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1. PURPOSE

The purpose of this Climate Policy is to define and reflect our commitment to taking meaningful and sustainable actions to address climate change and related environmental issues associated with our business.

2. OUR POSITION & REQUIREMENTS

Consistent with our core values, we expect all employees to understand and make decisions in the course of their work at the Company that support our climate goals and sustainability commitments. In addition, we also expect to work with our suppliers in meeting our standards.

3. OUR GOALS & COMMITMENTS

We are committed to achieving, as a global organization, net-zero carbon emissions by 2040. As part of this commitment, we update and maintain a set of goals and targets on the following:

- The use of renewable energy
- The reduction of energy, water and greenhouse gas emissions
- The recyclability and use of recycled content in our packaging
- The reduction and reuse of plastic
- The prevention of deforestation through RSPO certified palm oil, sustainable forestry initiatives and related certifications
- The responsible and sustainable sourcing of goods and services

We are additionally committed to:

- Transparency of our climate-related risks, impacts and performance
- Enabling and improving sustainability behaviors and associated habits both inside and outside of the office
- Advocating for change within our global supply chain, which includes engaging and collaborating with suppliers and other business partners on their climate impact]
- Integrating climate and other sustainability topics into decision-making processes

4. GOVERNANCE

Our Board of Directors, through the Nomination and Governance Committee, is responsible for the oversight of key sustainability and environmental matters, and our executive leadership team maintains goals and objectives designed to meaningfully address climate and sustainability risks and issues.

This policy has been reviewed and approved by Perrigo's Nominating and Governance Committee and applies to all Perrigo employees, business units, subsidiaries, and joint ventures.

5. SUPPORTING PERRIGO POLICIES & STANDARDS

- Perrigo Code of Conduct
- Global Environmental Health & Safety Policy
- Supplier Ethical Standards

6. REPORTING POTENTIAL MISCONDUCT

If you believe that this policy is being or may be violated, you are requested to report it through the following Direct or Indirect reporting channels:

- **Direct reporting channels**
 - Supervisors, Managers or Senior Employees, Human Resources Department, the Global Compliance & Privacy team, the Legal team
- **Indirect reporting channels - available in all local languages where Perrigo has operations.**
 - the online reporting tool at Ethicshotline.Perrigo.com
 - the 24/7 hotline - local telephone numbers available at Ethicshotline.Perrigo.com

Perrigo prohibits retaliation against those who report in good faith, oppose or participate in an investigation of alleged violations of this Policy.

7. VERSION CONTROL

VERSION NR	VERSION 1.1
DEPARTMENT	LEGAL & GOVERNANCE
APPROVED BY	NOMINATING & GOVERNANCE COMMITTEE
APPROVAL DATE	JULY 29, 2025
EFFECTIVE DATE	AUGUST 29, 2025