

Perrigo®



2024 Sustainability Report



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About This Report

We are pleased to present Perrigo's 2024 Sustainability Report. This document aims to objectively describe our business model, strategy, performance, and prospects about our priority environmental, social, and governance topics.

Data in this annual report cover the period between January 1, 2023, and December 31, 2023, unless otherwise indicated, and was published in August 2024. This report covers Perrigo's worldwide operations across our operating segments, Consumer Self-Care Americas and Consumer Self-Care International. Additionally, this report includes activities of the Perrigo Foundation, a separate legal entity that the Perrigo Company fully funds. The content of this report is about our sustainability focus areas, which were identified as material through comprehensive stakeholder engagement and analysis. All our global business operations are included unless explicitly specified otherwise, regardless of their function. Unless otherwise stated, all financial figures are reported in U.S. dollars (\$). Reporting on other matters specific to the company's financial performance can be found in our 2023 Annual Report.

This report includes appendices that are informed by the following frameworks: the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), and the United Nations Sustainable Development Goals.

Message from Our President & CEO

Dear Perrigo Stakeholders,

I am proud to share our 2024 Sustainability Report, which outlines our progress toward achieving our sustainability goals and highlights the hard work of Perrigo's global team to meet our environmental, social, and governance commitments and goals. I hope our report inspires you to join us in taking meaningful steps toward sustainability.

Our strategy forward is driven by our renewed sense of purpose - to make lives better through trusted health and wellness solutions, accessible to all. Our purpose is brought to life by the products we offer to consumers, our actions as a business, and how we engage with our stakeholders. Sustainability is clearly an important component of Perrigo's culture, and we strive to incorporate it throughout our business, from our innovations to our manufacturing and supply chain processes. We also strive to conduct our business transparently and do our part to create a better future for everyone. By doing so, we aim to inspire consumers to choose brands that actively contribute to their communities and to join us in acting responsibly.

Our self-care business model focuses on meeting consumers' needs through high-quality products that are accessible to all. In addition to directly benefiting our customers, our self-care business model provides meaningful benefits to global healthcare systems – we estimate that our products have saved the U.S. and European healthcare systems more than \$20 Billion and €10 billion, respectively, on an annual basis. We are confident that our model will continue to thrive, grow, and help us meet the challenges in a society increasingly aware of our time's environmental and social issues.

As the regulatory landscape around sustainability continues to evolve, stakeholders have increasing expectations that companies will not only take the actions necessary to support sustainability initiatives but also enhance their reporting on material sustainability issues. With that in mind, this report details the progress and achievements that our talented global team has made against our sustainability strategy, key challenges, and areas where we have work to do. While the format of our sustainability reporting will continue to evolve with the anticipated implementation of the E.U. Corporate Sustainability Reporting Directive (CSRD), we remain committed to achieving our ambitious goals and improving our reporting transparency.

While our report details the breadth of our Sustainability program, here are just a few highlights:

- We are making progress towards our goal of NetZero by 2040. We have significantly increased the use of renewable energy in Perrigo's energy mix, leading to a 20% reduction of our market-based Scope 2 emissions compared to our baseline.
- We have included our first global Scope 3 carbon footprint in this report. This information will help you and us better understand our value chain's carbon footprint and prioritize future efforts. Establishing a sustainable supply chain is complex and challenging, but we remain up for the challenge.
- We have eliminated over 450 metric tons of virgin packaging from our global product portfolio. However, we still encounter difficulties recycling some of our most complex packaging. These packages pose a significant challenge to reaching our packaging reduction goals goal due to the stringent regulations of drug packaging and the wide variation among recyclers, who still lack recyclable options in the market.

I remain proud of the dedication demonstrated by Perrigo's global team, as well as the support of our partners and stakeholders toward achieving our Sustainability goals, and I am excited to invite you to review the full report and join us in our efforts to foster a healthier and more sustainable future. Thank you for taking the time to learn more about our achievements and for your continued interest in Perrigo.

*With gratitude,
Patrick Lockwood-Taylor*

President and Chief Executive Officer



2023 Highlights

9%

Scope 1 and 2 reduction
compared to our 2020 baseline

x 15

Increased on-site renewable energy
usage by 15 times since 2020

1

First time disclosing our Scope 3
Carbon Footprint

452 MT

Metric tons of virgin packaging
removed from our global product
portfolio

50%

Intersectional diversity in board
representation

48%

Of Perrigo's global team identifies as
female

GRI

Perrigo's first report issued in
reference to the Global Reporting
Initiative

\$3.6M

Donated in cash and products through
the Perrigo Foundation

Message from Our Chairman

Dear Perrigo Stakeholders,

On behalf of Perrigo's Board of Directors, I want to thank you for your interest in sustainability, in general, and Perrigo's sustainability program, in particular.

We have an ambitious goal to become a best-in-class consumer goods organization by providing the best self-care for everyone. Affordability and accessibility are critically important to our customers, and we are proud to deliver a growing and innovative portfolio to meet their needs. We are also proud of further integrating sustainability into our business strategy. After a decade of research and collaboration, we launched Opill this year, the first FDA-approved daily birth control pill available over the counter. As we live our purpose, we are proud that this approval marks a major step forward in reproductive health and will help more people access the safe, effective contraception they deserve.

Last year, we started a multiyear supply chain transformation project to improve our efficiency and productivity. Our goal was to extend our product safety and health-first culture, which we have already established in our operations, to our partners in the value chain. We have made good progress, but the job is not finished. We are also continuing our focus on securing a better understanding of the carbon emissions from our operations, but it remains a challenge to fully calculate the impact of our complex global network on climate change. We are moving forward with determination and continue to rely on scientific principles while inspiring collaborative efforts.

Perrigo is moving forward toward achieving its Sustainability goals with a great team. We strongly believe in the power of diversity and strive to include individuals from various backgrounds in ways that benefit our business, these individuals themselves, and their communities. Perrigo's board representation has increased to 50% intersectional diversity since 2019, setting a great example. In the past two years, our Executive Leadership Team (ELT) has significantly grown in both female and ethnic diversity, increasing from 9% to 50%.

While we are proud of our achievements, we remain committed to progressing in supply chain emissions, sustainability capabilities, and creating a business where everyone belongs. Our team is determined to succeed, and I look forward to sharing our future progress.



*Sincerely,
Orlando Ashford*

Chairman of the Board of Directors

Strategy

Our sustainability strategy is designed to bring about substantial change as a business and positively influence our stakeholders. To become a more sustainable business, we employ a well-defined, multifaceted approach that addresses both environmental and social impacts. We prioritize focus areas where we can make the most significant impact while building resilience and driving growth confidently.

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Our Shared Purpose

Perrigo's mission is to provide the best self-care for everyone. It's the driver behind everything we do. We operate with integrity and are committed to doing what's right - from maintaining the highest quality and safety standards to improving the communities where we operate. We prioritize our consumers and relentlessly advance to meet their needs, enrich their lives, and make their everyday better. We value people over policies to build stronger connections and constantly seek ways to create and innovate.

Our impact on consumers is most significant through our over-the-counter (OTC) self-care portfolio, which include solutions to help manage seasonal allergies, aches and pains, gastrointestinal symptoms, coughs and colds, nicotine replacement, oral care, skincare and more. Working with our customers, we help ensure our products are available at consumers' point of need, including pharmacies, supermarkets, retail stores and online. Our focus on accessibility allows consumers worldwide to conveniently and effectively treat or manage many health conditions without a prescription. Greater access to OTC medicines improves public health, provides consumers with more options, convenience, and access to care, and brings significant economic benefits.

Our Purpose: Making Lives Better Through Trusted Health and Wellness Solutions, Accessible to All.

We believe that sustainable healthcare involves understanding the intrinsic link between our health and the environment and taking actions that support the well-being of both people and planet health. We have embedded sustainable business practices into our company culture. They are the cornerstone of our vision for the future, inspiring us to create a better world for all. They have been proven fundamental for developing our competitive edge, supporting our business growth, and creating shared value for our stakeholders. Through this lens, we set ambitious targets that we rigorously measure to ensure our sustainability efforts make meaningful progress.

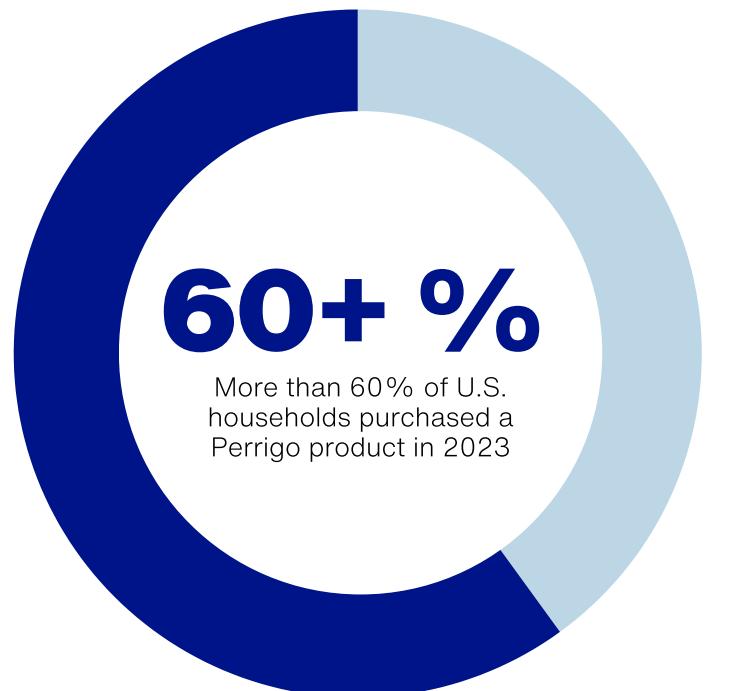
The Value of Self-Care

\$ 30B

Perrigo products save the U.S. and E.U. healthcare systems over \$30B annually

65B

Perrigo manufactures over 65 Billion doses every year - that is 8 doses for every human on the planet



Perrigo at a Glance

135+ Yrs

**Creating Value for
Customers &
Consumers**

~10,000

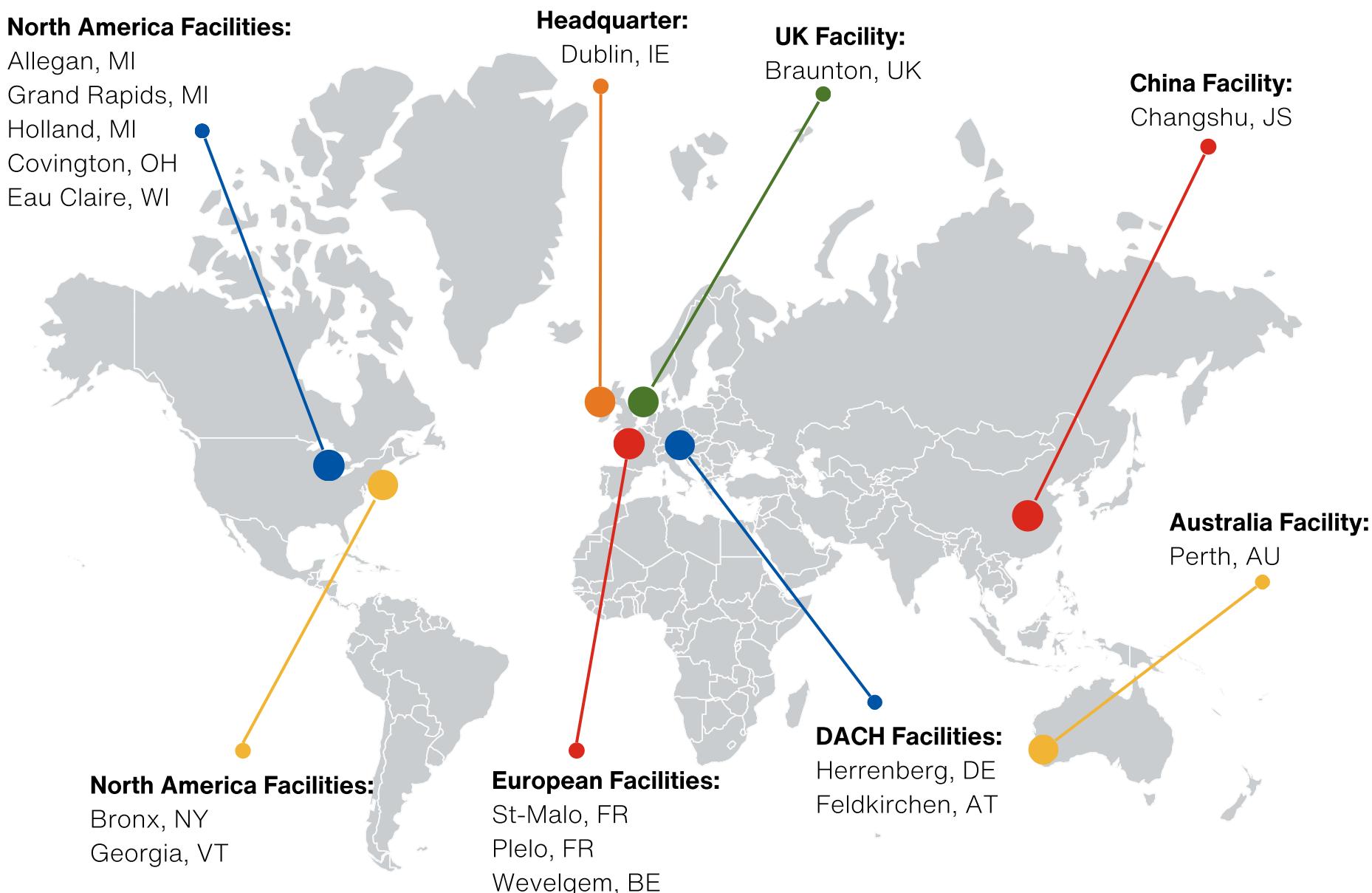
Employees Worldwide

~13,000

Stock Keeping Units

~3,000

Product Formulations



About Perrigo

Established in 1887 by Luther and Charles Perrigo, the Perrigo Company started by distributing patented medicines and home remedies to rural stores throughout the Midwest United States. In the 1920s, Perrigo opened its first plant in Allegan, Michigan, and started pioneering the concept of private labeling under "store brand" labels.

Since then, Perrigo has become a leading global provider of consumer self-care products and over-the-counter (OTC) health and wellness solutions that enhance individual well-being by empowering consumers to proactively prevent or treat conditions that can be self-managed. Headquartered in Ireland, Perrigo sells its products primarily in North America, Europe, and select markets worldwide.



Financial Highlights

Perrigo is committed to providing innovative self-care products that add value to its business segments and benefit the entire value chain. We operate 14 production sites in 7 countries worldwide, invest in research and development, partner closely with our suppliers, and contribute to economic development in our operating markets.

We believe in creating shared value as a way of doing business. As a publicly traded company listed on the New York Stock Exchange (PRGO), we take this responsibility seriously. Our approach to creating shared value means that we strive to not only generate profits for our shareholders, but also to have a positive impact on our stakeholders, including our global team, customers, suppliers, and the communities in which we operate. We are committed to conducting our business in an ethical and sustainable manner, and to being transparent and accountable in our actions. By creating shared value, we believe we can build a stronger, more resilient business that benefits everyone involved.

GAAP Financial Results (Millions \$)

	2022	2023
Net Sales	4,451.6	4,655.6
Gross Profit	1,455.4	1,680.4
Gross Profit %	32.7	36.1
Operating Income	78.9	151.9
Operating Income %	1.8	3.3

2023 Sales by Product Category (Millions \$)

Consumer Self-Care Americas (CSCA)

The CSCA segment develops, manufactures and markets our leading consumer self-care products in the U.S. and Canada. We primarily provide our customers self-care products that are sold and marketed under the customer's own brands ("store brands") and/or exclusive brands.

Nutrition \$563.2	Upper Respiratory \$559.2	Digestive Health \$505.3	Pain and Sleep-Aids \$396.4	Oral Care \$313.9	Healthy Lifestyle \$311.7	Skin Care \$196.2	Women's Health, VMS, Blended \$116.4
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Consumer Self-Care International (CSCI)

The CSCI segment comprises our consumer self-care branded products in Europe and Australia and our store brand products in the UK, Europe and Asia. These products are developed, manufactured, marketed and distributed by us.

Skin Care \$372.5	Upper Respiratory \$299.1	Healthy Lifestyle \$225.7	Pain and Sleep-Aids \$222.9	VMS \$185.5	Blended \$125.4	Women's Health \$119.7	Oral Care \$101.5	Digestive Health \$41.0
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Our Products

We craft self-care products for every moment in a consumers life. For that we follow the highest standards, utilizing quality ingredients and leading manufacturing practices, all while offering affordable prices. Our commitment ensures genuine and reliable value for all our partners. Every day, millions of consumers trust us and choose to buy our products.



Upper Respiratory



Womens Health



Pain & Sleep Meds



Healthy Lifestyle



Digestive Health



Skin Care



Nutrition



Supplements



Oral Care



Product Innovation

We are expanding access to safe and effective contraception in the United States. On May 9, 1960, the first birth control pill was approved in the U.S. 63 years later, we're taking health innovation to the next level, making contraception available over the counter, online, and at retailers in the U.S.

The first prescription birth control pill changed lives across the country. It gave people more control over their reproductive health and helped them plan for the future. But prescription oral contraceptives can be challenging to access for many individuals – especially those at a higher risk of unintended pregnancy. After nearly a decade of research and collaboration, Opill became the first prescription-free daily birth control pill in the U.S. This approval marks a major step forward in reproductive health and will help more people access the safe, effective contraception they deserve.

Access to Safe and Effective Contraception

The average American woman, even if she plans to have children at some point in her life, spends around 30 years trying to avoid pregnancy. However, there are many obstacles to obtaining contraception that Opill's availability can help overcome, such as the requirement to visit a healthcare provider and get a prescription. This can make it challenging to begin using birth control and maintain consistent use, especially for those who already lack access to quality healthcare, including uninsured individuals or those living in areas with limited healthcare availability. Moreover, these barriers above disproportionately affect those who already lack access to quality healthcare, including BIPOC individuals, undocumented individuals, and LGBTQ+ folks living in contraceptive deserts.

“Contraception is already a complicated journey for many— and needing to get a prescription often makes the process even more challenging. Opill is breaking down barriers and making safe and effective birth control more accessible than ever before. This historic moment is a gamechanger for reproductive health, bringing people birth control on their own terms.”

— Evelyn Furia, Sr. Director, Market Activation



Daily birth control that's made for you

Full prescription strength

FDA approved

Involving Consumers at Every Step



Package design

Consumers helped choose the name “Opill” for its simplicity and memorability. The package and colors were designed to avoid any gender-based clichés.



Labeling and testing

Several studies and surveys showed that consumers understood the package label and could follow dosing instructions correctly without a doctor's supervision.



Advisory committee hearing

Many brave consumers and advocates gave individual testimonies encouraging Opill's approval during the FDA's advisory committee meeting.

Our Approach to Sustainability

The core of our business is empowering people to own and manage their self-care through high-quality and widely accessible products. We strive to push the boundaries of innovation, refining our business and products to provide the best self-care for everyone. That means we lead with an innovative spirit and relentless dedication to excellence in everything we do—from product development to managing environmental and social challenges. Our experience shows that embedding sustainability into our business practices creates opportunities for growth and impact-driven value creation. Informed by our materiality assessment and shaped by continuous stakeholder feedback, our sustainability approach is both purposeful and strategic.

Our sustainability strategy focusses on our four core sustainability business priorities—Climate, Packaging, People & Communities and Responsible Sourcing. These focus areas reflect our dedication to mitigating the impacts of our business. Accordingly, we established 10 goals with complementary metrics to measure our progress along the way. While some of these goals are aspirational in nature, such as becoming NetZero by 2040, the majority are measured as annual performance indicators. We view our aspirational goals as guiding lights, offering both us and our stakeholders a clear view of the future we aspire to, while our performance indicators ensure we stay on track towards year-on-year success.



Sustainability Business Priorities



Acting on Climate

The climate crisis requires ambitious goals and credible, science-based actions. Perrigo's goal is to reach net zero greenhouse gas emissions across our supply chain and operations by 2040. Our plan involves reducing our direct Scope 1 and Scope 2 emissions by minimizing our production footprint, buying renewable energy, redesigning our products and packaging, and switching to electric vehicle fleets for our international business.



People & Communities

We are dedicated to promoting a culture of inclusivity and teamwork in the workplace and in the communities around us. In recent years, Perrigo has made significant progress in reflecting the experiences of the consumers we serve. We are proud of our progress, including significant strides in increasing representation at our organization's board and executive levels.



Reduce Waste & Redesign Packaging

Better products and packaging help our consumers, the climate, and our planet. We are contributing to the circular economy by transitioning to reusable, recyclable, and compostable packaging. Our priorities include reducing packaging weight and innovating materials.



Responsible Sourcing

We are committed to upholding human rights, ensuring fair working conditions, and protecting the environment in our supply chain. We ensure our strong dedication to upholding human rights and environmental standards by implementing rigorous monitoring programs. Our intention is to collaborate with suppliers who share our values and responsible practices to make a positive impact on our value chain.

Our Sustainability Goals

- Reduce absolute carbon emissions from our operations by 42% by 2030 vs. 2022
- Operate with 100% renewable electricity by 2026

- Invest in and promote Diversity, Equity & Inclusion
- Prioritize the health, safety and well-being of our global colleagues
- Invest in the health, education and needs of local communities

- Achieve 100% recyclable, reusable, and compostable packaging for the US market by 2025
- Achieve 80% recyclable, reusable and compostable packaging for the European market by 2025

- 100 % of palm oil (non-derivatives) sourced from sustainable sources
- Protect Human Rights through active supply chain monitoring and due diligence
- Increase supplier involvement in our sustainability priorities

Sustainability Governance

Perrigo's governance structure forms the foundation of our daily operations, ensuring integrity in all our actions and upholding the highest ethical standards for our business. As an integral part of our business strategy, sustainability management is integrated into our global organizational structure, following uniform standards and clearly defined responsibilities.

Board Oversight

As a publicly traded company, our business operations are overseen by our Board of Directors. Led by our Chairmen Orlando D. Ashford, the primary responsibility of our Board is to ensure the long-term success of our company. It sets the strategic direction and establishes corporate guidelines and policies that steer our management team's day-to-day operations. In support of the Board of Directors' responsibilities to deliver on its responsibilities, it established standing committees and adopted Corporate Governance Guidelines. These guidelines and our Code of Conduct reflect the Board's commitment to monitoring our decision-making effectiveness.

The Nominating and Corporate Governance Committee, chaired by Adriana Karaboutis, provides primary risk oversight of Perrigo's ESG and sustainability initiatives and progress, advising the Board on risks relating to corporate governance, cyber security, sustainability, and environmental matters. Additionally, the Talent and Compensation Committee, chaired by Jeffrey Kindler, oversees compensation policies, practices, DEI, and corporate culture.

Executive Management

Effective ESG governance requires both board-level oversight and cross-functional management. The management team at Perrigo Company, known as the Executive Leadership Team (ELT), is predominantly comprised of our President & CEO and his direct reports, who lead various business functions and regions. During the period covered by this report, the ELT consisted of nine executives, four of whom were women. In 2023, the ELT met three times on ESG strategy, with discussions focused on ESG objectives, CSRD readiness, and updates on our public ESG goals.

For detailed information about Perrigo's Board and committee structure, the independence, diversity, and compensation of its members, and the responsibilities of each committee please see our 2024 Proxy.



Linking Sustainability Performance to Executive Compensation

Performance goals and objectives are assigned to members of the executive team to further integrate sustainability into our daily operations. In 2023, our President & CEO and ELT team had a quantifiable ESG goal to reduce at least 368 metric tons of virgin packaging within the year through improved packaging design and efficiency. We achieved this goal by implementing 21 packaging reduction projects to reduce 452 metric tons of total annual virgin packaging.

Corporate Management

Our corporate sustainability management is led by our Vice President of ESG & Sustainability, in partnership with leaders and experts across Perrigo's business units and corporate functions. The team manages the strategy, reporting, and implementation support of our global ESG and sustainability initiatives worldwide, including climate change, human rights, and DEI. It communicates regularly with internal and external stakeholders who provide valuable perspectives on our strategies, program decisions and focus areas. The Global Sustainability Group meets once a month to coordinate ESG initiatives, identify current priorities, and discuss progress and barriers.

Part- or full-time sustainability professionals are additionally embedded in key business areas, such as Operations, Procurement, Marketing, and R&D. These individuals provide input in corporate strategy, develop local or department strategies, and execute key sustainability initiatives, such as packaging reduction projects, renewable energy investments, and waste reduction initiatives.

Board Oversight

Board of Directors

Nominating & Governance Committee

Other Executive Committees

Executive Management (ELT)

- C-Suite executives including our President & CEO
- Meets every quarter
- Discusses, reviews and validates key topics of the sustainability strategy, such as climate goals, materiality and reporting

General Counsel

VP of ESG & Sustainability

Corporate Management

- Manages the strategy, reporting and implementation support of our global ESG and sustainability initiatives worldwide
- Engages and supports business and functional leadership
- Leads the global sustainability working group (meets monthly and as needed)

Business Units

Corporate Functions

Perrigo Employees

Every individual at Perrigo plays a crucial part in meeting our sustainability objectives

Environment

Our planet is changing, and so are we. We have firmly committed to limiting our environmental impact at a minimum through responsible manufacturing and resource use. Our biggest aspiration is to achieve NetZero carbon emissions by the year 2040. To achieve this goal, we plan to source 100% renewable electricity, increase energy efficiency, develop circularity with our packaging, and engage our value chain. We have established a culture of continuous improvement within our own operations to build our competencies. We form strategic partnerships to improve our capabilities, maintain robust environmental, health, and safety processes, and follow best-in-class practices to accurately measure and report our progress.

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Acting on Climate

Climate change is considered the greatest health threat of the 21st century. It impacts lives, the physical environment, and all aspects of natural and human systems. Access to health and wellness solutions is at the core of Perrigo's purpose, and we are committed to delivering products that cause the smallest contribution to climate change possible. We acknowledge that as part of the consumer goods industry, we contribute our share to worldwide emissions.

The climate crisis calls for ambitious goals backed by credible, science-based actions. Perrigo aims to achieve net zero greenhouse gas emissions throughout our operations by 2040. And while we may not have all the answers now, we are committed to making this goal a reality. Our strategy includes reducing our direct Scope 1 and Scope 2 emissions by minimizing our production footprint, purchasing renewable energy, redesigning our products and packaging, and transitioning to EV fleets for our international business.

In 2023, our company's direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2) contributed to 19% of our total carbon emissions, which amounted to 146k metric tons of CO₂e. Specifically, our direct emissions from operations, such as our company fleet, refrigerants, and fuel consumption, accounted for 9% of the total share. The remaining 10% of emissions were attributable to purchased electricity, with an increasing portion sourced from onsite renewables and purchased renewables. Compared to 2020, we successfully reduced our Scope 1 and Scope 2 emissions by 9%. In comparison to the previous year, we observed a decrease of 3%.

This year is a significant milestone for us as we are disclosing our first Scope 3 carbon footprint. This new insight into our carbon emissions across the value chain allows us to establish more effective priorities for the future. Carbon emissions from our value chain account for 81% of Perrigo's total carbon footprint in FY2023. Around 80% of our Scope 3 carbon emissions stem from the goods and services we purchase. Moving forward, we will concentrate on working closely with our suppliers to more precisely calculate our emissions from direct and indirect purchases, and to ensure that our suppliers join us in our efforts to reduce carbon emissions. The second largest portion of emissions, at 20%, comes from transporting our products to and from our manufacturing sites, followed by energy-related emissions at 4%, and the end-of-life treatment of our products at 2%.

Furthermore, we focus on collecting accurate and dependable data, which is critical to achieving our ambitious net zero goal. We are continuously enhancing the scope and detail of our data collection to ensure that all significant sources of emissions across our value chain are included in our inventory. As a result of recent acquisitions and divestitures, we are continuously updating our baseline data. By improving our data, we can prioritize projects and programs with the most significant impact, including more detailed information on renewable energy usage and increased supplier data.

Taking Actions Towards Net Zero



Operations & Manufacturing

Transitioning to renewable electricity is the fastest and most effective way to reduce our operations' carbon footprint. Six of our global facilities are now powered by renewable energy, and we are also expanding the use of renewable electricity for our U.S. operations.



Packaging & Waste

Contribution to a more circular economy also supports our carbon reduction goals. We aim to eliminate unnecessary packaging, reduce packaging weight through efficient design, improve packaging recyclability, and incorporate recycled content.



Distribution & Logistics

We're working to increase fuel efficiency and the use of hybrid and electric vehicles worldwide. In collaboration with our partners, we are exploring better, more efficient, and optimized routing to save miles and weight.



Supplier Engagement & Climate Programs

We work with suppliers in our value chain to better understand their contribution to our carbon footprint and to act together on climate. In the near future, we are introducing a new supplier engagement platform to support our goal.

Net Zero Carbon Emissions

Collaborating with suppliers to **minimize emissions** across our value chain, from the raw materials used in our products to the transportation of products to stores.

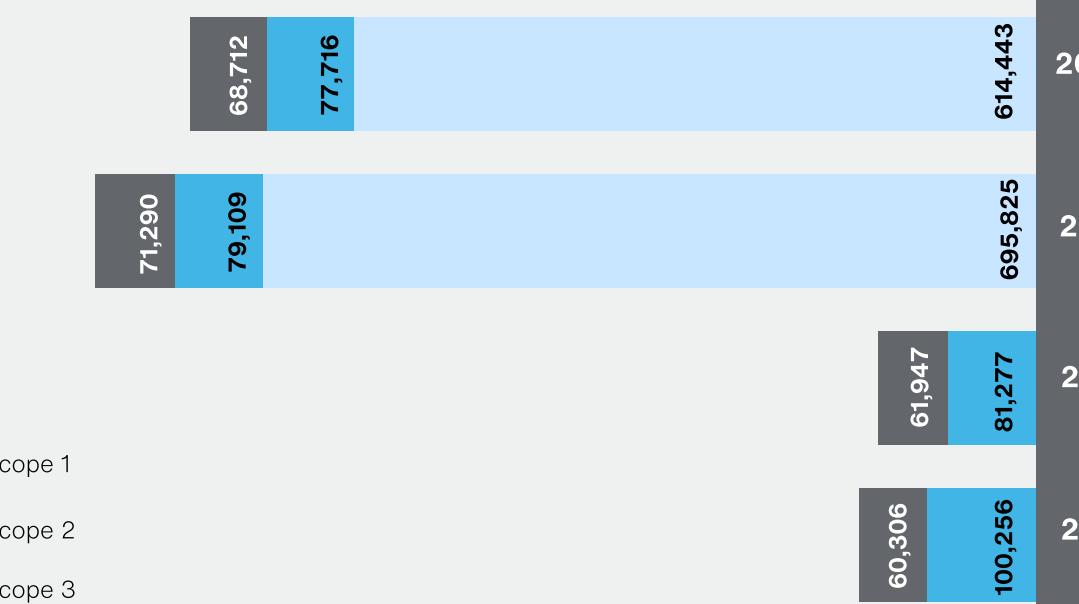


As part of our climate strategy, we are reducing and redesigning **packaging** and aim to reduce **waste** from our facilities by 10%.



We are investing in **renewable energy** targeting to power 100% of our own operations.

Our Global Carbon Footprint (MT CO₂e)



Moving Towards 100% Renewable Electricity

Our Progress

One of the most effective ways to significantly reduce emissions is by adopting renewable energy in support of our long-term aspiration of carbon-neutral operations by 2040, we are working to reduce energy consumption and source 100% of our electricity from renewable sources. Additionally, we are supporting the expansion of renewable power generation through different mechanisms, such as direct investments, on-site power generation, green tariffs, and power purchase agreements.

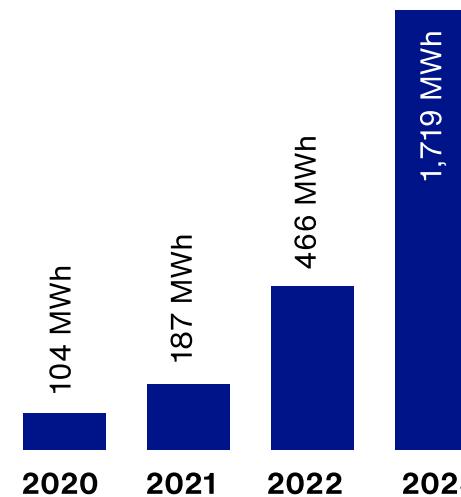
2026 Goal: Operate with 100% renewable electricity

2023: 12%

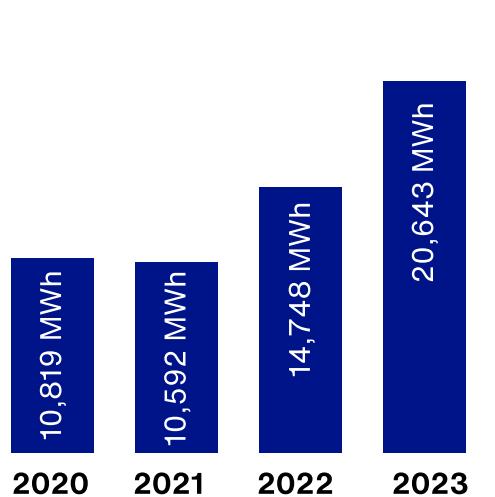
Electricity is required in all phases of our operations, from lighting offices to burning fuels for heat or steam for processing to powering our fleet. In 2023, we utilized around 186,000 MWh of purchased and generated electricity, with 22,362 MWh allocated to renewable sources. This means that 12% of the electricity from indirect sources we used globally in 2023 was sourced from renewable sources. Our current on-site renewable energy share is relatively small compared to our total electricity usage. Still, we have significantly increased on-site generation by 10 times and doubled the volume of purchased renewables since 2020.

Six of our global facilities are now powered by 100% renewable energy, utilizing on-site solar, hydropower, direct power purchase agreements, and renewable energy credit purchases. We recently installed solar arrays in the U.K., Austria and have operated on-site generation capabilities in Belgium since 2010. We will add solar arrays in Australia in the coming year. We are expanding the use of renewable electricity for our U.S. operations and exploring commercially viable options in the U.S., including power purchase agreements (PPAs). We have conducted energy efficiency audits and successfully implemented several projects to reduce energy consumption. While we have diligently explored energy storage solutions, we have not reached the point where we can do this successfully. Nevertheless, we are actively pursuing alternative renewable technologies to achieve our goal.

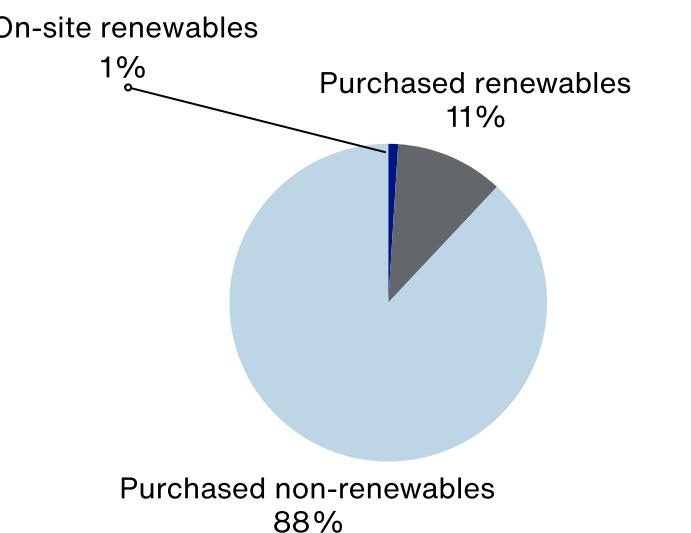
On-site Renewables



Purchased Renewables



2023 Electricity Consumption by Source



Moving Towards 100% Renewable Electricity

Our Strategy to Get There

To increase the percentage of renewable energy in Perrigo's energy mix, we have established a comprehensive model. This model is designed not only to help us achieve our goal of using 100% renewable energy, but also to maintain high standards throughout the transition. Our aim is to support the overall transition to a more mature renewables market worldwide.



On-site Generation

Our preferred model is transitioning to renewable energy generated on-site by solar panels, wind turbines, or hydropower. Whenever feasible, we aim to develop and own renewable energy infrastructure at our locations to support our climate goals and the local economy.

Direct PPA

We closely cooperate with our local utilities to purchase renewable energy directly from local suppliers. This not only helps to reduce our carbon footprint but also supports the growth of sustainable energy in the region. By sourcing renewable energy locally, we also benefit from lower transmission losses, which results in GHG savings for our consumers, customers and us.



Virtual Agreements

In the absence of other options, we purchase renewable electricity through virtual power purchase agreements (VPPAs) from wind or solar farms. Perrigo receives financial credits equivalent to the amount of renewable energy purchased, as the generated renewable energy is delivered to the grid. Renewable Energy Certificates (RECs) are obtained and sold separately when our preferred options are unavailable.



On-site Solar at our Braunton, UK facility

In 2022, Perrigo's first operational solar project in the U.K. started supplying clean, renewable energy for our production facility in Braunton. Our facility in Braunton employs over 600 workers and produces 560 different products each year. Currently, we have the capacity to manufacture more than 200 million units of sachets, tablets, and capsules annually.

Situated in the Southwest, the 1.5 MW solar project is projected to produce up to 255 Megawatt hours of renewable electricity per year, equivalent to the yearly electricity consumption of up to 250 homes. Since its implementation, the project has not only decreased our reliance on non-renewable energy sources but has also led to significant savings of over 320 tons of CO2 emissions, demonstrating our dedication to reducing our carbon footprint.



Reducing and Redesigning Packaging

The packaging we use is the first point of contact with our consumers. It is an extension of the quality and care we put into our products. Millions of our products are shelved in stores worldwide, from the cardboard we bundle our products to blisters and bottles protecting our ingredients. We understand that we are responsible for ensuring that our products are safe for our consumers and our planet in the long term. That is why we invest in optimizing our packaging for sustainability and performance.

Our Strategy

As an international consumer goods company with a blended-branded strategy, innovation is a central driver to our business. Listening to consumer trends gives us a competitive advantage, and our consumers want easily recyclable packaging that minimizes household waste. We are working consistently to employ:

- Less packaging: Eliminate unnecessary packaging and reduce packaging weight from our products through more efficient design.
- Better packaging: Improve packaging recyclability by using materials that can be returned through consumer recycling in countries providing the infrastructure and eliminating materials that inherently can't be recycled. Whenever feasible, incorporate recycled content in our packaging to reduce the use of virgin materials and contribute to the circular economy.
- Collaborations: Partner with our suppliers and customers to quickly convert problematic packaging and set up and scale improvements.

Our Progress

Americas Portfolio – Consumer-Self Care Americas (CSCA)

Aspiration: Achieve 100% recyclable, reusable or compostable packaging by 2025

Progress: 76%*

Perrigo's CSCA portfolio consists primarily of private-label self-care products, including various over-the-counter (OTC) medications, infant nutrition, and oral care. While we are the largest store brand manufacturer of OTC drugs in the United States, we also have a growing branded business within CSCA.

Our primary focus this year has been on materials research to increase the recyclability of our most problematic packaging while increasing the recycled content where regulations allow. These packaging include OTC blister strips, small bottles, infant formula tubs, metalized packages, and laminate tubes. They represent a significant challenge to our goals due to the extensive regulations of drug packaging, desire for national brand equivalence, and wide variation with US recyclers, who have many recyclable options that still need to be created in the market.

We strive to make progress through material upgrades and switching to new, easily recyclable materials that can be returned to the circular loop through curbside collection in most areas of the Americas. We applied advanced testing methods to ensure that certain small bottles under two inches can be put in curbside containers. We progressed with removing foil and PVC from our packaging and PVC neckbands from all liquid products. Our Oral Care business focused on removing PVC and PETG to deliver a recycle-ready post-consumer recycled material. We converted our flosser pouches to a mono-material that can be recycled through the in-store collection. Moreover, we initiated the Winning Portfolio project, which aims to standardize packaging to reduce the number of components used, increase plant efficiency, and save on transportation costs.

2023 Highlights

452 MT

In 2023, we have removed 452 metric tons of virgin packaging from our global product portfolio. In the last 3 years, we have reduced over 2.5 million lbs. worth of packaging.

9 %

We introduced recycled content in 9.4% of our internationally distributed SKUs, with a goal of reaching 30% by 2025.



Reducing and Redesigning Packaging

Our Progress

International Portfolio – Consumer-Self Care International (CSCI)

Our CSCI business operates in various regions worldwide, such as Europe, Asia, and Australia. We are progressing against our goals, but the recycling regulations and rules we must comply with in each region are different and complicate our efforts. The upcoming environmental rules in the European Union, which focus on reducing carbon emissions, promoting circular economy solutions, and ensuring responsible materials sourcing, significantly impacted our business operations in the last year. We are in the process of updating our packaging strategy to meet new requirements, ensuring it will result in more durable and sustainable circular solutions for our business. This will enable us to develop better packaging solutions suitable for all regions, markets, and weather conditions while considering technological constraints. Despite the changes we have had to adapt to, we have achieved a 9.4% recycled content for our packaging and have reached 71% of our goal to achieve 80% recyclable, reusable, or compostable packaging by 2025.

Goal: Achieve 80% recyclable, reusable or compostable packaging by 2025

Progress: Progress: 71%

We have taken a significant step towards achieving our goal of 80% recyclable packaging by increasing the overall recyclability of our packaging by 5% in 2023. To ensure we stay on track, we regularly collaborate with our stakeholders in categories such as Vitamins, Minerals & Supplements, Intimate Hygiene, and others to create roadmaps and action plans to achieve our 2025 targets. We have also focused on removing problematic packaging substances and ensuring that our new product development pipeline meets our future goals. In addition, we have updated the labels on our PET bottles for Vitamins, Minerals & Supplements, Hair Care, and Sun Care to meet European requirements for recyclable materials. Our laminated bags for oral care have also been replaced with mono-material recyclable bags, and the bag size has been reduced.

We've made notable progress in enhancing packaging sustainability within our international business over the past year. Our efforts to transition to recycled fibers in our unit cartons are well underway, with substantial progress to report. We've successfully shifted to cartons containing at least 70% recycled fibers across our Vitamins, Minerals, Supplements, Intimate Care, and Essential Oil categories. We're in the final stages of shifting to the same share for our Medicated Emollients and Nasal Sprays. The work to reduce the weight of our Skin care products is another success story. Our new standard tube now features a cap that is 30% lighter and includes 30% recycled content. This is used for new launches and updated formulations. We have also introduced extra lightweight balls in our deodorants, saving 2.8 tons of plastic annually.

How We Reduce Our Packaging

How can we minimize the use of plastic in our tubes? Our packaging teams have been experimenting with new materials and reducing material usage over the past few years. For our tubes, this led to an almost 40% reduction in packaging weight and significantly improved recyclability. Our new tubes feature the same material in the cap and tub and, in many cases, have a higher post-consumer recycled content.

The examples in this report stand for many adjustments we made to our portfolio. Our Cliniderm tube represents the type of tube we have used for over 10 years. It has a 0.5 mm sleeve thickness and a cap and head that weighs 14.6 g. In the first step, we enhanced the tubes with a cap and head that weighed only 12.8 g, which is 12% lighter than the previous version. To make it even better, the tube is made of mono-material (polyethylene) and contains recycled content. One good example is our Sun Gel Cream. Our ACO conditioner tube represents the next step in tube evolution. The cap and head weigh only 8.9 g, 39% less than the original tube. It has a thinner wall and sleeve, and the head contains 55% post-consumer recycled material, while the recycled content of the whole tube with a cap is 35%.

Reduction in Weight



100%

-13%

-39%

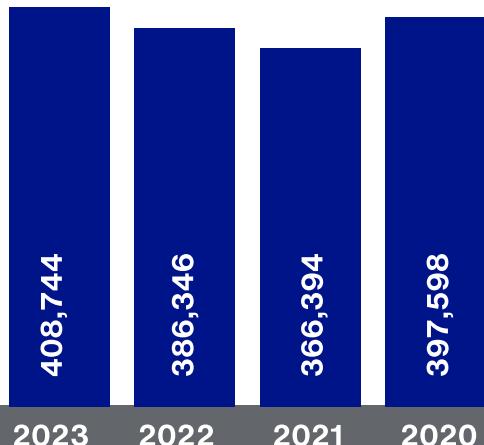
Managing Resources

Water

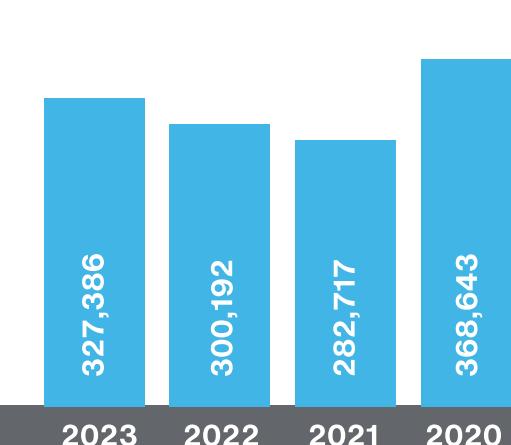
Water plays a vital role in our production facilities. It serves as a raw material, ingredient and solvent in the processing and formulation of our products, as well as helps us uphold the cleanliness of our manufacturing equipment and quality of our products. Recognizing the critical significance of this resource to our global operations and local communities, Perrigo is determined in its commitment to conserve and protect local water resources.

Our water stewardship activities are closely aligned with our manufacturing objectives. This approach supports how we optimize water reduction in our operations and ensures that our water stewardship efforts are most effective and impactful. Our main goal is to decouple water use and business growth through awareness training, efficiency measures, and closely monitoring and recording how we use water. In the past year, we've encountered a significant challenge in aligning our water usage with fluctuating production volumes and product changes. Product quality and safety are our top priorities, and these are closely tied to the amount of water we use. With changes in production volumes, we have observed an increasing usage of water for cleaning and process purposes and expect this trend to continue in the future. As we continue implementing water usage strategies, we find it necessary to adjust our target to reduce water consumption. We are currently revising our previous goal of achieving a 10% reduction in water usage by 2026 as we develop long-term plans to address this issue.

Water Withdrawn (ccf)



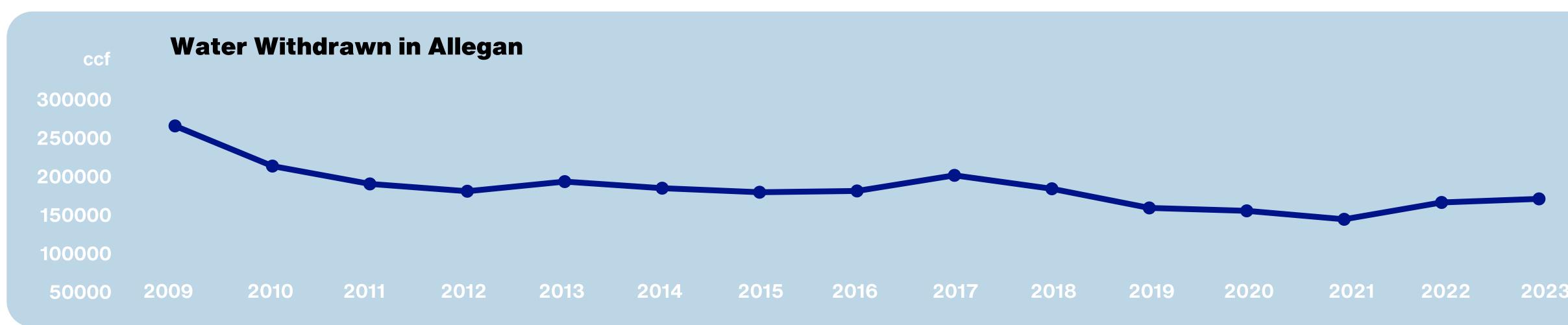
Water Discharged (ccf)



Managing Water in Allegan, Michigan, USA

Perrigo's largest manufacturing plant is located in Michigan, a state known for its plentiful freshwater lakes and rivers. The Great Lakes shape the region and its lifestyle, and keeping them healthy is vital for the local economy, culture, and environment.

At our Allegan building complex, we operate in nine buildings with over 550,000 square feet of manufacturing, laboratory, and office space. In recent years, we have completed several water-saving projects that have allowed us to effectively manage water usage, even with fluctuations in production volumes. In previous years, Perrigo has invested in equipment to reduce water needed for domestic water consumption, such as faucets and lavatory flush motion sensors. On the manufacturing side, we focused on optimizing water usage for calibrating and cleaning production equipment, as well as producing purified water for cleaning equipment and as an ingredient in our products.



Managing Resources

Waste

One of our primary focuses at the moment is reducing waste from our global operations. Our aspiration is to completely eliminate waste, although we understand the magnitude of this ambition. When waste cannot be eliminated, we strive to redirect it from landfills to alternative sources in environmentally and financially responsible ways.

Our waste hierarchy, based on the European Waste Directive, guides our approach to managing and avoiding waste by prioritizing more preferred options over less preferred options to reduce our impact.

Our Process for Managing Waste



Social

We lead with compassion, expertise and we prioritize people's health in every aspect of our business. We strive to create a workplace that celebrates diversity and encourages innovation, so we can better serve our consumers from all walks of life. But our mission doesn't stop there. We're dedicated to extending our safety and health-first culture to our partners in the value chain, so that everyone involved in our business prioritizes safety and human rights.

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Our Commitment to DEI

At Perrigo, ensuring our colleagues, customers, and consumers feel they belong is paramount to our success as a company. Our commitment to Diversity, Equity, and Inclusion (DEI) is reflected in our capacity to cultivate belonging – the experience of feeling welcomed, respected, valued, and heard – for our colleagues, customers, and consumers.

Understanding and cultivating belonging is essential for Perrigo to put the consumer at the center of everything we do and provide the best self-care for everyone. Over the past several years, Perrigo's ability to represent the consumers we serve, and their lived experiences has advanced significantly. We are proud of our progress, including significant strides in increasing representation at our organization's board and executive levels. We also know there is more we can and will do to ensure that all Perrigo colleagues feel included and appreciated for their contributions, while understanding and appreciating the diverse needs of our consumers. As we move forward, we continue to build inclusive mindsets, manage talent equitably, and enable leaders as we embed accountability to our commitment throughout our organization. To learn more about our Strategy, and read our full DEI annual report, visit our [website](#).



Leadership Evolution

50% Board Representation - Since 2019, Perrigo's Board Representation has continued to evolve, increasing from 20% to 50% intersectional diversity (race/ethnicity and gender).

50% Executive Committee Representation - In the past two years, our Executive Leadership Team (ELT) has significantly grown in both female leadership diversity and race/ethnicity diversity, increasing from 9% to 50%.



Gender Equality

48% Global Female Total - approximately half of our global workforce identifies as female, a consistent trend year after year that we are committed to continuing.

43% Global Female Leadership Representation – Female leadership representation is stable and has increased slightly in the past few years.



U.S. Diversity

24% U.S. People of Color - For approximately five years, representation of U.S. People of Color has steadily increased by 1% per year, reaching 24% in 2023.

7% U.S. Disability Representation - we have noticed an increase in disability reporting, increasing from 4% to 7%, which is linked to our bi-annual opportunity to voluntarily self-disclose.

3% U.S. Veteran Representation – Perrigo is proud of our U.S. Veteran workforce, which has stayed consistent for the past several years.





DEI Actions Taken in 2023

Focus	Build Inclusive Mindsets	Manage Talent Equitability	Enable Leaders & Embed Accountability
Action	Global Belonging Campaign	Engagement Survey	Conversations that Matter
Goal	All colleagues clearly understand what a culture of belonging looks like and can recognize characteristics within their own team.	All colleagues can thrive because our talent systems and processes drive decisions and achieve results that are equitable.	All leaders clearly understand how to utilize DEI as a lens to make strategic decisions that influence belonging.

Investing in Talent

Core to our purpose is to “Make Lives Better,” and for us, that means making a positive impact on our colleagues, customers, consumers, investors, communities, and the world we live in. We live our purpose by delivering self-care products and investing in the self-care of colleagues. Continuous personal and professional development of our people is an important component of our self-care strategy.



Our commitment to our colleagues growth and development is not just a promise, but a reality. We believe that the primary means of learning and development is through meaningful and challenging work. We have a robust process for identifying talent and matching them with opportunities to stretch through our talent review process. This has resulted in a healthy pipeline of diverse internal talent, with healthy rates of retention. These are strong indicators of our ability to grow capability internally. In fact, our approach has led to 935 promotions in 2023, and 360 people making lateral moves to grow their career experience. This means that nearly 12% of our global team has had formal opportunities to grow professionally.

1,295 promotions and lateral moves in 2023

To help our colleagues prepare for career transitions or make an impact when they start a new chapter of their careers, we continue to partner with LinkedIn Learning to provide access to personal and professional skill development. This platform supplements our curriculum by offering colleagues 24/7 access to over 20,000 on-demand self-study courses.

6,500 hours dedicated to online self-study by Perrigo's global team

We are expanding our investment in leaders at all levels at Perrigo with the pilot of our GROWyou Academy suite of leadership development programs.

We continue to improve our ability to identify our future leaders and provide development for them through our Leadership in Action development program. Last year, 72 leaders completed the program. Our leaders are critical to our ability to continually attract talent, support their ongoing development through matching them to the right opportunities and training, and provide ongoing feedback to engage our workforce.

Giving Back to Our Communities

Perrigo is dedicated to creating a culture of positivity and well-being. We aspire to be philanthropic leaders in our communities and having a positive impact through our products and actions. We believe community engagement is vital to unlocking our team's potential, providing them opportunities to develop their skills, expand their networks, and boost their morale. Through our work in the community, we strive to prepare students and young adults for the challenges of work life, creating accessible career pathways that inspire and empower individuals to reach their full potential.

The Perrigo Foundation

The Perrigo Company Charitable Foundation exists to support nonprofit organizations' initiatives in health and self-care, education, and community engagement and well-being within the communities where Perrigo operates around the world, mainly through a grant application process. We provide opportunities for our employees to get involved and give back their time and talent through charitable work and programs that put additional funds into the hands of those who need them most.

We are passionate about doing our part to make people healthier and realize their potential to grow, prosper, and thrive by alleviating the stress and strain of socioeconomic barriers and creating a more equitable world through the power of community. In turn, our associates give back by offering their time, talent, and financial support to organizations making a positive local impact within our Caring For Communities program.



Our Year of Giving

**The Perrigo Foundation
served over 1.1 million
people from our program
funding in 2023**

\$2.3M
product donations

\$160,000
employee match

\$3.4M
total donations

\$1.3M
cash donations

196
grants awarded

Giving Back to Our Communities

We support nonprofit organizations whose values align with ours and those working to address improved access to health services and self-care guidance, student education, job skills/employability, and basic human needs. As needs intensify globally and families face increased uncertainty, our Foundation is investing in providing underserved and vulnerable populations with the support they need to manage through these unpredictable times and build capability for a more stable future. Through our charitable giving and volunteerism, we encourage:

Healthcare

Health and self-care improvements in our communities. We are providing program stability and capacity building for key community agencies, supporting local nonprofits to improve the quality and accessibility of services, and increasing the quality of mental health services, especially for children and families.

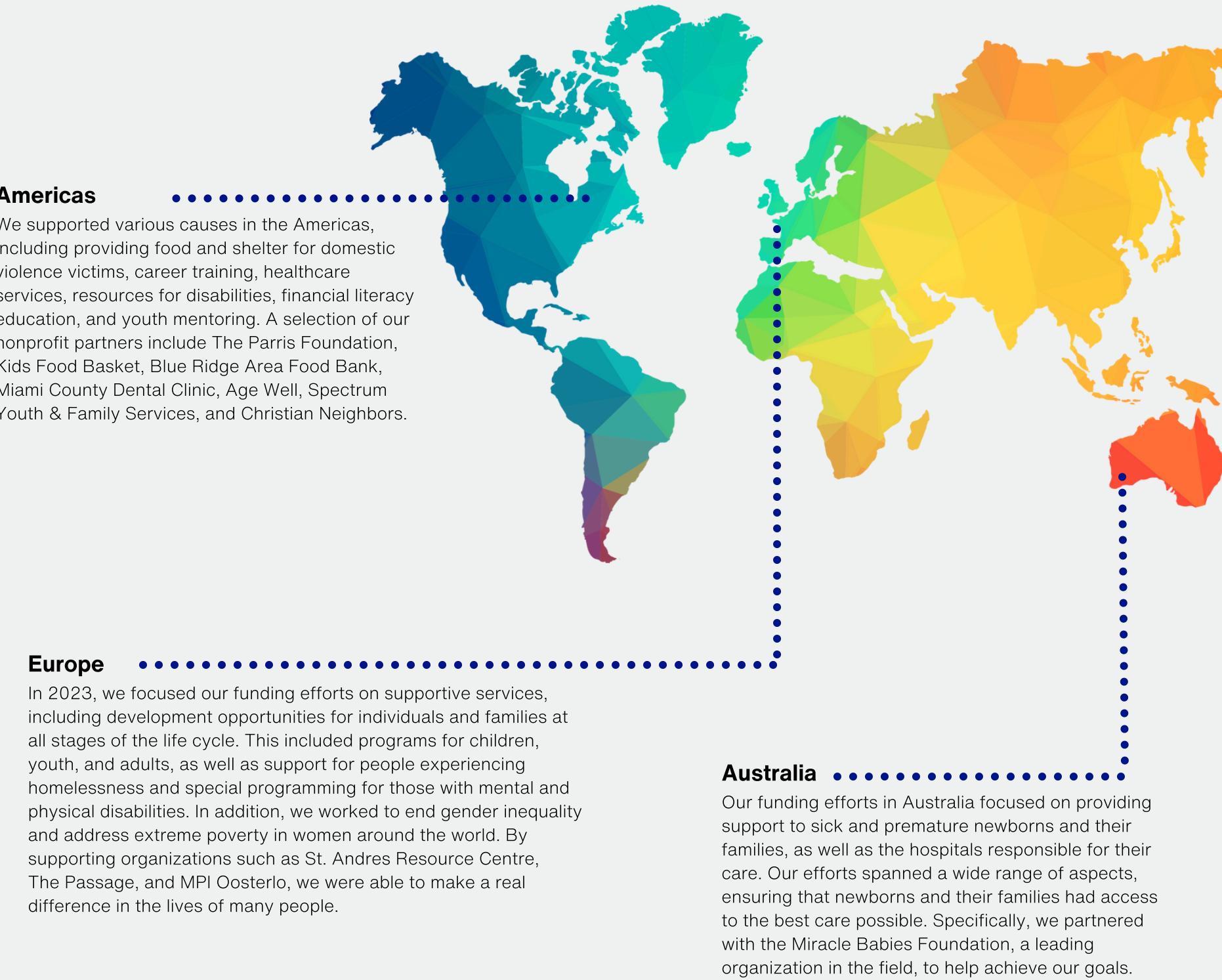
Education

Education, post-secondary scholarships, and support for first-generation and low-income students primarily focused on a STEM career, advancement of STEM curriculum, and resources in the K-12 classrooms. This includes reinforcing improved high school graduation rates, increased access to skilled trades education, and healthy emotional and social skills development in children and teens. As part of our education initiatives, it is essential for us to also focus on talent development and job readiness, which may include job skills training for under-employed or unskilled adults, increased career exposure, and aid in providing a hand-up, not a hand-out for people to springboard into a life of independence.

Supporting the Underserved

Community engagement and well-being, ensuring access to basic human necessities such as food, housing, end-of-life support, and necessary social services. Providing programs that aid in access for the underserved and most vulnerable populations of folks (elderly, special needs, kids, economically disadvantaged) should be a right, not a fight. Perrigo provides local nonprofits with product donations and disaster relief by leveraging its wide array of OTC products to satisfy needs and promote quality of life.

Funding Self-Care in Communities Worldwide



Workplace Safety

At Perrigo, we are proud to prioritize the safety of our employees and those working with us. We have implemented robust programs and policies developed to ensure a healthy working environment in our production facilities. Our safety program is the cornerstone of our efforts to create a culture committed to maintaining compliance with internal and external safety requirements, both locally and globally. We are confident in our ability to lead by example and look forward to continuing to innovate and exceed expectations regarding workplace safety.

Each Perrigo site adheres to a comprehensive framework of Occupational Health and Safety standards, which meticulously outline strategies for risk reduction. The success of our program hinges on the commitment of our leadership and the diligent efforts of our facility teams at each site, all working towards the common goal of ensuring a safe working environment for our employees.

To maintain a high level of safety at our facilities, we have clearly defined responsibilities within our company. Plant management is tasked with the safe operation of production facilities, while other organizational units steer and monitor health and safety aspects across our company, as detailed in our Global Environment, Health and Safety Policy.

Reducing workplace risks

Risk reduction is crucial for effective workplace safety programs. Regular risk assessments and implementing controls can decrease the chances and severity of workplace safety incidents. All Perrigo sites have a risk assessment process to quantify risks in the workplace. Risk assessment helps prioritize hazards and select proper controls for risk reduction. This includes evaluating the frequency of exposure and potential outcome severity to determine a risk rating. Job and workstation assessments identify ways to reduce risk, such as using the New Equipment Checklist, ergonomic assessments, and hazard analysis.

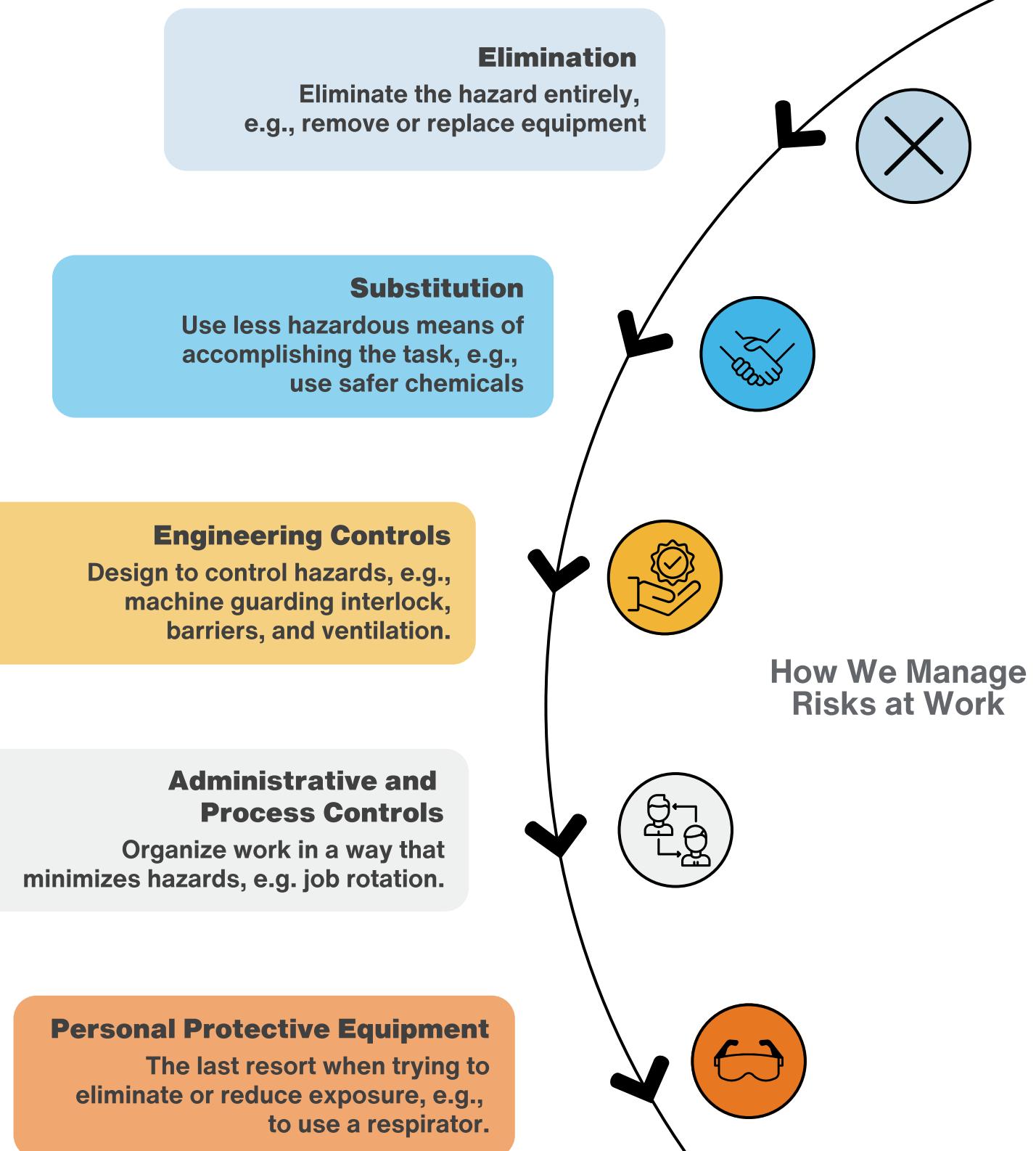
Additionally, we allocated \$3.5M for capital projects in 2023. Specific funds are dedicated to health and safety compliance items available through Global Workplace Safety. These funds support site-level projects and are tracked internally.

Implementing and monitoring safety

We challenge the traditional safety view and move beyond conservative measures like recordable injury rates. We prioritize identifying and addressing potential Serious Injury and Fatality (SIF) exposure events before they happen. To achieve this, we conduct an in-depth evaluation of incidents, including Good Catches, Listed Events, and Injuries, to assess their potential to create a SIF. We then implement corrective solid actions to reduce the likelihood and severity of these events, demonstrating our unwavering commitment to creating a safer workplace for everyone.

Looking ahead

We are moving forward with an updated plan to communicate our new Leading Indicators and provide guidance for our sites on adopting and executing them. We are glad to report that our injury reduction trend has stabilized recently. However, we are not satisfied with merely maintaining the status quo. We will launch Leading Indicators in various Health and Safety categories for 2024 to achieve our long-term injury reduction objectives. These indicators will help us to enhance our Risk Reduction efforts, improve our PSIF, strengthen our Human Organizational Performance, and facilitate the successful implementation of Capital Projects. Moreover, we will focus on the timely closure of Good Catch/Injury/Listed Events, and Action Tracking System (ATS) cases.



Advancing Human Rights

Acting on our renewed purpose, we understand Human Rights as a fundamental principle and value for Perrigo. While our product offerings are at the forefront of this purpose, Perrigo also strives to make lives better within our organization and throughout our supply chain. We do this through our Human Rights commitments and monitoring programs. Our [Global Human Rights Policy](#) frameworks our commitments and includes references to internationally recognized standards such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.



As stated in our Global Human Rights Policy, our goal is to maintain a best-in-class ethical supply chain free from any form of human rights abuses. We set this expectation for our sites and suppliers through our [Supplier Ethical Standards \(SES\)](#). The SES details Perrigo's guiding principles regarding social and environmental responsibility, legal and ethical business practices, as well as outline our inspection requirements. The SES are referenced in our supply agreements and linked on our supplier portal website, ensuring they reach all our direct business partners.

In addition to setting these expectations, we monitor our supply chain through our Human Rights Due Diligence (HRDD) process. HRDD begins with a risk assessment evaluating strategic suppliers, starting with inherent country and industry-specific risks. Mitigation and further evaluation of risks continue through self-assessment questionnaires, site visits, and third-party audits. Our preferred audit for monitoring human rights issues is the Sedex Members Ethical Trade Audit or SMETA. Perrigo has third-party SMETA audits performed at our own manufacturing facilities in addition to our key suppliers within our scope of risk and where deemed necessary. Issues found during these audits or site visits that do not meet our SES are remediated through a corrective action plan. After an approved corrective action is completed, additional on-site monitoring or a follow-up audit is performed to validate remediation.

Perrigo annually discloses our efforts related to Human Rights through our annual [Modern Slavery Statement](#).

Sedex
Member

Perrigo is a member of Sedex, demonstrating our commitment to responsible sourcing and maintaining an ethical and sustainable supply chain. Sedex streamlines supplier assessments, saving time and resources and building stronger partnerships with suppliers, prioritizing ethical practices. We continue to connect with suppliers and customers via Sedex for transparency in our ethical sourcing practices.

Perrigo is an active member of the Pharmaceutical Supply Chain Initiative (PSCI). The PSCI's purpose is to bring together members to define, establish, and promote responsible supply chain practices, human rights, environmental sustainability, and responsible business. Perrigo's work with the PSCI promotes human rights in our direct supply chain and throughout the pharmaceutical industry.

PSCI PHARMACEUTICAL SUPPLY CHAIN INITIATIVE
Building responsible supply chains



Improving our Products

Transforming our Impact from Palm Oil

Palm oil is a highly versatile crop with unique properties that are used in various products. It is an essential ingredient in many applications, primarily because of its ability to foam, bind, and stabilize. Moreover, palm oil is the most land-efficient oil crop, providing a much higher yield per hectare than other oils like sunflower, rapeseed, or soy. However, when grown irresponsibly, it can have detrimental impacts on biodiversity, human rights, and climate through the destruction of rainforests and carbon-rich peatlands.

Instead of simply ceasing to use palm oil, we have taken a proactive stance, focusing on improving the impact of the share we purchase for our products. Since 2018, Perrigo has been a proud Roundtable for Sustainable Palm Oil (RSPO) member and has set a clear goal: to source 100% RSPO-certified Mass Balance or better Palm. The largest share of the palm oil products we purchase is used in infant formula manufacturing. Three of our largest manufacturing sites have received physical RSPO certification. To further our commitment, we use RSPO credits to offset palm oil derivatives and indirect usage in cases where certification may not be feasible or practical.

Identifying palm oil derivatives in all business areas is challenging due to the complexity of our supply chain.

Additionally, small individual usage and use within regulated products make it problematic to transition to certified Palm in the short or mid-term fully. This is particularly true for many of our products, especially over-the-counter pharmaceuticals and cosmetic products in the US and Europe. Typically, the derivative use is in small quantities, often less than 1% or 0.5% of a product.

We report our progress annually through [Perrigo's RSPO ACOP](#), which is available through their website. In 2023, we purchased 1090 metric tons of palm oil products, of which 100% were RSPO-certified Mass Balance or better. For more details, visit [RSPO.org](#) and search for Perrigo's member number: 4-1006-18-000-00



4-1006-18-100-00



Data Summary

We are committed to transparency and follow external standards to ensure that our stakeholders have access to our current status and progress.

The following summary presents our progress over the past three years on a global scale. In cases where data is unavailable, it may be due to the lack of data or because the methodology has yet to be evaluated for public disclosure.

31 **Data Index**

37 **Contributing to the SDG's**

37 **SASB Index**

39 **GRI Index**

45 **Endnotes**

Data Index

Global Workforce	Unit	2021	2022	2023
Total Global Employees	# of employees	12,471	10,182	10,150
Full-time	# of employees	9,662	8,611	8,774
Part-time	# of employees	259	308	292
External	# of employees	2,550	1,263	1,084

Global Workforce by Region

Region & Gender¹	Unit	2021		2022		2023	
		Male	Female	Male	Female	Male	Female
Total Global Employees	# of employees	4,990	4,886	4,491	4,302	4,606	4,295
Americas	# of employees	3,476	2,929	2,918	2,177	3,075	2,232
Europe	# of employees	1,386	1,843	1,445	1,969	1,411	1,893
Australia	# of employees	43	59	55	55	66	83
Asia	# of employees	85	55	73	101	54	87

Global Workforce by Age	Unit	2021			2022			2023		
		Under 30	30-50	Over 50	Under 30	30-50	Over 50	Under 30	30-50	Over 50
Total Global Employees	# of employees	1,635	5,683	2,603	1,356	5,013	2,552	1,279	5,100	2,693

Data Summary

US Workforce by Ethnicity	Unit	2021	2022	2023
White	# of global employees	3,718	3,683	3,721
Black or African American	# of global employees	203	205	220
Hispanic or Latino	# of global employees	491	435	434
Asian	# of global employees	345	365	383
Native Hawaiian, Indian, Alaskan	# of global employees	25	24	21
Two or More Races	# of global employees	72	73	86

New Employee Hires	Unit	2021	2022	2023
By Gender				
Male	# of employees	973	1,028	1,013
Female	# of employees	1,073	1,094	796
By Region				
Globally	# of employees	2,052	2,254	2,013
Americas (including Canada)	# of employees	1,498	1,355	1,324
Europe	# of employees	469	829	640
Asia	# of employees	51	25	19
Australia	# of employees	34	45	30

Board of Directors	Unit	2021	2022	2023
Total Members	# of board members	10	10	10
Female Representation	%	30	30	30
Male Representation	%	70	70	70
Board diversity (PoC)	%	10	10	20

Data Summary

Workplace Safety ²

	Unit	2021	2022	2023
Total Recordable Rate (TRR)	Rate	1.08	1.13	1.28
Days Away, Restricted, Transferred (DART, DAFW)	Cases	49	57	62
First Aid	Cases	424	469	605
Fatalities (work-related)	Cases	0	0	0

Community Giving

	Unit	2021	2022	2023
Product Donations	Million units	2.8	3.25	2.3
Cash Donations	Million \$	2.6	1.88	1.33
Grants Awarded	Grants	259	284	196

Freedom of Association ²

	Unit	2021	2022	2023
Union Representation/Collective Bargaining	% of US employees	8.7	8.8	17.5

Data Summary

Greenhouse Gas Emissions ³	Unit	2020	2021	2022	2023
Scope 1 and 2 Greenhouse Gas Emissions					
Scope 1: Own Operations	MT CO2e	60,306	61,947	71,290	68,712
Scope 2: Location Based	MT CO2e	101,539	82,533	81,583	80,712
Scope 2: Market Based	MT CO2e	100,256	81,277	79,109	77,716
Total Scope 1+2: Market-based	MT CO2e	160,561	143,224	150,399	146,427
Scope 3 Greenhouse Gas Emissions					
Cat 1. Purchased goods and services	MT CO2e	-	-		
Cat 2. Capital goods	MT CO2e	-	-	539,303	435,910
Cat 3. Fuel- and energy-related activities	MT CO2e	-	-	44,861	27,025
Cat 4. Upstream transportation and distribution	MT CO2e	-	-	89,768	126,263
Cat 5. Waste generated in operations	MT CO2e	-	-	-	3,951
Cat 6. Business travel	MT CO2e	-	-	1,096	1,758
Cat 7. Employee commuting	MT CO2e	-	-	4,544	4,278
Cat 9. Downstream transportation and distribution ³	MT CO2e	-	-	1,402	182
Cat 12. End-of-life treatment of sold products	MT CO2e	-	-	14,851	15,076
Total Scope 3	MT CO2e	-	-	695,825	614,443
Total Scope 1+2+3 (Market-based)	MT CO2e	-	-	836,764	761,636

Water	Unit	2020	2021	2022	2023
Total water withdrawn	ccf	397,598	366,395	386,346	408,744
Waste water discharged	ccf	368,643	282,717	300,192	327,386
Percentage of Water Consumption in Regions with Water Stress	%	-	-	3.5	3

Data Summary

Energy Use

	Unit	2020	2021	2022	2023
Direct Energy Consumption					
Fuel Oil	MWh	2,394	3,350	2,294	21
Natural Gas	MWh	265,541	280,391	309,989	295,799
Generated Renewable Electricity	MWh	104	187	466	1,719
Indirect Energy Consumption					
Purchased Electricity	MWh	183,197	173,855	169,575	164,474
Purchased Renewable Electricity	MWh	10,819	10,592	14,748	20,643
Total Energy Consumption	MWh	462,055	468,374	497,072	482,656

Materials and Packaging

	Unit	2023
Renewable materials in products (excluding Americas)	Metric tons	5,330.48
Recycled materials in products (excluding Americas)	Metric tons	856.26
Virgin materials in product (excluding Americas)	Metric tons	13,615.63

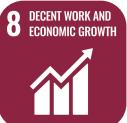
Sustainable Supply Chain

	Unit	2022	2023
RSPO-certified palm oil purchased	Metric tons	1,117	1,090

Data Summary

Waste for Recycling and Disposal⁴	Unit	2023
Waste diverted from disposal		
Hazardous waste		
Recycled	Metric tons	1.17
Energy recovery	Metric tons	11
Reused	Metric tons	
Non-hazardous waste		
Recycled	Metric tons	7,907
Energy recovery	Metric tons	549
Reused	Metric tons	962
Waste directed to disposal		
Hazardous waste		
Landfilled	Metric tons	0.03
Incinerated	Metric tons	336
Treated	Metric tons	588
Non-hazardous waste		
Landfilled	Metric tons	2,175
Incinerated	Metric tons	855
Treated	Metric tons	922

Contributing to the Sustainable Development Goals

Sustainable Development Goal	Target	Perrigo response
 3 GOOD HEALTH AND WELL-BEING	<p>Goal 3: Ensure healthy lives and promote well-being for all at all ages</p> <p>3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programs.</p> <p>3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p>	<p>2023 Sustainability Report - Our shared purpose 2023 Sustainability Report - Product Innovation</p>
 4 QUALITY EDUCATION	<p>Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p> <p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.</p> <p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</p>	2023 Sustainability Report - Giving back to communities
 5 GENDER EQUALITY	<p>Goal 5: Achieve gender equality and empower all women and girls</p> <p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	2023 Sustainability Report - Our commitment to DEI
 7 AFFORDABLE AND CLEAN ENERGY	<p>Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.</p> <p>7.3 By 2030, double the global rate of improvement in energy efficiency.</p>	2023 Sustainability Report - Moving Towards 100% Renewable Electricity
 8 DECENT WORK AND ECONOMIC GROWTH	<p>Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.</p> <p>8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</p>	<p>2023 Sustainability Report - Financial Highlights 2023 Sustainability Report - Advancing Human Rights 2023 Sustainability Report - Workplace Safety</p>
 10 REDUCED INEQUALITIES	<p>Goal 10: Reduce inequality within and among countries</p> <p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.</p>	2023 Sustainability Report - Our commitment to DEI
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p>Goal 12: Ensure sustainable consumption and production patterns</p> <p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities.</p>	<p>2023 Sustainability Report - Reducing and Redesigning Packaging 2023 Sustainability Report - Managing Resources 2023 Sustainability Report - Improving our Products</p>
 13 CLIMATE ACTION	<p>Goal 13: Take urgent action to combat climate change and its impacts</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.</p>	2023 Sustainability Report - Acting on Climate

SASB Index

Metric Code	Metric	Perrigo Response
Water Management		
CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	For detailed information about our water management, please refer to our Water management section in Perrigo's 2024 Sustainability Report the Data Summary section in Perrigo's 2024 Sustainability Report.
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	
Product Environmental, Health and Safety Performance		
CG-HP-250a.1	Revenue from products that contain substances of high concern	Not disclosed.
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	We are dedicated to identifying and removing harmful chemicals from our consumer products and providing transparent reporting on our ingredients. Perrigo's Chemical Management System allows us to create safety data sheets and analyze them against state, national, and international regulatory lists. This helps us to proactively ensure that our products meet the highest standards and address any areas of concern internally. In addition to evaluating the chemicals in our products, we also review the materials used to ensure ongoing compliance with legislation in both European and non-European markets.
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Not disclosed.
Packaging Lifecycle Management		
CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable or compostable	For detailed information about our packaging metrics, please refer to the Data Summary section in Perrigo's 2024 Sustainability Report.
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	For detailed information about our packaging reduction and innovation strategy, please refer to the Reducing and Redesigning Packaging section in Perrigo's 2024 Sustainability Report.
Environmental & Social Impacts of Palm Oil Supply Chain		
CG-HP-430a.1	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance or (d) Book & Claim	For detailed information about our palm oil usage, please refer to the Responsible Supply Chain section in Perrigo's 2024 Sustainability Report.
Activity Metrics		
CG-HP-000.A	Units of products sold, total weight of products sold	Not disclosed. The metric was omitted due to a lack of available unit figures. For details about our sales by category, refer to the Financial Highlights section in Perrigo's 2024 Sustainability Report.
CG-HP-000.B	Number of manufacturing facilities	We operate 14 manufacturing facilities globally. For details, refer to the Our Shared Purpose section in Perrigo's 2024 Sustainability Report.

GRI Index

Statement of use

Perrigo Company has reported the information cited in this GRI content index for the period 1/1/2023-12/31/2023 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

Disclosure

Location

General Disclosures

GRI 2: General Disclosures 2021

2-1 Organizational details	Perrigo Company plc (Perrigo) is a publicly traded company listed on the New York Stock Exchange (PRGO) based in Dublin, Ireland. The company has 14 manufacturing sites and operations in more than 30 countries, with significant operations in the United States, United Kingdom, France, Austria, Belgium, Germany, Australia, and China. Additional information about our business can be found in the Strategy section of this report and our Annual Report file on Form 10-K filed with the U.S. Securities and Exchange Commission for 2023.
2-2 Entities included in the organization's sustainability reporting	The scope of this Sustainability Report includes facilities owned and operated by Perrigo Company plc during the calendar year 2023 (unless otherwise noted in the report). Our reporting provides environmental data for acquisitions after their first full year of operation, in accordance with best practices, our internal standards, and applicable reporting framework guidance such as the Greenhouse Gas Protocol and GRI Standards.
2-3 Reporting period, frequency and contact point	The disclosures in this report cover the period from January 1, 2023, to December 31, 2023, and were published on [date]. We are reporting in alignment with our financial reporting in our 2023 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission, available on Perrigo's Investor website. For any questions about these disclosures, please email steve.ramus@perrigo.com .
2-4 Restatements of information	All restatement of information is listed in the endnotes of this report.
2-5 External assurance	Perrigo has not obtained external assurance for this report.
2-6 Activities, value chain and other business relationships	Perrigo is a leading pure-play self-care company with more than a century of innovation and experience serving consumers' health and wellness needs. Perrigo's broad offerings are well diversified across several major product categories and geographies, primarily in North America and Europe, with no product representing more than 3% of total revenue. In North America, Perrigo is the leading store brand private label provider of self-care products in many categories, including upper respiratory, nutrition, and women's health. In Europe, our portfolio consists primarily of brands, including Compeed®, EllaOne®, Solpadeine®, and ACO®. Additional details on Perrigo's business segments can be found in our 2023 Annual Report on Form 10-K filed with the U.S. Securities and Exchange Commission, available at Perrigo's website.
2-7 Employees	The Data Index in Perrigo's 2024 Sustainability Report reports on the breakdown of employees, including geography and gender.
2-8 Workers who are not employees	The Data Index in Perrigo's 2024 Sustainability Report reports on the breakdown of employees, including workers who are not employees.
2-9 Governance structure and composition	The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders describes Perrigo's governance structure and board committees. This report provides a detailed description of our sustainability governance.
2-10 Nomination and selection of the highest governance body	The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC describes the process to nominate and select the highest governance body and its committees.
2-11 Chair of the highest governance body	The chair of Perrigo's highest governance body is identified in The Proxy Statement for its 2024 Annual Meeting of Stockholders, which was filed with the SEC.
2-12 Role of the highest governance body in overseeing the management of impacts	The highest governance body's role is described in The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC.
2-13 Delegation of responsibility for managing impacts	Perrigo's process for delegating responsibilities for managing impacts is described in the sustainability governance section of this report.
2-14 Role of the highest governance body in sustainability reporting	The role of the highest governance body in sustainability reporting is described in the sustainability governance section of this report.
2-15 Conflicts of interest	We place Perrigo and customer goals and interests before personal gain; this approach helps us make ethical decisions that benefit our business. Even the perception of a conflict of interest can damage trust. By being vigilant and proactive in avoiding or addressing conflicts, we reinforce our reputation for unbiased decision-making and fair treatment upon which others can rely. All of us are responsible for avoiding conflicts of interest and acting in Perrigo's best interests. We encourage every employee to reach out if they believe they are in an actual or potential Conflict of Interest. For detailed information, see our Code of Conduct at: https://www.perrigo.com/policies-practices .

GRI Index

Disclosure

Location

General Disclosures (cont.)

GRI 2: General Disclosures 2021 (cont.)

2-16 Communication of critical concerns	A detailed review of how critical concerns are communicated directly to the highest governance body by stockholders and other parties can be found in The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC in the Shareholder Communications with Directors section on page 13.
2-17 Collective knowledge of the highest governance body	Omission: Perrigo does not publicly disclose the quantity or nature of critical concerns communicated to the Board.
2-18 Evaluation of the performance of the highest governance body	The collective knowledge and qualifications for the highest governance body are described in the Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders in the Director Skills Matrix on page 63 and on page 66 and following.
2-19 Remuneration policies	A comprehensive description of the highest governance body's performance evaluation can be found in the Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders, filed with the SEC. Refer to the Executive Compensation section starting on page vi.
2-20 Process to determine remuneration	A detailed description of Perrigo's remuneration policies can be found in the Compensation Discussion and Analysis section of The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC, starting on page 21.
2-21 Annual total compensation ratio	The Our Executive Compensation Process section of The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC, starting on page 26, detailed Perrigo's process for determining remuneration policies.
2-22 Statement on sustainable development strategy	The annual compensation ratio of the organization's highest-paid individual to the median annual total compensation for all employees is described in the CEO Pay Ratio section of The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC on page 55.
2-23 Policy commitments	The Our Executive Compensation Process section of The Proxy Statement for Perrigo's 2024 Annual Meeting of Stockholders filed with the SEC, starting on page 26, detailed Perrigo's process for determining remuneration policies.
2-24 Embedding policy commitments	Refer to the Letter from our CEO & President, Patrick Lockwood-Taylor, and our Chairman of the Board of Directors, Orlando Ashford, on pages 3 and 4 of Perrigo's 2024 Sustainability Report.
2-25 Processes to remediate negative impacts	A complete listing of our policy statements is available at https://www.perrigo.com/policies-practices
2-26 Mechanisms for seeking advice and raising concerns	Perrigo's Code of Conduct is our leading global policy. It guides our actions by reflecting our Core Values, reinforcing our commitment to integrity, and providing a framework to navigate difficult situations with ethical decision-making. The Code sets the expectation that everyone is responsible every day to live out our values and do what is right by our employees, customers, business partners, and communities. Our Code of Conduct (Code) reflects our company's culture in written form. It is a principles-based framework for making our values meaningful by putting them into action as behaviors that can be lived at work daily. We follow the laws, regulations and policies that apply to us, but we also follow the highest ethical standards, even when there's no specific law or policy. New employees receive training on our core values and the Code of Conduct. Additionally, every year, employees must complete a course to refresh their understanding. The course is a web-based training module covering ethics, anti-corruption, compliance issues, and related topics. As part of annual training efforts, each employee will complete an additional courses covering specific topics related to ethics and compliance.
2-27 Compliance with laws and regulations	See disclosure 2-26
2-28 Membership associations	Perrigo has established a corporate hotline that is globally available to all employees and any interested party to raise concerns about the company's business conduct. Our number one goal is to provide a positive work environment. We also support a culture of open communication, where ideas and concerns can be brought forward in good faith without fear of retaliation.
2-29 Approach to stakeholder engagement	Perrigo encourages employees to pursue two-way communication with their supervisor, department leadership, Human Resources, or other trusted business leaders when they have a concern. Our policies, procedures, and Code of Conduct guide who to contact regarding different topics. However, suppose employees feel uncomfortable raising concerns through normal Perrigo channels. In that case, Perrigo provides OneTrust as a reliable, confidential, and anonymous communication tool for promptly reporting issues of concern and/or violations of Perrigo's company policies.
2-30 Collective bargaining agreements	In order to effectively advance our sustainability goals, we actively involve our stakeholders, including suppliers, customers, consumers, and local communities. Direct engagement with these stakeholders is a crucial aspect of Perrigo's sustainability strategy. We prioritize clear and open communication to ensure that all stakeholders receive accurate and credible information, and understand how their priorities are considered in our sustainability efforts. Furthermore, we regularly publish policies and position statements to share our stance on important issues such as Climate Change, Human Rights, Anti-corruption, DEI, and Fair Competition. Our annual sustainability report and our participation in sustainability assessments like CDP's Climate questionnaire, EcoVadis, and others serve as additional channels for communicating with our stakeholders.

We disclose the percentage of our U.S. workforce covered by collective bargaining agreements in our Data Summary in Perrigo's 2024 Sustainability Report.

GRI Index

Disclosure

GRI 3: Material Topics 2021

3-1 Process to determine material topics

Perrigo is currently updating its sustainability strategies and initiatives. We continuously evaluate our key areas of focus by engaging with stakeholders. Recognizing the importance of this approach, we aim to integrate it into our upcoming plans. We are dedicated to ongoing enhancements and are actively searching for ways to understand better and tackle the ESG issues that are most important to our stakeholders.

3-2 List of material topics

Climate change & carbon emissions (GRI 305: Emissions)
 Energy (GRI 302: Energy)
 Water (GRI 303: Water and Effluents)
 Packaging & waste (GRI 301: Materials & GRI 306: Waste)
 Responsible sourcing (GRI 308: Supplier Environmental Assessments & GRI 414: Supplier Social Assessments)
 Diversity, equity & inclusion (GRI 405: Diversity and Equal Opportunity & GRI 406: Non-discrimination)
 Workplace safety & working conditions (GRI 403: Occupational Health and Safety)
 Talent management (GRI 404: Training and Education)
 Human rights (GRI 408: Child Labor & GRI 409: Forced or Compulsory Labor)
 Community engagement
 Governance, risk management, anticorruption & business ethics (GRI 201: Economic Performance, GRI 205: Anticorruption & GRI 407: Freedom of Association and Collective Bargaining 2016)

GRI 201: Economic Performance 2016

3-3 Management of material topic

Perrigo discloses economic performance management in detail in our 2023 Annual Report on Form 10-K, filed with the SEC.

201-1 Direct economic value generated and distributed

Perrigo discloses economic performance in detail in our 2023 Annual Report on Form 10-K, filed with the SEC.

201-2 Financial implications and other risks and opportunities due to climate change

Perrigo discloses the process for identifying, assessing, and responding to climate-related risks and opportunities in our annual CDP disclosure.

201-3 Defined benefit plan obligations and other retirement plans

Perrigo discloses benefits and pension contributions in detail in our 2023 Annual Report on Form 10-K, filed with the SEC.

GRI 205: Anti-corruption 2016

3-3 Management of material topic

Perrigo is dedicated to winning business on the strength of our brand and building relationships based on transparency and trust. We are responsible for and committed to conducting our business ethically and without corruption. Perrigo's management approach to anti-corruption is described in our Modern Slavery Statement at <https://www.perrigo.com/modernslaverystatement>.

205-1 Operations assessed for risks related to corruption

Omission: Perrigo currently does not report this metric publicly.

205-2 Communication and training about anti-corruption policies and procedures

All employees receive mandatory training on Perrigo's Code of Conduct, including our anticorruption Policy, at the start of employment and on a regular pre-determined frequency throughout their employment. Training is generally documented in an electronic Learning Management System, which helps ensure that no employee is overlooked. To reinforce our expectations against modern slavery and other human rights violations, relevant directors, employees, and suppliers are provided additional training, materials, and support as appropriate.

205-3 Confirmed incidents of corruption and actions taken

Omission: Perrigo currently does not report this metric publicly.

GRI 301: Materials 2016

3-3 Management of material topic

For details on how we manage materials and packaging, see the Reducing and Redesigning Packaging section in Perrigo's 2024 Sustainability Report.

301-1 Materials used by weight or volume

Perrigo discloses packaging metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

301-2 Recycled input materials used

Perrigo discloses packaging metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

301-3 Reclaimed products and their packaging materials

Perrigo discloses packaging metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

GRI 302: Energy 2016

3-3 Management of material topic

For details on how we manage energy and renewable electricity, see the Renewable Energy section in Perrigo's 2024 Sustainability Report.

302-1 Energy consumption within the organization

Perrigo discloses energy metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

302-2 Energy consumption outside of the organization

Omission: We currently do not have information available on energy consumption outside of the organization. However, we use our Scope 3 GHG emissions as an estimate for energy consumption. Detailed energy metrics, including indirect energy consumption, can be found in our Data Summary in Perrigo's 2024 Sustainability Report.

302-3 Energy intensity

Omission: Perrigo does not publicly disclose the energy intensity metrics.

302-4 Reduction of energy consumption

Perrigo discloses energy metrics, including annual reductions, in our Data Summary in Perrigo's 2024 Sustainability Report.

302-5 Reductions in energy requirements of products and services

Omission: Data unavailable

GRI Index

Disclosure

Location

GRI 303: Water and Effluents 2018

3-3 Management of material topic

For details on how we manage water and water-related impacts, see the Managing Resources section in Perrigo's 2024 Sustainability Report.

303-1 Interactions with water as a shared resource

For details on how we manage water and water-related impacts, see the Managing Resources section in Perrigo's 2024 Sustainability Report.

303-2 Management of water discharge-related impacts

For details on how we manage water and water-related impacts, see the Managing Resources section in Perrigo's 2024 Sustainability Report.

303-3 Water withdrawal

Perrigo discloses water statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

303-4 Water discharge

Perrigo discloses water statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

303-5 Water consumption

Perrigo discloses water statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

GRI 305: Emissions 2016

3-3 Management of material topic

For details on how we manage carbon emissions and the impacts of climate change, see the Acting on Climate section in Perrigo's 2024 Sustainability Report.

305-1 Direct (Scope 1) GHG emissions

Perrigo discloses carbon emissions metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

305-2 Energy indirect (Scope 2) GHG emissions

Perrigo discloses carbon emissions metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

305-3 Other indirect (Scope 3) GHG emissions

Perrigo discloses carbon emissions metrics in our Data Summary in Perrigo's 2024 Sustainability Report.

305-4 GHG emissions intensity

Omission: We currently do not track this metric

305-5 Reduction of GHG emissions

Perrigo discloses carbon emissions metrics including annual progress in our Data Summary in Perrigo's 2024 Sustainability Report.

305-6 Emissions of ozone-depleting substances (ODS)

We include emissions from ozone-depleting substances in our Scope 1 carbon footprint as part of our refrigerants inventory.

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

We are calculating using methodologies and air permit specifications specified by regulatory agencies, including emissions other than CO2.

GRI 306: Waste 2020

3-3 Management of material topic

For details on how we manage waste and waste-related impacts, see the Waste section in Perrigo's 2024 Sustainability Report.

306-1 Waste generation and significant waste-related impacts

Waste management processes are integral to Perrigo's Environmental, Health, and Safety framework. For details, see the Workplace Safety section in Perrigo's 2024 Sustainability Report.

306-2 Management of significant waste-related impacts

For details on how we manage waste and waste-related impacts, see the Waste section in Perrigo's 2024 Sustainability Report.

306-3 Waste generated

Perrigo discloses waste statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

306-4 Waste diverted from disposal

Perrigo discloses waste statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

306-5 Waste directed to disposal

Perrigo discloses waste statistics in our Data Summary in Perrigo's 2024 Sustainability Report.

GRI 308: Supplier Environmental Assessment 2016

3-3 Management of material topic

Our Supplier Ethical Standards define our expectations for suppliers regarding social and environmental responsibilities, including monitoring activities through on-site inspections and third-party assessments. For details, see our Supplier Ethical Standards at <https://www.perrigo.com/policies-practice>.

308-1 New suppliers that were screened using environmental criteria

As new supplier partners enter Perrigo's supply chain, they undergo a risk assessment considering the brand, label, product, production activity, and country of production. The results of this assessment may initiate a prequalification audit as part of due diligence, as well as, or in addition to, a self-assessment.

308-2 Negative environmental impacts in the supply chain and actions taken

Perrigo expects and works with all our business partners to remediate any issues that do not meet our Supplier Ethical Standards when discovered through our monitoring processes.

GRI Index

Disclosure

GRI 403: Occupational Health and Safety 2018

	Location
3-3 Management of material topic	Our Global Environment, Health & Safety Policy at https://www.perrigo.com/policies-practices describes Perrigo's management approach to workplace safety.
403-1 Occupational health and safety management system	Perrigo Leaders are responsible for creating a strong Environmental, Health, & Safety (EHS) culture by implementing effective processes/procedures, providing adequate resources, and establishing accountability systems. The Global EHS Team is responsible for providing the strategy, tools, and technical support needed to implement this Policy. The Team will measure and report performance to drive continuous improvement. All Perrigo personnel, suppliers, and contractors are responsible for ensuring that individual responsibilities are performed consistently and are compliant with this Policy. Violations of the Global Environmental, Health & Safety Policy will be investigated. They may result in disciplinary action, including termination of employment or contract.
403-2 Hazard identification, risk assessment, and incident investigation	Our Global Environment, Health & Safety Policy at https://www.perrigo.com/policies-practices and the Workplace Safety section in Perrigo's 2024 Sustainability Report describe how we assess risks and hazards.
403-3 Occupational health services	Our Global Environment, Health & Safety Policy at https://www.perrigo.com/policies-practices and the Workplace Safety section in Perrigo's 2024 Sustainability Report describe our occupational health services.
403-4 Worker participation, consultation, and communication on occupational health and safety	A safe work environment is built on strong communication. Internally, our SharePoint platforms for worker health and safety information include intranet sites, trainings, and team meetings. Perrigo leaders are responsible for creating a strong environmental, health & safety (EHS) culture by implementing effective processes and procedures and communication channels.
403-5 Worker training on occupational health and safety	Our Global Environment, Health & Safety Policy at https://www.perrigo.com/policies-practices and the Workplace Safety section in Perrigo's 2024 Sustainability Report describes how we train employees on occupational health and safety.
403-6 Promotion of worker health	Perrigo provides comprehensive employee health insurance, which includes coverage for emergency care, prescription medications, dental health, and maternity healthcare. Additionally, Perrigo offers an Employee Assistance Program (EAP) to help employees and their families deal with work and life challenges. The company's Global Well-being program focuses on six dimensions - Physical, Emotional, Financial, Work-Life, Community, and Educational - and is accessible to all employees. Through various health activities, Perrigo aims to promote healthy living and awareness of good lifestyle behaviors, mental health, and the ability to respond to workplace, social, and family challenges. Perrigo also conducts wellness campaigns and shares health tips to educate employees on nutrition, sleep, ergonomics, and physical activity.
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Perrigo provides comprehensive employee health insurance, which includes coverage for emergency care, prescription medications, dental health, and maternity healthcare. Additionally, Perrigo offers an Employee Assistance Program (EAP) to help employees and their families deal with work and life challenges. The company's Global Well-being program focuses on six dimensions - Physical, Emotional, Financial, Work-Life, Community, and Educational - and is accessible to all employees. Perrigo aims to promote healthy living and awareness of good lifestyle behaviors, mental health, and the ability to respond to workplace, social, and family challenges through various health activities. Perrigo also conducts wellness campaigns and shares health tips to educate employees on nutrition, sleep, ergonomics, and physical activity.
403-8 Workers covered by an occupational health and safety management system	Omission: Perrigo currently does not report this metric publicly.
403-9 Work-related injuries	Perrigo discloses work-related injuries in our Data Summary in Perrigo's 2024 Sustainability Report.
403-10 Work-related ill health	Perrigo discloses work-related injuries in our Data Summary in Perrigo's 2024 Sustainability Report.

GRI 404: Training and Education 2016

3-3 Management of material topic	Our people are one of Perrigo's greatest competitive advantages. We provide resources to support colleagues as part of the Perrigo team in understanding our culture, finding internal career opportunities, and learning, developing, and managing their well-being. GROWyou is our internal portal to maximize the effectiveness of our talent by engaging and enabling colleagues to perform the right roles and drive business success. We have a standard set of behaviors called our Career Success Drivers. We provide development resources aligned to these behaviors to help our colleagues grow their careers at Perrigo. We have a well-established performance management process that provides feedback to employees on their strengths and areas where they can continue to grow. Our Senior Leadership Council also conducts annual talent reviews to identify the right developmental experiences for our talent to meet their potential. We monitor the effectiveness of our talent management process primarily through promotions and lateral moves but look at leading indicators such as completion rates for objective setting and performance evaluation, participation in learning activities, and feedback on the quality of those experiences. We also survey our employees at least annually to understand their overall engagement and drivers.
404-1 Average hours of training per year per employee	In 2023, Perrigo employees completed an average of 13 hours of discretionary training. (Excluding mandatory compliance and job-specific training) Omission: Information unavailable. We do not collect training data by gender or employee category.
404-2 Programs for upgrading employee skills and transition assistance programs	Learning is always available to colleagues at Perrigo through our partnership with LinkedIn Learning. It provides 24/7 access to over 20,000 on-demand self-study courses. We also regularly offer internal open-enrollment classes on essential personal development skills for career success. In 2023, we also piloted our GROWyou Academy, a suite of leadership development programs catering to all stages of leadership. Finally, we have Leadership In Action, our nomination-only program for those who aspire and have the potential to move into senior leadership. When colleagues end their careers at Perrigo, we provide Employee Assistance Program support for them and their families for 36 months after departure.
404-3 Percentage of employees receiving regular performance and career development reviews	Omission: Information unavailable. We do not measure completion of career reviews by gender or employee category

GRI Index

Disclosure

GRI 405: Diversity and Equal Opportunity 2016

3-3 Management of material topic

405-1 Diversity of governance bodies and employees

405-2 Ratio of basic salary and remuneration of women to men

GRI 406: Non-discrimination 2016

3-3 Management of material topic

406-1 Incidents of discrimination and corrective actions taken

GRI 407: Freedom of Association and Collective Bargaining 2016

3-3 Management of material topic

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

GRI 408: Child Labor 2016

3-3 Management of material topic

408-1 Operations and suppliers at significant risk for incidents of child labor

GRI 409: Forced or Compulsory Labor 2016

3-3 Management of material topic

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

GRI 414: Supplier Social Assessment 2016

3-3 Management of material topic

414-1 New suppliers that were screened using social criteria

414-2 Negative social impacts in the supply chain and actions taken

Location

Perrigo is committed to building a winning culture and becoming an even more innovative workplace. We aspire to do that, in part, through fostering a sense of belonging in each of our colleagues, meaning they feel welcomed, valued, respected, heard, and part of our thriving global community. For details, see the DEI section in Perrigo's 2024 Sustainability Report and our Annual DEI Report at <https://www.perrigo.com/perrigo-diversity-and-inclusion>.

Perrigo discloses the diversity of governance bodies and employees in our Data Summary in Perrigo's 2024 Sustainability Report.

Omission: Information unavailable. We do not calculate breakdowns by employee category or location.

Perrigo is committed to providing an environment free of unlawful harassment, discrimination, and retaliation. Perrigo discloses how we manage this topic in our Global Non-Discrimination and Anti-harassment Policy at <https://www.perrigo.com/modernslaverystatement>.

Omitted

Perrigo discloses metrics on Collective Bargaining and freedom of Association in our Data Summary in Perrigo's 2024 Sustainability Report.

Perrigo has a zero-tolerance stance on child labor. For details, see our Modern Slavery Statement at <https://www.perrigo.com/modernslaverystatement>

See disclosure 409-1

Perrigo has a zero-tolerance stance on forced or compulsory labor. For details, see our Modern Slavery Statement at <https://www.perrigo.com/modernslaverystatement>.

Perrigo has identified two areas considered higher risk for potential child labor in our supply chain: the sourcing of palm oil and the sourcing of a limited number of electronic products. To mitigate risks associated with palm oil, Perrigo has maintained our Roundtable on Sustainable Palm Oil (RSPO) Certification since 2018. Through RSPO certification, Perrigo ensures traceability of sustainably sourced palm oil, significantly reducing the risk of labor abuses in our supply chain and palm harvesting communities. Regarding risks related to electronic products, Perrigo collaborates directly with our suppliers in these higher-risk regions to ensure they have systems in place to meet our Supplier Ethical Standards, engage with us on social compliance topics, and provide audit results from their production facilities.

Perrigo's Supplier Ethical Standards define expectations for suppliers regarding social and environmental responsibilities, including monitoring activities through on-site inspections and third-party assessments. For details, see our Supplier Ethical Standards at <https://www.perrigo.com/policies-practices>.

As new supplier partners enter Perrigo's supply chain, they undergo a risk assessment considering the brand, label, product, production activity, and country of production. The results of this assessment may initiate a prequalification audit as part of due diligence, as well as, or in addition to, a self-assessment.

Perrigo expects and works with all our business partners to remediate any issues that do not meet our Supplier Ethical Standards when discovered through our monitoring processes,

Endnotes

Environmental

1. Based on statistical representation, results may vary by customer or category. We are currently measuring our progress for OTC and Nutrition Only. We are in the process of updating our measurements and methodologies to get a broader overview.

Data Summary

1. Gender: Due to data gaps, gender breakdowns don't sum up total workforce numbers.
2. Historic workplace safety data has been updated to include all offices and warehouses. Previously published safety metrics were focused on manufacturing operations and did not reflect the entire Perrigo footprint with all ~10,000 employees that had occupational exposure.
3. Scope 3 - Cat 9. Downstream transportation and distribution: We assume we are underestimating this category as we currently do not have a system to track this information.
4. Freedom of Association: In 2022, Perrigo acquired Nestle's Gateway infant formula plant in Eau Claire, Wisconsin. The facility is unionized, which increased our share of unionized employees in the US in 2023.
5. Waste for Recycling and Disposal: We are tracking waste data through various systems across our global operations and have recently updated these systems. We actively identify and address any data gaps and regularly update historical data to achieve at least 95% coverage.

**Corporate Headquarters**

The Sharp Building
Hogan Place
Dublin 2, Ireland
+353 1 709 4000

Contact Us:

Perrigo Company ESG & Sustainability Department
<https://www.perrigo.com/contact-us>