

2023

AMNEAL

Environmental, Social & Governance Report

2023 FISCAL YEAR • PUBLISHED JUNE 2024



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MESSAGE FROM OUR CO-CEOS

Since opening our doors in New Jersey 22 years ago, we've significantly elevated our expertise, capabilities, and product portfolio -- but our focus remains the same.

We view each **new medicine as a new opportunity to increase access and affordability**. Our 280+ medicines are 280+ ways we seek to help the world achieve good health & well-being.

Today, Amneal is driving cost savings and access across the U.S. healthcare system:

- For retail pharmacies, we provide complex Generic medicines, such as drug/device combinations, **where there are only a few suppliers**. As of the publication of this report, the U.S. FDA has awarded Amneal more Competitive Generic Therapy (CGT) product approvals than any other company*.

- For hospitals and clinics, we supply important acute care Injectables, including many therapeutic areas **where there are significant shortages**.
- In Biosimilars, we are expanding access to **key oncology therapies**.
- In Specialty, we deliver **innovative medicines** in Parkinson's and endocrinology.
- And in India, we're **opening access** to high-quality medicines in oncology, ophthalmology, diagnostics and more.

Throughout our journey, our unwavering quality commitment has enabled us to become a **trusted leader**. In 2023, we eclipsed 100 successful FDA inspections with no "Official Action Indicated" classifications or warning letters since our founding -- a point of great pride for us personally and for our teams.

Each milestone advances our goal of operating a responsible business that delivers great social value while also protecting our planet.

As we continue to grow our team and our impact, we are also mindful of how we can support a more sustainable future for our world. This report outlines our progress in the areas of environmental, social and governance. It highlights how we are working cross-functionally to promote the health and well-being of our people and communities. And it sets a roadmap for how we'll continue to deliver on those promises.

We thank our Amneal family of employees for their relentless focus on making the world better. We share our additional thanks to patients, customers, suppliers, shareholders, and partners for your continued trust. You have our promise to continuously evolve our business to elevate the value we deliver to the world.

Sincerely,
Chirag and Chintu

* CGT designation is given when there is inadequate generic competition on the market for a specific drug. (Accessed June 25, 2024)



Chirag Patel
Chirag Patel
Amneal Co-founders & Co-CEOs



Chintu Patel
Chintu Patel

ABOUT THIS REPORT

OUR APPROACH TO REPORTING

The 2023 Environmental, Social and Governance (ESG) Report is Amneal Pharmaceuticals, Inc.'s (Amneal's) fourth annual report. Both Amneal and its ESG commitments have continued to evolve, and so too has this report.

The degree of mandatory ESG disclosure in the coming years is significant and we are committed to advancing the ESG strategy, risk management, data and governance to appropriately meet those requirements. In this year's report, we share our progress, and we state our intent to disclose greenhouse gas emissions data.

Our 2023 report is mapped to the Sustainability Accounting Standards Board (SASB) index aligned with the Biotechnology and Pharmaceuticals Standard, as well as the United Nations Sustainable Development Goals (SDGs). We have selected the most pertinent SDGs against which this report is mapped to demonstrate Amneal's influence and impact.

Unless otherwise stated, this report details Amneal's ESG performance and other non-financial disclosures covering the period of January 1, 2023 through December 31, 2023.



ABOUT THIS REPORT

OUR APPROACH TO ESG

We make healthy possible®

At Amneal, we are focused on delivering affordable access to high-quality, essential medicines, inspired by our mission statement

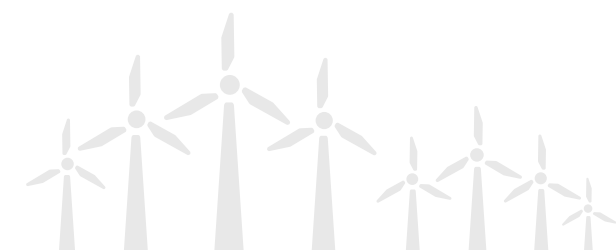
“We make healthy possible.” This means we support healthy communities, healthy employees, a healthy planet and a healthy economy. As a company, our commitment to safeguarding the environment and serving humanity ensures we are shepherding a resilient business well into the future.

We bring this vision to life through our portfolio of innovative, high-quality, safe and effective products to help address key therapeutic needs against the backdrop of a global aging population and chronic supply shortages. We are directing our extensive R&D capabilities to create more affordable products that enable more patients to access essential medicines. We routinely assess and optimize our manufacturing operations to reduce our greenhouse gas emissions. We contribute to stronger health outcomes across our local communities in the U.S., India and Ireland through aligned non-profit partnerships, corporate philanthropy efforts and employee volunteerism. We are committed to conducting every aspect of our business in an ethical, open and honest manner.

In 2023, we engaged a reputable third-party organization to conduct our first ESG Materiality Assessment. This perception-based assessment is intended to highlight Amneal’s key ESG opportunities and risks, further shaping our long-range ESG strategy, priorities and investments. The assessment process included identifying key internal and external stakeholders for in-depth discussions. We expect to share the results of the Materiality Assessment in next year’s report.

Our Board’s Nominating and Corporate Governance Committee retains oversight of all ESG matters.

Additionally, the executive leadership assumes day-to-day managerial responsibility for all ESG projects and deliverables. In 2023, we introduced a new ESG taskforce comprising of leaders from ESG, Finance, Legal, Internal Audit and IT. The overriding objective of this cross-functional team is to advise and guide the business, leadership team and Board on the ESG regulatory and compliance requirements plus enlist partnership from the different business units involved. To advance our greenhouse gas data (GHG) management efforts, we hired a new team member to support our global tracking and reporting of regional GHG emissions data.





ABOUT AMNEAL

OUR BUSINESS

Amneal is a fully integrated global Pharmaceutical company powered by a robust U.S. Generics business and a growing Specialty business, as well as deepening portfolios within our Generics segment in Institutional Injectables, Biosimilars and select international markets.

We make healthy possible through the development, manufacturing and distribution of a diverse portfolio of over 280 pharmaceutical products, primarily within United States, via three business segments. In our Generics segment, we are expanding across a broad range of complex product categories and therapeutic areas, including Injectables and Biosimilars. In our Specialty segment, we have a growing portfolio of branded pharmaceuticals focused primarily on central nervous system and endocrine disorders, with a pipeline focused on unmet needs. Through our AvKARE segment, we are a distributor of pharmaceuticals and other products for the U.S. Federal Government, retail and institutional markets.



FACTS & FIGURES

Company
Founded
2002



Employee Count
7,725
Employees



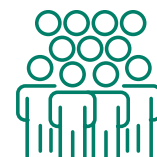
2023 Revenue
\$2.4
Billion



Publicly Listed
AMRX
Nasdaq Listed



Board of
Directors
11



Headquarters
New Jersey,
USA



Sites
US: 16 India: 12 Ireland: 1





2023 ESG HIGHLIGHTS

\$10.45 billion**
 estimated savings delivered to U.S. patients via Amneal's Generic and Biosimilars medicines

**Amneal's Generic savings in the U.S. in 2022 was calculated by taking the total national savings estimated by the Association for Accessible Medicines¹ and determining Amneal's market share by volume, data of which was derived from IQVIA
¹ Association for Accessible Medicines, The U.S. Generic & Biosimilar Medicines Savings Report, September 2023



\$901,897
 donated to global non-profit organizations



11 non-profits supported



280+ total products
 across Retail Generics, Institutional Injectables, Biosimilars, and Specialty



10 billion doses across multiple dosage forms



Conducted our first Materiality Assessment to inform our ESG strategy, priorities and risks, as committed in our 2022 ESG Report



Furthered our Employee Resource Group (ERG) journey with the expansion of the pilot program of our women's ERG, AmnealWomen, and the launch of our first sustainability focused ERG, AmnealEarth, as committed in our 2022 ESG Report



Developed our first sustainability focused Inventory Management Plan and accompanying Standard Operating Procedures and initial workflow documents, in alignment with the Greenhouse Gas Protocol



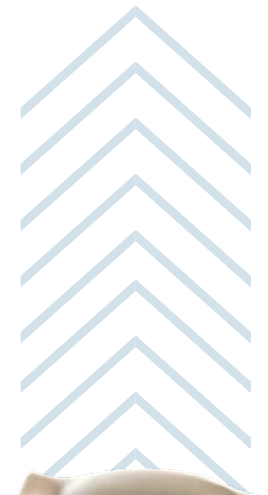
Expanded our ESG Team and governance structure to support our data management efforts, including the introduction of a new ESG Taskforce



Implemented a new GHG accounting software to support our measurement and evaluation of greenhouse gas emissions in our three countries of operations (U.S., India and Ireland), as committed in our 2022 ESG Report



SOCIAL





HEALTHY COMMUNITIES

HIGH QUALITY & INNOVATIVE MEDICINES

Commitment to Product Quality & Patient Safety

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

PATIENT SAFETY:

We deliver quality pharmaceuticals that are safe and effective. We also do what’s right for our Amneal family and for the families we serve. This commitment to product quality and safety enables us to maintain an exceptional level of trust with patients, customers, physicians and pharmacists.

TRANSPARENCY:

We are open and honest with ourselves and with all the Stakeholders who depend on us.

COMPLIANCE:

We consistently meet or exceed quality, industry, and global regulatory standards. For each member of our team, ‘quality’ is a mindset that helps us achieve our goal of making healthy possible. Every day, across all roles and functions, we embrace the idea that “quality begins with me.” Key performance indicators validate our efforts and ensure that we are continually improving for the communities we serve.

Our Leadership Team and Corporate Drug Safety Team oversee compliance with all applicable laws and regulations in the jurisdictions in which we operate that includes regulations for current Good Manufacturing Practice, Good Clinical Practice, and Pharmacovigilance. We ensure that our company’s operations, products and processes all ensure the safe delivery of products to those who need them most.

In 2023, we continued to deliver high quality products to our patients. Evidence of this included:

- We completed 100+ successful United States Food and Drug Administration (FDA) inspections at our global manufacturing sites since our founding in 2002.
- We are a member of recognized industrywide partnership(s) on supply chain and contractor risk evaluation and mitigation including: the Association for Accessible Medicines; the Healthcare Distribution Management Association; and the National Board of Pharmacy Accreditation.

- We have quality agreements with all major suppliers (Active Pharmaceutical Ingredients and critical excipients) and all contract manufacturing and testing facilities. All major suppliers are routinely audited by Amneal’s compliance team.
- We conducted product testing in-house according to FDA specifications prior to commercial release. In addition, we performed stability testing at defined intervals throughout the product shelf life. This testing is product specific and approved by the FDA through their approval processes.
- Our global quality compliance team performed routine Current Good Manufacturing Practice (cGMP) audits twice a year for all of our manufacturing facilities and testing labs.

This strong track record goes beyond compliance and the regulations impacting our industry. It speaks to the heart of who we are as a company and demonstrates our focus on advancing health and well-being in our communities.



HEALTHY COMMUNITIES

HIGH QUALITY & INNOVATIVE MEDICINES

Investing in Research and Development

Amneal’s Research & Development (R&D) strategy is led by a world-class in-house development team and supplemented by strategic product development partnerships with external stakeholders. The focus of our R&D strategy is ensuring the ongoing innovation of important and value-generating products across “each of our Generics segment (including our retail Generics, Biosimilars and complex Injectable portfolios) and Specialty segment.

Amneal’s R&D function is the company’s hub of innovation and is guided by the following principles:

- R&D leads the science and process of developing an ongoing pipeline of value-generating products across our portfolios.
- The team is deeply experienced with a proven track record of building one of the Generic industry’s largest pipelines for Amneal.
- This includes shifting Amneal’s focus toward more complex products like Injectables, where expertise in development and manufacturing may enable us to be a solution for the many shortages plaguing U.S. healthcare.
- We’re also advancing more affordable biologic therapy options through our growing Biosimilars program, which includes 3 commercialized and 4 in-development Biosimilars.

Product Innovation, Access and Affordability

In 2023, we advanced our commitment to affordable medicines by launching 39 new retail Generics and Injectable products (compared to 26 in 2022.) We added two oncology products to our Biosimilars pipeline that built upon our initial foundational success. ONGENTYS® for Parkinson’s Disease was added to our Specialty portfolio, and distribution began in early 2024. In addition, we entered the India market with our Critical Care, Ophthalmology and Oncology portfolios, bringing innovative high-quality medicines to patients.

As part of our product innovation, we continued to identify new opportunities to expand access to essential medicines globally. Our international expansion included direct and licensing in India, Europe, China and emerging markets across the world. This expansion is anticipated to grow our affordable medicines footprint sizably by 2027.



We are pleased to have brought an impressive number of new products to market in 2023. Our R&D portfolio prioritizes complex products that provide better access to affordable medicines for providers and patients.

Dr. Srinivas Kone,
Chief Scientific Officer, Generics.



Biosimilars Portfolio and Serving Patient Needs

In this report, we spotlight our continued 2023 expansion into Biosimilars. Since announcing our entry into the Biosimilars market in 2022, we have evolved our strategy to produce this next wave of affordable medicines.

Our Biosciences team delivers a growing portfolio of Biosimilars and Specialty Injectable products focused on oncology. These products deliver value for patients and providers through increased choice, access and affordability when these highly specialized and typically high-cost medicines are the appropriate option for care. Since launching our first three Biosimilars – ALYMSYS®, RELEUKO®, and FYLNETRA® – the Amneal Biosciences portfolio now also includes a growing portfolio of complex, sterile, Injectable products and an expanded pipeline with two formulations of denosumab Biosimilars referencing PROLIA® and XGEVA®. These two products are currently under development.





HEALTHY COMMUNITIES

MAKING HEALTHY ACCESSIBLE

Commitment to Sound Health Policies

Amneal is unwavering in our commitment to serving the needs of patients and the healthcare system. We are dedicated to ensuring that FDA and legislative policies at the State and Federal level harmonize with our shared objective of delivering safe, effective and high-quality medications at affordable costs. As the #1 U.S.-based company in the U.S. Generic Medicines market by total scripts*, coupled with our expanding branded portfolio, Amneal serves as a valuable resource for thought leaders and policymakers as they formulate policies and contemplate legislation that enhances access to essential medications.

* Source: IQVIA, National Prescription Audit, February 2024.

As a U.S. headquartered company, Amneal continues to expand our presence in Washington, D.C. We formally established our government affairs function with our Senior Vice President of Regulatory Strategy and Government Affairs and added a Senior Director of U.S. Government Affairs in 2023. On Capitol Hill, we are providing our expertise and input on new legislative proposals that impact the Generics and Biosimilars industries. We continue to lead the industry's effort to develop proactive policies that focus on addressing the underlying causes of drug shortages. We are also shaping targeted legislative proposals that are designed to incentivize competition in the domestic manufacturing of

essential medicines to further bolster supply chain resilience and ensure patients have access to products when they need them. We focus on public policies that put patients first to ensure better overall health.

Focused On Accessible Medicines

In February 2023, Maryll Toufanian, Senior Vice President of Regulatory Strategy and Government Affairs, began serving on the Association of Accessible Medicines (AAM) Board of Directors. AAM represents the manufacturers and distributors of finished Generic pharmaceuticals and Biosimilars. As manufacturers of nine out of every 10 prescriptions dispensed in U.S., AAM members are an integral and powerful part of the health care system. They believe in improving access to safe, quality, and effective medicine, ultimately helping more people in more places live healthier and longer lives.

“The Generic and Biosimilar medicines industry continues to deliver so much value for so many people, filling more than 91% of all prescriptions in U.S. while only contributing 18% of the total spend,” said Maryll Toufanian. The market for Biosimilar drugs continues to expand as they approach nearly 30% of the overall biologics market. The average sales price for Biosimilars is on average 50% less than the reference brand biologic price, and competition from Biosimilars has reduced the average sales price of their corresponding reference

biologic by an average of 25%. “As a Board member, I am committed to working alongside my peers to meaningfully advance our critical work in providing safe, effective, reliable and affordable medicines to American patients.”

Advocating For Accessible Biosimilars

In 2023, Amneal joined the Biosimilars Forum, which leads the Biosimilar industry's effort to promote safe, effective and lower-cost Biosimilars during a watershed moment for the industry.

“We are thrilled to join the Biosimilars Forum and work together to increase Biosimilar uptake and help make more life-saving treatments available to patients who need them,” Chirag Patel, President, and Co-Chief Executive Officer at Amneal. “Amneal and the Biosimilars Forum share a commitment to ensuring Biosimilars are available to patients and that the cost-savings potential of Biosimilars become a reality.”

Biosimilars FORUM

Amneal joins the leading Biosimilar industry coalition in its efforts to increase access to lower-cost Biosimilars for patients



Maryll Toufanian appointed to the Association for Accessible Medicines Board of Directors



HEALTHY COMMUNITIES

SUPPORTING HEALTHY & VIBRANT COMMUNITIES

Our Corporate Philanthropy & Donations

At Amneal, we actively support the health and well-being of the communities where we live, work and serve. We have a longstanding tradition of contributing to local, regional, national and global non-profit organizations, who we appreciate as experts in their domains.

Our approach to corporate philanthropy is highly strategic. Each of these organizations is thoughtfully selected and in alignment with our corporate philanthropy pillars: patients, community and environment. It is important for Amneal to be aligned with causes and non-profit organizations that advance our commitment to the health of humans and our planet. As appropriate, we commit a combination of one or more different partnership options including: financial donations, event sponsorships, scholarships, employee volunteering and donations of medication.

In 2023, our support extended to [dozens of organizations](#) including:

- Toys for Tots
- Heart to Heart International
- Americares
- Dispensary of Hope
- The Trust for Public Land
- Indo-American Pharm Society
- One Tree Planted
- Michael J. Fox Parkinson’s Research
- Liberty Science Center
- South Central Kentucky Association
- Niswarth Children Foundation
- Irada Foundation

Reforestation with One Tree Planted

In June 2023, we began our partnership with a non-profit organization focused on global reforestation: One Tree Planted. Through our donation and shared commitment to sustainability, we planted a tree for every global employee. This resulted in 7,655 new trees taking root in the national forests across our three countries of operation: United States, India and the UK (in lieu of Ireland, where One Tree Planted did not have sites).

[One Tree Planted](#) (OTP) focuses its efforts on planting trees in National Forests that require reforestation. Six months after our donation, we were excited to learn that trees had been planted in Camp Wood and Chino Valley Ranger District to help reforest the Prescott National Forest; various villages in 19 districts that make up the Plant for Punjab Program; plus additionally across the UK’s community forests sites.

[Learn more via OTP’s impact report.](#)

Watch the video message from our Co-CEO, Chirag Patel on the importance of our environmental efforts.



CELEBRATING WORLD
ENVIRONMENT DAY!





HEALTHY COMMUNITIES

SUPPORTING HEALTHY & VIBRANT COMMUNITIES

Volunteering with Heart to Heart International

We were excited to continue our partnership with Heart to Heart International. This vibrant, volunteer-run organization supports individuals all over the world by equipping them with access to medicine, hygiene products and direct medical attention. More than 6,300 hygiene kits were assembled by our U.S. colleagues and distributed to surrounding communities in Kentucky, New Jersey and New York.



Amneal team members in Bridgewater, New Jersey, packing hygiene kits.

Volunteering To Increase Student Hygiene

In December 2023, 120 colleagues from our India team spent over 360 hours preparing and distributing hygiene kits to 5,000 students from 11 government-aided schools in their local communities in partnership with two non-profit organizations. The kits included essential items such as soap, handkerchiefs, toothbrushes, toothpaste, tongue cleaners, earbuds, nail cutters, combs and sanitary napkins.



Amneal India employees holding the hygiene kits they have prepared for students.

Volunteering With Local Schools: ‘DISHA’ Program

Amneal’s Dahej Facility partnered with two local foundations to deliver the DISHA Career Guidance program for high school students in the local village of Dahej. Amneal volunteers joined over 150 local government school students from grades 8 - 12. The DISHA program focuses on career guidance and skills development. This includes hands-on professional experiences and personal growth through exposure to leadership, communication and teamwork. Amneal was proud to support the DISHA programming in our local community and empower future citizens to become part of the workforce.



Amneal’s Dahej employees volunteering at their local school for the DISHA program.



HEALTHY EMPLOYEES

EMPLOYEE HEALTH & WELL-BEING

Our Focus on Employee Health, Safety & Well-being

Our commitment to communities includes supporting the well-being of our colleagues around the globe. Our Environment, Health & Safety (EH&S) teams across U.S., India and Ireland are responsible for ensuring that we continuously prioritize employee safety.

In 2023, we were proud to share a number of key accomplishments across our sites including:

- The implementation of an enterprise level incident management system across U.S. and Ireland that ensures a standardized and efficient approach.
- The successful global celebration of World Health & Safety Day, which emphasizes our dedication to promoting health and safety awareness company-wide.
- The initiation of the Clean & Green campaign with the intent of creating a tobacco-free facility, with the implementation of no smoking signs, designated smoking areas and strategically placed trash cans.
- The creation of EH&S kiosks in all departments that promoted the provision of accessible safety information.



US Colleagues celebrate 2023 World Health & Safety Day

AmWell

Amneal recognizes that there is an increasing responsibility for companies to care for the well-being of employees' physical, mental and financial health. We launched AmWell, our employee wellness program, in 2021 to support the health and well-being of our people. AmWell is primarily powered by our wellness platform, which provides access to four digital applications that specialize in nutrition, financial, physical and mental well-being. We continued investments in our well-being offerings, and we are spotlighting initiatives during 2023 in the U.S. below with the expectation to share more details in next year's report inclusive of our increasing initiatives in India and in Ireland.



Physical Well-being:

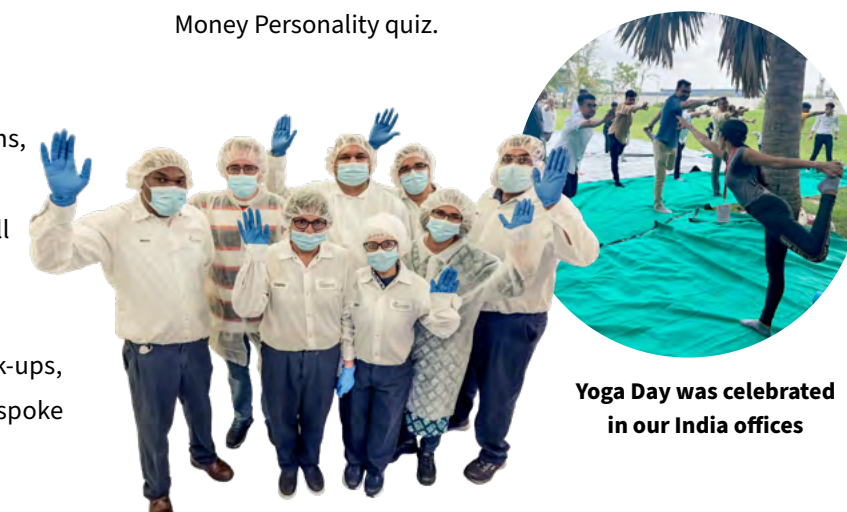
- Virtual fitness classes and nutrition resources
- Cancer support options that offer second opinions, access to top clinicians and genetic counselling
- A nicotine cessation program, which is open to all employees and their spouses
- Hosted two virtual step challenges
- India team members receive mobile health check-ups, with 100% (4,482) of employees covered with bespoke medical reports.

Mental Well-being:

- Access to certified clinicians, including on evenings and weekends, through our EAP and medical programs
- A virtual mindfulness program to enhance emotional and mental well-being
- A challenge to encourage employees to increase the amount of time they spend doing mindfulness activities
- A campaign on mental health during Mental Health Awareness month that provided education on mental health and highlighted various company-sponsored programs that employees can utilize.

Financial Well-being:

- Access to certified financial planners who provide 1:1 support, education and guidance on personal financial matters
- A 401(k) retirement plan with 89% employee participation that includes a significant dollar-for-dollar employer match up to 5%; in 2023, we added an after-tax 401(k) option that provides employees with additional savings opportunities to prepare for retirement
- Virtual financial courses, a Financial Wellness Checkup and Money Personality quiz.



Yoga Day was celebrated in our India offices



HEALTHY EMPLOYEES

PRIORITIZING OUR PEOPLE

Empowering Our Workforce

Our people are the heart of Amneal. Our culture is built on nurturing our global, diverse workforce. We strive to empower our team members to do the best work of their careers at our company. Our Human Resources team partners with our front-line leaders to ensure that our people feel supported through every stage of the employee lifecycle.

Our 2023 Workforce Data

We are sharing a snapshot below of our 2023 people data. Key data points include:

- We hired 1,689 new employees into the company.
- We offered 735 promotions to existing employees.
- We increased our female and non-binary representation in our global workforce.

1,689
New Employees



735
Promotions

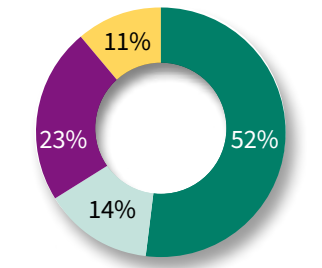
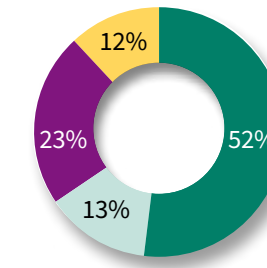
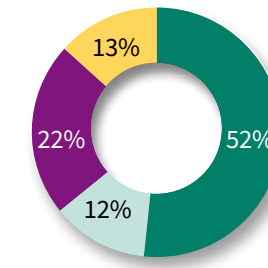


WORKFORCE REPRESENTATION

	2021	2022	2023
Total global employees	7,000	7,600	7,725

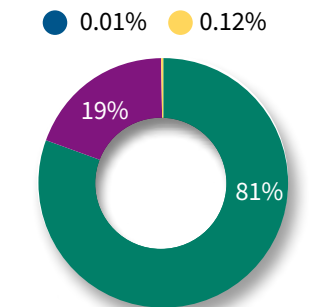
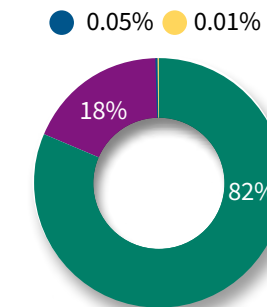
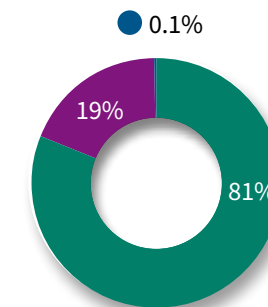
Global employees by department

- Manufacturing
- SG&A
- Quality
- R&D



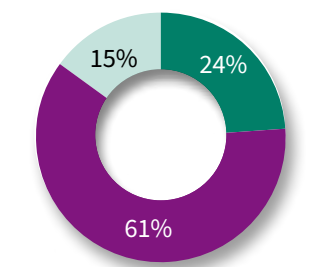
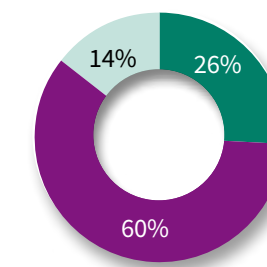
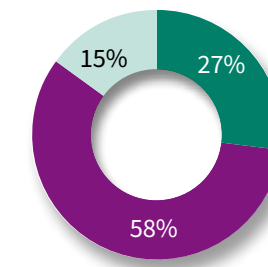
Global employees by gender

- Male
- Female
- Unknown
- Non-binary



Global employees by age

- Under 30
- 30-50
- Over 50





HEALTHY EMPLOYEES

PRIORITIZING OUR PEOPLE

Our Commitment to Inclusion and Belonging

Being a leader in healthcare requires dynamic skill sets, different perspectives and a continuous pipeline of new ideas and innovation. Championing diversity, equity, inclusion and belonging (DEIB) can deliver these attributes and more, and we have advanced our commitment in 2023 in meaningful ways.

We engaged with a recognized DEIB consultant to guide and focus our efforts, with differentiated approaches in the U.S.,

India and Ireland given the different cultural considerations in each country. In partnership with the consultant, we hosted DEIB leadership training sessions focused on reinforcing commitment.

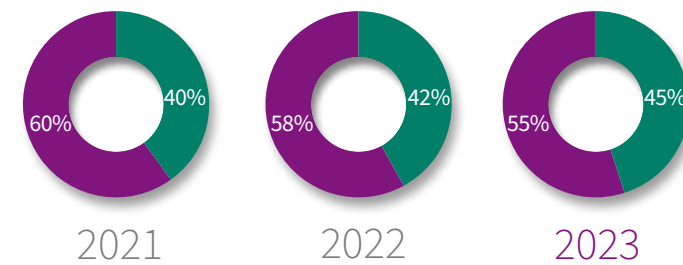
In 2023, our DEIB approach consisted of listening to and understanding key opportunities in each of our locations and delivering targeted interventions in response. These interventions included specific DEIB training and education sessions and community building events and workshops. To build on this momentum, we initiated work to expand our enterprise DEIB strategy and this work continues in 2024 to include policy updates, training, and programmatic planning.

Success Story: Recruiting Diverse Talent in India

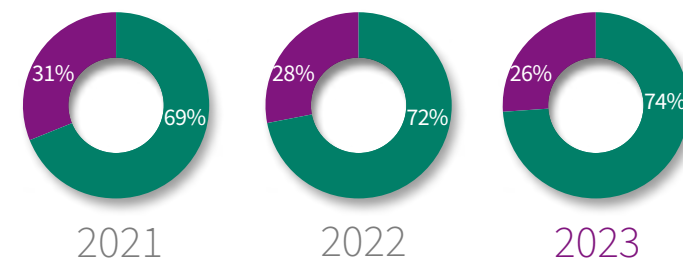
We have an active goal of improving gender diversity across all of our India sites. In 2023, the teams achieved an uplift from 7.8% female representation to 9.2%. This was an important milestone for our local Human Resources and business leadership to have accomplished together. To achieve this goal, several initiatives were deployed including:

- The formation of an Employee Resource Group (AmnealWomen India chapter);
- A local committee for workplace enhancement actions;
- Targeted recruitment drives;
- Leadership training on unconscious bias;
- Skill and people mapping for increased hiring width; and
- Capacity building for people leaders.

U.S. Leadership* Diversity

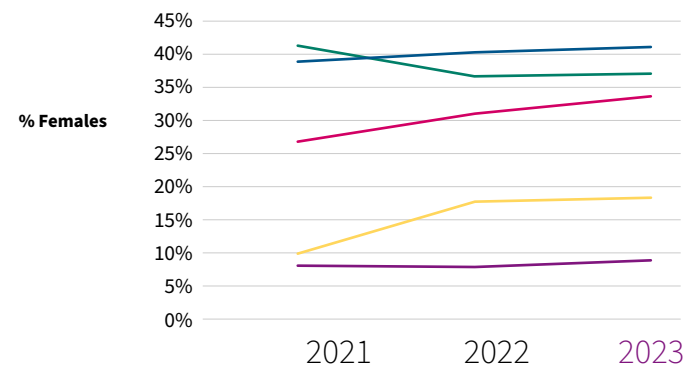


U.S. Employees Diversity



● Diversity ● Non Diversity

Gender Diversity



Year	2021	2022	2023
U.S.	39%	40%	41%
India	8%	8%	9%
Ireland	41%	37%	37%
U.S. Leadership*	27%	31%	32%
Board of Directors	10%	18%	18%

*Leadership is defined at the level of Director and above



HEALTHY EMPLOYEES

PRIORITIZING OUR PEOPLE

Scaling Up Our ERGs

In 2023, we dedicated our efforts to embedding and launching new employee resource group (ERG) communities across Amneal in alignment with our DEIB commitment and strategic efforts. We expanded our women’s ERG, AmnealWomen, pilot program with two dedicated chapters in U.S. and India with over 700 members globally. We leveraged this ERG to deepen the connections between women across our sites and with social, professional and educational events. Our AmnealWomen ERG chapters in U.S. and India formalized with committees and clear mandates for delivering high impact programming, training and events. These peer-led communities serve to inform the business about the experiences and needs of women at Amneal. AmnealWomen’s U.S. and India chapters delivered a number of key offerings in 2023, including:

- ‘Coffee with leaders: feedback to leaders and peer networking;
- ‘Campus Connect’ to hire new female graduates;
- ‘I Am Remarkable’ training from a certified facilitator;
- ‘Communicating with Gravitas’ masterclass for career advancement;
- 100% (481) of India team’s female employees trained on employee benefits and entitlements related to social security; and over 50% (213) trained on financial well-being.

As committed in our 2022 ESG report, we also launched our first sustainability focused ERG—AmnealEarth—in December 2023. This new company-wide forum is focused solely on climate impacts at the company, and how we continue to embed environmental considerations beyond our operations teams to all functions across the business. Co-CEO and Co-Founder, Chirag Patel, is the executive sponsor of the ERG with support from operational leaders across our global sites.





HEALTHY EMPLOYEES

PRIORITIZING OUR PEOPLE

Investing In Our People

Amneal Leadership Lab (all) core curriculum leadership concepts

all Amneal Leadership Lab

Amneal Leadership Lab is our signature leadership development program delivered by our global Learning & Development team. The program is customized for Amneal and operates under the premise that all employees can lead regardless of role, location or function. Amneal Leadership Lab's foundational curriculum is based on six core leadership principles focused on elevating people across the business. It is further enhanced with mission-critical workshops, modules and speakers focused on helping leaders rise to meet the ever-changing opportunities of our business.

We broadened our reach to the manager-level people leaders in a variety of formats totaling 82 training hours with a total of **1464** participants across the sessions. Topics covered included:

- Psychological Safety
- Building and Maintaining Trust
- Direct Conversations
- Decision Making Concepts
- Leading Change and Execution

Critical Talent Development

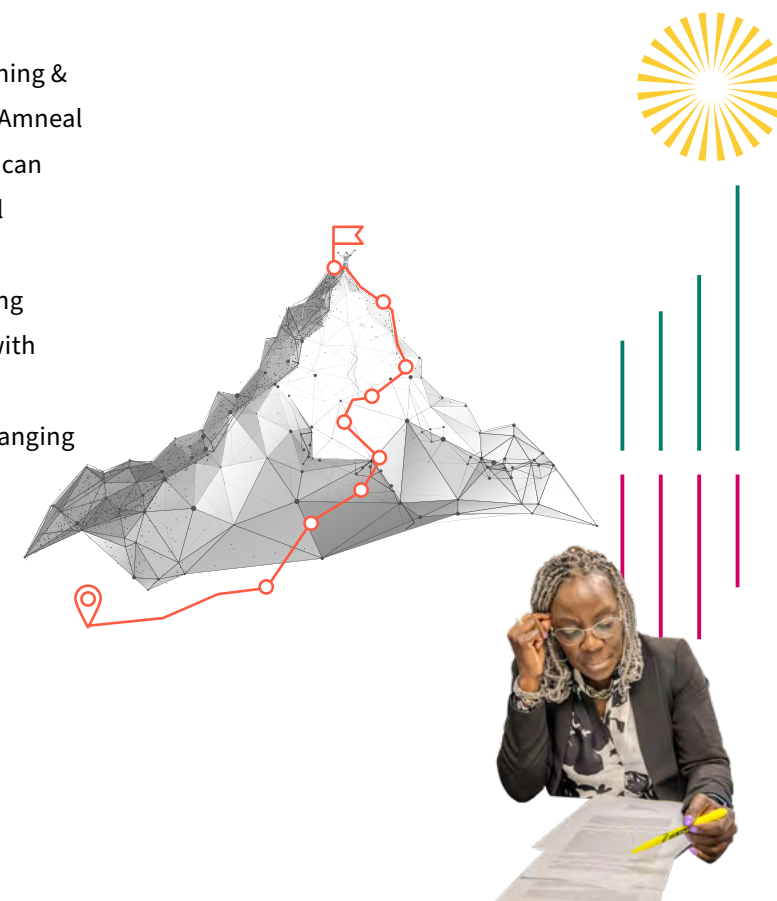
A suite of customized options are planned to retain and elevate critical talent as defined by our Workforce and Succession planning processes. Options include virtual access to several of the world's most prominent business school courses with required work project application, individualized coaching, targeted development and customized workshops.

Amneal Leadership Lab – Driving the Business

Over **200 Senior leaders** continued their development engaging with external thought leaders on **seven relevant topics totaling 10 content hours** on Employee Engagement & Belonging, Fostering Accountability, Strategic Deployment and Artificial Intelligence.

Amneal Leadership Lab – Management Standards

Amneal Learning & Development offers targeted curriculum designed to share best practices for elevating manager effectiveness of new people leaders. The curriculum is interactive and helps foster a working environment that creates positive employee experiences. As of December 31, **525 attendees** completed 32 training hours across **eight different topics**.





HEALTHY EMPLOYEES

PRIORITIZING OUR PEOPLE

Individual Development - LinkedIn Learning

Colleagues engaged in 693 learning hours via ~1,200 active LinkedIn Learning licenses. The Learning & Development Team encourages various learning paths and topics via monthly emails to all active licenses. For example, our highly popular Learning with Leaders campaign highlights the skills our Executive Leaders considered important as they grew their career and provides aligned LinkedIn Learning content.

Specialized Trainings

To meet the various day-to-day needs of the business, Learning & Development also introduces specialized programs to upskill our employees such as Advanced



Excel Training. This rigorous course is comprised of 9, two-hour online sessions for a total of 18 instructional hours. It attracted **120** employees eager to enhance their spreadsheet proficiency that reflected an investment of approximately 2,000 hours.

This targeted training underscores our commitment to providing our employees with the requisite tools and expertise that supports their respective roles and contributes to Amneal's success.

Training session held at our India site with executive leadership



Success Story: Upskilling for Manufacturing Excellence

Operational Excellence (OpEx) has been a cornerstone of our success by driving continuous improvement and efficiency across our operations. Since April 2023, Learning & Development has supported our OpEx journey by delivering two critical trainings:

1. Six Sigma:

Several Six Sigma projects were delivered to optimize critical processes, enhance product quality and identify efficiencies. These projects were driven by cross-functional teams trained in Six Sigma methodologies that ensured data-driven decision-making with a view to sustainable results.

2. Kaizen:

Regular Kaizen trainings were delivered to empower employees with the tools and techniques needed to identify and implement small-scale improvements in their work areas. For example, Kaizen Fest was a flagship event that brought together employees from across sites to showcase their Kaizen ideas and initiatives. Teams presented their improvement projects, shared best practices and celebrated successes.

3. Key Performance Indicators (KPIs):

KPIs serve as vital metrics for monitoring the effectiveness of our OpEx training and initiatives. We are tracking a range of daily and monthly KPIs across business units to ensure transparency, accountability and alignment with organizational goals.



HEALTHY EMPLOYEES

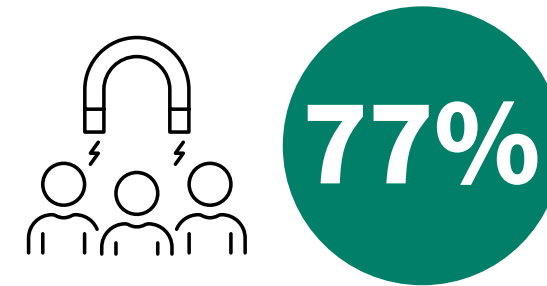
PRIORITIZING OUR PEOPLE

Listening to Workforce Needs

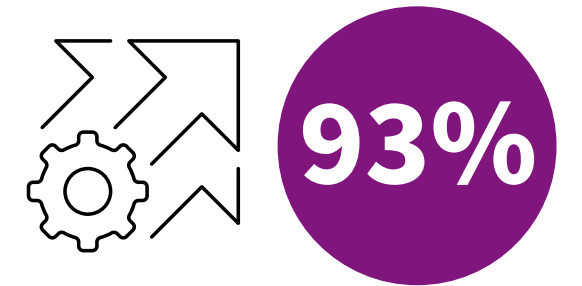
As a company, we are also on a learning journey. Our Amneal Listens program, supported by a leading insights technology platform, regularly invites feedback from our colleagues across the globe to hear what is working well and where we can strengthen our employee value proposition. In 2023, our 'Amneal Listens' program conducted a follow-up survey to our 2022 pulse survey, the results of which are noted on this page. Our 2023 survey probed deeper on the topic of feeling valued. Key insights were shared with executive leadership for action planning and communicated back to the organization. Several outcomes resulted, highlighted by the design of a new global employee recognition program which was launched early this year.



SNAPSHOT OF THE 2023 EMPLOYEE ENGAGEMENT SURVEY RESULTS



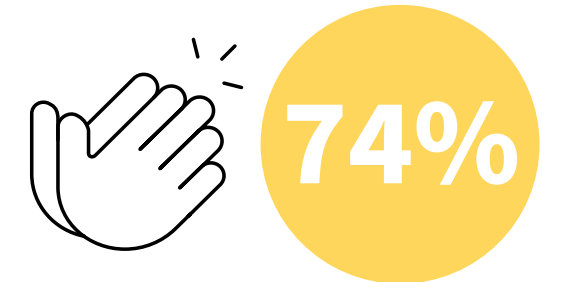
STRONG ENGAGEMENT



BEST IN CLASS CONNECTION TO IMPACT

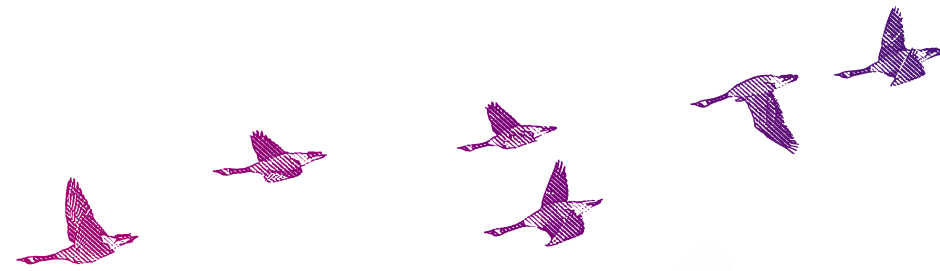


STRONG BELIEF IN STRATEGY & SUCCESS



STRONG SENSE OF FEELING VALUED

ENVIRONMENTAL





AMNEAL & THE ENVIRONMENT

OUR DATA AND RISK MANAGEMENT APPROACH

Quantifying Our GHG Footprint

In April 2023, we strengthened our approach to measuring our global greenhouse gas (GHG) emissions by implementing a new GHG accounting software. The first step in introducing this software was scoping the different metrics that are applicable in each of our manufacturing and corporate sites. Once this assessment was completed, we trained each of our site data leads on the use of this new tool. By June 2023, the software was rolled out across all three countries (U.S., India and Ireland) with local, onsite data leads appointed, who then recorded the data from their manufacturing sites. Our baseline year for this data is 2022, with 2023 data also logged into the platform.

As global regulations will increasingly require the public disclosure of our GHG data, we are increasing the rigor applied to our data management to ensure our datasets are complete, accurate and auditable.

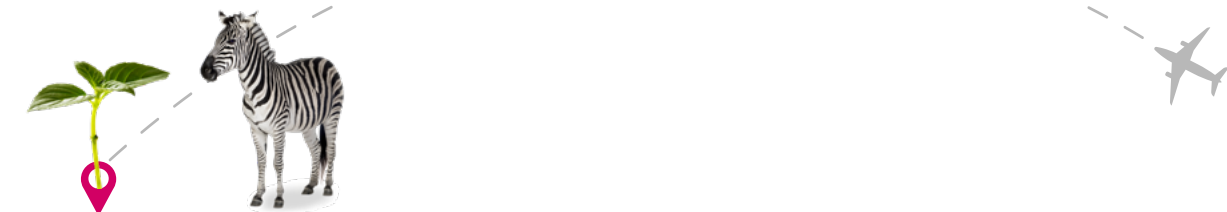
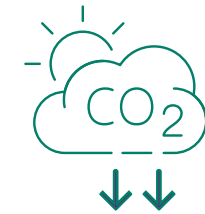
Data Management & Documentation

In 2023, to support our GHG emissions data measurement, we also introduced a new tranche of documentation to standardize our global efforts. This data governance documentation included:

- **Inventory Management Plan** to codify our enterprise level GHG accounting approach
- **Standard Operating Procedures** to create a culture of accountability and compliance amongst functional leaders
- **Workflow Documents** to outline stringent processes for uploading and maintaining the data by site and metric.

All of these were designed in alignment with the Greenhouse Gas Protocol to introduce additional levels of rigor, process and standardization as we scale our approach to greenhouse gas emissions data management across our three countries of operation.

Collectively, this new documentation and process mapping created a highly controlled data environment that will enable us to report our climate datasets in compliance with regulatory requirements in coming years.





AMNEAL & THE ENVIRONMENT

OUR CLIMATE DATASETS

Greenhouse Gas Emissions Data

We are sharing how we have instituted new governance, systems and processes in preparation for sharing our Scope 1 and Scope 2 datasets. This began with conceptualizing the greenhouse gas emissions metrics that are most salient to our business. We partnered closely with our technology vendor to identify the Scope 1 and 2 data points that were most relevant to our global operations and operational boundaries.

Over the course of 2022 and 2023, each of the Scope 1 and 2 metrics listed on the right have been tracked across our U.S., India and Ireland sites. This data collection process involved collaborative partnerships with our operations teams, who own the data in our manufacturing and corporate sites. We have set up a routine cadence of touch points with these teams to ensure we're striving for investor grade data.

To support the complete and accurate input of these metrics, we conducted a review of our 2022 dataset in July 2023. These data management insights then informed how we tracked and measured our 2023 dataset.

SCOPE 1

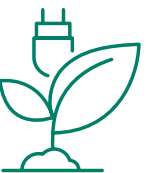
For Scope 1, this included all direct emissions created by Amneal, including:

- Stationary combustion (on-site generators, natural gas/fuel & stationary equipment)
- Mobile combustion (company owned & leased vehicles and mobile equipment)
- Fugitive emissions (refrigerants)

SCOPE 2

For Scope 2, this included all indirect electricity emissions from our upstream activities, including:

- Purchased electricity



SCOPE 3

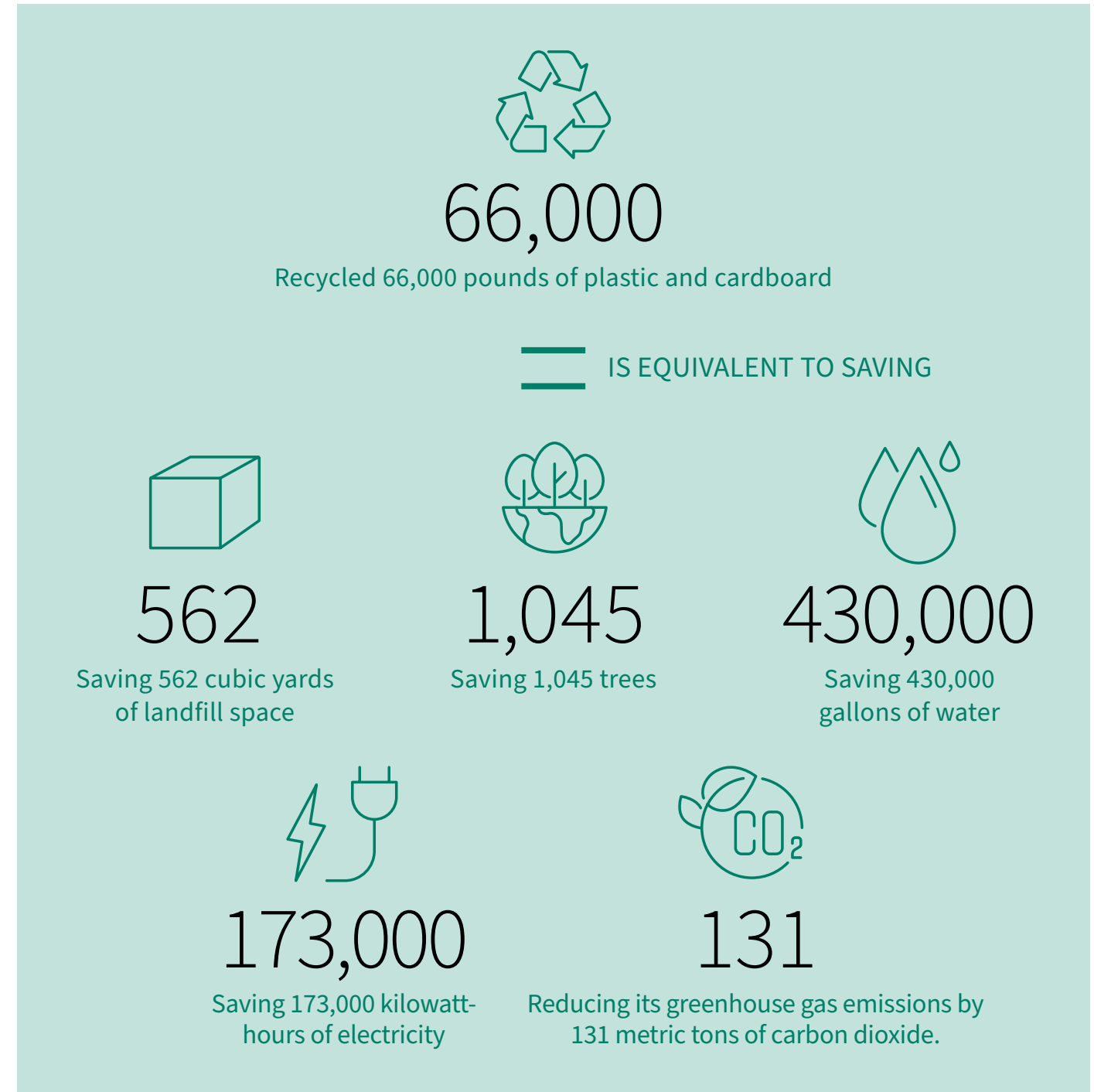
We recognize that accurately tracking and analyzing our Scope 3 data is a significant undertaking. We plan to work on this project through 2024 and beyond.

AMNEAL & THE ENVIRONMENT

DECARBONIZATION ACROSS OUR GLOBAL BUSINESS

Success Story: Recycling Efforts

One of the ways that we demonstrate our commitment to sustainability is by recycling plastic and cardboard waste from our three Kentucky, U.S. distribution facilities. In 2023, Amneal recycled 66,000 pounds of plastic and cardboard from these facilities. This is the equivalent of saving 562 cubic yards of landfill space, 1,045 trees, 430,000 gallons of water and 173,000 kilowatt-hours of electricity. By recycling these materials, we also reduced our greenhouse gas emissions by the equivalent of 131 metric tons of carbon dioxide.





AMNEAL & THE ENVIRONMENT

DECARBONIZATION ACROSS OUR GLOBAL BUSINESS

Success Story: Transition to Digital Medication Resources

Prior to 2022, select Amneal products included a 24-page paper-based medication guide inside the packaging. These guides measured 178 x 229 millimeters, were printed on 70 grams per square meter paper and weighed approximately 68 grams each. In 2023, Amneal's India Team conducted a pilot project to transition from paper-based medical guides to a new e-Med Guide initiative. The pilot program tested

the use of barcodes that enabled doctors, pharmacists and patients to easily scan using personal handheld devices to access the medical guide online.

This transition to digital resources resulted in remarkable results:

- Amneal saved 43.5 tons of paper, or the equivalent of 3,600 trees.
- The initiative was scaled to a total of 53 different products.

This innovative pilot program ensured that patients still received the quality care and instructions they needed in a more sustainable, digital-friendly manner.

Success Story: Sustainability Related ISO Certifications

In 2023, Amneal's Ireland operation received two International Organization for Standardization (ISO) certifications as a direct result of their strong commitment to sustainability. ISO 14001 (Environmental Management) and ISO 50001 (Energy Management) were both completed by the Cashel based Environmental Health and Safety Team (EH&S).

The team produced a suite of policies, targets and objectives to drive more efficient use of energy, leading to a measurable reduction in greenhouse gas emissions, waste production and the consumption of resources. Our Ireland team is committed to continuous compliance of the ISO certifications surveillance audits and recertification process.

43.5 TONS

Saved 43.5 tons of paper



IS EQUIVALENT TO SAVING

3,600

3,600 trees per year



AMNEAL & THE ENVIRONMENT

CREATING A CULTURE OF SUSTAINABILITY

Our Sustainability Focused Communities

We recognize that creating a company-wide culture of sustainability is everyone’s responsibility. In 2023, we created new forums for convening our colleagues on the topic of sustainability:

ENVIRONMENTAL WORKING GROUP (EWG):

Met three times to engage key business leaders in environmental commitments and efforts. This forum was retired in December 2023 when we transitioned to our AmnealEarth ERG.



AMNEALEARTH:

Replaced the EWG as the company-wide forum for discussing and highlighting our sustainability efforts. AmnealEarth is open to all employees across the company and encourages dialogue about the role each of us plays.



ESG TASKFORCE:

Launched in December 2023 and includes senior leaders from ESG, Finance, Legal, IT and Internal Audit to create shared accountability for publicly filing our ESG data.



SUSTAINABILITY DATA LEADS:

Our subject matter experts at local sites track our greenhouse gas data within our technology platform. These leads meet monthly with the ESG team for support, guidance and troubleshooting.



GREEN TEAMS:

Take on new initiatives to ‘green’ the business, including recycling, gardening and minimizing waste; and have existed informally across the business in 2023.



GOVERNANCE





CREATING STRONG BUSINESS GOVERNANCE

AMNEAL'S BOARD OF DIRECTORS

ESG Risk Management

Amneal's management team is responsible for managing the day-to-day risks we face. Our Board of Directors (Board) is responsible for:

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

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

The Board believes that full and open communication between management and the Board is essential for effective risk management and oversight. In addition to making presentations at our quarterly Board meetings, our executive officers are available to discuss any questions or concerns raised by the Board relating to risk management and any other matters.

Nominating and Corporate Governance Committee

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

Board Diversity

The Board does not have a formal policy on Board diversity as it relates to the selection of nominees for the Board. That said, the Board believes that diversity and a variety of experiences and viewpoints should be represented on the Board. In selecting a director nominee, the Nominating and Corporate Governance Committee focuses on skills, viewpoints, expertise or backgrounds that would complement the existing Board. The Nominating and Corporate Governance Committee regularly assesses the composition of the Board and seeks to identify candidates representing diverse experience at policy-making levels in business, management, marketing, finance, human resources, communications and other areas that are relevant to our activities. In addition, the

Board and the Nominating and Corporate Governance Committee carefully considers ethnic and gender diversity. The Nominating and Corporate Governance Committee assesses its effectiveness in this regard when evaluating the composition of the Board.

We also place a high priority on creating a Board that reflects expanded experiences and perspectives, including experiences and perspectives arising out of diversity related to race, ethnicity, gender, sexual orientation and areas of expertise. Consistent with this philosophy, our Board reflects a mix of ethnic, sexual orientation and gender diversity. As set forth in the matrix below, of our 11 Board members, ten have disclosed their gender and demographic backgrounds, which consists of eight male and two female Board members, with three Board members who identify as Asian, seven who identify as white and one who identifies as LGBTQ+.

BOARD DIVERSITY MATRIX (AS OF MARCH 11, 2024)

Board Size:				
Total Number of Directors:	11			
Gender:	Female	Male	Non-Binary	Did not Disclose
Directors:	2	8		1
Number of Directors who Identify in Any of the Categories:				
Asian		3		
White	2	5		
LGBTQ+			1	

CREATING STRONG BUSINESS GOVERNANCE

COMPLIANCE & BUSINESS ETHICS

Doing the right thing

We strive to conduct all aspects of our business in accordance with the highest standards of business ethics and to comply with all applicable laws and regulations that govern our industry, globally.

As part of this effort, we have established an effective enterprise-wide Corporate Compliance Program that is designed to identify and address risks through critical thinking and collaboration with business partners. The Corporate Compliance function promotes transparency by identifying opportunities to reinforce that compliance is everyone’s responsibility. Our Corporate Compliance function routinely conducts auditing and monitoring of business activities—in cooperation with our Internal Audit team—to assess adherence to company policy, identify potential training needs and ascertain the need for policy development or modification.

Oversight of the Compliance Program

Our Vice President, Corporate Compliance has primary responsibility for development and implementation of our Corporate Compliance Program, including drafting policies and procedures, training, monitoring, performing investigations and responding to identified problems. The Vice President, Corporate Compliance provides periodic reports on the operation of the Compliance Program to our Compliance Committee and the Audit Committee of the Board, the body with oversight of our Compliance Program.

Code of Business Conduct

In November 2023, we refreshed our [Code of Business Conduct](#). The Code of Business Conduct sets out important values and standards we must follow. All employees complete and attest to understanding the Code of Business Conduct training. All Amneal employees must familiarize themselves and follow the Amneal Code of Business Conduct.



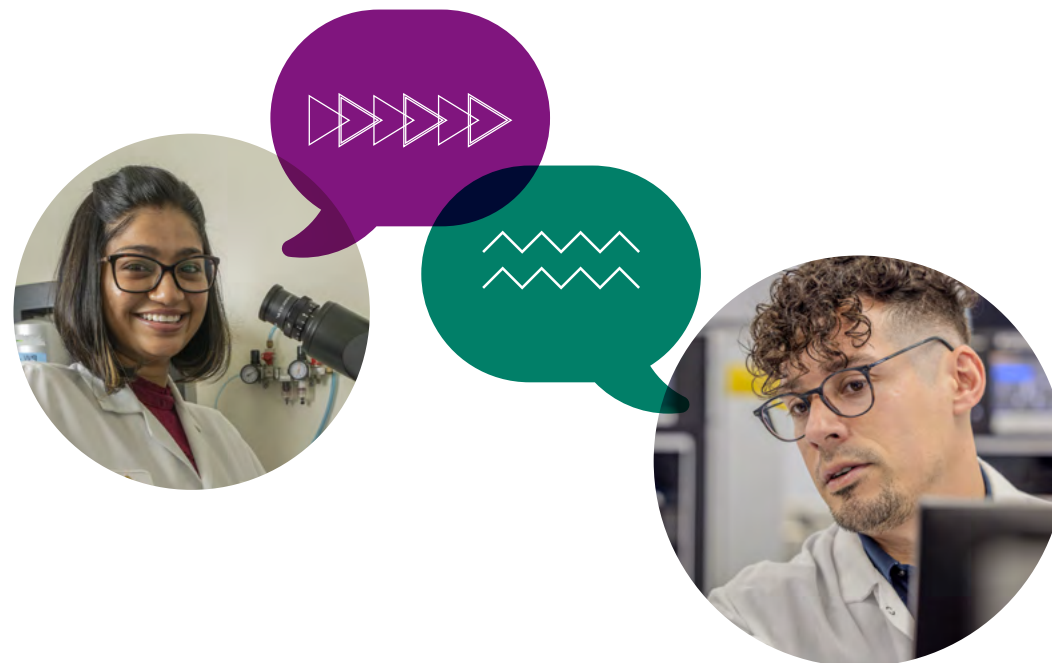


CREATING STRONG BUSINESS GOVERNANCE

COMPLIANCE & BUSINESS ETHICS

Speak Up Culture

We encourage a culture where employees can Speak Up without fear of retaliation. Our hotline is referred to as the Amtegrity Line. The Amtegrity Line empowers employees to Speak Up on issues of potential concern and provides us with information to remediate alleged issues, improve internal processes and make decisions on disciplinary measures.



Compliance Education & Training

Education is a key element of our Corporate Compliance Program, and as such we are committed to integrating Compliance Training within our new learning management system (LMS) in 2024. This new LMS is designed to provide our employees with information needed to execute their job responsibilities in an effective and compliant manner and to help employees better understand the impact of their actions on Amneal and society as a whole. Upon joining Amneal, employees receive comprehensive training on requirements that pertain to our industry, general compliance matters and their specific job functions. Employees continue to receive compliance training on at least an annual basis and when relevant changes are made to the policies or regulations that govern their business conduct. We review and update our training programs periodically to increase clarity and effectiveness and to identify areas where additional training is needed.

Global Supplier Code of Conduct

Suppliers are an integral part of our overall success, and we expect all suppliers conducting business with our company to comply with our Global Supplier Code of Conduct and all applicable laws and regulations in the locations where they conduct business.

In 2022, we updated our [Global Supplier Code of Conduct](#) to further align the requirements in accordance with the United Nations Guiding Principles. The Ten Principles of the United Nations Global Compact covers the topics of human rights, labor, environment and anti-corruption, and are derived from the:

- Universal Declaration of Human Rights;
- International Labour Organization’s Declaration on Fundamental Principles and Rights at Work;
- Rio Declaration on Environment and Development; and
- United Nations Convention Against Corruption.





CREATING STRONG BUSINESS GOVERNANCE

CYBERSECURITY & PROTECTING OUR BUSINESS

Our Cybersecurity Principles

Protecting the confidentiality, integrity and availability of our information systems is a top priority for Amneal. Our customers rely on us to reliably produce pharmaceuticals which are pure, safe and effective. Our employees, partners, suppliers and other third parties rely on us to be responsible custodians of their information. Maintaining their trust is critical to our success and fundamental to upholding our company values.

Our cybersecurity program is built and operated based on the NIST Cybersecurity Framework developed by The National Institute of Standards and Technology (NIST CSF). Leveraging the five core functions of identify, protect, detect, respond and recover enables us to leverage best practices in continuously improving our ability to mitigate risks and respond to attacks.



Industry Leadership & Partnership

We are members of the Healthcare Information Sharing and Analysis Center (H-ISAC):



A trusted community of critical infrastructure owners and operators within the Health Care and Public Health sector...focused on sharing intelligence on threats, incidents and vulnerabilities that can include data such as indicators of compromise, tactics, techniques and procedures (TTPs) of threat actors, advice and best practices, mitigation strategies and other valuable material.

- **Healthcare Information Sharing and Analysis Center**



We actively partner with law enforcement at the State and Federal levels, including threat notifications which are used to adapt our detection and response safeguards and procedures.



CREATING STRONG BUSINESS GOVERNANCE

CYBERSECURITY & PROTECTING OUR BUSINESS

Cybersecurity Program Areas

Our program is focused on leveraging the NIST CSF as an operational model in a structured and effective manner:

- **Operations:** Continuous improvement and adaptation of our technical safeguards, such as firewalls, email security, our 24/7 security operations center (SOC), user awareness training and incident response procedure execution.
- **Services:** Amplify the criticality of cybersecurity to ensure security standards and regulatory requirements are integrated at the Design phase of our system development lifecycle (SDLC), incident response procedure continuous improvement.
- **Governance, Risk, & Compliance:** Risk management for new and existing information systems, third parties in cyber risk scope and continuous vulnerability management for our infrastructure via the cross-functional risk management team.

Governance & Continuous Improvement

In 2023, we invested in continuous improvement of our technical safeguard ecosystem, as well as our NIST-based policies and procedures focused on expanding our identification and detection capabilities, accelerating incident response and building “all hazards” business continuity to reduce the impact of system downtime. We upgraded our security incident and event management (SIEM) system to an industry leading platform and implemented direct feeds of threat intelligence to accelerate adaptation for new and emerging threats. We conducted quarterly disaster/incident tabletop exercises, each with a different critical business functional team, to assess our business continuity procedures and identify needed improvements.

Our IT and cybersecurity leaders report to the Board’s Audit Committee semi-annually, providing updates on our program maturity status, improvement plans and deliveries via the five core NIST functions listed above, as well as metrics-based incident reporting. We implemented new SEC notification requirements including incident impact materiality determination procedures via a defined framework and cross-functional leadership team to ensure transparency and effective decision making following cyber incidents.



APPENDICES



SASB INDEX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) 2023 INDEX

Biotechnology and Pharmaceuticals Standard

We are a diversified global pharmaceutical company powered by a robust U.S. Generics business and a growing branded business as well as deepening portfolios in Institutional Injectables, Biosimilars and select international markets. This SASB Index is aligned with the Biotechnology and Pharmaceuticals Standard (Version 2023-12) and includes our response to the metrics that apply to our business.

Table 1. Sustainability Disclosure Topics & Metrics

SASB TOPIC, CODE & METRIC	AMNEAL'S DISCLOSURE
SAFETY OF CLINICAL TRIAL PARTICIPANTS	
HC-BP-210a.1 Discussion, by region, of management process for ensuring quality and patient safety during clinical trials	2023 ESG Report - “Commitment to Product Quality & Patient Safety” (Page 9)
HC-BP-210a.2 Number of inspections related to clinical trial management and pharmacovigilance that resulted in: (1) entity voluntary remediation or (2) regulatory or administrative actions taken against the entity	Not reported.
HC-BP-210a.3 Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	All material, legal, and regulatory issues are reported in our annual and quarterly filings (10-K and 10-Qs).
ACCESS TO MEDICINES	
HC-BP-240a.1 Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	2023 ESG Report - “Product Innovation, Access and Affordability” and “Biosimilars Portfolio and Serving Patient Needs” (Page 10)
HC-BP-240a.2 List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	No Amneal products are on the list at time of reporting.
AFFORDABILITY & PRICING	
HC-BP-240b.2 Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	Not reported.
HC-BP-240b.3 Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous reporting period	Not reported.
DRUG SAFETY	
HC-BP-250a.1 Products listed in public medical product safety or adverse event alert databases	FDA MedWatch Safety Alerts database.
HC-BP-250a.2 Number of fatalities associated with products	FDA Adverse Event Reporting System.

SASB INDEX

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) 2023 INDEX

SASB TOPIC, CODE & METRIC	AMNEAL'S DISCLOSURE
HC-BP-250a.3 (1) Number of recalls issued, (2) total units recalled	FDA Recall Database.
HC-BP-250a.4 Total amount of product accepted for takeback, reuse, or disposal	Not reported.
HC-BP-250a.5 Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	No FDA enforcement actions taken in 2023 in response to violations of current Good Manufacturing Practices (cGMP).
COUNTERFEIT DRUGS	
HC-BP-260a.1 Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Distribution section of website.
HC-BP-260a.2 Discussion of process for alerting customers and business partners to potential or known risks associated with counterfeit products	Drug Distributor Accreditation of website.
HC-BP-260a.3 Number of actions that led to raids, seizure, arrests, or filing of criminal charges related to counterfeit products	All material, legal, and regulatory issues are reported in our annual and quarterly filings (10-K and 10-Qs).
ETHICAL MARKETING	
HC-BP-270a.1 Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	All material, legal, and regulatory issues are reported in our annual and quarterly filings (10-K and 10-Qs).
HC-BP-270a.2 Description of code of ethics governing promotion of off-label use of products Employee Recruitment, Development & Retention	In accordance with Amneal's Code of Conduct and supporting policies, Amneal follows applicable laws in the markets it serves, adhering at all times to product labeling requirements and promoting only uses that have been approved by regulatory authorities. Amneal prohibits off-label information, with limited exceptions as permitted and in accordance with applicable laws. Amneal further requires employees to report suspected violations of applicable laws, and any suspected violations of Amneal policies and procedures, directly to a supervisor, Corporate Compliance, Legal, or through the Amneal Ethics & Compliance hotline, Amtegrity.
EMPLOYEE RECRUITMENT, DEVELOPMENT & RETENTION	
HC-BP-330a.1 Discussion of talent recruitment and retention efforts for scientists and research and development staff	Not reported.

SASB INDEX

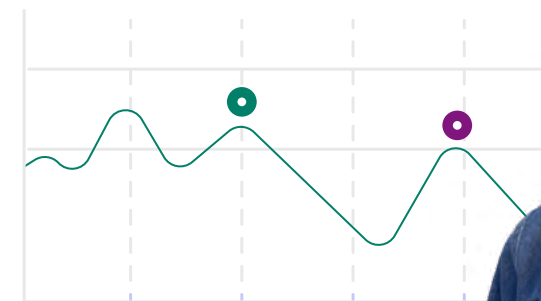
SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) 2023 INDEX

SASB TOPIC, CODE & METRIC	AMNEAL'S DISCLOSURE
<p>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</p> <p>SUPPLY CHAIN MANAGEMENT</p>	<p>Annual Report Form 10-K: page 19.</p>
<p>HC-BP-430a.1 Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit programme or equivalent third-party audit programmes for integrity of supply chain and ingredients</p> <p>BUSINESS ETHICS</p>	<p>Not reported.</p>
<p>HC-BP-510a.1 Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery</p>	<p>All material, legal, and regulatory issues are reported in our annual and quarterly filings (10-K and 10-Qs).</p>
<p>HC-BP-510a.2 Description of code of ethics governing interactions with health care professionals</p>	<p>In accordance with Amneal's Code of Conduct and supporting policies, Amneal follows applicable laws in the markets it serves. Amneal further requires employees to report suspected violations of applicable laws, and any suspected violations of Amneal policies and procedures, directly to a supervisor, Corporate Compliance, Legal, or through the Amneal Ethics & Compliance hotline, Amtegrity.</p>
<h3>Table 2. Activity Metrics</h3>	
<p>HC-BP-000.A Number of patients treated</p>	<p>Not reported.</p>
<p>HC-BP-000.B Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)</p>	<p>(1) Portfolio; and (2) Research and development.</p>

FORWARD LOOKING STATEMENTS

Certain statements contained in this Environmental, Social and Governance Report regarding matters that are not historical facts, may be forward-looking statements (as defined in the U.S. Private Securities Litigation Reform Act of 1995). Such forward-looking statements include statements regarding management’s intentions, plans, beliefs, expectations or forecasts for the future, including statements regarding our ESG goals, commitments and programs and other business plans, initiatives and objectives. Words such as “plans,” “expects,” “will,” “anticipates,” “estimates” and similar words are intended to identify estimates and forward-looking statements. The reader is cautioned not to rely on these forward-looking statements. These forward-looking statements are based on current expectations of future events. If the underlying assumptions prove inaccurate or known or unknown

risks or uncertainties materialize, actual results could vary materially from the expectations and projections of Amneal. The forward-looking statements contained herein are subject generally to the risks and uncertainties that are described from time to time in Amneal’s filings with the Securities and Exchange Commission, including under Item 1A, “Risk Factors” in Amneal’s most recent Annual Report on Form 10-K and in subsequent quarterly and period reports on Forms 10-Q and 8-K. Investors are cautioned not to place undue reliance on any such forward-looking statements, which speak only as of the date they are made. Forward-looking statements included herein speak only as of the date hereof and we undertake no obligation to revise or update such statements to reflect the occurrence of events or circumstances after the date hereof.



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AMNEAL

Environmental, Social & Governance Report

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