



ENDO, INC.

Corporate Responsibility Report
2023

Helping everyone
we serve
live their best life.



Table of Contents

Introduction

Letter from our President & Chief Executive Officer 3
 Company Overview 4-5
 Letter from our Senior Vice President, Investor Relations & Corporate Affairs 6

Governance

Risk Management & Board Oversight 7
 Corporate Responsibility & Sustainability (CR&S) Materiality Assessment 8

Our CR&S Pillars

Overview 9

Our Business Practices 10-16

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

Our Team 17-30

- Team Member Engagement
- Diversity, Equity & Inclusion
- Team Member Safety & Wellness
- Learning & Career Development
- Supporting our Community

Our Customers: Product Quality & Safety 31-38

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

Our Customers: Access & Affordability 39-43

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

Our World 44-52

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

Reporting Appendix

Sustainability Accounting Standards Board (SASB) Reference Guide 53-54

A Letter From Our President & Chief Executive Officer

We issue this year's annual Corporate Responsibility Report as Endo, Inc. ("Endo"), a newly formed company that acquired Endo International plc's assets through its financial restructuring process. Endo has a strengthened balance sheet, is free from legacy litigation and debt overhangs, and provides a foundation from which we can continue driving forward our vision of helping everyone we serve live their best life.

Endo is united by one vision, guided by one mission, and driven by its values and culture. As we look to the future, we are poised to create long-term value for our stakeholders through our diversified portfolio of on-market medicines across four segments, a deep pipeline of innovative and differentiated product candidates, and a highly skilled team.

Our commitment to operating with sustainable and responsible business practices supports the Company's long-term business plan. One of our strategic business priorities is to be a force for good. Our Executive Corporate Responsibility & Sustainability (CR&S) Steering Committee leads our efforts to adopt more sustainable practices that can positively impact our stakeholders, including promoting inclusion in all we do.

This year's Corporate Responsibility Report reflects the progress Endo International plc made in 2023 prior to emerging from its restructuring and over the past five years against four key CR&S pillars: Our Business Practices, Our Team, Our Customers, and Our World. Outlined in the following pages are the impressive accomplishments of team members across our business.

We look forward to the years ahead and remain steadfast in our dedication to operate as a force for good in service of our ambition to boldly transform insights into life-enhancing therapies.



BLAISE COLEMAN | PRESIDENT AND CHIEF EXECUTIVE OFFICER



Company Overview

Who We Are

Endo is a diversified specialty 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 Pharmaceuticals

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 are in Malvern, Pennsylvania, with additional corporate offices in Dublin, Ireland and Woodcliff Lake, New Jersey.

2023 By the Numbers

~180	Product families in our portfolios
3.6M	Prescriptions dispensed each month
15	Product launches
402,000	Medicines donated
~50	Sterile projects in development



Vision, Mission, Values and Strategic Priorities

UNITED BY ONE VISION

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

As a diversified specialty 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 AND QUALITY**

ALIGNED BY OUR STRATEGIC PRIORITIES

Expand & Enhance Our Portfolio

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

Reinvent How We Work

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

Be a Force For Good

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



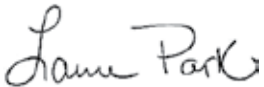
A Letter From Our Senior Vice President, Investor Relations and Corporate Affairs

At Endo, we aspire to help everyone we serve live their best life, and that means operating as a force for good for our team members, our patients and customers, and our world. As we begin our journey as a new company, our commitment to corporate responsibility and sustainability is unchanged, and we are continuing to progress embedding that commitment across our business.

I want to take this opportunity to reflect on the progress made over the past five years. We have worked to exhibit our values and behaviors in all that we do, including by emphasizing inclusion in the workplace, strengthening our culture of continuous quality-improvement, and reducing our environmental footprint. Each year, we can point to new programs that are helping to advance those efforts. Many ideas come from our front-line team members, demonstrating a culture in which everyone feels empowered and encouraged to continuously improve how Endo operates.

In this year's report, you'll see many examples of these employee-led advancements. In addition, we're proud to share growth of our employee resource groups with the addition of PRISM, a coalition of LGBTQ+ employees and allies at Endo, and the recently formed AAPI, a group dedicated to building awareness and understanding of the many cultures represented by the Asian American and Pacific Islander communities. In 2023, team members submitted more than 1,200 "good catch" ideas focused on quality, safety, compliance, efficiency, and the environment.

I would like to extend my sincere thanks to the team members who helped accomplish the progress we are proud to report in the pages that follow. Through their passion, ingenuity, and hard work, we remain focused on developing and delivering life-enhancing products that meet the needs of our customers and patients while maintaining our commitment to sustainability.



LAUNE PARK | SENIOR VICE PRESIDENT, 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 newly appointed Board of Endo will play an important role in providing guidance and oversight of our CR&S strategy. Our progress will be reported to and tracked by four Board committees throughout the year:

- Nominating, Governance & Corporate Responsibility Committee: oversight of our overall CR&S strategy and receives updates on the Our World strategic pillar and pricing,
- Audit & Finance Committee: oversight of 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.

This 2023 Corporate Responsibility Report reflects the legacy Company's progress on sustainable and responsible business practices, and the CR&S governing bodies of Endo will continue building on this work.

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. 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. We also engaged our investor community to find out the areas of our business that most interest them.

We consulted external frameworks, including the Sustainability Accounting Standards Board (SASB); accessed industry-specific guidelines for healthcare companies; and looked to our industry peer group. We use the SASB standards for the Sustainable Industry Classification System (SICS) Healthcare Sector and the Biotechnology and Pharmaceuticals Industry, which is now governed by the International Sustainability Standards Board (ISSB), to measure and track our progress (detailed in our summary data file).

As a result of our engagement efforts, we have identified four CR&S pillars and associated topics of reporting focus:

OUR BUSINESS PRACTICES

Business Ethics
Compliance
Information Security

OUR TEAM

Human Capital
Health & Safety
Community Involvement

OUR CUSTOMERS

Product Safety & Quality
Access to Healthcare
Pricing

OUR WORLD

Environmental Impact
Material Sourcing

As we move forward, we plan to update our materiality assessment.

Our Corporate Responsibility & Sustainability Pillars

One of our three strategic business priorities is to be a force for good—meaning we are committed to the adoption of more sustainable practices that positively impact our stakeholders, including the promotion of diversity and inclusion in all we do. Our four 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 of diversity, equity, inclusion, and belonging where team members can: 1) thrive within a safe working environment supported with excellent benefits; 2) grow their careers through curiosity, exploration, learning, and fulfilling on-the-job experiences; and 3) connect with each other and with the broader community in meaningful ways.

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 water and energy; 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 Company 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**



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 the Company to achieve its vision, while upholding the Company's 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.

For more information on the specific components of Endo's Corporate Compliance Program listed above, please visit [endo.com](https://www.endo.com).

Risk Management

Having a robust process to manage compliance risks is one of the primary ways the Company can 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 teams then work together to create a risk mitigation plan that tracks all mitigation activities to completion. The periodic review of our risk assessment enables the Company to evolve and revise its risk profile due to changes in our business and in 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.



Compliance Culture

A Culture that Sets the Tone from the Top

In addition to our Board of Directors and CEO leading our compliance efforts at the top of our organization, Endo has a Global Compliance Committee and Executive Reporting Committee that meet quarterly, 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 who manage others set the day-to-day expectations for our employees and provide the most visible example of our culture of compliance and ethics. They are tasked with emphasizing the importance of annual training; setting the right example through their 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 establish accountability for acting with integrity in everything they do.

Employee Code of Conduct

Anchored by our Code of Conduct, we work at every level of the Company to educate team members about our policies and standards and how to raise issues or concerns. Endo's Code applies to all employees globally and is available in multiple languages. It defines how we interact with patients, healthcare providers, payors, suppliers, government officials, the healthcare community, external stakeholders, and each other. All team members, full-time contractors and select part-time contractors, and vendors are required to complete quarterly training on the tenets of the Code and certify that they will adhere to it. Our compliance training is continually reviewed and updated as the environment and our business evolves so that employees receive the most relevant and timely information on these important topics. In 2023, 99.9% of employees completed our quarterly 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**

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.



Key Business Policies & Procedures

Our policies and procedures detail how we must conduct our business to comply with our Company standards, as well as local laws, regulations, and industry codes. Throughout the year, team members complete training about work-specific policies, procedures, laws, and rules. In 2023, Endo successfully completed phase one of a global policy harmonization project, which entailed developing a prioritized list of policies that were harmonized, simplified, and improved. Targeted training was then deployed to employees on a global basis based on role. More than 99% of employees completed these training sessions. The project will continue with the goal of harmonizing all major policies that are relevant to global audiences. Please find highlights from a selection of our Company-wide policies and procedures. More details can be found on endo.com.

Working with Healthcare Professionals

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

Responsible Marketing & Promotion

Endo is committed to promoting our products based on their approved uses and the needs of patients. We require truthful, accurate, on-label, fair-balanced, and ethical communications that will help healthcare professionals make informed and independent decisions about how they can use our products for their patients. Our team members

complete an annual training specific to this policy and our standard operating procedures that support it.

Anti-Bribery & Corruption

As regulators, payors, or purchasers of our products, government officials are integral to our business. We may interact with government 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 relevant team members on due diligence and interactions with third-party intermediaries.

Anti-Discrimination & Harassment

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

Supplier Business Practices

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

- **ETHICS**
- **HUMAN RIGHTS AND LABOR**
- **HEALTH AND SAFETY**
- **ENVIRONMENT**
- **MANAGEMENT SYSTEMS**

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



material suppliers, the Company will soon expand the process to include additional suppliers, working with each supplier to remediate any identified issues. Endo will collaborate with suppliers committed to improving conditions or issues with the goal of managing risks and creating long-term, sustainable value. To view our Supplier Code, please visit endo.com.

Supplier Diversity

In line with our broader Diversity, Equity, and Inclusion (DEI) strategy, we revitalized our supplier diversity program in 2022 to promote the use of businesses that are owned by minorities, women, veterans, LGBTQ members, people with disabilities, and other underrepresented groups. By working with a more diverse group of suppliers, we believe we can drive our business forward and expand opportunities for historically underrepresented business owners. In 2023, Endo increased the number of LGBTQ Business Enterprises by 200% spanning across various areas of the business (including Commercial, Finance, Supply Chain, R&D, Corporate Affairs, and Manufacturing).

Our newly established program governance was informed by extensive benchmarking and research and is now led by a full-time supplier diversity leader. The Company has formed partnerships with external chambers of commerce and supplier development councils and launched an internal communications campaign to raise greater internal and external awareness about our program. These efforts have increased engagement and will fuel future program success.

Information Security

We have Information Security team members across our global footprint. The diversity of our Information Security team brings a unique perspective on identifying threats. Endo's business depends on its broad approach to protecting our data and the uninterrupted operation of our critical business solutions. Reporting to the Chief Information Officer (CIO), the Chief Information Security Officer (CISO) ensures oversight of 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 biggest 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 six hours of annual information security training with 99.8% on time completion rate.

We continue to expand our company's 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 audits of our information systems and network security. The scope, timing, and frequency of audits within our cybersecurity control framework are incorporated into the company's comprehensive risk management strategy. The planning and outcomes of these audits are reviewed with the Audit and Finance Committee.



Compliance Comprehension

To build on the Company's Corporate Compliance program and to seek feedback from employees about how well they understand and retain information about the program, Endo conducted a survey in 2023 to measure employee comprehension and set a benchmark from which we can continue to improve. The survey questions focused on five major areas:

- **AWARENESS**
- **COMFORT IN SPEAKING UP**
- **KNOWLEDGE OF COMPLIANCE RESOURCES**
- **BEHAVIORS AROUND REPORTING**
- **MANAGER PREPAREDNESS**

More than 80% of Endo's global employees completed the survey. Overall, the results were very positive. Endo scored higher than the industry benchmark across all five areas of the survey. Below are key highlights from the survey:

- 99% of the team members were aware of how to report concerns or ask questions.
- 90% of employees stated that if they observe misconduct, they will report it.
- Team members noted that the resources provided, such as the Code of Conduct and compliance training, help them navigate ethical situations.
- Managers indicated that they feel prepared and comfortable when addressing concerns which was very strong compared to the industry benchmark.

"Our leadership team is focused on maintaining a culture of integrity and compliance consistent with our values at Endo. In the spirit of continuous improvement, the Corporate Compliance team wanted to gauge employee comprehension of our compliance focus areas, particularly around reporting concerns. We were happy to see that we are trending above the industry norms in many areas and by fielding this survey, we have now gained valuable feedback that will support our future efforts."

SUSAN WILLIAMSON, SENIOR VICE PRESIDENT AND CHIEF COMPLIANCE OFFICER



Our Team

We are focused on revolutionizing the Endo team member experience and fostering a culture of diversity, equity, inclusion and belonging where team members can: 1) thrive within a safe working environment supported with excellent benefits; 2) grow their careers through curiosity, exploration, learning, and fulfilling on-the-job experiences; and 3) connect with each other and with the broader community in meaningful ways. 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 ENGAGEMENT**
- **DIVERSITY, EQUITY, AND INCLUSION**
- **TEAM MEMBER SAFETY & WELLNESS**
- **LEARNING & CAREER DEVELOPMENT**
- **SUPPORTING OUR COMMUNITY**



Team Member Engagement

We are committed to conducting regular surveys to better understand team members' satisfaction, commitment, and overall engagement to Endo. In our last survey, conducted in late 2022, we achieved an overall engagement score of 88, a 6% increase over an already high score of 82 achieved in 2019. Team members told us that our culture of collaboration, community, and flexibility were among the top reasons they enjoy working at Endo. The survey results have helped 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. A new engagement survey is planned for 2024.



Diversity, Equity, and Inclusion (DEI)

Diversity unites and connects us as One Endo. We are committed to cultivating, valuing, and embracing every team member's distinct voice. We seek to create a culture where everyone feels a sense of belonging and where unique perspectives fuel innovation and drive our success. We actively promote a culture of inclusion that draws strength from our broad spectrums of diversity including race, ethnicity, religion, gender identity or expression, national origin, color, sexual orientation, disability status, age, and all our other unique characteristics, qualifications, demonstrated skills, achievements, and contributions, backgrounds, experiences, cultures, styles, and talents.

Our global DEI Council, co-chaired by the Chief Human Resources Officer and Global DEI Head, is focused on three strategic priorities: talent, culture, and community.

TALENT:

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



CULTURE:

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



COMMUNITY:

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



Diversity, Equity, and Inclusion

Talent and Representation

To build strong teams we are focused on talent acquisition, retention, professional development, and equitable HR practices, including pay equity. We actively monitor our practices and use external benchmarks to analyze our pay practices to confirm our pay is equitable.

We recruit and engage team members who are representative of the diverse communities we serve, including but not limited to, historically underrepresented communities and women. To extend and improve our recruiting strategies, we have expanded our internal systems and partnerships with diversity-focused organizations. In 2024, we will continue to expand our outreach in these areas. Overall, the Company saw modest increases in female representation in some key geographies in 2023 and additional gains in the number of women in manager or director roles across all territories.

Culture and Engagement

Through experiential training and team engagement, we continue to foster a culture of inclusion. To complement our annual Code of Conduct training, the Company launched a new values-based training in January 2024 called “Our Values in Action” to reinforce Endo’s values and how they come to life in employees’ everyday actions. Endo also offers customized DEI training and tools to all team members to uncover how culture influences working styles. To promote opportunities for team members to engage more informally, employees are encouraged to attend regular collaboration events, philanthropic events, and our quarterly speaker series.

In addition, we celebrate and honor the diversity of our teams through sustained communications campaigns throughout the year. During cultural heritage months, we invite employees and external speakers who share their stories and drive understanding of dimensions of diversity, the commonalities we share, and learn about ways we can expand the concept of inclusiveness.

Engaging our Broad Community

One of the best ways to understand and support the needs of our diverse patients and customers is to proactively seek out partners and suppliers who can serve as representative voices. In addition to our supplier diversity program, we are also proud to support the important work of advocacy groups and coalitions that are advancing DEI across our industries, nationally and internationally. Through their ongoing educational and awareness efforts, presenting at their conferences, and participating in committees and roundtables, these organizations (some of which are listed below) also provide helpful resources as we work to broaden our team’s knowledge and understanding of DEI.



Elevating Employee Voices

Our employee resource groups (ERGs) help to engage our teams around important DEI priorities and to elevate the voices of our employees. These grassroots groups are organized based on specific dimensions of identity or interest, and they develop programs and events to provide forums for team members to network and amplify their voices. Each group is sponsored by a member of the Senior Executive Team.

PRISM

On National Coming Out Day in 2023, Endo launched PRISM, an ERG whose 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. The group’s name stands for: pride, respect, intentional, steadfast and motivational.



VETS

VET’s mission is to provide a network of support and resources for Endo’s veterans, military families, and allies and to increase veteran representation within Endo. This year, the group hosted General Charles (Charlie) Croom Jr. who is the retired Director of DISA (Defense Information Systems Agency) and Commander of the Joint Task Force - Global Network Operations in Arlington, VA, to speak to employees about his experience in the Air Force and Office of the President, and the importance of collaboration, teamwork, and empathy in achieving organizational goals.



AWE

AWE’s goal is to create an inclusive community of people who seek to understand, develop, encourage, and empower women. In 2023, the group launched two local chapters for employees in our Dublin, Ireland and Horsham, PA offices. They also sponsored a series of educational sessions as well as female-focused philanthropic efforts, including a Breast Cancer Awareness race and a social media campaign in support of Dressemer, a global movement to raise awareness and funds for the fight against human trafficking. Continuing their efforts to empower and inspire women in the workforce, they also supported and hosted the Healthcare Businesswomen’s Association (HBA) mentorship program’s recognition event. As one of the industry’s leading professional groups for women, HBA offers a variety of career-development programs and networking events in which Endo encourages women to participate.



Team Member Safety & Wellness

Team Member Safety

We have a robust safety program that monitors our work zones, educates team members about best practices, and records and/or reports any safety issues so that we can learn from them, continuously improve, and keep our team members safe. In 2023, our overall Recordable Incident Rate was 0.1 per 100 employees (versus an already strong 0.4 in 2022). Our procedures and practices to maintain this safety level are ingrained into our Culture of Excellence efforts, which rewards team members for bringing attention to issues they observe and incentivizes them to find solutions and enable better outcomes.

In 2023, an Environmental, Health, and Safety training gap analysis was conducted across our sites in India to determine what additional training and reinforcement may be required, following a similar exercise completed in the U.S. in 2022. As a result, we are working to improve our chemical hazard awareness programming and our education around the appropriate use of personal protective equipment. We have also instituted a new electronic safety data sheet (SDS) system for our U.S. sites that will enable quick access to current chemical hazard information, which we will expand to India in 2024. These continuous improvements across our manufacturing plants allow Endo to keep team member safety a top priority while maintaining critical product supply to our customers.

Team Member Wellness

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

Workforce flexibility has increasingly become an important driver of employee satisfaction. Flexibility was also one of the most highly rated attributes of Endo's culture based on the results of the 2022 Engagement Survey. During 2023, the Company maintained a formal Flexible Work Arrangement policy, which allows for 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. We strive to offer a way of working which meets the diverse needs of our team members and advances our Company goals.



Endo's Learning & Development Philosophy

Endo offers a fast-paced and challenging work environment in which all team members are encouraged to grow, both professionally and personally. The Company provides a variety of training programs and an educational assistance program to help team members improve their job-related skills, inclusive working styles, and long-term career potential. 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 within the Company, including Research and Development, Commercial, Technical Operations, Engineering, Manufacturing, and Quality, among others. All employees are also required to take a foundational values-based training that underscores the behaviors necessary to promote a respectful, engaged, and inclusive work force.



Career Development & Leadership Training Programs

In 2023, our established leadership training programs – the Peer Trainer Program and the Emerging Leader Experience Program – continued to fill our leadership pipeline with emerging talent. In addition, the Company offers ASPIRE, a comprehensive program designed for high-potential female leaders, as well as the Clinical Development and Scientist Onboarding and Training Program. These and other tailored learning and development programs that are listed below enable effective succession planning and a strong, ready-now leadership pipeline. We are happy to report that in 2023, 16% of Endo team members were promoted to new roles within the Company.

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

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.

ASPIRE

Eight-month program for high-potential female leaders that includes one-on-one coaching with female executive coaches, team feedback and integrated learning sessions with peers.

Select Performance Indicators*

Gender Diversity in the Global Workforce by Geography	2023					2022					2021				
	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total
Total number of employees	902	31%	2,021	69%	2,923	950	32%	2,009	68%	2,959	1,061	32%	2,207	68%	3,268
U.S.	621	52%	570	48%	1,191	695	53%	627	47%	1,322	826	51%	781	49%	1,607
India	163	11%	1,374	89%	1,537	145	10%	1,309	90%	1,454	138	9%	1,349	91%	1,487
Rest of World	118	61%	77	39%	195	110	60%	73	40%	183	97	56%	77	44%	174
Gender Diversity in the Global Workforce by Job Category															
	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total	Female	% Female	Male	% Male	Total
Total number of employees	902	31%	2,021	69%	2,923	950	32%	2,009	68%	2,959	1,061	32%	2,207	68%	3,268
Vice Presidents and Above (executives)	14	26%	39	74%	53	18	25%	55	75%	73	17	24%	55	76%	72
Managers and Directors	290	40%	438	60%	728	238	37%	412	63%	650	326	37%	544	63%	870
All Other Employees	598	28%	1,544	72%	2,142	694	31%	1,542	69%	2,236	718	31%	1,608	69%	2,326
U.S.	621	52%	570	48%	1,191	695	53%	627	47%	1,322	826	51%	781	49%	1,607
Vice Presidents and Above (executives)	12	34%	23	66%	35	15	36%	27	64%	42	16	29%	39	71%	55
Managers and Directors	213	50%	215	50%	428	185	49%	194	51%	379	255	49%	263	51%	518
All Other Employees	396	54%	332	46%	728	495	55%	406	45%	901	555	54%	479	46%	1,034
Rest of World (excludes India)	118	61%	77	39%	195	110	60%	73	40%	183	97	56%	77	44%	174
Vice Presidents and Above (executives)	1	14%	6	86%	7	1	13%	7	87%	8	1	14%	6	86%	7
Managers and Directors	66	55%	55	45%	121	37	54%	32	46%	69	57	52%	52	48%	109
All Other Employees	51	76%	16	24%	67	72	68%	34	32%	106	39	67%	19	33%	58

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

Select Performance Indicators*

Ethnic Diversity in the U.S. Workforce	2023	2022	2021	2020	2019
Vice Presidents and Above (executives)	35	42	55	56	60
White	94%	91%	82%	86%	87%
Asian	0%	2%	9%	7%	7%
Black/African American	6%	5%	4%	4%	3%
Hispanic/Latino	0%	0%	4%	2%	2%
Other/Not Disclosed	0%	2%	2%	2%	2%
Managers and Directors	428	379	518	530	515
White	81%	81%	78%	78%	76%
Asian	8%	7%	11%	12%	15%
Black/African American	4%	5%	4%	4%	4%
Hispanic/Latino	3%	4%	4%	4%	4%
Other/Not Disclosed	4%	3%	3%	2%	2%
All Other Employees	728	901	1,034	1,315	1,382
White	75%	75%	65%	57%	54%
Asian	7%	8%	12%	20%	22%
Black/African American	10%	9%	9%	10%	10%
Hispanic/Latino	4%	4%	10%	10%	11%
Other/Not Disclosed	4%	4%	5%	2%	2%

Employee Turnover	2023	2022	2021	2020	2019
Voluntary turnover	10.0%	13.6%	11.9%	7.2%	9.6%

Safety	2023	2022	2021	2020	2019
OSHA Total Recordable Incident Rate (per 100 employees)	0.1	0.4	0.7	0.8	1.1



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

Supporting Our Community

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

Through our volunteer efforts, team members from around the world give back and help improve the lives of others by working with local charities that have special meaning to them. It is an important way for employees to share in one of our corporate values—empathy. To further encourage our team members to give back, Endo also provides dollar-for-dollar 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 healthcare disparities.

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

Food As Medicine

In the fall of 2023, Endo launched a special campaign to collect donations and canned food to assist those who face food insecurity, which resulted in hundreds of pounds of food being donated to charities across the regions in which we operate. This campaign supplemented the Company's long-standing efforts to support the Chester County Food Bank (CCFB) through the U.S. corporate office's Raised Bed Garden Program. Endo maintains 20 raised beds at the Malvern site, and 100% of the harvest is distributed to food pantries and community kitchens across the region.



Supporting Our Community

Endo Gives Days in India

The team in India works each year to identify charities 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 800 employees volunteered at 21 charities and donated 2,000 plus volunteer hours, touching the lives of more than 7,350 people in the region. Two examples of the volunteer work the team completed include a comprehensive school improvement project in Chennai, Mumbai, and Indore, and an employee-led blood drive.

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, and even taught vocational classes. Teams also helped to renovate buildings, including adding an improved drinking water facility to one of their adopted schools. This work benefited approximately 45,000 students in 2023.

Employees also helped organize a blood donation camp in partnership with the Rotary Club in Chennai, India. More than 394 units (350 ml each) of blood were donated by employees, benefiting more than 1,100 patients.



Supporting Our Community

Endo's Work Study Program

As part of Endo's efforts to build a community that embraces underrepresented groups, Endo partnered with Cristo Rey High School, a leading college preparatory school that serves students of all faiths who come from limited economic means. Every Cristo Rey Philadelphia student works one day per week at a leading Philadelphia area business through the innovative work-study program. The wages they earn at their job fund a substantial portion of the cost of their education, and students learn and practice critical workplace readiness skills. Endo is thrilled to serve as one of the school's corporate partners and has welcomed 14 interns to date. Current interns are gaining professional work experience in Quality Assurance, at our Horsham, PA manufacturing facility or in Research and Development, at our Malvern, PA corporate office.



Supporting Pediatric Patients

Throughout the year, several teams worked to support children receiving treatment at local pediatric hospitals. Our Medical Affairs team shared their creativity and generosity for [Ronald McDonald House Charities of the Philadelphia Region](#). Team members built and decorated remote control cars and superhero capes for pediatric patients who are staying at the Ronald McDonald House in Philadelphia while receiving treatment at nearby children's hospitals. Later in the year, our R&D Clinical Operations team sent cards to hospitalized children.



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 AND DEVELOPMENT PHILOSOPHY**
- **CLINICAL TRIAL CONDUCT**
- **PUBLICATIONS PROCESS**
- **PATIENT SAFETY**
- **COUNTERFEIT MEDICINES**
- **QUALITY MANAGEMENT & CULTURE**



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.

Preclinical 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.

Publications Process

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

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



IN 2023, WE SHARED DATA RELATED TO OUR PRODUCTS THROUGH 13 PRESENTATIONS AT INDUSTRY CONFERENCES AND 3 PUBLICATIONS IN PEER REVIEWED JOURNALS.

Prioritizing Patient Safety

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.



Quality Management

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

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



¹ SPE® Six Dimensions of Cultural Excellence

- LEADERSHIP & VISION**
- ATTITUDES & MINDSET**
- GEMBA WALK**
- LEADING INDICATORS & ACTION TRIGGERS**
- OVERSIGHT, REPORTING & ACTION**
- CULTURAL BEHAVIORS**

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 2023, there were 13 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 seven inspections in 2023 from the U.S. FDA and DEA.

As a result of our commitment to quality and continuous improvement, we have had no warning letters and no inspections that have resulted in an Official Action Indicated Notification since 2014. We had one voluntary, Company-initiated recall in 2023. The product recall was initiated with the probability of adverse health consequences being remote and did not indicate a failure in our global quality management systems. The recall related to a specific product defect detected as part of post release inspection. We credit our quality systems and checks that were able to detect the issues associated with these batches quickly.

Select Performance Indicators*

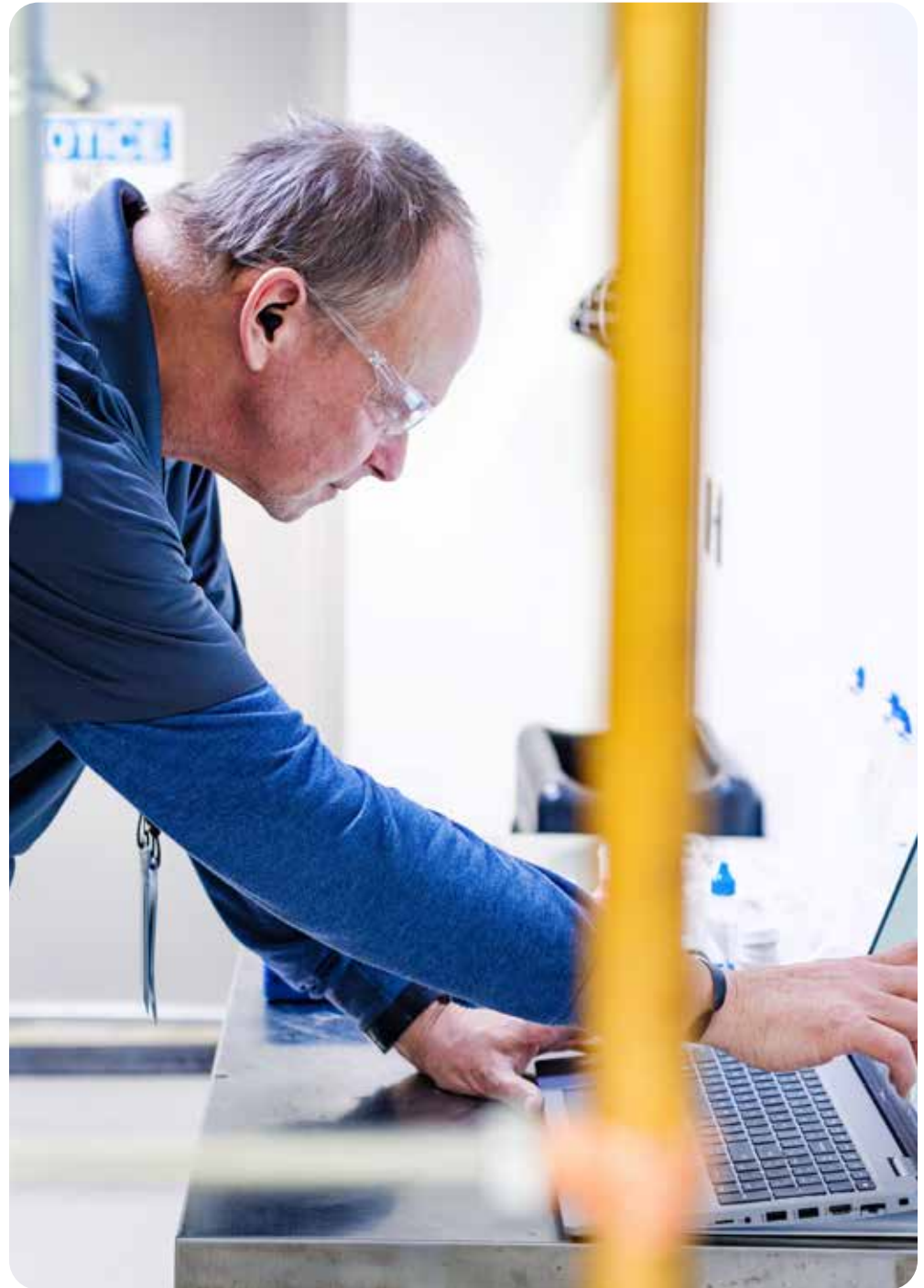
Product Safety	2023	2022	2021	2020	2019
Global product recall rate	0.011	0.003	0.004	0.002	0.000
Number of recalls issued	1	3	2	5	1
Number of regulatory inspections of Endo sites by worldwide health authorities	13	10	9	14	17
Percentage of Regulatory inspections that resulted in zero observations	70%	60%	67%	64%	59%
Average number of observations per inspection	0.7	2.6	0.7	1.4	1.3
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](#)

Quality Culture

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

The Good Catch program involves training so 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 2023, more than 1,200 Good Catch ideas focused on quality, safety, compliance, efficiency, and the environment were submitted.



Partnering with Clinical Trial Sites

To bring medicines to market, there are many stakeholders who play important roles, but perhaps one of the most critical players is the clinical trial site itself. Despite their significance, clinical trial sites face challenges that compromise their ability or desire to run trials. Some of these issues include: under-staffing and lack of resources; the need to stay fluent in the newest tools and technology that have become inherent to executing trials; and managing the typical ways of working, which means sites have to front their expenses before receiving typical quarterly payments from a sponsor.

Endo understands the importance of clinical sites, as well as the burdens that trials can put on their operations. We make it a priority to engage sites in a more collaborative way and work together as true partners. Our dedicated Site Relationship Manager guides this process, building meaningful relationships with sites and helping to address issues and needs. As an example, we have invited representatives, including clinical trial administrators, nurses, and doctors, to be a part of a Clinical Trial Advisory Board, to provide our Company with additional insights and feedback on the technology we are employing, the protocols we are designing, and the way we engage with sites throughout the duration of the trials we conduct.

“Across the globe, our scientists, physicians, nurses, regulatory experts, statisticians, data managers, medical writers, and clinical operations staff work together, to deliver Endo’s R&D programs in men’s health, orthopedics, sterile injectables, and complex generic products. We could not deliver these programs without our clinical trial sites; we appreciate and value the important work they are doing every day to help us deliver innovative new medicines to help everyone live their best life.”

ROSIE FILLING, VICE PRESIDENT, SENIOR GLOBAL HEAD R&D OPERATIONS



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 85 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**



Pricing and Product Availability

At Endo, we provide appropriate pricing information to governments, private payors, and healthcare providers. Team members are trained to provide information about billing, coverage, reimbursement, and coding that adheres to federal, state, and local laws, and industry codes. The Company maintains strict policies related to the approval, documentation, and communication of lawful discounts, rebates, and administrative fees. In 2023, our U.S. portfolio net price decreased by 11% compared to 2022, 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.



¹ Journal of Hand Surgery: ORIGINAL RESEARCH | VOLUME 1, ISSUE 2, P57-64, APRIL 01, 2019.; Stephen B. Camper, MS, PhD, *z Victoria Divino, BA,y David Hurley, MD,* Mitch DeKoven, MHSAy - * Endo International plc, Malvern, PA; y IQVIA, Falls Church, VA; z S.C. was employed by Endo International plc at the time of the study Link: [https://www.jhsgo.org/article/S2589-5141\(18\)30036-7/fulltext](https://www.jhsgo.org/article/S2589-5141(18)30036-7/fulltext)

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

³ 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.

Patient Assistance & Product Donation

In 2023, Endo donated approximately 402,000 units of 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 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 medicine 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 2023, Endo's product donations helped map reach people in 23 countries.



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. In spring 2023, our Inspection and Packaging Operational Center, the first part of this multi-year expansion, became operational.

Mobile Health Unit in India

For the past six 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 almost 40,000 patients in 2023 and almost 170,000 patients since its inception.



Disease Education

To educate patients, Endo maintains ongoing disease awareness initiatives. In 2023, 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. Below is a summary of those programs:

MEN'S HEALTH:

In November 2023, to commemorate Movember, the annual event that seeks to bring more awareness and education to the unique health challenges that men face, Endo spearheaded a satellite media tour. The campaign featured Dr. Amy Pearlman, a board-certified urologist and a national leader in men's health, who spoke to local and national news outlets about how men should prioritize their health and seek treatment when needed. The initiative garnered 60 million media impressions and increased search traffic indicators in some of our key markets.



DUPUYTREN'S CONTRACTURE (DC):

To educate people about DC, a progressive hand condition that affects an estimated 17 million Americans, Endo launched the "Watching Education Unfold" marketing campaign. It featured the voices and experiences of real patients and addressed patient complacency, corrected misconceptions and misinformation, and encouraged patients to consult a hand specialist.



NARCOLEPSY:

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



Endo's Ready-to-Use Medications Can Help Reduce Hospital Complexity

Operating in a hospital environment can be complex for patients, but also for the providers and administrators who work within their walls. In addition to a never-ending supply of patients with urgent medical needs, hospitals are also faced with a shortage of qualified professionals, high costs of doing business, increased regulations, and a multitude of sources from which they need to seek payment for their services. Given these organizations are also tasked with their most important job—caring for patients—companies like Endo are looking at ways to simplify the solutions it can offer to ease this burden, such as offering Ready-to-Use (RTU) products.

RTU products can eliminate the need to prepare or transfer products before they are administered to patients, conserving valuable resources. In addition, having access to RTU products can save time, speeding care to patients and reducing the risk of errors when dispensing injectable medicines. Endo's VASOSTRICT®, vasopressin injection, USP, is available in ready-to-use 100 mL pre-mix bottles and was the first ready-to-use (RTU) formulation of the drug.

“RTU products help streamline operations for hospitals by eliminating the need to prepare or transfer the product before patient administration. This may reduce waste and costs, optimize convenience and workflow, and heighten accuracy and compliance by reducing the chance for preparation error—all of which support quality patient care. Feedback from customers confirms that they appreciate the ease and efficiency of the RTU products Endo provides.”

SCOTT SIMS, SVP AND GENERAL MANAGER, INJECTABLE SOLUTIONS AND GENERICS



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 set longer-term goals around greenhouse gas emissions and our overall carbon footprint. The considerable progress we have made over the past five 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:

- **WATER CONSERVATION**
- **ENERGY MANAGEMENT**
- **SUPPLY CHAIN PARTNERSHIPS**
- **RECYCLING AND WASTE REDUCTION**



Water Conservation

According to the United Nations, only 0.5 percent of water on Earth is usable and available freshwater, and climate change is dangerously affecting that supply.¹ Therefore, we know water is a resource that must be carefully managed. Water is important in both the development and manufacturing processes we practice at our sites, and Endo continues to improve our stewardship of water resources. Using technologies such as membrane filtration/ reverse osmosis at our plants, 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 2023, total consumption increased slightly by 4% as our Indore, India facility began production, but would have been higher, had we not employed the following water saving strategies.

Site	Water Conservation Method	2023 Results
Chennai, India	1) Reverse osmosis (RO) of plant effluents and sanitary waste	14,113 gallons per day of RO water used for plant service and gardening
	2) Rainwater harvesting and infiltration back into groundwater/aquifers	Up to 55,476 gallons of rainwater collected per storm/event
Indore, India	1) Reverse osmosis of plant effluents and sanitary waste	10,287 gallons per day of RO water used for plant services and gardening
	2) Rainwater harvesting and infiltration back into groundwater/aquifers	Up to 878,198 gallons of rainwater collected per storm/event
Rochester, MI	New manufacturing equipment that produces on-demand steam	1,800,000 gallons of water saved annually



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

Conserving Water with Hydroponics

Community gardens can help sustain environments by combating both air and noise pollution, while promoting greater biodiversity by attracting pollinators, insects, and other wildlife. Our site in Chennai, India, has adopted such a strategy and opened a 1,060 sq. ft. building to grow their very own community garden. To address the need to also conserve water, the site has employed hydroponics to grow vine crops such as tomatoes and cucumbers. Hydroponics is 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 kL/day), is provided by repurposed wastewater from the site. The naturally ventilated building uses an automated “fertigation” system to take care of the water and nutrient needs of the crops at each stage of growth, enabling to attain best and efficient yield.

“Endo’s Chennai site continues to reduce its impact on the environment with this latest enhancement to our site. Our garden is home to more than 300 tomato seedlings that our team is helping to grow and will share with one another, and their families, once harvested. The garden has been a welcome addition to our site, serving as both a team-building activity for our employees and a force for good in our local community and environment.”

SAMPATHKUMAR CHITTIBABU, VICE PRESIDENT, CORPORATE AFFAIRS, INDIA

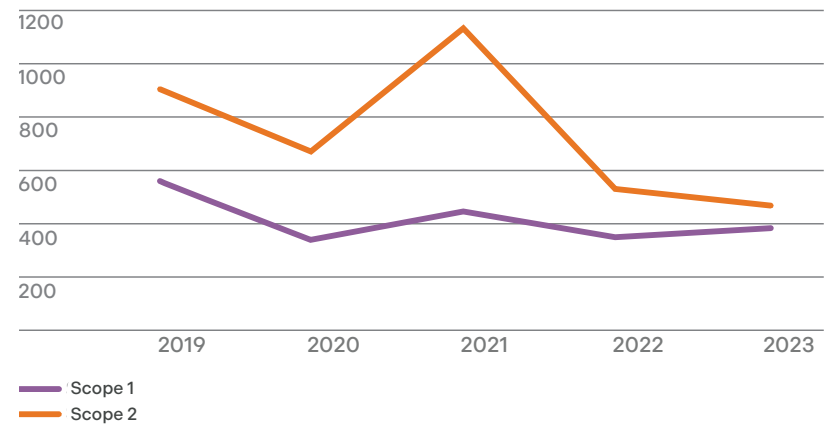


Energy Management

Since 2020, Endo has worked to plan, direct, and control the supply and consumption of energy across our global manufacturing sites and facilities. Each of our facilities has a customized strategy based on local market regulations and practices and each site’s unique energy requirements. The goal is to achieve effective use of energy products while minimizing costs and pollution with conscious, judicious, and efficient use of resources. One of the key strategies to achieve this is moving away from diesel to cleaner and more efficient natural gas and renewable energy alternatives to lower our greenhouse emissions. As we work to set our long-term goals in this area, we are continuing to make progress in addressing both Scope 1 and 2 greenhouse gas (GHG) emissions, measuring from our baseline in 2019. Some recent updates on our progress against this strategy are detailed on the following page.



GHG Emissions in Metric Tons CO2e



Energy Management

Indore, India:

Completed the transition from diesel/fuel oil to natural gas for all steam boilers at the plant in 2022. Since that time, we have seen a greater than 90% reduction in use of oil from 137,234 gallons in 2021 to 12,278 gallons in 2023. Additionally, the site will go online with a solar power plant in mid-2024. The solar plant will be merged with the site electrical grid and will have the capacity to generate power for one of our existing buildings on site.

Rochester, MI:

The newest part of our Rochester site is LEED-certified, and the planned expansion of a new filling suite in 2024 will allow for the eventual decommissioning of a space that is less energy and utility efficient. In 2023, the site also decommissioned old chillers and replaced them with a new system to reduce electricity consumption in the coming years. Prior work of installing a new steam boiler has resulted in a 36.5% reduction in natural gas use in 2023, compared to 2020. The site also installed four chargers for electric vehicles.

Mumbai (Digha), India:

Moved to natural gas in 2021, helping to drive a 37.5% reduction in Scope 1 emissions in 2022.

Cranbury NJ:

Replaced three air handlers that will reduce electricity use and initiated a phased approach to switch lighting over to LED.

In 2023, our total electric energy use was 0.188 GJ/sq. ft., compared to 0.199 GJ/sq. ft. in 2022. 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.

As we look to 2024, we are excited to begin renewable energy advancement projects across our sites that will also help us reduce our overall energy needs including our continued focus on lighting initiatives to reduce our reliance on grid connections.

Year	Energy Consumption (Gigajoule/square foot)
2019	0.206 GJ/sq. ft.
2020	0.213 GJ/sq. ft.
2021	0.208 GJ/sq. ft.
2022	0.199 GJ/sq. ft.
2023	0.188 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 the Company's environmental standards. As we introduce new machinery within our sites or replace aging equipment, determining whether these investments can support our long-term environmental goals is a major driver in our decision making. We're proud that our new buildings in Rochester, MI 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 buildings within our site in Chennai, India, were the first buildings within the Endo manufacturing network to 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. We are now working to pursue the same ISO 14001 certification for our remaining manufacturing sites in the coming years, starting with our Rochester, MI site in 2024.

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



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:

- Assessed key suppliers through an independent sustainability assessment partner to better understand our suppliers' sustainable business practices and developed action plans to improve their respective responsibility and sustainability scores.
- Conducted a transportation analysis, which found that sea freight is more environmentally friendly. Endo has now set this as its default transportation method for internal and contract manufactured products, and we anticipate this will yield a decrease in energy consumption.
- Tracked and partnered with international carriers to reduce emissions by 15%; working to collect and partner with U.S. domestic inboard freight suppliers in 2024.
- Consolidated shipments with select contract manufacturing suppliers reducing number of shipment journeys by 13%.



Recycling and 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 separate and distinct recycling requirements, with which we comply. In 2023, we increased our recycling by 10%, from 713 to 795 tons, the majority of which was plastics and corrugate materials, while simultaneously reducing our overall non-recyclable content at sites.

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 2023, the program successfully diverted more than 12 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. In 2024, we will continue to focus on expanding this program and work on how to increase the recycling of more plastics within our business.

Waste Reduction

In producing millions of products and their packaging, our sites naturally generate waste in the form of rejected components, printed materials, or water-spent solvents. The goal is to limit waste and to repurpose it in sustainable ways. 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 189 tons of non-hazardous product waste resulting from quality control testing to a waste to energy incinerator, and our sites in India will be adopting a similar process. While we did see a small increase in the amount of waste we generated in powering our facilities in 2023 (due to expansions), our team remains diligent in working to reduce the amount of waste incinerated at our plants.



Select Performance Indicators*

Energy Consumption	Units	2023	2022	2021	2020	2019
Electricity	Gigajoules	322,145	318,505	341,216	349,850	306,792
Natural Gas	Centum Cubic Feet	1,948,131	1,620,693	2,248,129	2,819,714	4,323,396
Diesel Fuel	Gallons	264,053	378,835	448,148	414,455	330,612

GHG Emissions	Units	2022	2021	2020	2019
Scope 1 greenhouse gas (GHG) emissions	Metric Tons CO2e	13,435	12,718	19,745	27,475
Scope 2 greenhouse gas (GHG) emissions	Metric Tons CO2e	45,570	36,208	43,967	37,395

Water Consumption	Units	2022	2021	2020	2019	
Total consumption	Gallons	150,822,644	144,893,725	157,833,375	147,126,115	132,138,557

Waste Generation	Units	2022	2021	2020	2019	
Hazardous Waste	Tons	385	354	446	341	553
Non-Hazardous Incineration	Tons	467	531	1,133	670	907

Recycling	Units	2022	2021	2020	2019	
Cardboard, Metal and Plastic	Tons	795	713	640	345	237

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

Sustainability Accounting Standards Board (SASB) Reference Guide

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization that promotes disclosure of material sustainability information to meet investor needs. The following index aligns with 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.

In line with our CR&S materiality assessment, Endo has documented our performance against applicable SASB metrics across the four pillars of our CR&S strategy: Our Business Practices, Our Team, Our Customers, and Our World. Based on availability of information, not all metrics include historical data or are reported fully with SASB guidance. We plan to continue to evaluate metrics and expand data in future reports to demonstrate trends. To access our full data summary file, please visit endo.com, and to read more about our work across these pillars, please visit the corresponding pages, detailed below, of this Corporate Responsibility Report.

Section: **Our Business Practices**

SASB Code	Topic	Metric Details	Category	Comment	Pages
HC-BP-510a.1	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribe	Quantitative; reporting currency		13 & 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	17-26
SV-PS-330a.1	Workforce Diversity & Engagement	Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees	Quantitative; percentage (%)	Endo defines “All Other Employees” generally as individual contributors and supervisors	17-26

Sustainability Accounting Standards Board (SASB) Reference

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		30-37
HC-BP-250a.3	Drug Safety	Number of recalls issued, total units recalled	Quantitative; number		30-37
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		30-37
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		30-37
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	38-41
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		34
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		34
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.	44-52
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.	44-52

Endo Global Headquarters

1400 Atwater Drive
Malvern, PA 19355
800.462.ENDO(3636)

Investors

investor.relations@endo.com

Media

media.relations@endo.com



FORWARD-LOOKING STATEMENT

Cautionary Note Regarding Forward-Looking Statements

This 2023 Corporate Responsibility Report contains forward-looking statements including, but not limited to, statements concerning Endo's social, economic, environment and governance related strategy and goals, and any statements that refer to expected, estimated or anticipated future results or that do not relate solely to historical facts. 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: the effects of the emergence of Endo International plc's assets from the Chapter 11 financial restructuring process, including as it relates to the accounting for the effects of the Plan of Reorganization and the application of fresh start accounting; 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 both the research and development and regulatory processes; health care and cost containment reforms, including government pricing, tax and reimbursement policies; the performance including the approval, introduction and consumer and physician acceptance of current and new products; the ability to develop and expand our product pipeline and to continue to develop the market for our branded or unbranded products; 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.

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Endo, Inc.

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