

ANTI-HUMAN TRAFFICKING & MODERN SLAVERY STATEMENT

Effective Date: April 16, 2024

Endologix is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor, and all other trafficking-related activities (together, “modern slavery and human trafficking”). We are committed to fully complying with all applicable international human rights standards, labor and employment laws, rules, and regulations, and to working to mitigate the risks of modern slavery and human trafficking in our business operations and supply chains. This commitment is set forth in our Global Anti-Human Trafficking and Anti-Slavery Policy, which sets out the human rights standards that we strive to protect, respect, and remedy.

Business, Structure, and Supply Chain

Endologix is a global medical device company dedicated to improving patients’ lives by providing innovative therapies for the interventional treatment of vascular disease. Endologix’s therapeutic portfolio includes a variety of products in various stages of development that are designed to treat diseases that currently have clinically relevant unmet needs. Endologix’s commercial products are designed to treat a range of vascular diseases, from abdominal aortic aneurysms to lower limb peripheral vascular disease.

Our products include:

AFX®2 Endovascular AAA System. An endovascular AAA system with anatomical fixation, bifurcation preservation, and infra/suprarenal stents.

ALTO® Abdominal Stent Graft System. An abdominal stent graft system with a 7mm neck indication, ultra low profile, and adaptive sealing technology.

DETOUR™ System. A fully percutaneous transmural arterial bypass therapy that creates a femoropopliteal bypass routed through the femoral vein, delivering unobstructed flow from the superficial femoral artery to the popliteal artery.

Our workforce and infrastructure are present in multiple countries, globally serving users and customers all around the world. Our suppliers primarily support us in our business operations and infrastructure, and the remaining are generally involved in our sales and operations related to case support and physician training.

We have prepared this annual Statement based on our policies and processes that are implemented globally across our company with respect to our business operations and manufacturing supply chain.

Risks of Modern Slavery & Human Trafficking

We regularly evaluate risks linked to modern slavery and human trafficking that could be caused by, contributed to, or directly linked to our business operations or supply chain as outlined in our Global Anti-Human Trafficking and Anti-Slavery Policy. We consider the risks of modern slavery and human trafficking to be relatively low in our direct business operations, as our direct workforce is largely comprised of professionally qualified or skilled personnel.

We are aware that inherent and potential risks of modern slavery and human trafficking could be present in our supply chains. These potential risks exist in our supply chain at various levels depending on factors such as the type of product or service provided and geographic location. For example, in certain countries may be at higher risk than those in other jurisdictions of encountering situations of labor exploitation through force, fraud, debt, bondage, or their coercion such as through third-party labor agents, staffing or recruitment agency, or other intermediaries. Other potential risks that could exist in supply chains include forms of excessive or unpaid working hours, lack of rest days, personal identification or passport retention, child or underaged labor, lack of adequate health and safety protection, discrimination, or harassment.

Endologix identifies the potential risks of modern slavery and human trafficking through mapping of supply chain, conducting desk-based research, using tools to identify high-risk work associated with the type of products or services and geographic locations, supplier surveys, and continuous supplier and stakeholder engagement.

Policies in Relation to Modern Slavery & Human Trafficking

Endologix is committed to ensuring that our supply chain reflects our values and respect for human rights. To fulfill this commitment, Endologix's relationships with its business partners are based on lawful, efficient, and fair practices. We expect our business partners to treat workers fairly, provide a safe and healthy work environment and comply with all applicable laws and regulations with regard to ethical labor and employment practices, including prohibitions against forced, prison or indentured labor or human trafficking.

Endologix also expects that our business partners will hold their own sub-contractors and suppliers to similar standards. If Endologix becomes aware that a business partner has potentially violated our policy, we will notify it and request that it take prompt and decisive corrective action to address any deficiencies identified with respect to compliance with applicable laws, regulations or internationally recognized standards of conduct applicable to modern slavery and human trafficking.

Endologix requires that priority suppliers, which are identified using a risk-based methodology, conform with all of the standards on labor, health and safety, the environment, business ethics, and the establishment of management systems in accordance with the Responsible Business Alliance ("RBA") Code of Conduct. The RBA Code of Conduct explicitly prohibits modern slavery and human trafficking.

We communicate requirements and implementation expectations to priority suppliers through an annual notification process, in-person and virtual meetings, and supplier business reviews.

Training

Endologix requires that our personnel are trained on and comply with our Global Code of Conduct & Ethics, which affirms our commitment to human rights and prohibits violations of law, including labor and employment laws. More specifically, Endologix does not tolerate any harassment or mistreatment by or of workers in the workplace or in a work-related situation and is committed to protect anyone raising such a concern from retaliation. Our personnel play an important and integral part in our effort to support better working conditions and prohibiting modern slavery and human trafficking across Endologix and the Endologix supply chains.

Due Diligence & Remediation Process

Business Operations. Endologix generally sources and directly hires its own full-time employees, which allows us control and oversight in managing the risks of modern slavery and human trafficking in our business operations. We use integrated systems and tools in pre-screening and outreach to candidates globally to ensure a consistent and fair process. Our trained and professionally skilled recruiting teams maintain continuous conversation with candidates throughout the recruitment cycle. Endologix strives to provide a respectful and safe working environment for all personnel, regardless of role, position, or employment status, and has zero tolerance for any threats, violence, harassment, coercion, or retaliation. Endologix also expects that our Business Partners will hold their own sub-contractors and suppliers to similar standards.

Endologix provides a grievance mechanism, through which an impacted or interested party may report any violations or activities inconsistent with our policies and compliance procedures, as outlined in our Communications Channels and Investigating Non-Compliance Policy.

Supply Chains. All of our suppliers are required to go through a third-party assessment before being onboarded. There is a detailed process in place to ensure that suppliers are assessed prior to being engaged, and periodically reassessed thereafter, depending on the associated risk of the supplier. During the assessment, our specialized teams of subject matter experts review the supplier's risk profile and the effectiveness of any control measures already in place for each relevant risk area, including environmental, health and safety, and human rights, before making recommendations to proceed with initial or continued engagement, or otherwise. Each supplier is assessed according to the use case, nature of work, geographic location, and other relevant features of the engagement or intended engagement. Depending on the results of the assessment, Endologix may introduce additional control measures in the engagement. We routinely perform ongoing third-party reassessments on our suppliers depending on the applicable risks. If the risk of forced labor is detected, the supplier is disqualified until the business partner in question is able to satisfactorily address our concerns.

Endologix has a process in place to mitigate the risks of modern slavery and human trafficking in our supply chain. We manage labor, human rights, and environmental risks and issues through our Supplier

Approval and Maintenance and Supplier Corrective Action Policies. We use cross-functional consultative process and data-driven methodology to identify and assess a wide range of labor, human rights, and environmental risks which include modern slavery and human trafficking.

We require our supply chain team to certify periodically whether they are aware if Endologix has ongoing business relationships with suppliers identified as being associated with forced labor and investigate any risks of forced labor identified through this process. We verify supplier conformance with our policies through continuous dialogue, independent audits and assessments, corrective action plans, supplier surveys, and other forms of assurance.

Any nonconformances identified are actively addressed through our corrective action and key performance indicator audit procedures. We examine nonconformances by reviewing a corrective action plan describing the root cause, proposed remediation actions, and timeline for closure and manage supplier performance improvement through a review process or closure audit. We communicate with internal and external partners including senior management when needed. We are committed to engaging meaningfully and proactively with our supply chain partners, building supplier capacity, and responding quickly to challenges as they arise.

Assessing Effectiveness

We regularly assess and track the effectiveness of our actions taken in mitigating the associated risks of modern slavery and human trafficking. We report key performance metrics internally across the business and to management teams and conduct trend analysis to monitor and track how effective suppliers are in meeting our expectations. Routine updates and communication of work in combating modern slavery and human trafficking are regularly communicated to the company through our internal intranet and quality management system. We actively collaborate with the broader industry and global community to stay up to date on key risk areas and develop solutions that address changes in industry best practices.

This statement was approved by the Board of Directors of Endologix International Holdings B.V. on April 16, 2024.