products to bring to market, evaluating product safety is of paramount

importance. Our Pharmacovigilance team works to identify, understand and communicate all safety information about Endo's products to our customers—both the prescriber and patient. This process starts with our clinical trials, where we identify adverse events and risks so that they can be shared with regulators to assess the overall risk-benefit profile and determine the product's viability. Once approved, these risks must also be clearly communicated.

After our products get to market, we have a monitoring program that allows us to report back to the FDA and other regulatory agencies any significant side effects or safety issues that may occur. We have a responsibility to detect and report adverse events and quality complaints associated with our products, including unfavorable side effects, dosing errors, misuse, malfunctions and concerns about performance or efficacy of a product, and have an established process to do so in a timely and efficient manner, including a call center, medical information portal and email.

We also conduct post-marketing clinical trials and health economic studies to gather additional data on certain products after they have reached the market. As these studies report out we share this information with regulatory authorities, researchers and prescribers to improve the understanding of how our products are being used in real-world settings and to help healthcare professionals use our products safely and effectively.

Select Performance Indicators\*

Product Safety (HC-BP-250a.3)	2020	2019	2018
<b>Global Product Recall Rate</b>	<b>0.001896</b>	0.000084	0.000529
Recalls	5	1	3
<b>Number of Regulatory Inspections of Endo sites by Worldwide Health Authorities</b>	<b>14</b>	17	10
Percentage of Regulatory inspections that resulted in zero observations	<b>82%</b>	59%	50%

\* To access our full data summary file, which includes these and additional performance indicators, please visit our [Corporate Responsibility webpage](#).

# 6

CULTURE OF EXCELLENCE IS ROOTED IN THE SIX SIGMA METHODOLOGY AND CENTERED ON SIX KEY DIMENSIONS:

1. LEADERSHIP AND VISION
2. ATTITUDES AND MINDSET
3. GEMBA
4. LEADING INDICATORS AND ACTION TRIGGERS
5. OVERSIGHT, REPORTING AND ACTION
6. CULTURAL ENABLERS

<sup>1</sup> ISPE® Six Dimensions of Cultural Excellence

## A Commitment to Healthcare Access & Affordability

**Helping patients get access to the medicines and products they need is important to Endo. When pricing our products, we consider the value they bring to patients as well as the investment costs required to research, develop and produce products. We also provide approximately 135 low-cost generic medications. To further broaden access and affordability, we donate significant quantities of products, support patient assistance programming and fund broader community healthcare projects.**

### Pricing

At Endo, we provide pricing information to governments, private payors and healthcare providers. Team members are trained to provide information about billing, coverage, reimbursement and coding that adheres to local laws and industry codes. The Company maintains strict policies related to the approval, documentation and communication of lawful discounts, rebates and administrative fees. In 2020, our U.S. portfolio net price decreased by 4% compared to 2019, on top of the 2% decline in price we reported in 2019.

Pharmaceutical interventions can also lead to cost savings for the overall healthcare system. As an example, we make a medicine to treat Dupuytren's contracture, or DC, which is a fibrotic disorder that can lead to permanent contracture of the fingers. Current treatment options for DC include surgical interventions, needle aponeurotomy or, as an alternative, up to three injections in a palpable cord of collagenase clostridium histolyticum (CCH), manufactured by Endo. In one recently published health economic study, treatment with our CCH

product was associated with a 12% reduction in the total cost of care compared with that for surgery.<sup>2</sup>

### Patient Assistance & Product Donation

In 2020, Endo donated approximately 160,000 units of medicines. All product donations are made through third-party partnerships that adhere to the World Health Organization guidelines on product donations.

Americares, a health-focused relief and development organization that reaches over 4,000 health centers around the world, is one of Endo's long-standing partners in the product donation space. The Company has provided product donations to Americares for 19 years and is a longtime and proud supporter of its Emergency Program, which meets the health needs of disaster survivors around the world. This year, Americares was on the front line of the COVID-19 response, delivering protective supplies—masks, gowns, gloves and disinfectants—as well as providing health workers in COVID-19 hotspots with training and education, in areas including infection control and mental health, so they have the skills to stay safe and treat patients during the epidemic.

Over the past four years, Endo has donated 115 product monographs to the U.S. Pharmacopeia (USP). USP is a non-profit organization that collaborates with industry stakeholders to improve healthcare through public standards and related programs that help maintain the quality, safety and benefit of medicines and foods. USP awarded our team with its Certificate of Appreciation Award to recognize that our product monograph donation helped them to strengthen the safety net that protects patient health.

When patients cannot afford their medicines and treatments, patient assistance programs can help

to offset co-pays or other out-of-pocket expenses. Through an independent charitable grant, Endo supports a third-party foundation that adheres to guidance issued by the Office of the Inspector General to support patients in need. They offer financial assistance through a number of disease funds, which are aligned to many of the disease areas for which Endo products are used. The foundation operates independently and maintains complete patient confidentiality for the patients they support.

### Access to Healthcare

Our vision to help everyone we serve live their best life guides us in our commitment to reduce healthcare disparities. Grounded in our values and behaviors, we are driven to unite with purpose to do all we can to promote health equity by supporting sustainable solutions through programs and investments that aim to inspire hope and promote healthier lives. We partner with professional and non-profit organizations that are working to expand access to care for at-risk populations. Some of these collaborations are highlighted on the following pages.



<sup>2</sup> Journal of Hand Surgery: ORIGINAL RESEARCH | VOLUME 1, ISSUE 2, P57-64, APRIL 01, 2019: Episode of Care With Collagenase Clostridium histolyticum Versus Fasciectomy for Dupuytren Contracture: A Real-World Claims Database Analysis; Stephen B. Camper, MS, PhD, \*z Victoria Divino, BA, y David Hurley, MD, \* Mitch DeKoven, MHS Ay - \* Endo International plc, Malvern, PA; y IQVIA, Falls Church, VA; z S.C. was employed by Endo International plc at the time of the study Link: [https://www.jhsgo.org/article/S2589-5141\(18\)30036-7/fulltext](https://www.jhsgo.org/article/S2589-5141(18)30036-7/fulltext)

**Grounded in our values and behaviors, we are driven to unite with purpose to do all we can to promote health equity by supporting sustainable solutions through programs and investments that aim to inspire hope and promote healthier lives.**

**OUR CUSTOMERS:**

**ACCESS &  
AFFORDABILITY**

**A Commitment to Healthcare  
Access & Affordability**

continued

**Reaching Patients in Need**

We know patients do not always get access to the healthcare they need, especially those who live in remote places, where the closest hospital or healthcare provider could be many hours away. In 2017, Endo's team in Chennai, India initiated a Mobile Health Unit in conjunction with Hand in Hand, India to improve access to care. Covering more than 20 villages and reaching more than 50,000 beneficiaries since launching, the Mobile Health Unit provides health awareness, general and specialized health camps to improve health, sanitation and hygiene services and to enhance healthy living.

Endo has recently worked with Hand in Hand, India to expand this project to cover a greater area in and around both Chennai and Indore, where Endo has recently expanded, meaning we will reach even more patients in the future. In recognition of this contribution, our team in India received the Best Corporate Social Responsibility Project for Healthcare in Tamil Nadu at the 9th India CSR Awards in 2020.



**Men's Health Awareness**

As part of Endo's long-standing commitment to men's health issues, we are proud to partner with the Men's Health Network. In June, we supported its annual health awareness month, designed to heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

In 2020, we also partnered with the MIU Men's Health Foundation in Detroit to support the 10th annual Men's Health Event, which featured convenient drive-through health screenings to accommodate social distancing for the 600 attendees. Due to the pandemic, many people skipped doctor appointments and regular health screenings this past year, so Endo was pleased to sponsor the event at the Michigan Institute of Urology, where men were offered free vitals screenings, blood work, vaccinations, COVID-19 nasal swabs and antibody testing.



**American Society for Metabolic & Bariatric Surgery (ASMBS) and the National Walk from Obesity**

For the past five years, Endo has been a Corporate Council member of the ASMBS and a proud corporate sponsor of ASMBS Annual Meeting. The vision of the Society is to improve public health and well-being by lessening the burden of the disease of obesity and related diseases throughout the world.

This year traditional fundraising was challenging, particularly for the group's local annual Walk from Obesity Days. Not to be deterred, the ASMBS Foundation motivated teams across the country to participate in the first virtual National Walk from Obesity. A group of Endo team members was recognized as the top fundraiser out of 73 national walk teams this year. Through their efforts and a healthcare partnership grant from Endo, the Company was able to make a significant contribution toward the ASMBS.



**50K**

**REACHING MORE THAN  
50,000 BENEFICIARIES SINCE  
LAUNCHING, THE MOBILE  
HEALTH UNIT PROVIDES HEALTH  
AWARENESS, GENERAL AND  
SPECIALIZED HEALTH CAMPS TO  
IMPROVE HEALTH, SANITATION  
AND HYGIENE SERVICES AND TO  
ENHANCE HEALTHY LIVING.**

## Respecting Our World Through Responsible Manufacturing

**Endo strives to act in an environmentally responsible way. Our activities can have an impact on the environment as we source materials, manufacture products, consume energy and generate waste. We are committed to operating our business in a responsible manner that seeks to minimize environmental impact, while promoting the safe, efficient and responsible use of global resources. Specifically, our team is applying technology to support better water conservation within our manufacturing sites, conserving energy with more efficient facilities management, increasing our recycling efforts and reducing materials and waste throughout our global locations.**

### Water Management

Projections indicate that by 2025, more than 2.8 billion people in 48 countries will face water stress or scarcity conditions.<sup>3</sup> Water is important in both the development and manufacturing processes we employ at our sites. Through several projects across our manufacturing network, Endo has begun to



address the need to conserve and balance water use while meeting the needs of the business.

Our plant in Rochester, Michigan realized a 4% savings in water in 2020 (3,200,000 gallons). The primary source of these savings was the installation of a new boiler plant that modulates its steam production based on site demand. The previous boiler plant produced steam non-stop, regardless of demand, resulting in excess, wasted steam. Our sites in India used a combination of installed cisterns (rainwater collection) and on-site wastewater processing to reduce water consumption by 18% in 2020 (3,800,000 gallons), excluding water used in construction-related activities

There is intense competition for water to meet the demands of the world's growing population, and Endo continues to look at technologies such as membrane filtration and reverse osmosis to support our management of this limited resource.

### Energy Management

Endo began a program in 2020 to plan, direct and control the supply and consumption of energy across our global manufacturing sites and facilities. The



goal is to achieve effective use of energy products while minimizing costs and pollution with conscious, judicious and efficient use of resources. As our geographic footprint increased over the past two years (approximately 200,000 square feet have been added to our manufacturing facilities), our energy consumption naturally increased along with it, as reported in our data summary file. However, our energy consumption per square foot has decreased thanks to our efforts. We continue to work to reduce our reliance on diesel, moving to natural gas as a cleaner, alternative energy source and utilizing technology to reduce electricity consumption across our sites.

Our team selected an energy advisor to help us customize an energy strategy for each facility based on local market regulations and practices and each site's unique energy requirements. Several sites have already recognized reductions in their energy use or implemented improved energy use designs. Their efforts are detailed below.

- Installation of a new steam boiler plant at our Rochester site has resulted in a 49% reduction in natural gas use.
- Our Chennai, India sites used over 25% less diesel fuel by working with a local electric utility company to reduce electrical power outages to the sites. This effort also resulted in improved air quality due to the reduction in the particulate and chemical counts that come with diesel fuel usage.
- Boiler equipment for our new site in Indore, India will include main steam utilities that are dual fuel. The initial startup will use diesel until the installation of the natural gas line is completed, estimated in 2021. Natural gas burns cleanly and is the eco-friendliest of all fossil fuels.

**Endo is committed to operating our business in a responsible manner that seeks to minimize the environmental impact, while promoting the safe, efficient and responsible use of global resources.**

<sup>3</sup> Water scarcity | [International Decade for Action 'Water for Life' 2005-2015 \(un.org\)](https://www.un.org/sustainabledevelopment/water/)



## Respecting Our World Through Responsible Manufacturing

continued



### Material Reduction & Recycling

Recycling is an important way companies can protect the environment. We have active recycling programs underway across each of our manufacturing facilities, offices and labs. Many states within the United States, as well as India and Ireland, have separate and distinct recycling requirements, with which we comply. We also instituted an internal global recycling program to encourage team members to identify ways in which they can improve recycling efforts within their own sites. In 2020, we increased the amount of materials we recycled by 46%, from 237 tons to 345 tons, the majority of which was plastics and corrugate materials.

### Reducing Waste

In producing millions of products and their packaging, our sites naturally generate waste in the form of rejected components, printed materials or water-spent solvents. The goal is to limit waste and to repurpose it in sustainable ways. In 2020, we reduced hazardous waste by 38%, from 553 tons to 341 tons, and non-hazardous waste dropped 26%, from 907 tons to 670 tons.

**46%**

IN 2020, WE INCREASED THE AMOUNT OF MATERIALS WE RECYCLED BY 46%, FROM 237 TONS TO 345 TONS.



To repurpose waste, our teams work with local organizations that specialize in turning waste into sustainable sources of energy. For example, our Chestnut Ridge plant sends 100% of non-hazardous waste to be incinerated. Approximately 90% of this incineration process is handled at a “waste-to-energy” facility, where steam from the combustion process operates a turbine-generator to produce electricity. To put this in perspective, incinerating just one ton of waste at an energy conversion facility can power the average American home for 3.2 months.<sup>4</sup>

### Looking to the Future

Select Performance Indicators\*

Environmental Health (RT-EE-130a.1)	Units	2020	2019	2018
<b>Energy Consumption</b>				
Electricity	Gigajoules	<b>349,850</b>	306,792	280,966
<b>Water Consumption</b>				
Total consumption	Gallons	<b>147,126,115</b>	132,138,557	128,592,732
<b>Recycling</b>				
Cardboard, Metal and Plastic	Tons	<b>345</b>	237	158
<b>Waste Generation</b>				
Hazardous Waste	Tons	<b>341</b>	553	453

\* To access our full data summary file, which includes these and additional performance indicators, please visit our [Corporate Responsibility webpage](#).

<sup>4</sup> [What can you do with a megawatt-hour? - Freeing Energy](#)

All Endo capital projects, whether for new construction or enhancements to current sites, must meet the Company’s environmental standards. As we introduce new machinery within our sites or replace aging equipment, determining whether these investments can support our long-term environmental goals is a major driver in our decision making. Each Endo site will also be employing a consistent Environmental Management System framework to drive performance against common set of metrics. For example, our site in Chennai, India was the first site within the Endo manufacturing network to have been granted an ISO 14001 Standard Certification from British Standards Institution (BSI), the national standards body of the United Kingdom. The ISO 14001 standard provides guidance on how a company can reduce its impact on the environment and meet its business goals. We are now working to pursue the same ISO 14001 certification for our remaining manufacturing sites over the course of the coming years.



## Sustainability Accounting Standards Board (SASB) Reference Guide

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. In line with our ESG materiality assessment, Endo has documented our performance against applicable SASB metrics across the four pillars of our ESG strategy: Our Business Practices, Our Team, Our Customers and Our World.

Based on availability of information, not all metrics include historical data or are reported fully with SASB guidance. We plan to continue to evaluate metrics and expand data in future reports to demonstrate trends. To access our full data summary file, please visit [endo.com](https://endo.com), and to read more about our work across these pillars, please visit the corresponding pages, detailed to the right, of this Corporate Responsibility Report.



Section: Our Business Practices		
SASB code	Metric Details	Pages
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribe	10-13
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	12
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	13
Section: Our Team		
SASB code	Metric Details	Pages
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) mid-level managers, (c) professionals, and (d) all others	14-19
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	14-19
FB-AG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	14-19
Section: Our Customers		
SASB code	Metric Details	Pages
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	22-25
HC-BP-250a.3	Number of recalls issued, total units recalled	22-25
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	22-25
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	22-23
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio	26-27
Section: Our World		
SASB code	Metric Details	Pages
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	30-33



**Endo Global Headquarters**  
First Floor, Minerva House  
Simmonscourt Road  
Ballsbridge  
Dublin 4  
Ireland  
+353 1 268 2000

**Endo U.S. Corporate Offices**  
1400 Atwater Drive  
Malvern, PA 19355  
484.216.0000  
800.462.ENDO(3636)



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#### **Investors**

Pravesh Khandelwal  
Director  
Investor Relations  
845.364.4833  
relations.investor@endo.com

#### **Media**

Heather Zoumas-Lubeski  
Vice President  
Corporate Affairs  
484.216.6829  
media.relations@endo.com

#### **Government and External Affairs**

James Manser  
Executive Director  
Government &  
External Affairs  
484.216.7726  
manser.james@endo.com

Please visit [Endo.com](https://www.endo.com)  
to learn more about  
Endo International plc  
(NASDAQ: ENDP)

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## Forward-Looking Statement

### **Cautionary Note Regarding Forward-Looking Statements**

This 2020 Corporate Responsibility Report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and any applicable Canadian securities legislation, including, but not limited to, statements concerning our social, economic, environment and governance related strategy and goals. Such forward-looking statements are based on management's current beliefs and expectations and are subject to substantial risks and uncertainties, both known and unknown, that could cause our future results, performance or achievements to differ materially from those expressed or implied by such statements. Although we believe the forward-looking statements and information contained in this report are based upon reasonable assumptions and expectations, readers should not place undue reliance on them or any other forward looking statements. Important factors that could cause or contribute to differences in our actual results, performance or achievements from those express or implied by our forward-looking statements include risks relating to our ability to impact and effectively execute on our social, economic, environment and governance related strategy and goals, as well as the risks more fully described in the documents that we file with the Securities and Exchange Commission, such as under the caption "Risk Factors" in our Forms 10-K, 10-Q and 8-K filings, as applicable, and with securities regulators in Canada on the System for Electronic Document Analysis and Retrieval ("SEDAR"), and as otherwise enumerated herein or therein. The forward looking statements in this report are qualified by these risk factors. Endo assumes no obligation to publicly update any forward looking statements, whether as a result of new information, future developments or otherwise, except as may be required under applicable securities law.