

## PALADIN PHARMA MODERN SLAVERY REPORT

### *Introduction*

Paladin Pharma Inc. (“**Paladin Pharma**”, business number 1560596-2) shares its annual report (the “**Report**”) pursuant to section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for its financial reporting year ended December 31, 2025. In its business operations, Paladin Pharma is dedicated to maintaining the highest standards of ethical and legal integrity and is devoted to the recognition and preservation of human rights within its activities and supply chains.

At the outset, Paladin Pharma wishes to note that through a transaction that closed in June 2025, Paladin Pharma sold the company’s assets (i.e. an asset sale of the business). As a result of that transaction, activities related to importing, selling and distributing pharmaceutical goods, which formed the basis of this report, ceased. This report therefore addresses the activities of Paladin Pharma through the first half of 2025, up to the conclusion of that transaction.

Paladin Pharma is a wholly owned subsidiary of Keenova Therapeutics. At the relevant time that is addressed in this report, it was a wholly owned subsidiary of Endo, Inc. (“**Endo**”), which merged with Mallinckrodt plc in August 2025 to form Keenova Therapeutics. Keenova Therapeutics will ensure that any of its “entities” within the meaning of the Act continue to report in future years.

### *Structure, Activities and Supply Chains*

Endo was a diversified specialty pharmaceutical company that sells a broad portfolio of branded pharmaceutical, sterile injectable and generic pharmaceutical products. With headquarters in Montréal, Québec, Paladin Pharma operated in the pharmaceutical industry and at the relevant time it was a speciality pharmaceutical company focused on acquiring and licencing emerging pharmaceuticals in the Canadian market. Paladin Pharma is federally incorporated under the *Canada Business Corporations Act*.

Paladin Pharma qualifies as an “entity” during its fiscal 2025 year that is subject to the reporting requirements under the Act: (i) it has a place of business in Canada, does business in Canada and has assets in Canada; and (ii) it has at least \$20 million in assets for at least one of its two most recent financial years and has generated at least \$40 million in revenue for at least one of its two most recent financial years.

At the relevant time, Paladin Pharma sourced its supplies primarily from within Canada and Australia, Belgium, Denmark, France, Germany, Greece, Ireland, Italy, Sweden, Switzerland, United States of America, United Kingdom with some products sourced from India. Notably, none of these countries have a high prevalence of modern slavery according to the Global Slavery Index.

At the relevant time, Paladin Pharma took the following steps to prevent and reduce the risk of child and forced labour in its activities and supply chains:

- *Requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains:* The Supplier Code (defined below) requires suppliers to carry out due diligence on the source of critical raw materials to promote legal and sustainable sourcing and requires suppliers to use management systems to maintain business continuity, facilitate continual improvement and comply with the expectations of the principles enshrined therein.
- *Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct and/or compliance checklists:* The Supplier Code (defined below) explicitly prohibits forced labour and child labour for all of its suppliers.
- *Monitoring suppliers:* The Supplier Code (defined below) expects suppliers to cooperate and remediate any issues identified.
- *Engaging with supply chain partners on the issue of addressing forced labour and/or child labour:* as described herein.

### ***Policies and Due Diligence Processes***

Paladin Pharma’s governance standards formed the foundation of its policies to proactively identify and address emerging and existing risks of child and forced labour at the relevant time.

#### *Code of Conduct*

Endo’s Code of Conduct (the “**Code**”), which applied to Paladin Pharma, aimed to educate team members about the policies and standards to which it holds itself and about how to raise issues or concerns, should they have them. All team members, full-time contractors and select part-time contractors and vendors were required to complete annual training on the tenets of the Code and certify that they will adhere to it.

The Code addressed Endo’s partnership with external suppliers, noting that they are committed to operating in a responsible and ethical manner and respecting the rights of individuals. Further, the Code explicitly required suppliers to operate in a manner consistent with its Supplier Code (as defined below) and the Pharmaceutical Supply Chain Initiative Principles for Responsible Supply Chain Management (the “**Principles**”). The Code committed to “know your supplier” practices, such as screening transactions against all applicable rules that prohibit improperly dealing with sanctioned countries, persons, or entities.

The Code also promoted speak up culture, whereby any person can raise concerns to directors or senior management, corporate compliance business leaders, human resources business partners or legal business partners. Endo also had a third-party administered Ethics Hotline through which reports can be made at any time, including anonymously (where permitted by local laws). Endo’s non-retaliation policy prevented an employee who reports from being retaliated against or intimidated in any way. Moreover, individuals who violated the Code risked disciplinary action, in line with local laws and procedures. Notably, misconduct included failing to raise a known or potential issue.

At the relevant time, Endo took reports of alleged misconduct seriously, conducting prompt, fair, thorough and impartial investigations and taking appropriate corrective and remedial actions for violations of the Code.

### *Supplier Code of Conduct*

Endo's Supplier Code of Conduct (the "**Supplier Code**") committed to the highest standards of ethical and social responsibility in all of its activities, its subsidiaries' activities and its supply chains' activities. The Principles, which are detailed below, served as a foundation for the Supplier Code, demanding high standards of ethical, social and environmentally responsible behaviour from Endo, its subsidiaries and its suppliers.

In addition to complying with all applicable local laws and regulations, suppliers were required to meet Endo's specifications regarding human rights and labour. Here, the Supplier Code explicitly prohibited forced labour and child labour for all of its suppliers. Specifically, the Supplier Code stated that Suppliers shall not use forced, bonded or indentured labour or involuntary prison labour, nor shall they use child labour. In relation to the employment of young workers below the age of 18, it was only permitted to occur in "non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education".

The Supplier Code required suppliers to carry out due diligence on the source of critical raw materials to promote legal and sustainable sourcing.

The Supplier Code further required suppliers to use management systems to maintain business continuity, facilitate continual improvement and comply with the expectations of the principles enshrined therein. Such management systems included:

- demonstrating a commitment to the concepts in the Supplier Code and allocating appropriate resources thereto;
- complying with applicable laws, regulations, standards and relevant customer requirements;
- having mechanisms to determine and manage risks in all areas addressed by the Supplier Code;
- maintaining documentation necessary to demonstrate conformance with the principles in the Supplier Code and applicable regulations;
- having a training program that achieves an appropriate level of knowledge, skills and abilities to address the expectations in the Supplier Code;
- setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews;

- encouraging workers to report concerns, illegal activities or breaches of the principles in the Supplier Code without threat of or actual reprisal, intimidation or harassment, and take corrective action if needed; and
- having effective systems to communicate the principles in the Supplier Code to workers, contractors and suppliers.

The Supplier Code expected suppliers to cooperate and remediate any issues identified.

#### *Pharmaceutical Supply Chain Initiative Principles for Responsible Supply Chain Management*

The Principles are a set of expectations and guidelines for suppliers of Pharmaceutical Supply Chain Initiative (“PSCI”) member companies in the pharmaceutical and healthcare sector. Although not members of PSCI at the relevant time, Endo and Paladin Pharma upheld the high standards placed on suppliers in relation to human rights as contemplated in the Principles.

The Principles require PSCI members to be committed to respecting human rights of internal and external stakeholders—which includes suppliers. Mirroring the Supplier Code, the Principles prohibit the use of any form of modern slavery, forced labour and child labour. The Principles require young workers (under the age of 18) to only engage in non-hazardous work and when they are above a country’s legal age for employment or the age established for completing compulsory education.

The Principles demand high standards of governance from PSCI members, requiring them to use appropriate systems to conduct due diligence on risk and impact, monitor legislation, set priorities, assign responsibility, adopt risk-mitigation measures and facilitate continual improvement and compliance. Suppliers are required to carry out due diligence on their own supply chains, including traceability for sourcing raw materials to support legal and sustainable sourcing. Suppliers are further required to continually improve by setting performance objectives, executing implementation plans and taking necessary corrective actions for deficiencies identified by internal or external assessments, inspections and management reviews, including the recording and reporting of near-misses, incidents and incident prevention opportunities.

#### *Forced Labour and Child Labour Risks*

Paladin Pharma has not identified any risks of forced or child labour in its activities or supply chains. Given the highly specialized, regulated, and qualified nature of the pharmaceutical industry, the risk of forced and child labour is minimal. Although no risks have been identified, Paladin Pharma is confident any such risks that could exist have been mitigated by the outright prohibition on forced and child labour in the Supplier Code which its suppliers have signed or will sign on to the Supplier Code.

#### *Remediation*

Paladin Pharma’ Code and Supplier Code provided a robust reporting mechanism at the relevant time. Paladin Pharma has not undertaken specific remediation measures in relation to forced or child labour, or for any related loss of income, since no risks were identified in such areas.

*Training*

As noted above, the Code governing Paladin Pharma at the relevant time educated team members about the policies and standards expected around ethics, integrity, and compliance, including how to report concerns. Training under the Code was provided on an annual basis. The principles enshrined in the Code and the Supplier Code exemplify the commitment to compliance with legislation governing supply chain labour, health and safety standards and responsible sourcing, all of which includes the prevention of forced and child labour.

*Assessing Effectiveness*

At the relevant time, Paladin Pharma reviewed the effectiveness of existing measures to mitigate the risks of forced and child labour in its activities and supply chains.

*Signed Attestation*

This Report was approved by the Board of Directors of Paladin Pharma Inc. on May 29, 2026.

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In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DATED as of May 29, 2026



Name: Marianna Boyd

Title: President and General Manager