



Helping everyone we
serve live their best life.

2024 Corporate
Responsibility Report



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A Letter from Our Interim Chief Executive Officer

As I reflect on 2024, I am truly proud of our 3,000 team members across the globe and their steadfast execution of our mission and vision for the future. Our focus on helping the patients we serve live their best life was critical to our business results and serves as the foundation for an even more exciting future to come.

In March 2025, we announced two transactions underscoring our commitment to delivering transformative growth and shareholder value: combining with Mallinckrodt plc¹ and divesting our international business. While still subject to final regulatory and other approvals, we believe Endo's combination with Mallinckrodt creates a global, scaled, pharmaceutical industry leader with highly complementary branded, sterile injectables, and generics businesses. As part of unlocking the value of the businesses, following the close, the combined company will separate the sterile injectables and generics business, creating two companies with strong cash flows and attractive growth opportunities.

Detailed within the pages of this annual Corporate Responsibility Report are initiatives that serve as a foundation for our business: the policies that guide how we operate, the support we provide for our team members, the commitments we make to our customers, and the ways we sustain our business by tracking its impact on the environment. We saw progress in all four of these focus areas of our Corporate Responsibility and Sustainability (CR&S) strategy in 2024, and the results are a credit to our team and their commitment to continuous improvement.

The Executive CR&S Steering Committee, alongside our Board, continues to help guide and shape this strategy, in line with Endo's long-term business plan. As we move through what we know will be a transformative year for Endo, we are focused on advancing our mission to boldly transform insights into life-enhancing therapies for our patients and their healthcare providers.



Scott Hirsch
Interim Chief Executive Officer

1. On March 13, 2025, Endo and Mallinckrodt announced that they entered into a definitive agreement to combine in a stock and cash transaction to create a global, scaled, diversified pharmaceutical industry leader. The transaction is expected to close in the second half of 2025, subject to approval by shareholders of both companies, regulatory approvals, and customary closing conditions.



Company Overview

Who We Are

Endo is a diversified pharmaceutical company boldly transforming insights into life-enhancing therapies. Our passionate team members collaborate to develop and deliver these essential medicines. Together, we are committed to helping everyone we serve live their best life.

Our business segments include:

Branded Pharmaceuticals

Innovative Therapies for Certain Specialty Areas

Sterile Injectables

Critical Medicines for Hospitals and Health Systems

Generic Pharmaceuticals

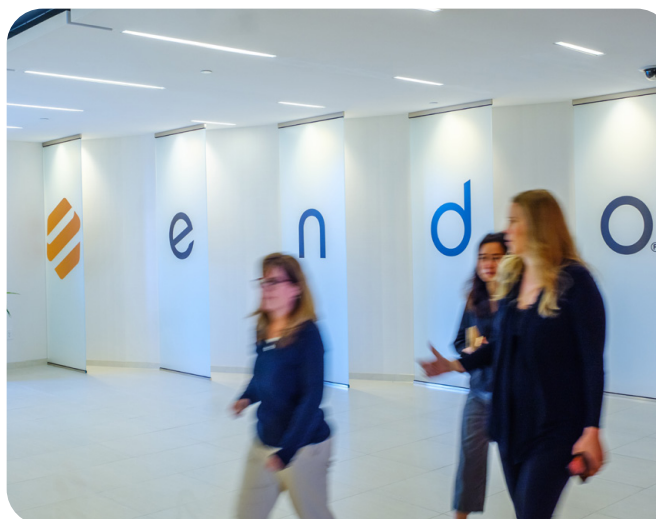
High-Quality, Low-Cost Medicines

International Pharmaceuticals¹

Innovative Medicines for Canadian Market

Where We Operate

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



2024 By the Numbers

~180

Product families in our portfolios

>31M

Prescriptions dispensed

>95%

U.S. hospitals using Endo products

~660K

Medicines donated

~40

Sterile projects in development

1. On March 11, 2025, Endo announced that it entered into a definitive agreement to divest its International Pharmaceuticals business. The transaction is expected to close in mid-2025, pending customary regulatory approvals and satisfaction of other customary conditions.

Vision, Mission, Values

United by One Vision

Our vision is simple: to help everyone we serve live their best life.

As a diversified pharmaceutical company, we boldly transform insights into life-enhancing therapies. Our scientific expertise and deep understanding of those we serve propel our innovation.

Guided by One Mission

We develop and deliver life-enhancing products through focused execution.

We do the work to understand the needs of customers and patients, and with unwavering dedication, we create therapies to meet those needs.

Driven by Our Values

Our values serve as guiding principles that shape our daily actions and decisions.

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



A Letter from our Senior Vice President, Investor Relations and Corporate Affairs

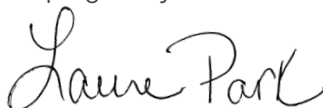
The purpose of our Corporate Responsibility and Sustainability (CR&S) strategy is to fuel our long-term business plan. For the past six years, we have worked to advance this strategy, which includes four pillars: Our Business Practices, Our Team, Our Customers, and Our World. We have established key metrics against each of these areas, based on a materiality analysis conducted in 2020 that we recently updated and refreshed. The four core pillars of our strategy continue to support our business outlook.

- Continuously strengthening **our business practices** helps to guide our employees' actions and serves as a roadmap for how we should operate.
- Supporting **our team**—creating a safe and collaborative working environment, investing in their long-term development with training and coaching, and giving back to the communities where they live—creates a more engaged, efficient, and productive workforce.
- Keeping quality and safety a top priority, while addressing access and affordability of our products and healthcare overall, is paramount in our industry and something **our customers** expect from us.

- Planning for our future by tracking our environmental impact and looking for ways to use resources more efficiently can sustain our business for the long term, bringing greater value to all stakeholders in **our world**.

This year, as in years past, we are proud to report our progress in these core areas of our business. Highlights include our first annual Compliance Week to reinforce our Code of Conduct and key policies, a new way to engage our remote sales employees with a podcast called *The Brake Room*, the use of artificial intelligence tools to improve consistency and reduce variability in our manufacturing, and the installation of our first solar-powered plant in India.

As we look ahead to our future, our commitment to running our business sustainably will continue to be a priority. Our CR&S efforts have strengthened how we operate and our ability to deliver for our customers and the patients we serve, enabling our vision of helping everyone we serve live their best life.



Laure Park

SVP, Investor Relations and Corporate Affairs



Risk Management & Board Oversight

Endo addresses enterprise risks and opportunities through a robust risk management and mitigation program. As part of our enterprise risk management (ERM) process, our Board and management team monitor long-term risks and opportunities that may be impacted by sustainability issues. Our Corporate Responsibility & Sustainability (CR&S) Steering Committee, comprised of members of our Senior Executive Team, guides our CR&S strategy and execution and integrates it with our corporate strategy and broader ERM approach. The Board of Endo plays an important role in providing guidance and oversight of our CR&S strategy.

Our progress is reported to and tracked by four Board committees throughout the year:

- **Nominating, Governance & Corporate Responsibility Committee:** oversees our overall CR&S strategy and receives updates on the Our World strategic pillar
- **Audit & Finance Committee:** oversees our overall ERM process and receives updates on information security
- **Compensation & Human Capital Committee:** receives updates on the Our Team strategic pillar
- **Compliance Committee:** receives updates on business ethics, product safety, and quality

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

- Board meetings include strategic overviews and updates by the CEO and, as appropriate, independent, third-party advisors that address our most significant issues and risks.
- Business and functional leaders regularly provide the Board with updates, including CR&S-related matters.
- The Board provides oversight of the Company's financing policies and practices, risk management, and capital structure.



Corporate Responsibility & Sustainability (CR&S) Materiality Assessment

The pillars of our CR&S strategy were determined based on an initial materiality assessment we conducted to identify the focus areas for our CR&S tracking and reporting. This assessment was recently updated with the assistance of a reputable third-party organization. We worked with stakeholder groups across Endo to understand the perspectives of our customers, our team members, and the patients we serve, as well as other stakeholder groups. The assessment was also informed by external data, our enterprise risk assessment process, and our investor community. As a result of our engagement efforts, we have identified four CR&S pillars and associated topics of reporting focus, which are detailed below.



Our Business Practices

Business Ethics
Compliance
Information Security

Our Team

Human Capital
Health & Safety

Our Customers

Product Safety & Quality
Access to Healthcare

Our World

Environmental Impact
Material Sourcing

Our Corporate Responsibility & Sustainability Pillars

We are committed to the adoption of more sustainable practices that positively impact our stakeholders. Our four Corporate Responsibility & Sustainability pillars help guide that work and are detailed in this annual Corporate Responsibility Report.

Our Business Practices

Operating with integrity and delivering our products with a quality mindset are shared values across Endo. We expect team members to do the right thing even when no one is watching, and to be accountable for their actions. Our organizational structures, systems, and policies provide the foundation from which this culture can thrive.

Our Team

We are focused on revolutionizing the Endo team member experience and fostering a culture where team members can thrive, grow their careers, and connect and collaborate with each other and with the broader community in meaningful ways.

Our Customers

Our customers count on Endo's commitment to the quality and safety of our products, which is grounded in the scientific rigor we apply throughout the R&D process and maintained by our Culture of Excellence that drives a quality mindset across Endo. We also are focused on helping patients access the medicines and products they need.

Our World

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





Our Business Practices

Operating with integrity and delivering our products with a quality mindset are shared values across our Company. We expect team members to do the right thing even when no one is watching, and to be accountable for their actions. These foundational behaviors are key to maintaining a culture of compliance and ethics—a priority for our business that is reinforced regularly and reflected on our performance scorecard. Our organizational structures, systems, and policies provide the foundation from which this culture can thrive.

In this section, you'll find information on:

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

2024 HIGHLIGHTS

99.9%

On-time completion of annual Code of Conduct training

97%

On-time completion of all annual training

99.8%

Completion of Our Values in Action training

OUR BUSINESS PRACTICES

Corporate Compliance Program & Risk Management

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

ENDO'S SEVEN CORPORATE COMPLIANCE PROGRAM ELEMENTS:

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

Endo also maintains an Office of Integrity, which serves as a centralized, confidential, and objective resource for all Endo employees. Should team members have questions or concerns they would like to report, they can work with the Office of Integrity in a confidential manner and without fear of retaliation. The office oversees the process for receiving and triaging reports for investigation and/or corrective action and conducts compliance investigations.

With the release of updates to the U.S. Department of Justice's (DOJ) Evaluation of Corporate Compliance Programs in 2024, the Corporate Compliance team mobilized cross-functional teams to conduct a robust analysis of Endo's Corporate Compliance Program against the expectations in the updated DOJ guidance. To maintain a comprehensive program that is focused on driving ethics and meeting evolving regulatory expectations, Endo successfully implemented a number of enhancements to policies and processes based on the results of the assessment.

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

Risk Management

Our robust process to manage compliance risks helps Endo anticipate and mitigate possible risks to the business. The process is co-owned by Corporate Compliance and senior leaders from across the organization. The Corporate Compliance team partners directly with the business to identify compliance risks through a formal assessment process. The periodic review of our risk assessment enables the Company to evolve and revise its risk profile due to changes in our business and external, regulatory, and/or legal environments. This feeds into a broader enterprise risk management process that is overseen by our leaders, Senior Executive Team, and Board of Directors.

OUR BUSINESS PRACTICES

Compliance Culture & Code of Conduct

In addition to our Board of Directors and CEO leading our compliance efforts at the top of our organization, Endo has a Global Compliance Committee and Executive Reporting Committee that meet several times a year, led by our Chief Compliance Officer. These committees include members of the Senior Executive Team and other leaders who oversee and enhance our compliance program and work to embed a culture of compliance throughout the Company. People managers set day-to-day expectations for our employees and provide the most visible example of our culture of compliance and ethics. They are tasked with emphasizing the importance of annual training; setting the right example through their words, actions, and behaviors; and reinforcing ethical standards. They also educate team members about the avenues available to them to seek advice or to report concerns.

Compliance and ethics are also driven at the business level through leadership teams. Business leaders have dedicated Compliance partners who collaborate with their teams to navigate compliance requirements and make informed

decisions. The Compliance team's goal is to safeguard Endo's integrity, support the Company goals, and foster a culture of ethics and accountability. This team also hosts an annual Corporate Compliance and Ethics Week, when team members hold events across sites to invite questions and highlight the tools that are available to help them understand compliance policies and processes.

Employee Code of Conduct

Anchored by our **Code of Conduct**, we work at every level to educate team members about our policies and standards and how to raise issues or concerns. Endo's Code applies to all employees globally and is available in multiple languages. It defines how we interact with patients, healthcare providers, payors, suppliers, government officials, the healthcare community, external stakeholders, and each other. All team members, full-time contractors, select part-time contractors, and vendors are required to complete training on the tenets of the Code and certify that they will adhere to it. Our compliance training is continually reviewed and updated as the environment

and our business evolves so that employees receive the most relevant and timely information on these important topics. In 2024, 99.9% of employees completed our Code of Conduct training on time. The Code calls on team members to take accountability and "own it" by:

- Knowing the Rules
- Acting with Integrity and Respect
- Speaking Up

ETHICS HOTLINE

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

OUR BUSINESS PRACTICES

Key Policies & Procedures

Our policies and procedures detail how we must conduct our business to comply with our standards, as well as local laws, regulations, and industry codes. Throughout the year, team members complete training on role-specific policies, procedures, laws, and regulations. More than 97% of employees completed their role-specific training sessions on time. Please find highlights from a selection of our companywide policies and procedures. More details can be found on endo.com.

Interacting with Healthcare Professionals

Endo educates healthcare providers about our products and their appropriate use, collaborates with them on research, and relies on their expertise for guidance as advisors and trainers for our Endo team. Interactions with these medical professionals are governed by their respective country's and state's laws, regulations, and standards. We train all team members to work in a manner that is consistent with applicable laws, regulations, guidance, and industry codes.

Responsible Marketing & Promotion

Endo is committed to promoting our products based on their approved uses

and the needs of patients. We require truthful, accurate, on-label, fair-balanced, and ethical communications that will help healthcare providers make informed and independent decisions about how they can use our products for their patients. Our team members complete an annual training specific to this policy and our standard operating procedures that support it.

Anti-Bribery & Corruption

As regulators, payors, or purchasers of our products, government officials are integral to our business. We may interact with government entities and officials through our R&D, regulatory, manufacturing, and import/export activities. Our interactions with government officials must comply with applicable anti-corruption laws. We prohibit all forms of bribery and corruption, including any such conduct by our third-party intermediaries. Endo trains all team members on the Anti-corruption Policy and relevant team members on due diligence and interactions with third-party intermediaries.

Sanctions Compliance Program

Endo established a sanctions compliance program to mitigate the risk of the Company conducting business in or with sanctioned

countries/regions, governments, entities, or individuals. As part of this program, Endo established a Global Sanctions Policy along with sanctions screening controls. Relevant team members receive targeted annual training on this policy.

Anti-Discrimination & Harassment

Endo is committed to providing equal employment opportunity and fair treatment to all applicants and employees on the basis of merit and prohibits discrimination based on race, color, national origin, religion, ancestry, physical or mental disability, caste, medical conditions, genetic information, marital status, pregnancy status, gender identity or expression, age, sexual orientation, veteran or military status, or any other classification protected by law. We are also committed to fair employment practices for all employees, and therefore, all team members are required to comply with all applicable labor and employment laws, including laws prohibiting discrimination and harassment. Endo strongly prohibits and will not tolerate harassment of employees by managers, supervisors, coworkers, or non-employees. Similarly, Endo will not tolerate harassment by its employees of any non-employees with whom we do business.

Global Compliance and Ethics Week

In November, the Corporate Compliance team hosted a global Corporate Compliance and Ethics Week across the business. Events at 12 sites across the globe included live presentations, informational tables, giveaways, games, and prizes. The effort shined a spotlight on the importance of compliance, ethics, and integrity for every team member.

Throughout the week, engaging activities and communications educated employees about the variety of tools and resources they can use to seek guidance, ask questions, or report concerns. Plus, team members received guidance on how and when to engage their fellow Corporate Compliance colleagues.

"We train our team members to serve as trusted advisors across the business. We are here to help them navigate compliance requirements, make informed decisions, and, importantly, safeguard Endo's integrity. Our first annual Compliance and Ethics Week allowed us to promote the tools and resources available to all Endo employees to help them to effectively manage risks and make the right decisions for our business."

Susan Williamson

Senior Vice President & Chief Compliance Officer



OUR BUSINESS PRACTICES

Supplier Business Practices

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

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

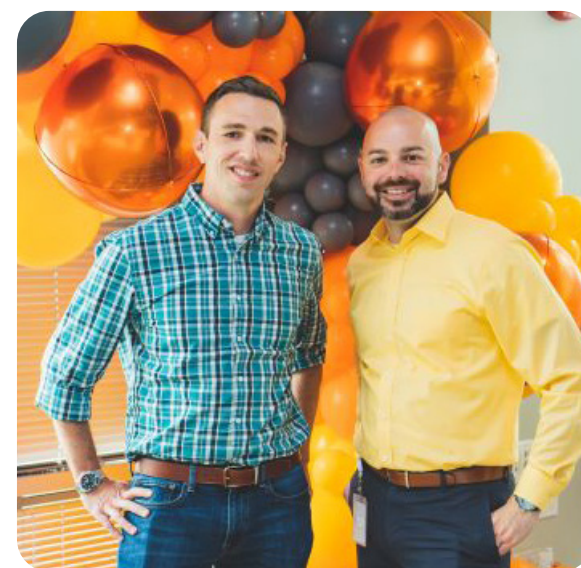
To hold our suppliers accountable, beginning with our direct material suppliers, Endo has implemented the initial phase of a new process to evaluate suppliers' fulfillment of the principles contained in the Supplier Code. Endo will collaborate with suppliers committed to

improving conditions or issues with the goal of managing risks and creating long-term, sustainable value. To view our Supplier Code, please visit endo.com.

Endo encourages qualified suppliers of all sizes and backgrounds to seek opportunities to work with us, including, but not limited to, businesses that are currently recognized by a U.S. government entity or a recognized third-party (e.g., Disability: IN, NGLCC, WBENC, etc.) as diverse and/or small, or that have successfully registered in the U.S. Small Business Administration's System for Award Management (SAM) as a small business. Endo selects qualified suppliers without regard to race, ethnicity, sexual orientation, gender identity or expression, religion, national origin, color, personal affinity, disability, age, or any other protected characteristic.

Endo collaborates with external chambers of commerce and supplier development councils to identify a broad range of potential suppliers who meet Endo's requirements. By casting a wide net, we have driven positive business outcomes, including improved stakeholder

satisfaction, an efficient and cost-effective transition to a new corporate office, and cost savings of 37% and 85% on certain shipping lanes and select promotional materials, respectively.



Strategic Sourcing Team Members

OUR BUSINESS PRACTICES

Information Security

Information Security team members across our global footprint support our broad approach to protecting data and enabling the uninterrupted operation of our critical business solutions. Reporting to the Chief Information Officer (CIO), the Chief Information Security Officer (CISO) oversees global cyber risk, including evolving global cyberattacks impacting data protection.

Endo operates in a heavily regulated environment with numerous regulatory requirements for cybersecurity and data privacy; customers expect us to protect their personal information when they do business with Endo. Governance and understanding of global regulations, including privacy requirements, play vital roles in securing digital communications. At Endo, we believe that as risks evolve, including emerging technologies such as artificial intelligence (AI), our strongest protection is a security-minded workforce. Our information security program is designed to educate our team members and protect Endo's data and assets. Our team members participate in more than three hours of information security training throughout the year, with 97% of employees completing the annual training on time.

We continue to expand our privacy, cybersecurity, and data management practices. We assess the effectiveness of our information security program to ensure it adapts and remains robust against the ever-changing landscape of digital threats. Our internal audit team performs internal control testing and audits of our information systems and network security. The scope, timing, and frequency of internal control testing and audits within our cybersecurity control framework are incorporated into Endo's comprehensive risk management strategy. The planning and outcomes of control testing and these audits are reviewed with the Audit and Finance Committee.

Artificial Intelligence & Digital Tool Governance

In 2024, Endo introduced its GenAI strategy to support the introduction of enhanced digital and AI capabilities and tools.



Highlights of the GenAI strategy included:

Established GenAI Governance Council framework to drive innovation, create transparency, and safeguard Endo by effectively managing our risk.

Created GenAI curricula as a foundation for all team members and conducted enterprise-wide GenAI training sessions with more than 1,150 participants.

Built Digital Fusion workshop framework to bring a cross-functional team together to optimize processes or leverage automation or GenAI.

Held functional leadership training for our executive team and their leadership teams that resulted in the generation of 41 AI use cases, some of which were implemented in 2024, with others due to be explored for implementation in 2025.

By focusing on the governance, training, and opportunity associated with this new technology, Endo is effectively managing business risk while optimizing the potential of these tools to support and improve our business operations.



Our Team

We are focused on revolutionizing the Endo team member experience and fostering a culture where team members can:

- **Thrive** within a safe working environment supported with excellent benefits;
- **Grow** their careers through curiosity, exploration, learning, and fulfilling on-the-job experiences; and
- **Connect and collaborate** with each other and with the broader community in meaningful ways.

These tenets serve as the foundation for our people strategy and in shaping the way we work as a team.

In this section, you'll find information on:

- Team Member Wellness & Safety
- Learning & Development
- Team Culture & Engagement
- Supporting Our Community

2024 HIGHLIGHTS

91%
Retention
rate

0.3
Recordable
incident rate (per
100 employees)

15%
Team members
promoted to
new roles



OUR TEAM

Team Member Safety & Wellness

We want our team members to lead healthy lives so that, together as a team, we can better support our vision of helping everyone we serve live their best life. We put a great deal of effort into developing and maintaining a competitive suite of Total Rewards programs, which are focused on team members' physical, personal, and financial well-being. For more details on Endo's total rewards program, please visit endo.com.

We also have a robust safety program that monitors our work zones, educates team members about best practices, and records and/or reports any safety issues so that we can learn from them, continuously improve, and keep our team members safe. In 2024, our overall Recordable Incident Rate was 0.3 per 100 employees (versus 0.1 in 2023), which continues to be well below the OSHA recordable injury average of 1.7 for our industry, reflecting our commitment to providing safety orientation and training so that employees have the tools necessary to identify and mitigate hazards in the workplace and prevent injuries to themselves and others.

In 2024, several initiatives were implemented to promote the continual improvement of our safety programs. Our site leaders participated in a business continuity tabletop exercise with outside experts to identify and discuss strategies for responding to relevant emergency scenarios and to look for areas to improve our sites' overall preparedness for these emergencies. We also began tracking near misses and unsafe conditions to add to our already robust injury tracking database. Capturing this high-quality data allows us to monitor trends and improve our efforts to prevent serious injuries.

Safety and training programs continue to be standardized among the sites for consistency. For example, we recently launched a program for all laboratory personnel across our India sites to provide high quality prescription safety glasses, to promote their consistent use. All sites continue to invest in employees with comprehensive safety training programs that include, but are not limited to, First Aid/CPR/AED, emergency drills, fire safety, chemical awareness, as well as health and wellness, with two of our sites in India receiving ISO 45001:2018 for Occupational Health & Safety Management System Certification.

Our procedures and practices to maintain this safety level are ingrained into our Culture of Excellence efforts, which rewards team members for bringing attention to issues they observe and incentivizes them to find solutions and enable better outcomes. This commitment to continuous improvement across our manufacturing plants allows Endo to keep team member safety a top priority while maintaining critical product supply to our customers.



OUR TEAM

Endo's Learning and Development Philosophy

Endo offers a fast-paced and challenging work environment in which all team members are encouraged to grow, both professionally and personally. The Company provides a variety of training programs and an educational assistance program to help team members improve their job-related skills, working styles, and long-term career potential.

The Endo Learning and Development Center of Excellence serves as our hub for enterprise-wide training, as well as learning and development strategies to address the

specific needs of teams across the globe. Endo also has a robust new hire onboarding program, trainings, and leadership development courses that are customized to various career pathways, including Research and Development, Commercial, Technical Operations, Engineering, Manufacturing, and Quality, among others.

All employees also benefit from a foundational values-based training called "Our Values in Action," which brings Endo's values to life in employees' everyday actions and underscores the behaviors

necessary to promote a respectful and engaged work force. In addition, in 2024, employees were offered comprehensive digital and Artificial Intelligence (AI) training to support the implementation of functional and cross-functional AI and digital tools across the business. These "Digital Ask Me Anything" sessions hosted by the Information Technology Team were attended by 75% of the office-based team members and resulted in increased skills and confidence in using these newer digital business solutions.

Career Development & Leadership Training Programs

In 2024, our leadership training programs – the Peer Trainer Program and the Emerging Leader Experience Program – continued to fill our leadership pipeline with emerging talent. These and other tailored learning and development programs, some of which are listed below, enable effective succession planning and a strong, ready-now leadership pipeline.

Clinical Development & Leadership Training Program

A consistent onboarding orientation for all global R&D team members, role-specific training, and opportunities to engage with R&D leadership both informally and formally throughout the year in support of their long-term career aspirations.

Emerging Leader Program

A structured curriculum for individual contributors who have demonstrated the consistent top performance, leadership potential, and aspiration needed to take on roles with broader scope.

Peer Trainer Program

A structured, one-year curriculum for individual contributors who agree to take on the additional responsibilities of training and/or mentoring their colleagues.

OUR TEAM

Team Culture & Engagement

Soliciting Team Member Feedback

We are committed to understanding our team members' satisfaction, commitment, and overall engagement to Endo. We have a number of ways team members can provide us with open and anonymous feedback including through Town Halls, leadership forums, and more informal engagements that occur throughout the year which represents our commitment to maintaining continuous feedback loops. Team members have told us that our culture of collaboration, flexibility, and community were among the top reasons they enjoy working at Endo. Employee feedback has helped to shape the programming we have put in place to promote learning, enhance inclusion, and improve in-person connections and collaboration, some of which are detailed within this report.

Building a Collaborative Team

To build strong teams, we are focused on talent acquisition, retention, and professional development. Our shared values of integrity and quality, innovation, drive, collaboration, and empathy guide our team. We are committed to cultivating, valuing, and embracing every person's distinct voice. This includes promoting an environment where team members are

treated with respect at all times. We are happy to report that in 2024, our voluntary employee retention rate was 91%, well above the industry average, and that 15% of Endo team members were promoted to new roles.

Employee Resource Groups

Our employee resource groups (ERGs), which are open to all employees, help us welcome the variety of perspectives and the engagement that comes from the differences in all of our unique characteristics, backgrounds, and experiences. These dimensions enable us to contribute unique ideas and perspectives that help fuel our innovation and drive success. Each ERG is sponsored by a member of the Senior Executive Team.



AWE

AWE's goal is to create an inclusive community of people who seek to understand, develop, encourage, and empower women.



PRISM

PRISM's mission is to advance mutual respect and inclusion for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) employees, allies, and the communities where we live and serve.



VETS

VETS' mission is to provide a network of support and resources for Endo's veterans, military families, and allies and to increase veteran representation within Endo.



OUR TEAM

Team Culture & Engagement

Better Together

Workforce flexibility is an important driver of employee satisfaction and is consistently one of the most highly rated attributes of Endo's culture. During 2024, Endo maintained a hybrid work approach for appropriate roles. Employees work onsite on set days so they can gain the benefit of in-person collaboration and relationship building, while having the flexibility to work remotely on the remaining days of the week. The benefits of our in-person working days have been noticeable, creating opportunities for enhanced collaboration and expedited decision making, both of which benefit our business.

Select Performance Indicators*

Employee Turnover	2024	2023	2022	2021	2020
Voluntary Turnover	8.7%	10.0%	13.6%	11.9%	7.2%
Safety	2024	2023	2022	2021	2020
OSHA Total Recordable Incident Rate (per 100 employees)	0.3	0.1	0.4	0.7	0.8
Days Away, Restricted and Transferred Rate (per 100 employees)	0.1	0.1	0.3	0.6	0.1

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



Engaging Our Field-Based Team Members with Podcasting

To further connect our team members, especially our field-based team members, in 2024, Endo embraced the wildly popular podcast format, allowing team members to tune in weekly for an informal chat to learn about what is happening across the Company. *The Brake Room* is hosted by one of our employees, Lauren Rew, Specialty Sales

Executive (pictured below), who welcomes both sales and non-sales leaders, fellow employees, and external experts, to share news, best practices, and answer questions. With more than 100 listeners each week, *The Brake Room* has aired more than 80 episodes over the past year and is another way Endo is committed to engaging and supporting our team.

"The Brake Room has been an excellent way to engage our Sales Team on a consistent basis, offering an opportunity for a variety of Endo leaders to share insights and information with our front-line employees. Our Sales Team is engaging with customers every day, so it is important for these critical team members to better understand what is happening across Endo and how their role contributes to our broader mission. At the same time, this forum also provides our leadership team with an opportunity to hear feedback directly from the field on a regular basis, so we can continue to support the team to do their jobs most effectively."

Patrick Barry

Executive Vice President and President of
Global Commercial Operations



Lauren Rew
Host, *The Brake Room*

OUR TEAM

Supporting Our Community

Building Engagement Through Community Outreach

Our vision of helping everyone we serve live their best life starts in the communities in which we live and work. Our 3,000 employees demonstrate our commitment to fulfilling that vision through their work to bring our products to the customers and patients who need them, but also through their engagement and interest in the communities we serve. Through this shared commitment to giving back, employees are able to connect with one another throughout the year. Our “Endo Gives” philosophy brings together all elements of giving to help those in need: time (volunteering), talent (knowledge), and treasure (monetary donations and matching gifts).

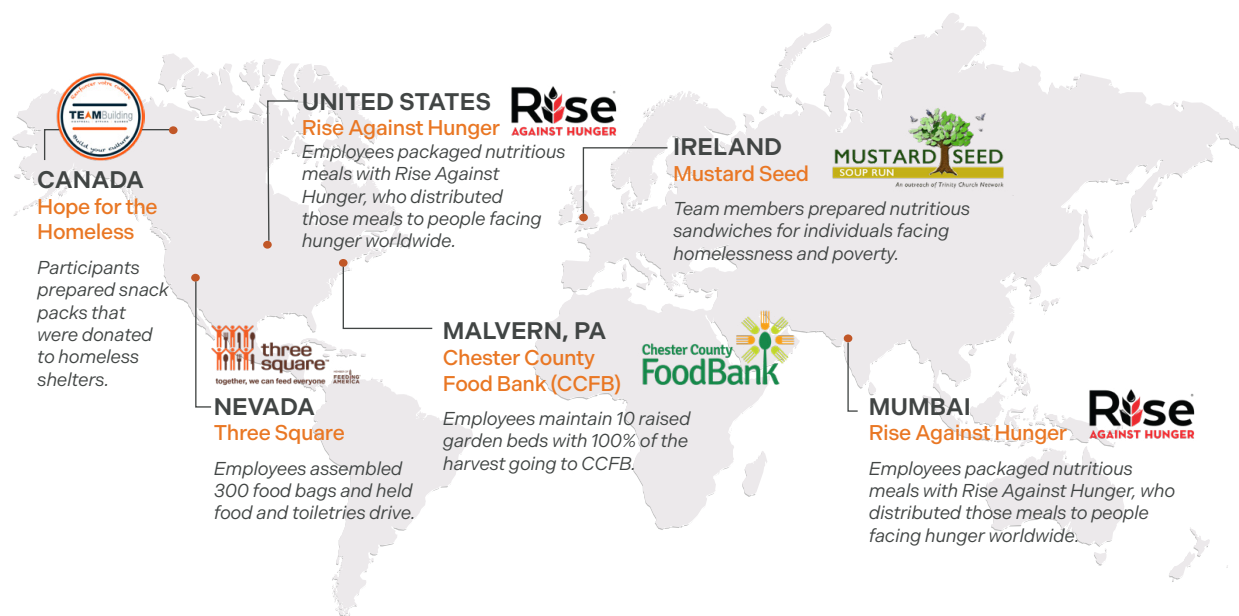
Through our volunteer efforts, team members from around the world work and engage with local charities that have special meaning to them, demonstrating one of our corporate values—empathy. To further encourage our team members to give back, Endo also provides dollar-for-dollar donation matches for U.S. and Canada-based team members, matching up to \$1,000 per employee, per calendar year. In addition, the Company provides charitable grants to support non-profits, with a focus on reducing healthcare

disparities, advocating for quality care, meeting basic community needs, and igniting scientific curiosity.

As a healthcare company, Endo’s charitable focus includes promoting health equity through programs and investments that aim to inspire hope and promote healthier lives. One of the biggest global healthcare disparities is hunger or food insecurity, which can lead to many people falling victim to preventable diseases due to lack of proper nutrition. Therefore, Endo has prioritized supporting organizations that promote “food as medicine.” Some of the team’s activities in this space, as well as in other community outreach areas, are highlighted on this and the following pages.

Partnering with Leading Non-Profits to Fight Hunger

In 2024, Endo partnered with several non-profit leaders working to fight hunger in their local communities. The Company engaged its global team in the same kind of charitable activity, to maximize its impact, while ensuring their efforts benefited the local communities in which its employees live and work. Endo selected several leading charities to help accomplish this, and worked across local sites to organize fundraisers, run food drives, and package meals. Through these efforts (detailed below), Endo was able to feed more than 110,000 people.



OUR TEAM

Supporting Our Community

Endo Gives Days in India

The team in India works each year to identify charities in their communities in need of support, which culminates in their Endo Gives Days when all sites engage in local volunteer opportunities. This year, across four locations, more than 700 employees volunteered at 29 charities and donated 2,400 plus volunteer hours, touching the lives of more than 3,500 beneficiaries in the region. Two key focus areas included supporting local schools and hosting blood donation drives.

The regions where Endo operates in India are home to rural neighborhoods that lack proper infrastructure leading to higher student drop-out rates. To address this issue, the team in India adopted a few schools in each region and helped to develop computer and



science labs, set up libraries and smart boards inside classrooms, donate school supplies, renovate buildings to improve the infrastructure, and teach computer education classes. This work benefited approximately 8,000 students in 2024.

To support community health, each of our sites in India held a number of blood drives throughout the year to address the blood unit shortfall that exists annually. According to the Indian government, the country is short about one million units of blood per year, and one unit of blood could save as many as three lives.¹ In 2024, more than 270 volunteers gave blood or volunteered through our local campaigns, resulting in blood collection that benefitted more than 820 patients.

Domestic Violence Awareness

Endo's ERG AWE focused some of their efforts this year on increasing awareness and support for victims of domestic violence. Their campaign included increasing awareness internally and externally through employee communication and social media; creating a supportive environment for open and honest discussions that included access to resources such as local helplines, counseling, and financial/legal support

services; and holding fundraisers and supply drives to support local domestic violence centers.

Endo Gives Hub

To support Endo's culture of giving back, hubs were created in many of our offices and plants, which included blank cards, supplies to draw, and names of charities to send letters to, all designed to inspire employees to drop-in throughout their workday and take a brief moment to brighten someone else's day. In 2024, we created seven Endo Gives hubs where employees created letters and drawings that were sent to a variety of charities in the local communities where Endo's offices are based.



1. <https://pib.gov.in/PressReleaseDetailm.aspx?PRID=1932285®=3&lang=1>



Our Customers

Product Quality & Safety

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

In this section, you'll find information on:

- Research & Development Philosophy
- Clinical Trial Conduct
- Publications Process
- Patient Safety
- Counterfeit Medicines
- Quality Management
- Quality Culture

2024 HIGHLIGHTS

1st U.S. FDA
approval at Indore
manufacturing facility

5 Products launched,
including 3 sterile
injectables

>1,500 Good
Catch ideas
submitted

OUR CUSTOMERS: PRODUCT QUALITY & SAFETY

Research & Development Philosophy

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

Clinical Trial Conduct

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

Key elements of our process include:

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

OUR CUSTOMERS: PRODUCT QUALITY & SAFETY

Publications Process

Endo is committed to publishing complete, accurate, transparent, objective, and scientifically balanced information related to data from its studies, as well as information related to the evaluation of safety and efficacy of any Endo product. Once an applicable clinical trial is completed, we disclose the results through a variety of processes, including but not limited to, ClinicalTrials.gov postings, as well as various other publication activities, such as abstracts, manuscripts, and journal articles. Of note, the publishing process is outlined in a specific policy, known as the Scientific Publications Policy. Before initiating the development of an Endo publication, a scientific publication concept form is developed, reviewed, and approved by the Scientific Publications Committee, which reports to the Chief Medical Officer.

Endo publications must be consistent with internal policies and in compliance with applicable laws, regulations, and

guidelines related to scientific and medical publications, including the International Committee of Medical Journal Editors and the current version of Good Publication Practices. Endo strives to be timely and transparent in its communication of company-sponsored study results, whether favorable or unfavorable. The policy also requires the disclosure of any conflicts of interest that may exist for any of the authors or study contributors.

In 2024, we shared data related to our products through 13 presentations at industry conferences and 3 publications in peer-reviewed journals.



OUR CUSTOMERS: PRODUCT QUALITY & SAFETY

Prioritizing Patient Safety

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

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

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

Counterfeit Medicines

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

Endo invests in packaging and information technologies to align with global mandates around serialization. The unique product identifiers developed for serialization enable the tracking and tracing of product

movement through the supply chain, from the manufacturing site to patient dispensation (including government systems and trading partners), and allows authorized trading partners today to verify the authenticity of our medicines with a simple scan.



OUR CUSTOMERS: PRODUCT QUALITY & SAFETY

Quality Management

Our Global Quality, Manufacturing, and Supply Chain teams work across our sites and with our partners around the world to help maintain our high standards for manufacturing quality. All sites conform to U.S. current Good Manufacturing Practices (cGMP) and all other applicable local regulations. Team members go through a significant level of training and certification annually and are recognized for improving the quality and effectiveness of their processes and procedures.

Through our Culture of Excellence program, team members and leaders identify process improvements, seek diverse perspectives to solve problems, and innovate new ways of working. The program is rooted in the Six Sigma methodology and centered on six key dimensions:¹

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

¹ SPE[®] Six Dimensions of Cultural Excellence

Our internal dedication to excellence and quality is central to operating in an industry that is highly regulated. Endo works with regulatory agencies including the U.S. Food and Drug Administration (FDA), the Drug Enforcement Agency (DEA), Health Canada, the Ireland Health Products Regulatory Agency (HPRA), and the Indian Central Drugs Standard Control Organization (CDSCO), as well as the state boards of pharmacy across the U.S. and similar bodies in our operating locations outside of the U.S. In 2024, there were 8 inspections of our sites by regulatory agencies. The Company maintained compliance with U.S. GMP and Controlled Drug regulations and guidance, with our U.S. sites receiving four inspections in 2024 from the U.S. FDA and DEA. In 2024, Endo also received U.S. FDA approval of the manufacturing facility in Indore, India. The 20,000-square-foot site increases Endo's sterile injectable production capacity.

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.



OUR CUSTOMERS: PRODUCT QUALITY & SAFETY

Quality Culture

Protecting the quality of our products is the responsibility of all team members at Endo. Our Culture of Excellence program is both a top-down and bottom-up approach to embedding the principles of continuous improvement company-wide. It is designed to encourage and empower employees to examine how things are done and to look for ways to make them better, all with the goal of improving the quality and effectiveness of our processes and procedures to improve on the timely release of products to our patients.

Endo has instituted several programs to reinforce this culture including: the Community of Practices for Continuous Improvement; structured problem-solving training; tiered accountability assignments; Gemba walks; a rewards and recognition program; and the Good Catch program.

The Good Catch program involves training so team members can identify “good catches”—these are incidents that could result in an error if not corrected

or could greatly improve a process. We instituted a program across our sites and have awarded team members for recognizing and calling out these opportunities. In 2024, more than 1,500 Good Catch ideas focused on continuous improvement in areas of quality, safety, compliance, efficiency, and the environment were submitted.

Select Performance Indicators*

	2024	2023	2022	2021	2020
Number of regulatory inspections of Endo sites by worldwide health authorities	8	13	10	9	14
Percentage of regulatory inspections that resulted in zero observations	75%	70%	60%	67%	64%
Average number of observations per inspection	1.1	0.7	2.6	0.7	1.4
Number of U.S. FDA warning letters, FDA Consent Decrees, and Product Seizures	0	0	0	0	0

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

Using Artificial Intelligence to Enhance the Resilience of our Supply Chain

In 2024, Endo began to incorporate generative AI tools. In several pilot programs, teams have been working to incorporate AI tools into their day-to-day business practices to look for ways to improve the quality and efficiency of our systems and processes.

Our Supply Chain and Manufacturing teams have incorporated AI tools into select product manufacturing systems to improve consistency and reduce variability in our finished products, which

is leading to impressive results. Importantly, these AI tools have freed up team members to focus on critical conceptual work, such as improvements to process design, problem solving, and system improvement, all of which is helping to continuously improve the way we serve our patients.

“While we have already seen the positive impact to our manufacturing systems, there is increased opportunity for this new technology. As AI is incorporated more broadly, it will mean a more efficient journey from discovery to commercialization, delivering innovation more quickly to patients in need.”

Jim Papp

Senior Vice President, Global Supply Chain





Our Customers

Access & Affordability

Helping patients get access to the medicines and products they need is important to Endo. When pricing our products, we consider the value they bring to patients as well as the investment costs required to research, develop, and produce the products. We also provide approximately 80 low-cost generic medications. To further broaden access and affordability, we donate significant quantities of products, support patient assistance programs, and fund broader community healthcare projects.

In this section, you'll find information on:

- Pricing & Product Availability
- Patient Assistance & Product Donation
- Access to Healthcare
- Disease Education

2024 HIGHLIGHTS

~660K

Products donated

>210K

Patients reached through the
Mobile Health Unit since launch



OUR CUSTOMERS: ACCESS & AFFORDABILITY

Pricing & Product Availability

At Endo, we provide appropriate pricing information to governments, private payors, and healthcare providers. Commercial team members are trained to provide information about billing, coverage, reimbursement, and coding that adheres to federal, state, and local laws, and industry codes. The Company maintains strict policies related to the approval, documentation, and communication of lawful discounts, rebates, and administrative fees. In 2024, our U.S. portfolio net price decreased by 8% compared to 2023, on top of the 11% decline in price we reported last year.

Pharmaceutical interventions can also lead to cost savings for the overall healthcare system through the avoidance of more expensive surgical options and hospital stays. As an example, we make a medicine to treat Dupuytren's contracture (DC), which is a fibrotic disorder that can lead to permanent contracture of the fingers. Current treatment options for DC include surgical interventions, needle aponeurotomy, or, as an alternative, up to three injections of a product manufactured by Endo. In one health economic study, treatment

with our product was associated with a 11.5% reduction in the total cost of care compared with that for surgery,¹ and in another analysis, researchers found that patients treated with this product used fewer healthcare resources over time versus those who underwent surgery, due to lower outpatient visits after the procedure.² A similar trend has also been shown in Peyronie's disease (PD), a medical condition that involves a buildup of fibrous scar tissue under the skin of the penis which can cause curved and painful erections. While surgery is also an option for these patients, an outpatient injection is also approved for use to treat this condition. A publication of a claims database analysis showed that patients with PD who received injections of a product manufactured by Endo as their first treatment (rather than surgery) were less likely to undergo subsequent surgery compared with those who received surgery first within a 12-month post-treatment follow-up.³

Addressing product availability and patient access is a top priority for Endo. To maintain supply continuity of our products, we partner with the three largest

group purchasing organizations—Vizient, Premier, and HealthTrust. Additionally, we work through private-label programs, such as Vizient Novaplus and Premier ProRx, to provide uninterrupted supply of key critical care medications. The programs get our products into hospitals and health systems through their robust and highly reliable supply channels.

References:

- ¹ [Journal of Hand Surgery: ORIGINAL RESEARCH | VOLUME 1, ISSUE 2, P57-64, APRIL 01, 2019; Stephen B. Camper, MS, PhD, *z Victoria Divino, BA, y David Hurley, MD, * Mitch DeKoven, MHSay - * Endo International plc, Malvern, PA; y IQVIA, Falls Church, VA; z S.C. was employed by Endo International plc at the time of the study Link: \[https://www.jhsgo.org/article/S2589-5141\\(18\\)30036-7/fulltext\]\(https://www.jhsgo.org/article/S2589-5141\(18\)30036-7/fulltext\)](https://www.jhsgo.org/article/S2589-5141(18)30036-7/fulltext)
- ² [Zah V, Pelivanovic J, Tatovic S, Vukicevic D, Imro M, Ruby J, Hurley D. Healthcare Costs and Resource Use of Patients with Dupuytren Contracture Treated with Collagenase Clostridium Histolyticum or Fasciectomy: A Propensity Matching Analysis. Clinicoecon Outcomes Res. 2020 Nov 4;12:635-643. doi: 10.2147/CEOR.S269957. Erratum in: Clinicoecon Outcomes Res. 2021 Mar 15;13:163. PMID: 33177851; PMCID: PMC7649243.](https://pubmed.ncbi.nlm.nih.gov/35013566/)
- ³ [Trost L, Huang H, Han X, Burudpakdee C, Hu Y.. Int J Impot Res. 2022 Jan 10. doi: 10.1038/s41443-021-00522-8. Epub ahead of print. PMID: 35013566. \(<https://pubmed.ncbi.nlm.nih.gov/35013566/>\)](https://pubmed.ncbi.nlm.nih.gov/35013566/)

OUR CUSTOMERS: ACCESS & AFFORDABILITY

Patient Assistance & Product Donation

In 2024, Endo donated approximately 660,000 medicines. All product donations are made through third-party partnerships that adhere to the World Health Organization guidelines on product donations.

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

grant to a third-party foundation that adheres to guidance issued by the Office of the Inspector General to support patients in need. The foundation offers financial assistance through disease funds aligned to the disease areas for which Endo products are used. The foundation operates independently and maintains complete confidentiality for the patients it supports.



Medicine for All People or MAP is one of Endo's longstanding partners in the product donation space. Endo has provided product donations to MAP for the past 20-plus years and is a proud supporter of their efforts to bring life-saving medicine and health supplies to people all over the world. MAP sends medicines to those in need by using a highly developed, five-step model called their supply chain of hope, which has reached more than 63 million patients over the past 70 years. In 2024, Endo's product donations helped MAP reach people in 23 countries.



OUR CUSTOMERS: ACCESS & AFFORDABILITY

Access to Healthcare

Our vision to help everyone we serve live their best life guides us in our commitment to reduce healthcare disparities.

Grounded in our values and behaviors, we are driven to unite with purpose to do all we can to promote health equity by supporting sustainable solutions through programs and investments that aim to inspire hope and advance healthier lives. We have initiated our own programming and partnered with professional and nonprofit organizations that are working to expand access to care. Some of these collaborations are highlighted on the following pages.

U.S. Government Partnership for Pandemic Preparedness

Endo participates in a cooperative agreement with the U.S. government to support the government's national defense efforts through its sterile fill-finish manufacturing production capacity and capabilities in Rochester, MI. Under the terms of the agreement, Endo has received funding from the U.S.

government to establish a new sterile fill-finish manufacturing asset capable of processing liquid or lyophilized products requiring Biosafety Level (BSL) 2 containment and expand product inspection and packaging capacity. The agreement is a result of efforts defined under the Defense Production Act to address vulnerabilities in critical product supply chains and strengthen the advancement of domestic manufacturing of essential medicines in support of future pandemic preparedness.

Mobile Health Unit in India

For the past seven years, Endo's team in Chennai and Indore, India has partnered with Hand in Hand India to support their Mobile Health Unit to improve access to care across these regions. 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. Thanks to Hand in Hand India and Endo's support, the Mobile Health

Unit provides health awareness and general and specialized health camps, that provide pediatric, gynecology, ophthalmology, and urology services to improve health, in addition to sanitation and hygiene services to enhance healthy living. The Mobile Health Unit reached more than 40,000 patients in 2024 and more than 210,000 patients since its inception.



OUR CUSTOMERS: ACCESS & AFFORDABILITY

Disease Education

To educate patients, Endo maintains ongoing disease awareness initiatives. In 2024, the focus of these efforts was on demystifying diseases that are not often discussed openly, helping patients better identify and communicate their symptoms, and providing guidance on when to seek medical treatment. To the right is a summary of some of those programs.

Dupuytren's Contracture (DC):

To educate people about DC, a progressive hand condition that affects an estimated 17 million Americans, Endo launched the “Reminders” marketing campaign in 2024, which aimed to empower patients to advocate for their preferred treatment plan. It featured patient testimonials that encouraged patients to become more active in their treatment journey and find a hand specialist who considers their preferences and lifestyle.

Men's Health:

In November 2024, to commemorate Movember, the annual event that seeks to bring more awareness and education to the unique health challenges that men face, Endo launched a program to demystify an important men's health issue. The campaign featured interviews with urology specialists who discussed Peyronie's disease (PD), a medical condition that involves a buildup of fibrous scar tissue under the skin of the penis that can cause curved and sometimes painful erections, and educational content about the condition. In addition to the physical symptoms, PD can also negatively affect a man's mental health. Despite this, many men hesitate to seek help, leaving the emotional and physical impact of the disease unaddressed. Talking openly about this condition can be difficult, but it's a crucial step toward healing—both physically and emotionally.



Ready-to-Use Medications to Improve Hospital Efficiency

Ready-to-Use (RTU) medications can help streamline operations for hospitals by eliminating the need to prepare or transfer the drug products before patient administration. This can reduce drug waste and costs, optimize convenience and workflow, and increase accuracy and compliance by mitigating the risk of drug preparation error—all of which support quality patient care. The U.S. Food and Drug Administration (FDA) encourages the manufacture of products specifically designed to minimize medication errors. Even under the best circumstances, extra steps in product preparation, including mixing, compounding, or transfer to another container, may introduce the risk of error.

For the past several years, Endo has been working to offer additional RTU products that can help to ease the burden of extra preparation steps for our customers. In this vein, the Endo Injectable Solutions business unit introduced an enhanced ready-to-use product line and platform called TruDelivery®, underscoring its commitment to building its ready-to-administer and ready-to-use portfolio. In

2024, Endo launched ADRENALIN® (epinephrine in 0.9% sodium chloride injection) ready-to-use premixed bag, the first and only FDA-approved epinephrine IV bag and our seventh product in the TruDelivery line. We are committed to providing these important medications to hospital pharmacies, and in fact, there are dozens of additional ready-to-use projects in Endo's pipeline that will join our current list of offerings over the next several years. For more information, please visit: trudelivery.com.





Our World

Endo is committed to operating our business in a responsible manner that seeks to minimize environmental impact, while promoting the efficient and responsible use of global resources. We are focused on achieving continuous improvements across our operations as we work to reduce our greenhouse gas emissions and our overall carbon footprint. The considerable progress we have made over the past six years to conserve water, natural resources, and energy; recycle, reduce, and reuse materials; reduce waste throughout our global locations; and increasingly, partner with our suppliers to drive improvements in these same areas within our supply chain, are detailed in this section.

In this section, you'll find information on:

- Energy Management
- Water Management
- Supply Chain Partnerships
- Recycling & Waste Reduction

2024 HIGHLIGHTS

1st Solar power
plant launched

>875
Tons recycled

ISO 14001 Certification
obtained for third
site in India



OUR WORLD

Energy Management

Since 2020, Endo has worked to plan, direct, and control the supply and consumption of energy across our global manufacturing sites and facilities. Each of our facilities has a customized strategy based on local market regulations and practices and each site's unique energy requirements. The goal is to achieve effective use of energy products while minimizing costs and pollution with conscious, judicious, and efficient use of resources. One of the key strategies to achieve this is moving away from diesel fuel to cleaner and more efficient natural gas and renewable energy alternatives to lower our Scope 1 and 2 greenhouse gas (GHG) emissions.



Some recent updates on our progress against this strategy are detailed below.

Cranbury, NJ

Replaced three air handlers that will reduce electricity use and initiated a phased approach to switch lighting over to LED. In 2024, the site reduced electricity use to 0.280 GJ/sq foot as compared to 0.296 GJ/sq foot in 2023.

Indore, India

Completed the transition from diesel fuel to natural gas for all steam boilers at the plant in 2022. Since that time, the site has seen an approximate 90% reduction in diesel fuel use. In 2024, a solar-powered plant was installed to power one of our existing buildings on site with clean energy, producing 210,000 kW units in 2024. Additionally, the site now features motion-sensing lights that will result in a 12,000 kW energy unit savings annually.

Rochester, MI

Installed a new glycol return for process cooling in the manufacturing building which will reduce electricity use in 2025. The newest part of our Rochester site is LEED certified. Additionally, a new state-of-the-art manufacturing suite is scheduled to be operational in 2025. This will allow for the planned de-commissioning of equipment and ventilation systems in an older production suite in 2026 and reduced electricity use moving forward. The site also installed four chargers for electric vehicles.

OUR WORLD

Energy Management

Historical Energy Consumption

As our global footprint has both expanded in previous years and retracted at times, we have listed our energy consumption per square foot in the table below to demonstrate our progress. In 2024, we expanded manufacturing areas at our Indore and Chennai facilities. Our total electric energy use of 0.199 GJ/sq. ft. in 2024 remained comparable to 0.188 GJ/sq. ft. in 2023 and 0.199 GJ/sq. ft. in 2022.

As we look to 2025, we will extend our renewable energy advancement projects across our sites to reduce our overall energy needs.

Year	Energy Consumption (Gigajoule/square foot)
2020	0.213 GJ/sq. ft.
2021	0.208 GJ/sq. ft.
2022	0.199 GJ/sq. ft.
2023	0.188 GJ/sq. ft.
2024	0.199 GJ/sq. ft.

Planning for the Future in Energy Management

All Endo capital projects, whether for new construction or enhancements to current sites, must meet our environmental standards. As we introduce new machinery within our sites or replace aging equipment, determining whether these investments can support our long-term environmental goals is a major driver in our decision making. We're proud that our new buildings in Rochester, MI have been designed and constructed to follow LEED standards.

Each Endo site will also be employing a consistent Environmental Management System framework to drive performance against a common set of metrics. For example, two of our sites in Chennai, India, have been granted 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.

In 2024, our Indore, India facility was also granted this designation. We are now working to pursue the same certifications for our remaining manufacturing sites in the coming years, with our Rochester, MI site due to reach this milestone in 2025.



Indore Completes First Solar Power Plant - Minimizing Environmental Impact

Endo's largest manufacturing site in Indore, India recently completed the installation of its first solar power plant. Harnessing the power of solar energy is an important component of India's National Action Plan on Climate Change and can aide in the country's goals to become less reliant on fossil fuels.¹ These ambitions align well with Endo's own work to efficiently manage our energy consumption and reduce our overall carbon footprint.

¹ <https://mnre.gov.in/en/solar-overview/#>

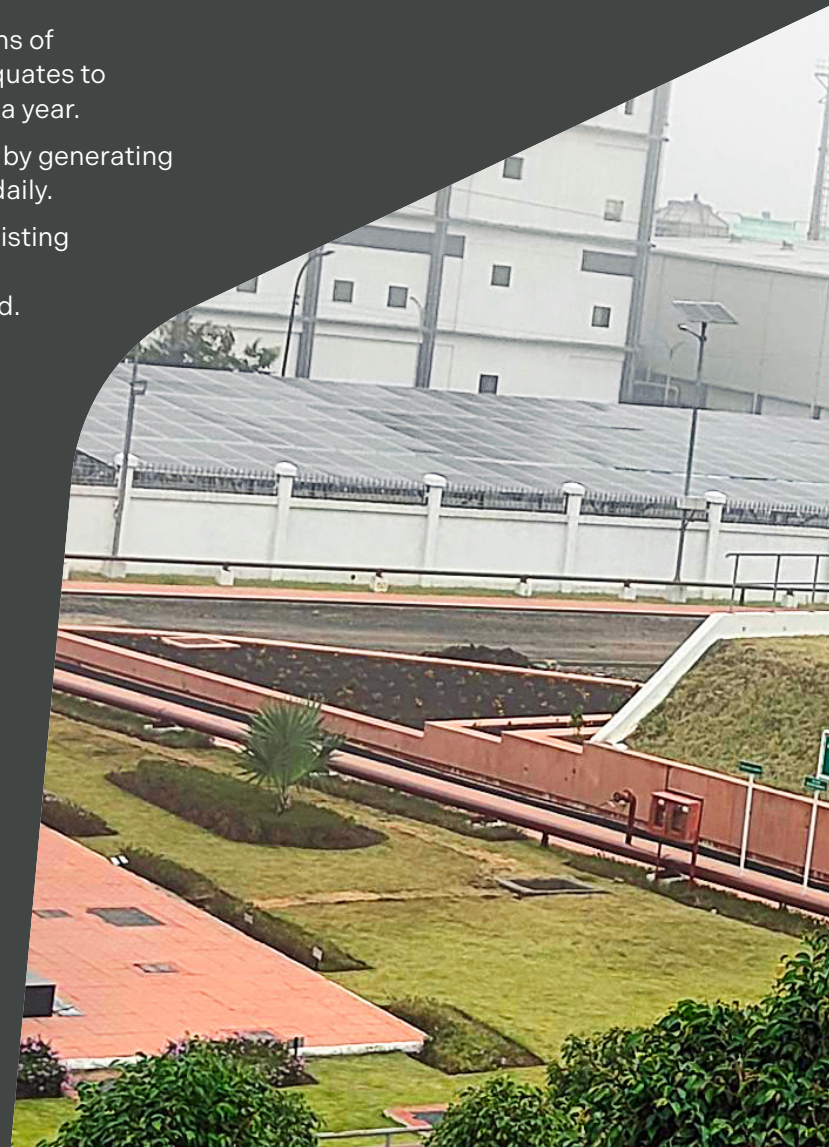
The plant includes 460 solar panels covering 1,394 square meters. The benefits of the new plant include:

- Will reduce approximately 300 tons of GHG emissions annually, which equates to planting approximately 350 trees a year.
- Provides a clean source of energy by generating up to 1,000 kilowatt-hours (kWh) daily.
- Generates power for one of our existing buildings on site since it has been merged with the site electrical grid.

"We are pleased that by building Endo's first solar-powered plant, our team in India is helping both our Company reach its goal to create more sustainable ways to grow our business while working to reduce our overall carbon footprint, as well as India's goal to become less reliant on fossil fuels. We are already seeing the benefits of harnessing our natural resources here in Indore and we will share our learnings across the Endo manufacturing network to determine how we might replicate this initiative in other sites."

John Tableriou

Vice President, Engineering Services



OUR WORLD

Water Management

According to the United Nations, roughly half of the world's population is experiencing severe water scarcity for at least part of the year, and these numbers are expected to increase.¹ Therefore, we know water is a resource that must be carefully managed. Water is important in both the development and manufacturing processes we perform at our sites, and Endo continues to improve our stewardship of water resources. Our Chennai and Indore sites located in India harvest rainwater for infiltration back into the groundwater/aquifers, which can result in several thousand gallons of rainwater being harvested per storm event. Using

technologies such as membrane filtration/ reverse osmosis at our plants, we can reuse effluents and sanitary waste for plant service and gardening needs. These efforts are important given our expanded manufacturing footprint. Our goal is to keep our total water usage comparable to any increase in space, or below, if possible. In 2024, total water consumption increased by 15.6% as we ramped up process validation activities in support of the U.S. FDA approval at our sterile manufacturing facility in Indore, India. This increase was partially offset by water saving strategies we employed as shown below.

Site Examples	Water Conservation Method	2024 Results
Chennai, India	Reverse Osmosis (RO) of treated effluents and plant reject water used for cooling tower	5,234,833 gallons of RO treated water used for cooling tower
	Sewage treated water used for gardening	1,525,620 gallons of treated sewage water used for gardening
Indore, India	RO of plant effluents and sanitary waste	40,015 gallons per day of RO water used for plant services and gardening
Mumbai, India	Water management by recycling of treated and processed wastewater to utility/ cooling tower system	361,039 gallons of water recycled
	Management of domestic wastewater for gardening	890,788 gallons of treated domestic water used for gardening

To further reduce its impact on the environment, Endo's Chennai site in India has cultivated a community garden for the past two years. These types of gardens can help sustain environments by combating both air and noise pollution, while promoting greater biodiversity by attracting pollinators, insects, and other wildlife. The garden is housed within a 1,060 sq. ft. building that uses hydroponics, a type of soilless gardening that is space efficient and takes less water than gardening in soil. The water supply for the vegetables, approximately 800 gallons/day (3,000 L/day), is provided by repurposed wastewater from the site, and the naturally ventilated building uses an automated "fertigation" system to take care of the water and nutrient needs of the crops. The harvest is enjoyed throughout the year by the Chennai team and their families. Similar efforts are underway at our site in Rochester, MI, where the team has started a community garden, which uses collected rainwater to support its ongoing maintenance.



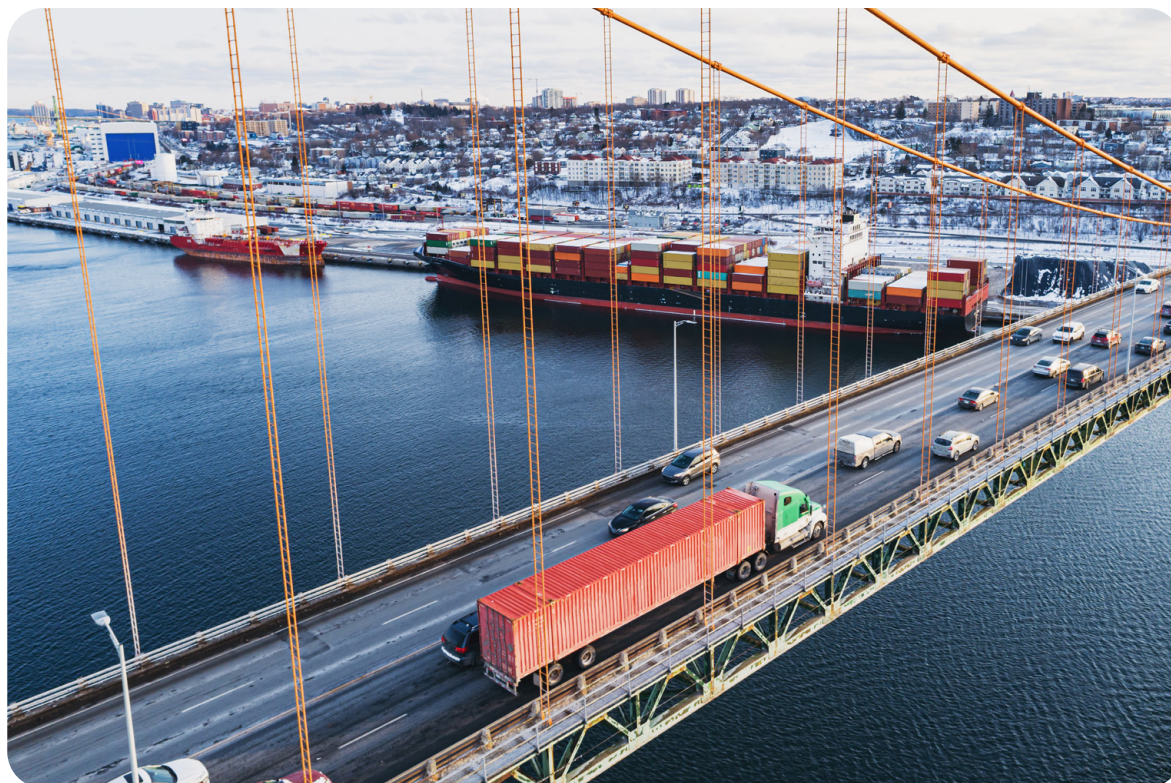
¹ <https://www.un.org/en/climatechange/science/climate-issues/water>

OUR WORLD

Supply Chain Partnerships

While Endo works to make its own operations more sustainable, we are also proactively engaging our suppliers to partner on improvements to support our mutual environmental efforts. Some highlights are detailed below:

- Consolidated shipments to reduce U.S. Domestic Inbound CO2 emissions (per pallet) by 21% versus 2023.
- Launched new carbon emissions reduction logistics initiatives during 2024 including combining air and sea shipments to enable consolidation of shipments from India sites to Europe and Europe to the U.S. Efforts are estimated to reduce carbon emissions by more than 20%.



OUR WORLD

Recycling & Waste Reduction

Recycling

We have active recycling programs underway across each of our manufacturing facilities, offices, and labs. Many states within the U.S., as well as India and Ireland, have distinct recycling requirements, with which we comply. In 2024, we increased our recycling by 10%, from 795 to 876 tons, the majority of which was plastics and corrugate materials, while simultaneously reducing our overall non-recyclable content at sites.

In 2024, we initiated two new recycling programs focused on label backings (PET) and packaging trays (PP), which diverted more than 15 tons of these materials from landfills. We also have an internal global recycling program to encourage team

members to identify ways they can improve recycling efforts within their own sites. An example is an employee-led initiative that was launched in 2023 to recycle personal protective equipment (PPE), which is a critical part of Endo's business. In 2024, the program successfully diverted more than 45 tons of PPE from landfills to be reprocessed for use in creating other plastic-related products. This positively impacts the environment by reducing the amount of oil and electricity used to create those new products.

Waste Reduction

In producing millions of products and their packaging, our sites naturally generate waste in the form of rejected components, printed materials, water-spent solvents and quality control standards, and testing solutions. The goal is to limit waste and to repurpose it in sustainable ways. Sites continue to identify opportunities to reduce generated waste by improving production and quality control testing processes. For example, our Rochester, MI facility, partnered with a new waste disposal vendor to send more than 158 tons of non-hazardous product waste resulting from quality control testing to a waste to energy incinerator. Similarly, our Indore, India site

was able to recycle approximately 150 tons of non-hazardous waste by partnering with the Pollution Control Board. While our hazardous waste generation remained relatively flat in 2024, our team remains diligent in working to reduce the amount of waste incinerated at our plants.

In 2025, we will continue to expand both our recycling and waste reduction programs, with a focus on how we can increase the recycling of more plastics within our business. We are also planning to create more environmentally friendly packaging configurations that we hope to introduce in the coming years.



OUR WORLD

Select Performance Indicators*

Energy Consumption	Units	2024	2023	2022	2021	2020
Electricity	Gigajoules	344,641	322,145	318,505	341,216	349,850
Natural Gas	Centum Cubic Feet	2,131,744	1,948,131	1,620,693	2,248,129	2,819,714
Diesel Fuel	Gallons	272,692	264,053	378,835	448,148	414,455
GHG Emissions	Units	2024	2023	2022	2021	2020
Scope 1 greenhouse gas (GHG) emissions	Metric Tons CO ₂ e	14,557	13,435	12,718	16,872	19,745
Scope 2 greenhouse gas (GHG) emissions	Metric Tons CO ₂ e	49,401	45,570	36,208	43,967	41,409
Water Consumption	Units	2024	2023	2022	2021	2020
Total consumption	Gallons	174,364,932	150,822,644	144,893,725	157,833,375	147,126,115
Waste Generation	Units	2024	2023	2022	2021	2020
Hazardous Waste	Tons	392	385	354	446	341
Non-Hazardous Incineration	Tons	307	467	531	1,133	670
Recycling	Units	2024	2023	2022	2021	2020
Cardboard, Metal, and Plastic	Tons	876	795	713	640	345

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

Corporate Responsibility & Sustainability

Metric Reference Guide

Measuring and reporting our performance is key to understanding the impact of our operations, driving continuous improvement, and improving our performance. The key performance indicators we track are driven by an assessment of issues of greatest relevance and impact to our stakeholders and our business across the four pillars of our CR&S strategy: Our Business Practices, Our Team, Our Customers, and Our World.

Endo reports progress using Sustainability Accounting Standards Board (SASB) standards for the Sustainable Industry Classification System (SICS) Healthcare Sector and the Biotechnology and Pharmaceuticals Industry. Effective August 1, 2022, the Value Reporting Foundation—including the SASB Standards—consolidated into the IFRS Foundation, which established the International Sustainability Standards

Board (ISSB). The ISSB now governs the SASB standards. We plan to continue to evaluate metrics and will adjust as appropriate in future reports to demonstrate trends. To access our full data summary file, please visit **endo.com**, and to read more about our work across these pillars, please visit the corresponding pages, detailed below, of this **Corporate Responsibility Report**.

Section: Our Business Practices

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

Section: Our Team

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-330a.2	Employee Recruitment, Development & Retention	Voluntary and involuntary turnover rate for: executives, managers and directors, and all other employees	Quantitative; rate	Beginning in 2022, employee turnover data includes India team members. Prior year information has not been restated	17-24

Corporate Responsibility & Sustainability Metric Reference Guide

Section: Our Customers

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-250a.1	Drug Safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	Discussion & analysis		25-31
HC-BP-250.3	Drug Safety	Number of recalls issued, total units recalled	Quantitative; number		Data File
HC-BP-250a.5	Drug Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quantitative; number	No actions to report	25-31
HC-BP-210a.1	Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Discussion & analysis		25-31
HC-BP-240b.2	Affordability & Pricing	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio	Quantitative; percentage (%)	Average net price represents the year-over-year change in the net price of products in the U.S. portfolio (unweighted), which is the list price less rebates, discounts, and fees	32-37
HC-BP-260a.1	Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Discussion & analysis		28-31
HC-BP-260a.2	Counterfeit Drugs	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Discussion & analysis		28-31
HC-BP-260a.3	Counterfeit Drugs	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Quantitative; number	No actions to report	N/A

Section: Our World

SASB Code	Topic	Metric Details	Category	Comment	Pages
RT-EE-130a.1	Energy Management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative; Gigajoules (GJ), percentage (%)	Data for 2022 and 2021 reflects sale of certain properties completed in Q4'22 and Q4'21, respectively.	38-45
RT-CH-110a.1	Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	Quantitative; metric tons CO ₂ e	GHG emissions data includes >95% of our global square footage. with 2019 being our measurement base year.	38-45



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FORWARD-LOOKING STATEMENT

Cautionary Note Regarding Forward-Looking Statements

This 2024 Corporate Responsibility Report contains forward-looking statements including, but not limited to, the statements by Mr. Hirsch and Ms. Park, Endo's corporate responsibility initiatives, the proposed transaction with Mallinckrodt, and any statements that refer to expected, estimated or anticipated future results or that do not relate solely to historical facts. Statements including words such as "believes," "expects," "anticipates," "intends," "estimates," "plan," "will," "may," "look forward," "intends," "guidance," "future," "potential" or similar expressions are forward-looking statements. Because these statements reflect Endo's current views, expectations and beliefs concerning future events, they involve risks and uncertainties, some of which Endo may not currently be able to predict. Although Endo believes that these forward-looking statements and other information are based upon reasonable assumptions and expectations, readers should not place undue reliance on these or any other forward-looking statements and information. Actual results may differ materially and adversely from current expectations based on a number of factors, including, among other things, the following: changes in competitive, market or regulatory conditions; changes in legislation or regulations; the ability to obtain and maintain adequate protection for intellectual property rights; the impacts of competition; the timing and uncertainty of the results of the research and development and the regulatory processes; health care and cost containment reforms, including government pricing, tax and reimbursement policies; litigation and other disputes; government investigations and inquiries; consumer and physician acceptance of current and new products; the performance of third parties upon whom we rely for goods and services; issues associated with our supply chain; the ability to develop and expand our product pipeline, to launch new products and to continue to develop the market for our products; the proposed business combination transaction between Endo and Mallinckrodt; and the effectiveness of advertising and other promotional campaigns. 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 laws. Additional information concerning risk factors, including those referenced above, can be found in press releases issued by Endo and in Endo's public filings with the U.S. Securities and Exchange Commission, including the discussion under the heading "Risk Factors" in Endo's most recent Form 10-K and in Endo's final prospectus filed pursuant to Rule 424(b) under the Securities Act of 1933, as amended, in connection with Endo's Form S-1/A.