

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 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 more than 3,100 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 be entering the U.S. medical aesthetics market in spring 2021 with the introduction of QWO™, the first Food & Drug Administration (FDA)-approved injectable treatment for cellulite, which will be delivered through our Endo Aesthetics business.

Sterile Injectables

With an unparalleled reputation for providing quality products, our Par Pharmaceutical 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 more than 150 cost-effective generic pharmaceutical products 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, spanning the U.S., Ireland, Canada, and India. Our Global Headquarters are based in Dublin, Ireland, and our U.S. Headquarters are based in Malvern, Pennsylvania.



OUR STRATEGIC PRIORITIES

Expand and Enhance Our Portfolio	Reinvent How We Work	Be a Force for Good
We are investing to build a more differentiated and durable portfolio that benefits our customers and creates sustainable long-term value.	We are embracing the future by accelerating new ways of working to better serve our customers, promote innovation and improve productivity.	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	Mission	Values
Helping everyone we serve live their best life.	We develop and deliver life-enhancing products through focused execution.	<ul style="list-style-type: none"> • Integrity & Quality • Innovation • Drive • Collaboration • Empathy

BUSINESS AT-A-GLANCE

\$2.9B	Total 2019 revenue
>200	Product families in our Branded, Sterile Injectables & Generic Pharmaceuticals portfolios
14	New product launches in 2019
4.4M	Approximately 4.4M prescriptions dispensed each month
>3,100	Global team members

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At Endo, our vision is to help everyone we serve live their best life. At its core, this vision helps guide our team to deliver our mission of developing and delivering life-enhancing products through focused execution to the patients and people who need them most. It also calls on us to think more broadly about all the stakeholders our Company impacts, from our team members, customers and shareholders, to the community at large. In developing our Environmental, Social and Governance (ESG) strategy, we have been asking our team to consider how we can operate our business in a way that truly delivers against this vision in the broadest sense, for all of the stakeholder groups we impact as a healthcare company.

Endo has a long history of evolving to meet the needs of healthcare professionals and patients. With our impending entry into the U.S. medical aesthetics market, we are re-focusing our strategic priorities to prepare for this next step in our Company's journey. Our strategic priorities guide every decision we make in our quest to create long-term, sustainable value for our stakeholders and recognize our wider impact on patient care and the communities in which we operate. We feel so passionately about Endo's broader role in society that one of the three strategic priorities of our business plan is centered around this concept. We call it "Being a Force for Good." We believe that a commitment to responsible business practices, including the promotion of diversity, equity and inclusion, will strengthen our Company, increase our connection with our stakeholders and help us to better serve our customers and communities.

In this inaugural report, we summarize our efforts in four areas: **Our Business Practices**, **Our Team**, **Our Customers** and **Our World**. We have selected metrics from the Sustainability Accounting Standards Board (SASB) against which to measure ourselves. Our Board of Directors is also actively engaged on matters related to our ESG strategy.

Our intention is for this report to serve as a first step toward more in-depth annual reporting that will commence in 2021.

I want to thank our team members for their hard work and commitment to doing their best to deliver on our Company's mission every single day and to do so in a socially responsible manner. The criticality of our Company's purpose has become even clearer in the wake of the COVID-19 pandemic. Our team has consistently delivered on our promise to our customers and the patients we serve, while continuing to keep team member and community safety a priority throughout this challenging period. Our team's efforts continue and are chronicled within this report. While entirely consistent with our expectations given our culture and the type of team members we have at Endo, the unwavering commitment to patient care and our broader community that our team displayed this year is a great source of pride for me and for the full executive team and Board at Endo.

As we look to the final quarter of 2020, we know we will continue to face the challenges that this pandemic has created. We remain steadfast in our conviction that the fundamentals of our business are sound, and that we have a talented team of more than 3,100 individuals working tirelessly to execute against a strategy we believe can deliver more durable, long-term future growth. We know that Endo can continue to be a force for good in so many ways, that we will meet the challenges that lie ahead with strength and determination, and that we can turn those same challenges into opportunities to realize our vision to help everyone we serve live their best life.

Blaise Coleman
President and Chief Executive Officer

Risk Management & Board Oversight

At Endo, we govern our enterprise risks and opportunities through a robust risk management and mitigation program. Risks and opportunities are identified and managed in connection with Endo's enterprise risk management (ERM) process. As part of our ERM process, our Board and management team monitor long-term risks and opportunities that may be impacted by environmental, social and governance (ESG) issues; set policies relating to these issues; and monitor the results of those policies. Our overall ESG strategy, which is summarized within this report, is linked to this broader ERM approach.

The Board has and will continue to play an important role in providing guidance and oversight of our ESG strategy. 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, detailed below:

- 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.

ESG Materiality Assessment

Our work to identify the key tenets of our ESG strategy began with a materiality assessment 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, 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 were of most interest to them. We consulted external frameworks, including the Sustainability Accounting Standards Board (SASB); accessed industry-specific guidelines for healthcare companies; and also looked to our industry peer-group. As a result of these engagement efforts, we have identified the following four core areas and associated topics of ESG reporting focus.

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



Operating with Integrity

Operating with integrity and delivering our products with a quality mindset are shared values across our business. We ask team members to take accountability, act as an owner and do the right thing even when no one is watching. This foundational behavior is key to maintaining a culture of compliance and ethics that helps to guide our everyday business interactions.

Code of Conduct

Anchored by our Code of Conduct, we work at every level of the Company to educate our team members about the policies and standards to which we hold ourselves and about how to raise issues or concerns should they have them. Endo’s Code of Conduct 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 are required to complete annual training on the tenets of the Code of Conduct and certify that they will adhere to it. The Code of Conduct calls on team members to:

Take Personal Accountability	By acting in accordance with the Code in all business interactions
Create a Culture of Compliance	By reinforcing ethics and compliance while working in teams
Know the Rules	By educating oneself about relevant policies and procedures
Speak Up	By reporting behavior inconsistent with the Code

Corporate Compliance Program

Endo’s Compliance and Business Practices Team oversees the Corporate Compliance Program, establishes clear rules of business conduct and educates and trains team members. The team also conducts monitoring to confirm that the Corporate Compliance Program is operating as intended and to look for ways to enhance its effectiveness. 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 all applicable legal, regulatory and industry standards.

Our Chief Compliance Officer, who reports directly to our Chief Executive Officer, leads the Corporate Compliance Program and reports critical compliance matters directly to the Board of Directors. This level of senior leadership engagement supports the program’s autonomy. The program incorporates the fundamental elements of an effective compliance program which includes an annual Risk Assessment and Mitigation Process (“RAMP”) to standardize and centralize risk assessments relating to promotional activities. Policies and procedures are periodically updated and augmented to respond to changes in the compliance environment and to address new business and legal risks. Team members are required to complete robust annual trainings on a variety of role-specific policies and procedures. The Compliance and Business Practices Team works with the business to keep the lines of communication open for continuous feedback and has also established a process for employees to report issues, including an anonymous hotline, and investigates issues promptly and fairly.

Ethics Hotline 800-305-1563 endo.ethicspoint.com Endo’s **Ethics Hotline** is a telephone line and online portal, where team members, customers or any stakeholder can ask questions or report concerns they may have. The Company takes every report seriously and conducts appropriate investigations. The Ethics Hotline is managed by an external third party and is operated 24 hours a day. Details are available at www.endo.ethicspoint.com.

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

Autonomy & Resources	Policies & Procedures
Risk Assessment	Training & Communication
Confidential Reporting Structure & Investigations Process	Third-Party Management
Continuous Improvement, Periodic Testing & Review	Governance & Oversight
Disciplinary Measures	

Leadership at All Levels

In addition to the Board of Directors and our Chief Executive Officer leading our compliance efforts at the very top of our organization, Endo has both a Global and a U.S. Compliance Committee led by our Chief Compliance Officer. These committees are comprised of members from the Executive Leadership Team and other senior leaders who oversee and enhance our compliance program and work to embed a culture of compliance throughout the Company. All managers across the Company play an important role in fostering this culture of compliance and ethics. Managers are tasked with reinforcing the importance of annual trainings; setting the right example through their own words, actions and behaviors; and encouraging open-door policies for reporting. They also work to educate team members about all the avenues available to them to report any concerns.

Embedding Ownership Across Our Businesses

Engagement from leadership is critical to the successful implementation of any corporate compliance program. But the goal is for all team members across the Company to embrace and understand the importance of compliance and make it relevant to their own work. To embed compliance across the enterprise, Endo has worked to create a

business partnership model within its core businesses. Compliance team members are part of our business leadership teams and have a seat at the table when business strategies and tactics are being developed.

Compliance Champions

A “Compliance Champion” program was created for the Branded Pharmaceuticals field-based sales teams. These champions work to become experts on the relevant policies and procedures for their respective teams and serve as an additional resource. The year-long assignment gives team members an opportunity to work closely with corporate leadership and to grow and develop in their own career, while helping to embed a culture of compliance across the business.

Tarah Bors serves as a Compliance Champion for the Southeast Sales District and notes that the Compliance Champion program is a great example of how the Compliance and Business Practices Team at Endo is working together with team members in the field to help them be successful.



Tarah Bors
Sr. Specialty Sales Professional

“At Endo, our Field Sales Team feels completely supported by the Company. We can openly ask questions, get direction from our compliance leaders and course-correct when needed. There is a feeling that ‘we’re all in this together,’ which encourages team members to self-report and proactively engage our Compliance Team if they have questions. As a Compliance Champion, I have been able to share my experiences, and those of my colleagues, with other team members across the country, as we are committed to operating within our policies and procedures at all times.”

Working with Healthcare Professionals

Endo plays an important role in the healthcare system. Our interactions with healthcare professionals (HCPs) are focused on engaging their expertise to provide bona fide and legitimate consulting services to Endo and to support clinical trials involving our products. We also have a responsibility to help HCPs make informed and independent decisions about how they can best use our products within the prescribed label for their patients. Interactions with HCPs are governed by various federal, state, and local laws, regulations and standards, including FDA regulations and the Anti-Kickback Statute. We train all team members to work in a manner that is consistent with all of these applicable laws and standards.

For more information on our policy for engaging HCPs, please visit [Endo.com](https://www.endo.com).

Responsible Marketing & Promotion

We are committed to promoting our products based on patient need and the merits of each product in a transparent, legal and accurate manner. Prior to the use or dissemination of any advertising or promotional piece, the materials must be approved and authorized by a promotional review committee of Company subject matter experts. Our team members only use promotional materials and communications that have been approved by appropriate disciplines, are on label, accurate, not misleading and comply with applicable legal, regulatory and local standards. Additionally, our team members complete annual training specific to this policy and our standard operating procedures that support it.

For more information on our Advertising and Promotion policy, please visit [Endo.com](https://www.endo.com).

Anti-Bribery & Corruption

Through our development, regulatory, manufacturing and import/export activities, our team members may interact with government officials or entities that are state-owned. The Foreign Corrupt Practices Act (FCPA), the UK Bribery Act (UKBA), India's Prevention of Corruption Act (PCA) and other anti-bribery and anti-corruption laws of the countries where Endo does business govern our interactions with government officials. Endo team members must not violate, directly or indirectly, any applicable anti-corruption laws, and are prohibited from assisting, concealing, or otherwise engaging in any form of bribery.

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.

For more information on our Anti-Bribery and Corruption policy, please visit [Endo.com](https://www.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. To support our teams, we offer comprehensive programs that are designed to encourage team member wellness, provide a safe working environment, drive career development, and build an engaging workplace culture. We are proud that the voluntary turnover rate of Endo team members is less than 10%, which, along with the results of our recent employee survey, tell us that we are creating an environment where our team members feel valued and engaged.

Supporting Team Member Wellness & Safety

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 memberships—all to encourage healthy living. We also want to support the financial well-being of our team members and offer 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 safety of our team members at our manufacturing facilities, labs and offices is of the utmost importance. We have a robust 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 2019, our Recordable Incident Rate was 1.1 per 100 employees, a decrease of 11% from 2018.





Supporting Our Greatest Asset: Our Team



Driving Long-Term Career Development

Endo offers a fast-paced and challenging work environment in which people 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. In fact, our team in India recently initiated a comprehensive career development program that includes leadership development training, communications skill building, team building and collaboration, and effective people management training.

Investing in Our Future Leaders

For our Field, Training and Marketing team members, we have built a long-term career planning curriculum to support the Company's broader succession planning needs. The curriculum begins with each team member developing an Individual Development Plan (IDP) that is reviewed and discussed with their manager on a bi-annual basis. Our IDPs are guided by role-specific competency models that speak to the technical, leadership and values-based competencies that drive success and are expected for each role. These plans help identify team members who are interested in pursuing management roles. For those who are interested and have demonstrated the core capabilities to serve as a manager, the Company has developed a robust manager training program, as well as an Emerging Leader Experience, which are designed to identify talented sales leaders in the field who can be trained to serve in broader leadership roles within the Company.

Eric Brand, Leader for the Sales Training Program, explains why Endo is passionate about training future leaders.



Eric Brand
Leader
Sales Training

“Endo has made a significant investment in the training of our team members because we know that it can drive our Company’s performance, as well as engage and retain our best people. Our team members report feeling engaged, well-trained and that our management team is rooting for them to succeed. All our commercial manager positions in 2019 were filled with team members who cycled through our Emerging Leader Experience or our District Training Program, demonstrating that our focus on professional development and training is helping us to have ready-now leaders from within our own walls at Endo.”

environment where our team members welcome the various dimensions of our workplace culture driven by differences in races, genders (including gender identity or expression), national origin, color, sexual orientation, disability status, age, and all other unique characteristics. These varied perspectives are valuable and can fuel our innovation and drive our success.

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. No one should feel threatened or afraid because of who they are or because of the color of their skin.

We have recently established a Diversity, Equity and Inclusion (DE&I) Senior Leadership Council, chaired by our Chief Executive Officer, and hired a Diversity, Equity and Inclusion Leader. The DE&I Senior Leadership Council will be actively working to promote and maintain a culture where all team members feel safe and secure. We look forward to reporting more on this work in our 2020 Corporate Responsibility Report.

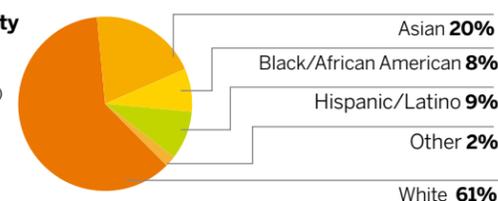
Creating a Diverse and Inclusive Working Environment

At Endo, our diversity unites us as OneTeam. We are committed to cultivating, valuing and embracing every person's distinct voice. This includes promoting an

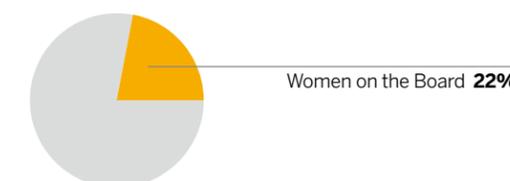
Select Performance Indicators*

Gender Diversity in the Global Workforce (2019)	Female	% Female	Male	% Male	Total
Total number of employees	1,067	34%	2,075	66%	3,142
U.S.	883	45%	1,074	55%	1,957
India	92	9%	934	91%	1,026
Rest of world	92	58%	67	42%	159

Ethnic Diversity in the U.S. Workforce (As of Dec. 31, 2019)



Diversity in the Board Composition (As of Sept. 30, 2020)



Safety	2019	2018
OSHA Total Recordable Incident Rate (per 100 employees)	1.1	1.2
Employee Turnover (2019)		
Voluntary turnover	9.6%	

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



Our Team's Commitment to Giving Back

Endo is committed to having a positive impact in the communities in which our team members work and live. Through our 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. Endo also makes dollar-for-dollar matches for team members who donate to charities of their choice, matching up to \$1,000 per employee per calendar year. In addition to these efforts, Endo supports non-profit organizations with annual charitable grants, focused in two key areas: organizations committed to providing basic necessities to people in need (food, shelter, access to healthcare) and STEM (Science, Technology, Engineering and Math) programming for children and young adults. Through the Healthcare Partnerships Program, the Company also supports 501(c)(3) organizations that work to protect and improve the quality of care for the patients we serve.



Team Member Volunteerism

Throughout the year, team members from our sites can often be found working together with local charities, donating their time and energy to the causes about which they are most passionate. Some of our most recent projects are listed here:

- Our team in New York worked over the holiday season to support the local Rockland County Food Bank by donating supplies, and then sorting and distributing holiday meals.
- Team members in India worked to clean up the popular Kovalam Beach in Chennai, collecting and ridding the beach of nearly three-quarters of a ton of plastic, paper and glass waste.

- Malvern-based team members planted a raised vegetable garden on our campus and harvested more than 1,000 pounds of food for local food banks across the area.
- Our team in Dublin worked to support the Society of St. Vincent de Paul through their annual Holiday Giving Tree Initiative which helps reach thousands of individuals and families in need.

While volunteering happens throughout the year, the Company picks a specific day each year when all team members are invited to come together for an "Endo Gives Day." It is an important way for team members to share in one of our core values—empathy. In 2019, nearly 1,000 team members donated more than 4,000 volunteer hours to 58 charities at this annual day of giving and volunteering.

Our Rochester Team— A Force for Good in Action

This year, our team in Rochester, Michigan received the 2019 Philanthropy Award from the Rochester Regional Chamber of Commerce in recognition of the team's contributions to building and enhancing the quality of life in the local area. Over the years, the team has worked on a number of philanthropic initiatives including:

- Providing older individuals in need with hot meals at the Older Persons Commission (OPC);
- Assisting the Clinton River Watershed by keeping the local rivers and streams clean and free of debris and chemicals; and
- Donating collected goods, such as hygiene items, to shelters that house those in need.

Team member Paula Del Papa, Sr. Director, Quality Operations, has worked with the Rochester Regional Chamber of Commerce, supporting the Greater Rochester Leadership Program and identifying local volunteer opportunities for several years. She accepted the award on behalf of Endo.



Paula Del Papa
Sr. Director
Quality Operations

"I appreciate that Endo values and encourages our team to volunteer with local charities. We know we are part of a larger community and that we have a responsibility to give back. What's more, we know we are helping these groups achieve their own goals. In OPC's case, the work we are doing is helping the elderly in our community age in place. Volunteering brings me and my teammates great satisfaction; and as an added benefit for Endo, volunteering can also be a great way to build broader leadership skills."

Responding to a Community Crisis

The ongoing global health pandemic that COVID-19 has created is unprecedented. As a healthcare company, our response needed to be swift, to both support the safety of our team members and deliver the medicines that are needed to our customers and the patients they serve. We set up a COVID-19 Response Team, led by our Chief Executive Officer and our Executive Leadership Team, to respond to the ongoing threat of this public health issue.

Maintaining the Health and Safety of Our Team

Our first priority in managing our Company's response to this pandemic was to take proactive measures to support the well-being of our team members around the globe and the communities in which we live and work. We implemented work-from-home requirements for team members who were able to do so. For those who needed to continue to come to work, we reduced the number of staff required at each shift, increased social distancing and enhanced our already rigorous sanitization efforts throughout all of our facilities. Guided by local and national health authority guidelines, we are continuously reassessing our workplace policies to support our employees, communities and customers.

Delivering Essential Medicines to Patients

Our global manufacturing sites and related distribution channels have been operational and have not experienced any significant supply disruptions to date. As part of our commitment to meet the demand

for critical care and medically necessary products, we prioritized our operations responsible for producing those products. We are proud that our team has continued to supply medicines to patients in need.

Supporting People Impacted by COVID-19

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 any team members who were credentialed medical staff the opportunity to take a paid leave of absence to volunteer their much-needed medical services during the crisis.

Our efforts continue, as this pandemic has not yet abated, as of the publishing of this report. Our priority continues to be maintaining 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.





Our Commitment to Customers: A Patient-Centric Approach

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 know our products are critical to the health of patients, so we work as a team to keep the patient at the forefront of our thinking. We have developed a culture of quality and integrity across our entire enterprise, where 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.

Across our enterprise, our team works to maintain product quality starting 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 Transparency

We recognize that product quality begins with our Research and Development (R&D) efforts, starting with the careful selection of our product development targets and our development partners. Our R&D Leadership Team works each year to develop the R&D annual plan, which is focused on identifying and bringing to market products that are both innovative and address unmet patient and healthcare provider needs.

Our team is committed to running studies with the highest quality and listening to the patient voice through the engagement of external medical experts and patient advocacy groups when applicable. All clinical studies, manufacturing process development plans and regulatory filing strategies are performed with the highest compliance to current Good Clinical Practices.

Clinical development programs that extend beyond a product's approval are subject to scrutiny and approval by the Medical Affairs Department to determine that there is a legitimate scientific objective to the program, that the studies obtain the approval of the appropriate Endo scientific and medical reviewers, and that all studies are conducted with scientific rigor.

The Company lists our clinical trials on our [website](#) and also registers all applicable trials on clinicaltrials.gov. The Company also follows all applicable regulations associated with the Sunshine Act reporting requirements. Once any clinical trial is completed, we disclose those scientific results through the publishing process.

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. current Good Manufacturing Practices (cGMPs) and 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 annually and are encouraged to identify ways to improve efficiencies within their sites. More than 50% of our Global Manufacturing and Quality team members in Dublin have been trained on Lean Six Sigma, a comprehensive, scientific approach for improving business processes with the goal of sustaining a cycle of continuous improvement within an organization. We aim to expand this type of training across the Endo network of facilities as part of a broader training program to support team members as we work to improve the efficiency of our business operations.

A key element of this continuous improvement culture is the engagement, training and empowerment of team members to identify opportunities for improvement; find innovative, collaborative solutions; and successfully implement and sustain the resulting process improvements. This can only be achieved with leaders who both support and embody the ideals of continuous improvement. We ask leaders to share their expertise and enthusiasm with their teams through coaching and direct observation of how a process is done with those who do the job. For example, leaders within our manufacturing facilities hold regular Gemba Walks with their teams to observe directly how processes are running, the challenges encountered and the improvements implemented.



Our Commitment to Customers: A Patient-Centric Approach

The pharmaceutical industry is highly regulated. Therefore, Endo works with a number of regulatory agencies including the Food & Drug Administration (FDA), the Drug Enforcement Agency (DEA), Health Canada, the Ireland Health Products Regulatory Agency (HPRA), as well as the state boards of pharmacy across the United States. In 2019, there were 17 inspections of our sites by regulatory agencies. 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.

Post-Marketing Product Surveillance

Once our products get to market, we have a robust 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.

The Company has established a process to address all product-related queries, complaints and adverse events in a timely and efficient manner, including a 24-hour call-center, medical information portal, website, and email. In addition, we 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.

Our Culture of Quality and Integrity

Mick McGuinness, Endo's Senior Vice President of Global Quality and Compliance, notes that the Company's commitment to product quality stems from its shared values, which include integrity and quality. However, he explains that embedding a quality mindset is intrinsically linked to all five of Endo's values and requires team members from all departments and functions throughout the enterprise to be fully invested in making these values come to life.



Mick McGuinness
 Senior Vice President
 Global Quality
 and Compliance

“When we think about having a culture of quality and integrity, first and foremost, we need our team to appreciate and understand the standards we hold ourselves to, and ask that they take accountability to act with integrity to uphold these standards at all times. But to achieve continuous improvements in our business, we also need every team member to be a problem-solver and to be innovative as they address issues or develop new ideas to improve our current processes. It takes drive and dedication to pursue excellence in our everyday work, as we strive to deliver the highest quality products to our customers. We need all team members collaborating and sharing best practices, so we can learn from one another. And finally, it takes empathy. We must always think about the end customer—the patient. Sharing these values across our teams creates a mindset and attitude that underpins a culture within the walls of Endo that is focused on achieving top product quality for our customers each and every day.”



Select Performance Indicators*

Product Safety	2019	2018
Global Product Recall Rate	0.000084	0.000529
Number of recalls issued	1	3
Number of Regulatory Inspections of Endo sites by Worldwide Health Authorities	17	10
Percentage of Regulatory inspections that resulted in zero observations	59%	50%

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

1. ISPE® Six Dimensions of Cultural Excellence



Healthcare Access and Affordability

As a healthcare company, 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 are also proud to offer more than 150 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 or administrative fees. In 2019, our U.S. portfolio net price decreased by 2% compared to 2018.

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 or XIAFLEX®), 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.¹

Patient Assistance & Product Donation

In 2019, Endo donated approximately 220,000 units of medicines. All product donations are made through third-party partnerships that adhere to the World Health Organization (WHO) guidelines on product donations.

In 2017, AmeriCares, a non-profit that supplies products to more than 4,000 health centers around the world, in partnership with the Healthcare Distribution Alliance (HDA), presented its annual Power of Partnership Award to Endo. The award recognized the Company's "outstanding commitment to increasing access to health care around the world." AmeriCares noted, "Endo is among AmeriCares most dedicated and longstanding supporters." The Company has provided product donations for 18 years and is also a longtime supporter of the AmeriCares Emergency Response Program, which meets the health needs of disaster survivors worldwide.

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 an independent, 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 where Endo products are used. They operate independently and maintain complete patient confidentiality for the patients they support.

Access to Healthcare

As a pharmaceutical manufacturer and innovator, we play an important role in the global healthcare ecosystem. In addition to providing essential medicines, we have chosen to partner with organizations that are working to educate and support patients as they manage their health, as well as 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.



1. 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, * Victoria Divino, BA, David Hurley, MD, Mitch DeKoven, MHAy - * Endo International plc, Malvern, PA; † IQVIA, Falls Church, VA; ‡ 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)



Healthcare Access and Affordability



Men's Health Awareness



As part of Endo's long-standing commitment to men's health issues, we are proud to have collaborated with the Men's Health Network to support their annual health awareness month in June. Men's Health Month is designed to heighten the awareness of preventable health problems and encourage early detection and treatment of disease among men and boys.

In 2019, Endo launched a disease awareness education campaign around a specific men's health issue —Peyronie's Disease (PD). After the program ran, the Company heard first-hand from urologists that the campaign helped to empower men who think they may have PD to consult a doctor to understand their treatment options. The campaign was recognized by Medical Marketing & Media Magazine (MM&M) with a Silver Award in the category of Best Disease Education Campaign.

Driving Public Health Standards

Over the past three years, Endo has donated 115 product monographs to the U.S. Pharmacopeia (USP), to help them develop public standards to identify the quality and purity of medicines. USP is a nonprofit 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. In recognition of Endo's efforts, USP awarded our team with the Certificate of Appreciation Award to recognize that our product monograph donation helped them to strengthen the safety net that protects patient health.

National Obesity Care Week

For the past four years, Endo has been a Corporate Council member of the American Society for Metabolic & Bariatric Surgery (ASMBS) and a proud corporate sponsor of Obesity Care Week (OCW). Originally founded in 2015, OCW has a global vision for a society that understands, respects and accepts the complexities of obesity and values science and clinical care. The goal is to deliver science and clinical education on obesity and to advocate for access to affordable and comprehensive care for patients with obesity.

Bringing Healthcare to Patients in Need

In 2017, Endo's team in India initiated a Mobile Health Unit project in conjunction with Hand in Hand India to improve access to care for those in need. Covering more than 20 villages near Chennai, the project includes general and specialized health camps to improve health, sanitation and hygiene and to enhance healthy living. In 2019, the Mobile Health Unit positively impacted more than 17,900 patients.

In recognition of their contributions to the Mobile Health Unit project, our team in India received the 2019 "Best Corporate Social Responsibility (CSR) Impact Initiative Award" from the World CSR Congress at the Zee Business - National CSR Leadership Congress and the 2019 "CSR Leadership Award" under the health category, presented by Economic Times NOW News at the World CSR Day and HRD Congress. Both awards recognize organizations that have made a positive impact in India through CSR and sustainability initiatives.

Jalaj Sharma, Country Leader for Endo in India, has been involved with this program since its inception in 2017 and says it is an excellent example of how private-public partnerships can create meaningful change.



Jalaj Sharma
Country Leader
for Endo 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. Through our partnership with Hand in Hand India, our Mobile Health Unit has traveled over 8,300 miles in 2019, bringing much-needed care to thousands of patients' doorsteps. We are proud to be a part of such an important initiative and look forward to seeing how many more patients we can help in the future."





Respecting Our World Through Responsible Pharmaceutical Manufacturing

Endo strives to act in an environmentally responsible way. We recognize that our activities can have an impact on the environment as we source materials, manufacture products, consume energy, and generate waste. 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. Specifically, our team has worked to recycle, reuse and reduce materials throughout our global locations, apply technology to support better water conservation within our manufacturing sites and conserve energy with more efficient facilities management.

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 have also instituted an internal global recycling program, where team members are encouraged to identify ways in which they can improve recycling

efforts within their own sites. In 2019, we increased the amount of materials we recycle by 27%, from 158 tons to 201 tons.

Conserving resources is also a focus for our teams. In 2019, we petitioned the Food and Drug Administration (FDA) to allow our Company to replace our paper medication guides for 14 of our products with an electronic version of the document. Paper medication guides can exceed 100 pages and each includes a cardboard backing as well. With more than 200,000 medication guides required each year, the amount of paper Endo was consuming annually was significant. The FDA agreed to our petition, and thanks to this effort, we will be saving 14.8 million sheets of paper (approximately 148,000 pounds) annually along with more than 200,000 sheets of cardboard. This annual savings represents the equivalent of 1,258 trees, 28,120 gallons of oil, 222 cubic yards of landfill space, 296,000 kilowatt-hours of energy, and 518,000 gallons of water.

Water Management

India serves as a growing hub of product development and manufacturing for Endo. While its economy and population have been growing, India's water resources have remained finite, causing the country to face significant water shortages in recent years. Endo has taken proactive steps to work collaboratively with other industries, as well as the government and non-profits, to conserve water within the walls of Endo and help do our part to address this troubling issue. In 2020, Endo implemented a water conservation system—Reduce, Recover, Recycle and Reuse—with the goal of reducing our overall water consumption by 10% while increasing our facility footprint in India by over 100%. The team is making good progress to meet our goal and will report on the results in 2021.

Our sterile injectable manufacturing site in Rochester also has a robust water management program. The

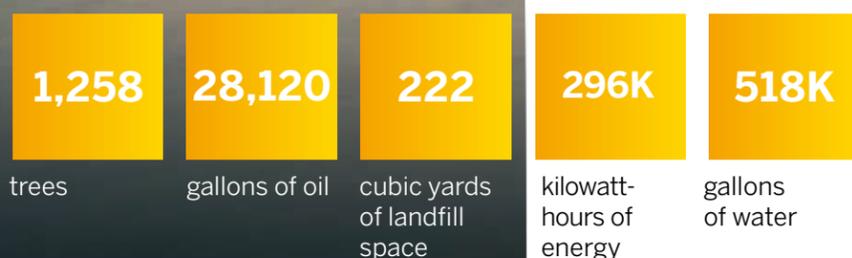
projects completed in the program include more efficient and effective equipment cleaning processes, installation of more efficient cooling towers and the elimination of a once-through water system. With the installation of new waste water meters, the site is also working proactively to identify future water conservation opportunities. Since its implementation one year ago, the program in Rochester has delivered nearly 25 million gallons of water reduction.

Efficient Facilities Management

In 2019, we added more than 160,000 square feet to our manufacturing facilities, bringing our total global footprint to 2.3 million square feet. We are constantly evaluating how we can work to reduce emissions and overall energy consumption with more efficient and environmentally friendly alternatives. Across our sites, we are replacing older heating, cooling and lighting systems with newer, energy-efficient solutions. For example, we replaced the steam boiler at our Rochester site (one of our largest sites) with a high-efficiency modern boiler which we estimate will reduce energy consumption for that site by 50% in 2020 and by 70% in 2021. At our Mumbai and Indore sites in India, we are replacing the use of diesel fuel oil with natural gas. We estimate this change will bring about a 25% reduction in CO₂, an 80% reduction in NO_x and a +90% reduction in CO.



Endo's efforts to substitute paper medication guides with an electronic alternative will save annually¹:



1. University of Southern Indiana. (n.d.). Paper Recycling Facts. Retrieved Sept. 29, 2020, from <https://www.usi.edu/recycle/paper-recycling-facts/>

Respecting Our World Through Responsible Pharmaceutical Manufacturing

As Endo plans capital projects, whether it be for new construction or enhancements to current sites, all projects must meet our environmental goals. We are proud that our U.S. Headquarters building in Malvern, PA was designed to achieve the U.S. Green Building Council's Leadership in Energy and Environmental Design (LEED) goals and holds a Silver Certification as a result of careful attention to these metrics in the construction process. As we introduce new machinery within our sites, or look to replace aging equipment, determining whether these investments can support our long-term environmental goals is a major driver in our decision making.

Looking to the Future

As the Company continues to reduce our environmental burden and improve the overall efficiency of our operations, we have asked each of our sites to employ a consistent Environmental Management System framework to drive our performance against a



common set of metrics. We are happy to report that 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.

Terrance Coughlin, Chief Operating Officer for Endo, notes that this is the first of what he expects will be many certifications across the Company.



Terrance J. Coughlin
Chief Operating Officer

"As we look to the future, we are examining ways we can further minimize material usage, energy consumption and waste generation in the manufacturing of our products for the good of the environment. We are also working across our sites to introduce formal targets to reduce our overall environmental burden and will pursue the ISO 14001 certification for all sites over the course of the coming years. Our business priorities of transforming the way we work and being a force for good are perfectly aligned to driving this strategy forward. We look forward to reporting on the progress we are making across a number of environmental metrics in 2021."

Select Performance Indicators*

Environmental Health	Units	2019	2018
Energy Consumption			
Electricity	Gigajoules	306,790	280,966
Water Consumption			
Total consumption	Gallons	131,742,097	128,592,732
Recycling			
Cardboard, Metal and Plastic	Tons	201	158

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

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 our website, and to read more about our work across these pillars, please visit the corresponding pages, detailed below, of our 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	6-8
HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	8
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	8
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	9-11
SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	9-11
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	9-11
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	16-19
HC-BP-250a.3	Number of recalls issued, total units recalled	16-19
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	16-19
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	17
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	20
Section: Our World		
SASB code	Metric Details	Pages
RT-EE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	24-26



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Cautionary Note Regarding Forward-Looking Statements

This 2019 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.