

Endo Operations Limited Ireland Gender Pay Gap Report 2025

As required by the Ireland Gender Pay Gap Information Act 2021, this report outlines gender pay metrics for legacy Endo Operations Limited employees in Ireland as of June 2, 2025, including salary, bonus, and benefit distributions across employment categories and pay quartiles.¹

- Mean and median salary pay differences are 23.20% and 13.67% respectively, with bonus mean and median pay differences at 49.24% and 27.07% respectively. These figures indicate that, on average, men earn more than women. This difference can be attributed to the presence of several senior leadership roles based in Ireland. These positions typically command higher salaries and bonus awards due to their strategic responsibilities and level of seniority, which contributes to the overall bonus pay difference.
- As there is only one part-time employee, a representative gender pay difference figure for this category cannot be provided.
- Due to the small number of employees on temporary contracts, the associated metrics are subject to significant year-on-year fluctuation. The reported mean and median salary differences of -3.92% and -5.88%, respectively, suggest that women in this category earn slightly more than men on average. Women contributed to various sectors of the company where market demand and value were elevated.
- The proportion of men receiving a bonus is 90.70%, and for women it is 83.93%. A slightly higher proportion of men received bonuses during the reporting period, which could be attributed to new hires that were not eligible for bonus payments.
- The distribution of benefits in kind is 93.02% for men and 94.64% for women, indicating a balanced distribution of non-salary benefits across genders.
- The respective percentages of all employees who fall within each of the following remuneration bands are as follows:

	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
Female	52%	80%	56%	38%
Male	48%	20%	44%	63%

- There is a higher proportion of male employees, reflecting the concentration of men in senior leadership roles. There is greater representation of female employees, consistent with the overall gender makeup of the workforce at this location.

¹ Future Planning: On August 1, 2025, Mallinckrodt plc and Endo, Inc. announced that they completed their merger, with subsequent corporate reorganizations, and a spin-off of the combined generics and sterile injectable business targeted for the fourth quarter of 2025. This process will render different and independent organizations once completed. Therefore, moving into 2026 the assessment of gender pay for employees in Ireland and associated obligations will be assessed by the emergent organizations in line with their respective obligations.