



Endo International plc
Corporate Responsibility Report 2022

Helping
everyone
we serve
live their
best life

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As I reflect on 2022 and our progress advancing our Environmental, Social and Governance (ESG) strategy, I am reminded of our team's impressive track record of driving meaningful change. We began our ESG journey in earnest in 2020, and in just three years, we can document in depth and detail the strategies and programs we put in place across the four key pillars of our strategy—Our Business Practices, Our Team, Our Customers and Our World—and, importantly, demonstrate year-over-year improvements. This progress exemplifies Endo's commitment to transformation and change in service of our stakeholders and provides a foundation from which we will continue to grow.

Our ESG strategy is a critical part of our transformation and is designed to fortify Endo's long-term sustainability by embracing business strategies that address all of our stakeholders' needs. From our efforts to reinforce diversity, equity and inclusion in the workplace; to our Culture of Excellence quality improvement programming; to our work to reduce our environmental footprint—in every case, we know that continuing to move these initiatives forward strengthens our Company.

While we are evolving and changing, there are certain elements that remain foundational to our success. We have established a culture where team members feel ownership and accountability and are empowered and engaged, and that will not change. Our commitment to our customers and the patients we serve will not waver. And our work to serve as a force for good through, among other things, the adoption of more sustainable practices to positively impact our stakeholders, continues to be a key priority.

The results we outline in this third annual ESG report demonstrate that those efforts are part of who we are now and who we will be in the future. We have and will continue to challenge ourselves to operate in even more sustainable ways, knowing that by doing so, we will be one step closer to fulfilling our vision of helping everyone live their best life.



Blaise Coleman | President and Chief Executive Officer

Who We Are

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 high-quality products to address the many needs of patients. Our approximately 3,000 global team members work to bring critical medicines to those who need them most.

Where We Operate

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 in Dublin, Ireland, with U.S. corporate offices in Malvern, Pennsylvania and Woodcliff Lake, New Jersey.

Our Vision, Mission and 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

2022 Business Overview

~165 Product families in our Branded Pharmaceuticals, Sterile Injectables and Generic Pharmaceuticals portfolios

~3.6M Prescriptions dispensed each month

10 Product launches

~638,000 Medicines donated

~35 Sterile R&D projects in development

\$2.32B 2022 Revenue





Transforming for Tomorrow—Our Sustainability Journey

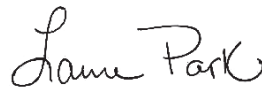
Endo is transforming our business to continue fulfilling our mission of developing and delivering life-enhancing products. Our ESG strategy is an integral component of this transformational journey and we have worked to embed sustainability across our business to advance Endo's long-term aspirations.

In this third annual ESG report, we are happy to report that we are making progress across all four pillars of our strategy: Our Business Practices, Our Team, Our Customers and Our World. In the pages that follow, we document programs across the business that have grown in number and in depth.

Our ESG Steering Committee, comprised of members of our Senior Executive Team, guides this work and is supported by our Board and the entire Senior Executive Team. But it is our teams themselves who drive the energy behind our results. They have embraced our ESG principles and embedded them into their work—ingraining an ESG mindset in our business and in the way we operate. Here are a few examples that have enhanced our business while moving our ESG programs forward:

- We developed the Office of Integrity this year to bolster our already strong Corporate Compliance program, with a dedicated team of professionals to support employees who have questions or need to report a concern.
- We initiated the Good Catch Program with our Operations Team, which is associated with our Culture of Excellence effort. That program has spread across our business and resulted in more than 775 new ideas to improve our ways of working—many of which directly support our ESG objectives.
- We expanded our efforts with our suppliers, adding a Supplier Diversity leader, surveying our supplier practices and looking at ways we can collaborate to improve our ESG impact across our supply chain.

While we have made good progress, we know there is more work to be done. As we move forward, we will push ourselves to further advance each pillar of our strategy and continue to rise to meet the challenge of tomorrow.



Laure Park | Senior Vice President, Corporate Affairs and Investor Relations

Risk Management & Board Oversight

At Endo, we govern our enterprise risks and opportunities through a robust 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 ESG Steering Committee, comprised of members of our Senior Executive Team, guides our ESG strategy and execution and integrates it with our corporate strategy and 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 need to address. The Board performs its risk oversight role in several ways:

- Board meetings regularly include strategic overviews and updates by the CEO and, as appropriate, independent, third-party advisors that address the most significant issues and risks affecting Endo.
- The Board is regularly provided with updates from our business and functional leaders, including with respect to ESG-related matters.
- 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 is reported to and tracked by four Board committees throughout the year. Our Nominating, Governance & Corporate Responsibility Committee has oversight of our overall ESG strategy and receives updates on the Our World strategic pillar and pricing; our Audit & Finance Committee has oversight of our overall ERM process and receives updates on information security; our Compensation & Human Capital Committee receives updates on the Our Teams strategic pillar; and the Compliance Committee receives updates on business ethics, product safety and quality.



ESG Materiality Assessment

The pillars of our ESG strategy were determined based on a materiality assessment we conducted to identify the areas around which to focus our ESG tracking and reporting. We worked with 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 our investor community to find out the areas of our business that most interest 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 ESG pillars and associated topics of 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	



One of our three business strategic priorities is to be a force for good—meaning 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. Our four ESG pillars help guide that work and are detailed in this annual Corporate Responsibility Report.

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. Our organizational structures, systems and policies provide the foundation from which this culture can thrive.



Our Team

We are focused on revolutionizing the employee experience and fostering a culture of diversity, inclusion and belonging where team members can: 1) thrive within a safe working environment; 2) grow their careers through learning and on-the-job experiences; and 3) connect with each other and with the broader community.



Our Customers

Our customers count on Endo's commitment to the quality and safety of our products, which is grounded in the scientific rigor we apply throughout the R&D process and maintained by our Culture of Excellence that drives a quality mindset across Endo. Endo also works to address access and affordability through our pricing.



Our World

We are committed to operating our business in a responsible manner that seeks to minimize environmental impact, while promoting the efficient and responsible use of global resources, including conserving water and energy; recycling, reducing and reusing materials; and reducing waste across our supply chain.



In this section, you'll find information on:

- **Corporate Compliance Program**
- **Risk Management**
- **Compliance Culture**
- **Code of Conduct**
- **Key Policies & Procedures**
- **Supplier Business Practices**
- **Information Security**



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 reinforced regularly and reflected on our Company performance scorecard. Our organizational structures, systems and policies provide the foundation from which this culture can thrive.

Corporate Compliance Program

Endo’s Corporate Compliance team oversees the Corporate Compliance Program, establishes clear rules of business conduct, provides education and training for our team members and monitors the program’s effectiveness. It is designed to drive a culture that enables the Company to achieve its vision, while upholding the Company’s policies and procedures, as well as all applicable legal, regulatory and industry standards.

Endo’s Seven Corporate Compliance Program Elements:

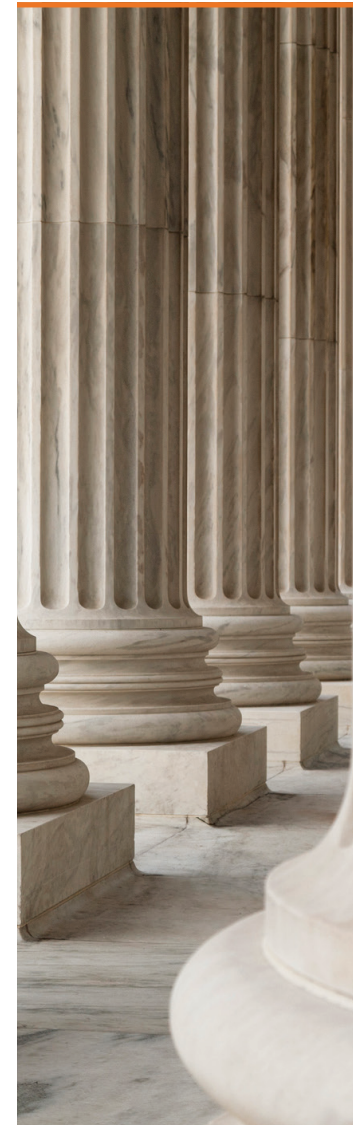
Designated Compliance Officer and Committee	Training and education
Standards enforcement and disciplinary guidelines	Investigations and corrective action
Policies, procedures and standards	Effective communication
Internal monitoring and auditing	

To enhance our already robust compliance program, Endo created the Office of Integrity in 2022. It serves as a centralized, confidential and objective resource for all Endo employees. Should team members have any questions or concerns they would like to report, they can work with the Office of Integrity in a confidential manner and without fear of retaliation. The Office oversees the process for receiving and triaging reports for investigation and/or corrective action and conducts compliance investigations.

For more information on the specific components of Endo’s Corporate Compliance Program listed above, please visit endo.com.

Risk Management

Having a robust process to manage compliance risks is one of the main ways the Company can anticipate and mitigate possible risks to the business. The process is co-owned by Corporate Compliance and senior leaders. The Corporate Compliance team partners directly with the business to identify compliance risks through a formal assessment process. The teams then work together to create a risk mitigation plan that tracks all mitigation activities to completion. 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. This feeds into a broader enterprise risk management process that is overseen by our leaders, Senior Executive Team and Board of Directors.



A Culture that Sets the Tone from the Top

In addition to our Board of Directors and CEO leading our compliance efforts at the top of our organization, Endo has a Global Compliance Committee that meets quarterly, 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. People who manage others set the day-to-day expectations for our employees and provide the most visible example of our culture of compliance and ethics. They are tasked with emphasizing the importance of annual training; setting the right example through their own words, actions and behaviors; and reinforcing ethical standards. They also educate team members about the avenues available to them to seek advice or to report concerns.

Compliance and ethics are also driven at the business level through leadership teams. Business leaders have dedicated Compliance partners who collaborate with them and their teams to establish accountability for acting with integrity in everything they do.

Employee Code of Conduct

Anchored by our Code of Conduct, we work at every level of the Company to educate team members about our policies and standards and how to raise issues or concerns. Endo's Code applies to all employees globally and is available in multiple languages. It defines how we interact with patients, healthcare providers, payors, suppliers, government officials, the healthcare community, shareholders and each other. All team members, full-time contractors and select part-time contractors and vendors are required to complete quarterly training on the tenets of the Code and certify that they will adhere to it. Our compliance training is continually reviewed and updated as the environment and our business evolves so that employees receive the most relevant and timely information on these important topics. In 2022, more than 99% of employees completed our quarterly Code of Conduct training. The Code calls on team members to take accountability and "own it" by:

Knowing the Rules

Acting With Integrity and Respect

Speaking Up

Endo's Ethics Hotline

Endo's Ethics Hotline is a telephone line and online portal through which team members, customers and stakeholders can ask questions or report concerns. We take every report seriously and conduct appropriate investigations promptly and fairly, and we strictly prohibit retaliation for making good-faith complaints. The Ethics Hotline is managed by an external party and is operated 24 hours a day. Details are available at endo.ethicspoint.com.





Transforming for Tomorrow: Endo's Speak Up Campaign

To build on the Company's Corporate Compliance program, in 2022, Endo launched the "Speak Up" campaign, which is linked to the newly formed Office of Integrity. The campaign was designed to reinforce the ways in which employees can report a concern or ask a question related to compliance.

Susan Williamson, Endo's Chief Compliance Officer, led this effort and commented,

"Our Speak Up Campaign is designed to encourage all team members to 'own it' when it comes to compliance. We want everyone at the Company to feel empowered to help us create a culture of compliance that encourages all employees, regardless of their position, to report concerns and do so without fear of retaliation. Our campaign included new educational materials that were distributed to all team members, an online promotional campaign and engagement with managers to help spread the word on the importance of speaking up."



Key Business Policies & Procedures

Our policies and procedures detail how we must conduct our business to comply with our Company standards, as well as local laws, regulations and industry codes. Throughout the year, team members complete training about work-specific policies, procedures, laws and rules. Please find highlights from a selection of our Company-wide policies and procedures. More details can be found on endo.com.

Working with Healthcare Professionals

Endo educates healthcare professionals about our products and their appropriate use, collaborates with them on research and relies on their expertise for guidance as advisors and trainers for our Endo team. Interactions with these professionals are governed by their respective country's and state's laws, regulations and standards. 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, accurate, on-label, fair-balanced and ethical communications that will help healthcare professionals make informed and independent decisions about how they can use our products for their patients. Our team members complete an 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 R&D, regulatory, manufacturing and import/export activities. Our interactions with government officials must comply with applicable anti-corruption laws. We prohibit all forms of bribery and corruption, including any such conduct by our third-party intermediaries. Endo trains relevant team members on due diligence and interactions with third-party intermediaries.

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 on race, color, national origin, religion, ancestry, physical or mental disability, caste, 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 law. The Company is also committed to fair employment practices in its dealings with all employees, and therefore, all team members are required to comply with all 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, coworkers or non-employees. Similarly, the Company will not tolerate harassment by its employees of any non-employees with whom the Company does business.

Supplier Business Practices

We partner with many suppliers to help us develop and deliver life-enhancing products to the people who need them. All suppliers working with or on behalf of Endo are expected to share in our commitment to operate in an ethically, socially and environmentally responsible manner, and acknowledge that they will comply with the Endo Supplier Code of Conduct (Supplier Code), which includes these foundational components:

- Ethics
- Human Rights and Labor
- Health and Safety
- Environment
- Management Systems

To hold our suppliers accountable, Endo has begun to implement a process to evaluate suppliers' fulfillment of the principles contained in the Supplier Code and expects suppliers to cooperate, including remediating identified issues. Endo will collaborate with suppliers committed to improving conditions or issues with the goal of managing risks and creating long-term, sustainable value. To view our Supplier Code, please visit endo.com.

In line with our broader Diversity, Equity and Inclusion (DEI) strategy, we are also building a supplier diversity program to promote the use of businesses that are owned by minorities, women, veterans, LGBTQ members, people with disabilities and other underrepresented groups. By working with a more diverse group of suppliers, we believe we will make better-informed decisions that will drive our business forward and expand opportunities for historically underrepresented business owners. In 2022, Endo increased the number of veteran-owned businesses it engages by more than 30% and increased our spending with those suppliers by more than 500%. The Company has invested in a full-time internal leader to manage our supplier diversity efforts so we can continue to build on these efforts, increase engagement across the business and refine our metrics to monitor performance.

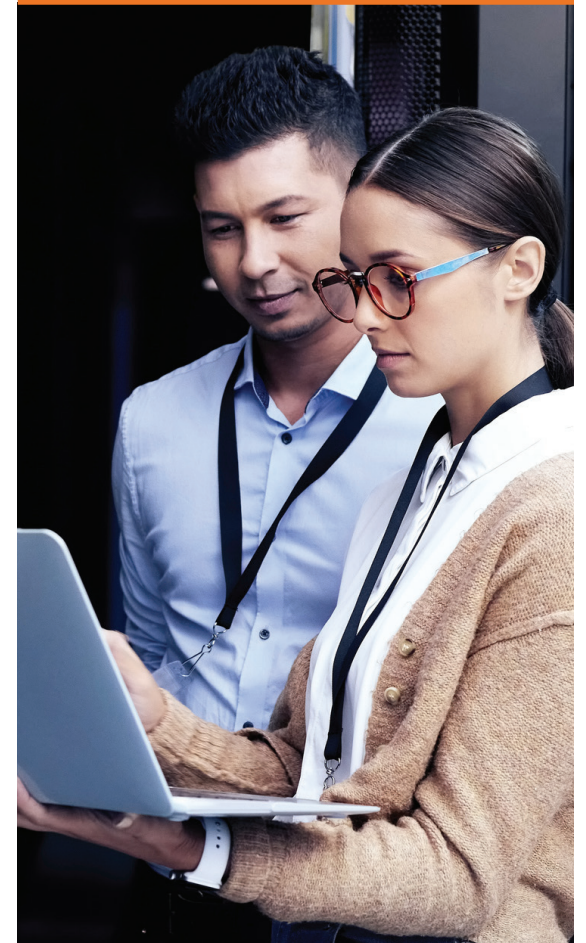


Information Security

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. We ask our suppliers to maintain similar commitments to protect our data and that of our customers and employees.

The Information Technology Security (ITS) office develops Endo's information security vision, strategy and program. Reporting to the Chief Information Officer, the ITS office leader 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 through training, testing and awareness efforts provided to all team members.

In 2022, the Company continued its CyberSafe initiatives. Endo's information technology and security experts held casual small group meetings virtually to educate and empower colleagues to support the Company in its efforts to keep business and employee information protected. To test team members' knowledge of how to avoid phishing attempts, the Information Technology team followed up these educational efforts with mock attacks. The simulations helped the team understand the Company's risk areas and customize ongoing training and education.



In this section, you'll find information on:

- **Diversity, Equity & Inclusion**
- **Team Member Safety & Wellness**
- **Career Development Support**
- **Community Outreach**

Our Team

We are focused on revolutionizing the Endo employee experience and fostering a culture of diversity, 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 and with the broader community in meaningful ways. All of this is underpinned by a comprehensive Diversity, Equity and Inclusion strategy, which serves as the foundation for our people strategy and is shaping the way we work as a team.

In 2022, we conducted an engagement survey to better understand team members' satisfaction, commitment and overall engagement to Endo. Nearly 90% of team members responded with valuable feedback that has and will continue to inform our business strategies. The survey showed an overall engagement score of 88, a 6% increase over an already high score of 82 achieved in 2019. Team members told us that our culture of collaboration, community and flexibility was among the top reasons they enjoy working at Endo. The survey results have helped to inform the programming we have put in place to promote learning, enhance inclusion and improve in-person connections and collaboration, some of which are detailed within this report.

Diversity, Equity & Inclusion in the Workplace

Overview

Diversity unites and connects us as One Endo. We are committed to cultivating, valuing and embracing every team member’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 that draws strength from all dimensions of diversity, including race, ethnicity, gender identity or expression, national origin, color and sexual orientation.

Our global DEI Council, chaired by the Chief Human Resources Officer and Global DEI Head, is focused on three 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 & Representation

To build strong teams we are focused on talent acquisition, retention, professional development and equitable HR practices, including pay equity. We continually monitor our practices, field pay equity surveys and use external benchmarks to analyze our pay practices. Our most recent survey, conducted in 2021, found that there were no pay inequities at Endo.

We measure and hold ourselves accountable for recruiting and engaging team members that are representative of the diverse communities we serve, including historically underrepresented communities and women. To extend and improve our recruiting strategies, we have expanded our internal systems and partnerships with diversity-focused organizations, and in 2022, 20% of our U.S.-based new hires were racially or ethnically diverse.

Overall, the Company saw modest increases in female representation across its workforce at most levels and across geographies and additional gains in the number of females in executive leadership roles (VP and above) in the U.S. (36% in 2022 versus 29% in 2021). Endo’s Board of Directors continues to maintain diverse representation with three out of eight female directors and one ethnically diverse director.

Culture & Engagement

Through training and team engagement, we continue to foster a culture of inclusion at Endo. The Company offers customized DEI training and tools to all team members to uncover how culture influences working styles. In addition, we celebrate and honor the diversity of our teams through sustained communications campaigns throughout the year.

Our employee resource groups (ERGs) are another way we engage our team around important DEI priorities. These grassroots groups are organized based on specific dimensions of identity or interest, and they develop programs and events to provide forums for team members to network and amplify their voices. They are sponsored by an executive team member.



AWE's goal is to create an inclusive community of women and men who seek to understand, develop, encourage and empower women. They have hosted webinars on gender equality, created virtual networking opportunities, raised awareness of breast cancer and led virtual fundraisers. This year, the group organized an effort to recognize and celebrate female leaders who have made a positive impact in the workforce through the #thankher LinkedIn campaign, through which Endo team members shared stories about the women who have made a difference in their lives or careers.



VET's mission is to provide a network of support and resources for Endo's veterans, military families and allies and to increase veteran representation within Endo. To celebrate Veterans Day and Remembrance Day in 2022, the VET group created a virtual "Hero Wall" to celebrate team members who have served and held a fundraiser for Community Hope, a leading nonprofit organization serving homeless veterans and families in New Jersey.

Engaging the DEI Community

One of the best ways to understand and support the needs of our diverse patients and customers is to proactively seek out partners and suppliers who can serve as representative voices. In addition to our supplier diversity program, we are also proud to support the important work of advocacy groups and coalitions that are advancing DEI 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 DEI.

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**



HBA Healthcare
Businesswomen's
Association



 **GLOBAL SUMMIT OF WOMEN**



Transforming for Tomorrow: Endo's Commitment to Building a Diverse and Inclusive Community

As part of Endo's efforts to build a community that embraces diversity and inclusion, Endo partnered with Cristo Rey High School, a leading college preparatory school that serves students of all backgrounds and means. Every Cristo Rey Philadelphia student works one day per week at a leading Philadelphia area business through the innovative work-study Program. The wages they earn at their job fund a substantial portion of the cost of their education, and students learn and practice critical workplace readiness skills. Endo is thrilled to serve as one of the school's corporate partners and has welcomed eight interns, who are gaining professional work experience in Quality Assurance, at our Horsham, PA manufacturing facility or in Information Technology, at our Malvern, PA corporate office.

Mark Gaines, Director, IT Systems Operations, serves as an intern supervisor in Malvern, and remarked on the impact of the program.

“This is a terrific program that is truly a win-win for both the students, who receive tuition and valuable on-the-job training, and for Endo, which gets the benefit of these talented students' contributions to our teams. Their energy, enthusiasm and insight has been contagious and we look forward to seeing the great things these students will do next!”



Team Member Safety

We have a robust safety program that monitors our work zones, educates team members about best practices and records and/or reports any safety issues so that we can learn from them, continuously improve and keep our team members safe. In 2022, our overall Recordable Incident Rate was 0.4 per 100 employees (versus an already strong 0.7 in 2021). Our procedures and practices to maintain this safety level are ingrained into our Culture of Excellence efforts, which rewards team members for bringing attention to issues they observe and incentivizes them to find solutions and enable better outcomes.

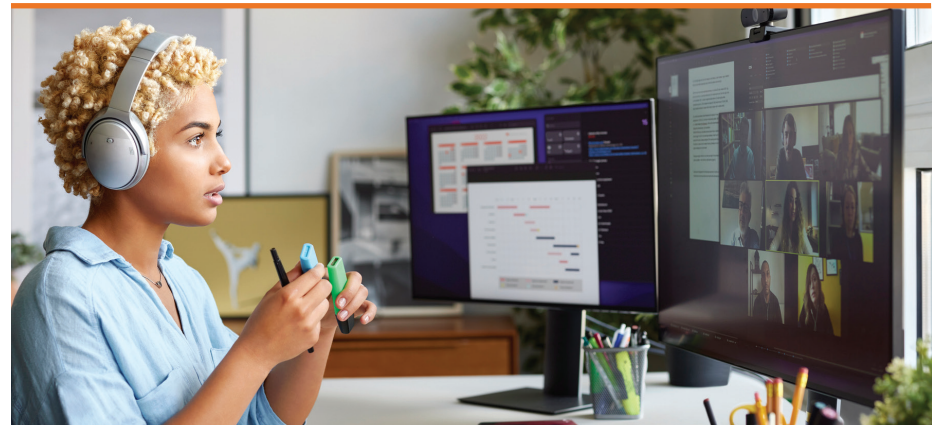
In 2022, we conducted an Environmental, Health and Safety training gap analysis across our sites in the U.S. (to be replicated in India in 2023) to determine what additional training and reinforcement may be required. In addition, we increased the use of electronic systems to track accident/near-miss reporting to measure trends and improve our proactive response time. This commitment to excellence within our manufacturing plants has allowed Endo to keep team member safety a top priority while maintaining critical product supply to our customers.



Team Member Wellness

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.

Workforce flexibility has increasingly become an important driver of employee satisfaction. The Company maintains a formal Flexible Work Arrangement policy, which allows individuals to work with their leaders to determine the time and the place that they can be most productive and effective in helping the Company achieve its goals. Since the launch of this policy in 2021, team members have shared an increased sense of trust, empowerment and level of productivity, and they appreciate that their input helped shape this critical policy. Flexibility was also one of the most highly rated attributes of Endo's culture based on the results of the 2022 Engagement Survey. Embracing flexibility has given Endo access to a broader and more diverse talent pool that is not limited to specific geographic locations.



Endo’s Learning & Development Philosophy

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, inclusive working styles and long-term career potential. In 2022, Endo launched a Learning and Development Center of Excellence to spearhead enterprise-wide training, as well as learning and development strategies to address the specific needs of teams across the globe. To date, more than 2,500 team members have engaged in the curriculum and have taken a values-based self-assessment to help drive their individual development plans. Endo also has a robust new hire onboarding program, trainings and leadership development courses that are customized to various career pathways within the Company, including Research and Development (R&D), Commercial, Technical Operations, Engineering, Manufacturing and Quality, among others.

Career Development & Leadership Training Programs

In 2022, our established leadership training programs—the Peer Trainer Program and the Emerging Leader Program—tripled in enrollment. In addition, the Company further invested in ASPIRE, a comprehensive program designed for high-potential female leaders, as well as the Clinical Development and Scientist Onboarding and Training Program. These and other tailored learning and development programs that are listed below enable effective succession planning and a strong, ready-now leadership pipeline. We are happy to report that in 2022, 17% of Endo team members were promoted to new roles within the Company.

Clinical Development Scientist Onboarding & Training Program	A consistent onboarding orientation for all global R&D team members, role-specific training and opportunities to engage with R&D leadership both informally and formally throughout the year in support of their long-term career aspirations.
Peer Trainer Program	A structured, one-year curriculum for individual contributors who agree to take on the additional responsibilities of training and/or mentoring their colleagues.
Emerging Leader Program	A structured, two-year curriculum for individual contributors who have demonstrated the consistent top performance, leadership potential and aspiration needed to take on roles with broader scope.
ASPIRE	An eight-month program for high-potential female leaders that includes one-on-one coaching with female executive coaches, team feedback and integrated learning sessions with peers.

Supporting our Community

At the heart of Endo are thousands of global team members who are dedicated to our vision of helping everyone we serve live their best life. Our commitment to the communities where we live and work is core to who we are. The Company’s “Endo Gives” philanthropic effort brings together all elements of giving to help those in need: time (volunteering), talent (knowledge) and treasure (monetary donations and matching gifts).

Through our volunteer efforts, team members from around the world give back and help improve the lives of others by working with local charities that have special meaning to them. It is an important way for employees to share in one of our corporate values—empathy. To further encourage our team members to give back, Endo also provides dollar-for-dollar matches to those who donate to charities, matching up to \$1,000 per employee, per calendar year. In addition, the Company provides charitable grants to support non-profits, with a focus on healthcare disparities. This focus has been guided by our broader DEI strategy, with active participation from our ERGs.

Endo believes good health is the foundation to living your best life, and as a healthcare company, is dedicated to reducing healthcare disparities and promoting a healthier global community through various initiatives. One of the biggest healthcare disparities that faces our population is hunger or food insecurity. Without proper nutrition, many people can fall victim to preventable diseases. Therefore, one area of focus for Endo’s charitable efforts is organizations that promote “food as medicine.” Some of the team’s activities in this space, as well as in other community outreach areas, are highlighted on this and the following page.



Endo has partnered with the Chester County Food Bank (CCFB) for nearly a decade. In 2022, the U.S. corporate office supported the food bank with its Raised Bed Garden Program. The Company maintains 20 raised beds at the Malvern site, and 100% of the harvest is distributed to food pantries and community kitchens across the region. On average each year, Endo’s gardens produce more than 1,000 pounds of fresh produce that is donated to the community.



Our Men’s Health Midwest team members helped “Stock the Pantry” for Pittsburgh’s Family House. The non-profit organization provides a home away from home for patients and their families traveling to Pittsburgh for medical care, and they rely on volunteers and donations to host guests and provide them with services and food.



The Orthopedics Sales team supported Project C.U.R.E., the world's largest distributor of donated medical supplies, equipment and services to doctors and nurses serving in more than 130 countries. Team members helped finalize a shipment of medical supplies headed to Ukraine and other underserved areas of the world.



The Paladin Labs team raised more than \$23,000 during the “Weekend to Fight Cancer,” benefiting the Jewish General Hospital Foundation in Montreal. They biked and walked in the name of cancer research, care and groundbreaking innovation.



Across our sites in India (Chennai, Mumbai and Indore), the Company established Science and Computer Labs as well as vocational courses targeted at students below the poverty line which will benefit more than 3,800 students annually.



Endo’s Sales team members worked with Together We Rise, now called Foster Love, a non-profit organization dedicated to transforming the way youth navigate through the foster care system in America. During the team’s national sales meeting, employees worked more than 1,000 volunteer hours making custom bags and skateboards that were donated to children in need.

Transforming for Tomorrow: Endo Gives Days in India



The team in India works each year to identify charities in their communities in need of support, which culminates in their Endo Gives Days of Volunteering when all sites engage in local volunteer opportunities. This year, across four locations, 525 employees volunteered for 21 charities and donated 2,000 plus volunteer hours, touching the lives of more than 5,000 beneficiaries. Examples include educational initiatives with local schools to help students embrace technology and health seminars to improve awareness and education of important health issues.



One of the team’s long-time volunteers is Vidyulatha Kovluri, a Technical Service Associate, based out of Chennai, India. The community in which she volunteers is an environment where many women live in poverty, lack access to healthcare and transportation, or are out of work. Vidyulatha worked this year as both a volunteer in the Women’s Shelter Home and in coordinating several drives internally at Endo to provide donations to foodbanks and shelters.

“Volunteering through Endo has been one of my most rewarding experiences. I have seen the wholehearted joy in the eyes of the people in need.”

Vidyulatha Kovluri, Technical Service Associate

Select Performance Indicators*

Gender Diversity in the Global workforce by Geography	2022					2021					2020					2019				
	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total
Total number of employees	950	32%	2,009	68%	2,959	1,061	32%	2,207	68%	3,268	1,111	33%	2,223	67%	3,334	1,067	34%	2,075	66%	3,142
U.S.	695	53%	627	47%	1,322	826	51%	781	49%	1,607	891	47%	1,010	53%	1,901	883	45%	1,074	55%	1,957
India	145	10%	1,309	90%	1,454	138	9%	1,349	91%	1,487	120	10%	1,142	90%	1,262	92	9%	934	91%	1,026
Rest of World	110	60%	73	40%	183	97	56%	77	44%	174	100	58%	71	42%	171	92	58%	67	42%	159
Gender Diversity in the Global workforce by Job Category																				
Gender Diversity in the Global workforce by Job Category	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total
Total number of employees	950	32%	2,009	68%	2,959	1,061	32%	2,207	68%	3,268	1,111	33%	2,223	67%	3,334	1,067	34%	2,075	66%	3,142
Vice Presidents and Above (executives)	18	25%	55	75%	73	17	24%	55	76%	72	13	18%	61	82%	74	12	15%	66	85%	78
Managers and Directors	238	37%	412	63%	650	326	37%	544	63%	870	312	36%	544	64%	856	275	39%	427	61%	702
All Other Employees	694	31%	1,542	69%	2,236	718	31%	1,608	69%	2,326	786	33%	1,618	67%	2,404	780	33%	1,582	67%	2,362
U.S.	695	53%	627	47%	1,322	826	51%	781	49%	1,607	891	47%	1,010	53%	1,901	883	45%	1,074	55%	1,957
Vice Presidents and Above (executives)	15	36%	27	64%	42	16	29%	39	71%	55	12	21%	44	79%	56	11	18%	49	82%	60
Managers and Directors	185	49%	194	51%	379	255	49%	263	51%	518	248	47%	282	53%	530	230	45%	285	55%	515
All Other Employees	495	55%	406	45%	901	555	54%	479	46%	1,034	631	48%	684	52%	1,315	642	46%	740	54%	1,382
Rest of World (excludes India)	110	60%	73	40%	183	97	56%	77	44%	174	100	58%	71	42%	171	92	58%	67	42%	159
Vice Presidents and Above (executives)	1	13%	7	87%	8	1	14%	6	86%	7	1	10%	9	90%	10	1	10%	9	90%	10
Managers and Directors	37	54%	32	46%	69	57	52%	52	48%	109	53	55%	43	45%	96	39	52%	36	48%	75
All Other Employees	72	68%	34	32%	106	39	67%	19	33%	58	46	71%	19	29%	65	52	70%	22	30%	74

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

Select Performance Indicators* continued

Ethnic Diversity in the U.S. Workforce	2022	2021	2020	2019
Vice Presidents and Above (executives)	42	55	56	60
White	91%	82%	86%	87%
Asian	2%	9%	7%	7%
Black/African American	5%	4%	4%	3%
Hispanic/Latino	0%	4%	2%	2%
Other/Not Disclosed	2%	2%	2%	2%
Managers and Directors	379	518	530	515
White	81%	78%	78%	76%
Asian	7%	11%	12%	15%
Black/African American	5%	4%	4%	4%
Hispanic/Latino	4%	4%	4%	4%
Other/Not Disclosed	3%	3%	2%	2%
All Other Employees	901	1,034	1,315	1,382
White	75%	65%	57%	54%
Asian	8%	12%	20%	22%
Black/African American	9%	9%	10%	10%
Hispanic/Latino	4%	10%	10%	11%
Other/Not Disclosed	4%	5%	2%	2%


Diversity in the Board Composition	2022	2021	2020	2019
Women on the Board	38%	38%	22%	13%
Minorities on the Board	13%	13%	0%	0%

Employee Turnover	2022	2021	2020	2019
Voluntary turnover	13.6%	11.9%	7.2%	9.6%

Safety	2022	2021	2020	2019
OSHA Total Recordable Incident Rate (per 100 employees)	0.4	0.7	0.8	1.1
Days Away, Restricted and Transferred Rate (per 100 employees)	0.3	0.6	0.1	1.1

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



A top-down view of a grid of glass vials, likely containing liquid, arranged in a pattern. The vials are slightly out of focus, creating a sense of depth and repetition. The lighting is soft, highlighting the circular shapes and the texture of the glass.

In this section, you'll find information on:

- **Research and Development Philosophy**
- **Clinical Trial Conduct**
- **Publications Process**
- **Patient Safety**
- **Counterfeit Medicines**
- **Quality Management**

Our Customers: Product Quality & Safety

Our commitment to quality and safety starts with our approach to research and development. It begins with consistent and comprehensive training for our team, a pledge to conduct our research with scientific rigor, transparent communication of the data we generate and continuous monitoring of the safety and efficacy of our products. In our manufacturing facilities, we then follow consistent standards to meet and exceed industry regulations and maintain a Culture of Excellence that encourages our team members to identify ways they can improve our processes to optimize operations and maintain the quality of the products we deliver to our customers.

Research & Development Philosophy

Our Research and Development (R&D) organization approaches the goal of delivering innovative new products to address patient needs with Endo's One Team philosophy. Across the globe, our scientists, physicians, nurses, regulatory experts, statisticians, data managers, medical writers and clinical operations staff work together, striving for the highest quality work, embracing technology and recognizing innovation. Endo has active R&D programs in men's health and orthopedics. Beyond these therapeutic areas, we also have focused development in sterile injectable products and complex generic products.



Clinical Trial Conduct

Endo is committed to running studies with the highest quality. Our clinical studies are performed in compliance with current Good Clinical Practices, including the International Council for Harmonization of Technical Requirements for Registration of Pharmaceuticals for Human Use (ICH) guidance. In addition, the Endo Generics team follows all applicable regulations for generic drug development issued by the Office of Generics. Key elements of our process include:

Training	All R&D team members go through robust annual training aligned to the ICH Good Clinical Practice training as well as Good Manufacturing Practice.
Oversight	All clinical study designs at Endo are reviewed and approved by an established internal committee called the Protocol Approval Committee. This committee includes team members from many disciplines in Endo including Clinical Development, Medical Affairs, Regulatory Affairs and Safety.
Risk-based Management	Endo has implemented a Risk Assessment and Management process that begins at the clinical study planning stage and extends through the execution of clinical studies.
Patient Protections	Standard operating procedures are in place to manage patient safety and take into consideration all potential study participants, including vulnerable participants such as children, prisoners and pregnant women. Endo endeavors to follow all applicable regulations around vulnerable participants.
Proactive Quality Management	Quality by Design principles are used when initiating and monitoring our clinical trials, meaning we consider and include quality aspects in our study conduct from design to implementation.
Electronic Systems and Documentation	Electronic systems support the validation and quality control of all users, and track and document all data entries required over the course of any given trial, in support of the ALCOA+C principles of quality documentation. ALCOA+C stands for Attributable, Legible, Contemporaneous, Original, Accurate and Complete.
Auditing	We have clear Standard Operating Procedures we follow to support additional auditing efforts including vendor audits, system audits, investigator and regulatory audits.
Animal Welfare	We approach the use of animals with humane and ethical concern for those animals, with an aim to limit animal testing whenever possible.

For more information on our clinical trial conduct, please visit: endo.com

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 an applicable clinical trial is completed, we disclose the results through a variety of processes, including but not limited to, ClinicalTrials.gov postings, as well as various other publication activities such as abstracts, manuscripts and journal articles. Of note, the publishing process is outlined in a specific policy, known as the 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 to 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 and the current version of Good Publication Practices. The Company strives to be timely and transparent in its communication of Endo-sponsored study results, whether favorable or unfavorable. The policy also requires the Company disclose any conflicts of interest that may exist for any of the authors or study contributors.

In 2022, we shared data related to our products through 20 presentations at industry conferences and 6 publications in peer-reviewed journals.



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

We may 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 are completed, we share this information with appropriate audiences such as regulatory authorities, researchers, payors 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.

Counterfeit Medicines

Counterfeit medicines pose a significant risk to patient health and safety. To protect our patients, we take a proactive approach to product safety by investing in surveillance and public private collaboration. We work with those involved in the supply chain to monitor distribution channels and improve surveillance of distributors and re-packagers.

Endo invests in packaging and information technologies to align with global mandates around serialization. The unique product identifiers developed for serialization enable the tracking and tracing of product movement through the supply chain, from the manufacturing site to patient dispensation (including government systems and trading partners) and allows authorized trading partners today to verify the authenticity of our medicines with a simple scan.



Quality Management



Our Global Quality, Manufacturing and Supply Chain teams work across our sites and with our partners around the world to help maintain our high standards for manufacturing quality. All sites conform to U.S. current Good Manufacturing Practices and all other applicable local regulations.

Team members go through a significant level of training and certification annually and are recognized 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. The program is rooted in the Six Sigma methodology and centered on six key dimensions:

- _____ Leadership and Vision
- _____ Attitudes and Mindset
- _____ Gemba Walk
- _____ Leading Indicators and Action Triggers
- _____ Oversight, Reporting and Action
- _____ Cultural Behaviors

¹ SPE® Six Dimensions of Cultural Excellence

Quality Culture

Protecting the quality of our products is the responsibility of all team members at Endo. Our Culture of Excellence program is both a top-down and bottom-up approach to embedding the principles of continuous improvement across the Company. It is designed to encourage and empower employees to examine how things are done and to look for ways to make them better, all with the goal of improving the quality and effectiveness of our processes and procedures to improve on the timely release of products to our patients. The Company has instituted several programs to reinforce this culture including: the Community of Practices for Continuous Improvement; structured problem-solving training; tiered accountability assignments; Gemba walks; a rewards and recognition program; and the Good Catch program.



The Good Catch program involves training so employees can identify “good catches”—these are incidents that could result in an error if not corrected or could greatly improve a process. We instituted a program across our sites and have awarded team members for recognizing and calling out these opportunities. In 2022, we received more than 775 Good Catch ideas focused on quality, safety, compliance, efficiency and the environment.

Quality Management continued

Our internal dedication to excellence and quality is central to operating in an industry that is highly regulated. Endo works with regulatory agencies including the U.S. Food and Drug Administration (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 U.S. and similar bodies in our operating locations outside of the U.S. In 2022, there were 10 inspections of our sites by regulatory agencies. The Company maintained compliance with U.S. GMP and Controlled Drug regulations and guidance, resulting in our U.S. sites receiving zero observations in 2022 from the U.S. FDA and DEA.

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. We had three voluntary, company-initiated recalls in 2022. The product recalls were initiated with the probability of adverse health consequences being remote. None of the recalls in 2022 indicate a failure in our global quality management systems. They relate to two specific product defects detected as part of post release inspection and specification updates. We credit our quality systems and checks that were able to detect the issues associated with these batches quickly.



Select Performance Indicators*¹

Product Safety	2022	2021	2020	2019
Global product recall rate	0.002582	0.004153	0.001896	0.000084
Number of recalls issued	3	2	5	1
	2022	2021	2020	2019
Number of regulatory inspections of Endo sites by worldwide health authorities	10	9	14	17
Percentage of Regulatory inspections that resulted in zero observations	60%	67%	64%	59%

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

¹ Where applicable, certain data has been restated due to improved data quality.



Transforming for Tomorrow: Endo's Commitment to Operational Excellence

In 2022, the Endo Ventures Limited (EVL) Team in Dublin, Ireland won the 2022 Lean Business Ireland Award—a program that recognizes and celebrates enterprise excellence in Ireland. Our Dublin team took home the top prize in the “Off to the Best Start” category for the most progress made toward organizational efficiency as part of the Lean Six Sigma journey.

Michael Gallagher, Senior Director, Global Distribution and Logistics, commented,

“The award came out of our team’s work to continuously improve our culture of excellence. It is really about mindset. We are asking ourselves: How do we improve what we do every day? How can we do better for the patients we serve? We cannot stand still—adaption is key to our success, and that’s what we’ve been able to successfully do this past year and what will be mission critical for our teams as we look to our future.”



In this section, you'll find information on:

- **Pricing**
- **Product Availability**
- **Patient Assistance & Product Donation**
- **Access to Healthcare**

Our Customers: 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 the products. We also provide approximately 110 low-cost generic medications. To further broaden access and affordability, we donate significant quantities of products, support patient assistance programs and fund broader community healthcare projects.

Pricing & Product Availability

At Endo, we provide appropriate 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 federal, state and 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 2022, our U.S. portfolio net price decreased by 11% compared to 2021, on top of the 5% decline in price we reported last year.

Pharmaceutical interventions can also lead to cost savings for the overall healthcare system through the avoidance of more expensive surgical options and hospital stays. As an example, we make a medicine to treat Dupuytren's contracture (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 of a product manufactured by Endo. In one health economic study, treatment with our product was associated with a 11.5% reduction in the total cost of care compared with that for surgery.¹ Additionally, a publication of a claims database analysis showed that patients with Peyronie's disease (PD) who received the injections as their first treatment (rather than surgery) were less likely to undergo subsequent surgery compared with those who received surgery first within a 12-month post-treatment follow-up.²

Endo is also working to introduce product enhancements that can reduce the need for additional interventions in various healthcare settings. In early 2022, we launched VASOSTRICT®, vasopressin injection, USP, in ready-to-use 100 mL pre-mix bottles, the first and only ready-to-use (RTU) formulation of the drug. RTU products help streamline operations for hospitals by eliminating the need to prepare or transfer the product before patient administration. This may reduce waste and costs, optimize convenience and workflow, and heighten accuracy and compliance by reducing the chance for preparation error—all of which support quality patient care. Feedback from customers confirms that they appreciate the ease and efficiency of RTU products.

Addressing product availability and patient access is a top priority for Endo. To maintain supply continuity of our products, we partner with the three largest group purchasing organizations—Vizient, Premier and HealthTrust. Additionally, we work through private-label programs, such as Vizient Novaplus and Premier ProRx, to provide uninterrupted supply of key critical care medications. The programs get our products into hospitals and health systems through their robust and highly reliable supply channels.



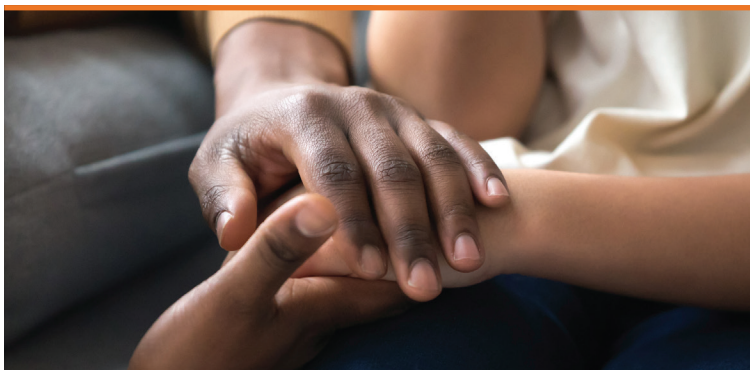
¹ Journal of Hand Surgery: ORIGINAL RESEARCH| VOLUME 1, ISSUE 2, P57-64, APRIL 01, 2019;; Stephen B. Camper, MS, PhD,*z Victoria Divino, BA,y David Hurley, MD,* Mitch DeKoven, MHSAy - * Endo International plc, Malvern, PA; y IQVIA, Falls Church, VA; z S.C. was employed by Endo International plc at the 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)

² Trost L, Huang H, Han X, Burudpakdee C, Hu Y.. Int J Impot Res. 2022 Jan 10. doi: 10.1038/s41443-021-00522-8. Epub ahead of print. PMID: 35013566. (<https://pubmed.ncbi.nlm.nih.gov/35013566/>)

Patient Assistance & Product Donation

In 2022, Endo donated approximately 638,000 units of medicines (up from ~500,000 in 2021). All product donations are made through third-party partnerships that adhere to the World Health Organization guidelines on product donations.

When patients cannot afford their medicines and treatments, patient assistance programs can help to offset co-pays or other out-of-pocket expenses. Endo provides an independent charitable grant to 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 confidentiality for the patients it supports.



americares



Americares is one of Endo's longstanding partners in the product donation space. Endo has provided product donations to Americares for 20 years and is a proud supporter of its emergency programs. Americares is a health-focused relief and development organization that saves lives and improves health for people affected by poverty or disaster. Americares responds to more than 30 disasters each year, establishes long-term recovery projects and brings preparedness programs to communities vulnerable to disasters. In 2022, Americares responded to major hurricanes, flooding and wildfires, as well as the enormous humanitarian crisis growing out of the conflict in Ukraine. Endo continues to partner with the organization in its efforts to support and strengthen our global community.

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 have initiated our own programming and partnered with professional and nonprofit organizations that are working to expand access to care. Some of these collaborations are highlighted on the following pages.

U.S. Government Partnership for Pandemic Preparedness

In 2021, Endo entered into a cooperative agreement with the U.S. government to support the government's national defense efforts by expanding the Company's sterile fill-finish manufacturing production capacity and capabilities at our Rochester, MI plant. Under the terms of the agreement, Endo has received funding from the U.S. government to establish a new sterile fill-finish manufacturing asset capable of processing liquid or lyophilized products requiring Biosafety Level (BSL) 2 containment and expand product inspection and packaging capacity. The agreement is a result of efforts defined under the Defense Production Act to address vulnerabilities in critical product supply chains and strengthen the advancement of domestic manufacturing of essential medicines in support of future pandemic preparedness. In spring 2022, we broke ground to begin the construction of a new Inspection and Packaging Operational Center, the first part of this multi-year expansion. After passing initial licensing inspections, this first building on the newly expanded site is now operational.

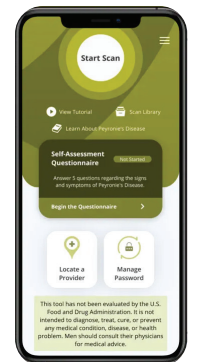
Disease Education

To educate patients, Endo launched three key disease awareness initiatives in 2022. The focus was on demystifying diseases that are not often discussed openly, helping patients better identify and communicate their symptoms and providing guidance on when to seek medical treatment. Below is a summary of those efforts:

Dupuytren's contracture (DC): To educate people about DC, a progressive hand condition that affects an estimated 14 million Americans, we launched the "Watching Education Unfold" marketing campaign. It featured the voices and experiences of real patients and addressed patient complacency, corrected misconceptions and misinformation and encouraged patients to consult a hand specialist.

Narcolepsy: To help shed light on this rare neurological sleep disorder, we launched a public awareness campaign in Canada called "Uncovering Narcolepsy." Through social media and online portals, the campaign provided insights into living with the disease and helped clarify some of the myths surrounding the disorder.

Peyronie's disease (PD): In partnership with the Sexual Medicine Society of North America (SMSNA), we introduced the Peyronie's Self-Assessment App to provide information on PD, a condition characterized by painful erection and a curved penis caused by a fibrous scar tissue. Through the app, patients can access a questionnaire and scan their curvature—giving them information that they can discuss with a urologist.



Transforming for Tomorrow: Mobile Health Unit in India

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. For the past five years, Endo's team in Chennai, India has partnered with Hand in Hand India to support their Mobile Health Unit to improve access to care. In recent years, the project has expanded to cover a greater area in and around both Chennai and Indore, where Endo has opened facilities. The Mobile Health Unit provides health awareness and general and specialized health camps to improve health, sanitation and hygiene services to enhance healthy living and reached almost 43,000 patients in 2022.

“The Mobile Health Unit has provided education and care around pediatric health, gynecology, ophthalmology, urology, dental hygiene and communicable diseases, positively impacting thousands of patients lives each year. Together with Hand in Hand, we are proud to be a part of such a significant effort to improve the health and well-being of our community;”

Sampathkumar Chittibabu, VP, Corporate Affairs, India



In this section, you'll find information on:

- **Water Management**
- **Energy Management**
- **Supply Chain Opportunities**
- **Material Reduction and Recycling**
- **Waste Reduction**

Our World

Endo is committed to operating our business in a responsible manner that seeks to minimize environmental impact, while promoting the efficient and responsible use of global resources. To date, we have been managing shorter-term goals on an annual basis. Moving forward, we will continue our focus on continuous improvement and begin to develop longer-term goals around greenhouse gas emissions and our overall carbon footprint. While we work to set those goals, we are pleased to report that our Scope 1 and 2 emissions decreased in 2022 compared to 2021, on a combined basis, and have been trending down since our base year of 2019. In addition, we continue to make progress in our efforts to conserve water, natural resources and energy; recycle, reduce and reuse materials; reduce waste throughout our global locations; and increasingly, partner with our suppliers to drive improvements in these same areas within our supply chain.

Water Management

According to the United Nations, 2.3 billion people live in water-stressed countries; therefore, we know water is a resource that must be carefully managed. Water is important in both the development and manufacturing processes we practice at our sites, and Endo continues to improve our stewardship of water resources. Using technologies such as membrane filtration/reverse osmosis at our plants in India, we are able to reuse effluents and sanitary waste for plant service and gardening needs. In 2022, we increased the number of gallons collected by this process by 20%. We have plans to further these efforts in 2023 with larger processing units in India and demonstration projects at our sites in Horsham, PA and Rochester, MI. Details on the annual water strategies and savings are detailed below.

Site	Water conservation method	2022 Results
Chennai, India	1) Reverse osmosis (RO) of plant effluents and sanitary waste	14,000 gallons per day of RO water used for plant service and gardening
	2) Rainwater harvesting and infiltration back into groundwater/aquifers	Up to 56,000 gallons of rainwater collected per storm/event
Indore, India	1) Reverse osmosis of plant effluents and sanitary waste	10,000 gallons per day of RO water used for plant services and gardening
	2) Rainwater harvesting and infiltration back into groundwater/aquifers	Up to 120,000 gallons of rainwater collected per storm/event
Rochester, MI	New manufacturing equipment that produces on-demand steam	1,800,000 gallons of water saved annually

³ [Water Scarcity | UN-Water \(unwater.org\)](https://unwater.org/)



Energy Management

Since 2020, Endo has worked to plan, direct and control the supply and consumption of energy across our global manufacturing sites and facilities. Each of our facilities has a customized strategy based on local market regulations and practices and each site’s unique energy requirements. The goal is to achieve effective use of energy products while minimizing costs and pollution with conscious, judicious and efficient use of resources. One of the key strategies to achieve this is moving away from diesel to cleaner and more efficient natural gas and renewable energy alternatives. Some recent updates on our progress against this strategy are detailed below.

- **Indore, India:** Completed the transition from diesel/fuel oil to natural gas for all steam boilers at the plant in 2022; will see full impact in 2023.
- **Rochester, MI:** New steam boiler installed in 2020 has resulted in a 36.5% reduction in 2022 natural gas use compared to 2020. In 2023, the site will decommission old chillers and replace them with a new system to reduce electricity consumption in the coming years.
- **Mumbai (Digha), India:** Moved to natural gas in 2021, helping to drive a 37.5% reduction in Scope 1 emissions in 2022.
- **Horsham, PA:** Completed the installation of new and upgraded boilers; will see full impact in 2023.

In 2022, our total electric energy use was 0.199 GJ/sq. ft., compared to .208 GJ/sq. ft. in 2021. As our global footprint has both expanded in previous years and retracted more recently, we have listed our energy consumption per square foot in the table below to demonstrate our progress.

Year	Energy consumption (Gigajoule)/square foot
2019	0.206 GJ/sq. ft.
2020	0.213 GJ/sq. ft.
2021	0.208 GJ/sq. ft.
2022	0.199 GJ/sq. ft.

As we look to 2023, we are excited to begin renewable energy advancement projects across our sites that will also help us reduce our overall energy needs. We will begin with lighting initiatives to reduce our reliance on grid connections.



Supply Chain Opportunities

While Endo works to make its own operations more sustainable, we are also proactively engaging our suppliers to inquire how they can make improvements to support our environmental efforts. We initiated much of this work in 2022 and look forward to reporting on its progress in 2023. Some highlights are detailed below.

- Assessing key suppliers through EcoVadis to better understand our suppliers' sustainable business practices and beginning to develop action plans to improve their respective ESG scores.
- Collected CO2 emissions data for international transportation (working on gathering U.S. domestic data in 2023).
- Conducted a transportation analysis, which found that sea freight is more environmentally friendly. Endo has now set this as its default transportation method for internal and contract manufactured products, and we anticipate this will yield a decrease in energy consumption.
- Consolidated shipments to reduce travel time, which we anticipate will yield a decrease in energy consumption of 10%.
- Reconfigured our pallet design to allow for double-stacking, which takes up less room in its storage and transport—leading to overall energy savings with suppliers.

Material Reduction and 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 U.S., as well as India and Ireland, have separate and distinct recycling requirements, with which we comply. We also have an internal global recycling program to encourage team members to identify ways they can improve recycling efforts within their own sites. In 2022, we increased our recycling by 11.4%, from 640 tons to 713 tons, the majority of which was plastics and corrugate materials, while simultaneously reducing our overall non-recyclable content at sites.



Transforming for Tomorrow: An Employee-led Recycling PPE Program

Personal protective equipment (PPE) is a critical part of Endo's business. Thousands of team members work in plants and labs where good manufacturing practice requires employees to wear disposable gowns, head coverings, masks, gloves, booties and other PPE that help keep employees safe and maintain our high-quality standards. Endo uses approximately 71,000 pieces of PPE every day, and until recently, these articles were thrown away—headed to a landfill.

As part of Endo's continuous improvement program and proactive ESG management, employees are encouraged to come up with ideas on how to improve operations. Annette Sommers, who works in our Rochester, MI plant, saw this waste and felt something could be done about it. Annette took it upon herself to research PPE recycling programs and pitch the idea of an Endo-specific project, and it was implemented in late 2022. Since then, more than four tons of PPE waste have been diverted from landfills and reprocessed for use to create other plastic-related products, positively impacting the environment by reducing the amount of oil and electricity used to create those new products.





Waste Reduction

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 2022, we observed a decrease in hazardous waste and non-hazardous waste incineration. Sites continue to identify opportunities to reduce generated waste by improving production and quality control testing processes. In 2023, we have established a goal to increase the use of waste to help power facilities when incineration is necessary. Our team remains diligent in working to reduce the amount of waste incinerated at our plants.

Future Plans

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. We're proud that our new buildings in Rochester, MI—part of our 90,000-square-foot expansion (see page 39)—have been designed and constructed to follow LEED standards.

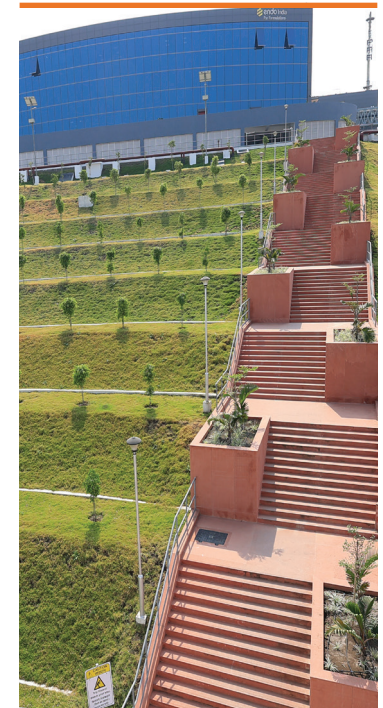
Each Endo site will also be employing a consistent Environmental Management System framework to drive performance against a common set of metrics. For example, our site in Chennai, India was the first site within the Endo manufacturing network to have been granted an ISO 14001 Standard Certification 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 in the coming years.

In addition to increasing our work with our vendors and suppliers to look at ways we can further reduce our overall environmental impact together, we are also working to improve our product designs. We have plans to create more environmentally friendly packaging configurations that we hope to introduce in the coming years.

Select Performance Indicators*

Energy Consumption	Units	2022	2021	2020	2019
Electricity	Gigajoules	318,505	341,216	349,850	306,792
Natural Gas	Centum Cubic Feet	1,620,693	2,248,129	2,819,714	4,323,396
Diesel Fuel	Gallons	378,835	448,148	414,455	330,612
GHG Emissions	Units	2022	2021	2020	2019
Scope 1 greenhouse gas (GHG) emissions	Metric Tons CO2e	12,718	16,872	19,745	27,475
Scope 2 greenhouse gas (GHG) emissions	Metric Tons CO2e	36,208	43,967	41,409	37,395
Water Consumption	Units	2022	2021	2020	2019
Total consumption	Gallons	144,893,725	157,833,375	147,126,115	132,138,557
Waste Generation	Units	2022	2021	2020	2019
Hazardous Waste	Tons	354	446	341	553
Non-Hazardous Incineration	Tons	531	1,133	670	907
Recycling	Units	2022	2021	2020	2019
Cardboard, Metal and Plastic	Tons	713	640	345	237

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



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, and to read more about our work across these pillars, please visit the corresponding pages, detailed below, of this Corporate Responsibility Report.

Section: **Our Business Practices**

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-510a.1	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribe	Quantitative; reporting currency		13
HC-BP-510a.2	Business Ethics	Description of code of ethics governing interactions with health care professionals	Discussion & analysis		13
HC-BP-270a.2	Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	Discussion & analysis		13

Section: **Our Team**

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-330a.2	Employee Recruitment, Development & Retention	Voluntary and involuntary turnover rate for: executives, managers and directors and all other employees	Quantitative; rate	Beginning in 2022, employee turnover data includes India team members. Prior year information has not been restated	16-27
SV-PS-330a.1	Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative; percentage (%)	Endo defines "All Other Employees" generally as individual contributors and supervisors	16-27

Section: **Our Customers**

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-250a.1	Drug Safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion & analysis		28-34
HC-BP-250a.3	Drug Safety	Number of recalls issued, total units recalled	Quantitative; number		28-34
HC-BP-250a.5	Drug Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative; number		28-34
HC-BP-210a.1	Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion & analysis		28-34
HC-BP-240b.2	Affordability & Pricing	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio	Quantitative; percentage (%)	Average net price represents the year-over-year change in the net price of products in the U.S. portfolio (unweighted), which is the list price less rebates, discounts, and fees	36-40
HC-BP-260a.1	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion & analysis		32
HC-BP-260a.2	Counterfeit Drugs	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion & analysis		32
HC-BP-260a.3	Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative; number	No actions to report	N/A

Section: **Our World**

SASB Code	Topic	Metric Details	Category	Comment	Pages
RT-EE-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative; Gigajoules (GJ), percentage (%)	Data for 2022 and 2021 reflects sale of certain properties completed in Q4'22 and Q4'21, respectively.	41-47
RT-CH-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative; metric tons CO2e	GHG emissions data includes >95% of our global square footage, with 2019 being our measurement base year.	41-47
RT-CH-110a.2	Greenhouse Gas Emissions	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion & analysis		41-47

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Our recently completed Rochester, MI facility, where employees signed a commemorative beam at the groundbreaking, as seen on cover page, which now hangs at the front entrance to this building.

Forward-Looking Statement

Cautionary Note Regarding Forward-Looking Statements

This 2022 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, and any statements that refer to expected, estimated or anticipated future results or that do not relate solely to historical facts. 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 expressed 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.