

About This Statement

This sustainability statement has been prepared to outline the sustainability strategy and performance of

ACO Hud Nordic AB
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as a legal entity domiciled in Sweden operating under the Perrigo Company plc structure. Although this entity constitutes a separate legal and reporting unit, it is operationally aligned and subject to coordinated oversight within the broader governance network of Perrigo Company plc. The disclosures, metrics, and initiatives presented herein are specific to this entity. However, they are developed and adapted in alignment with Perrigo's consolidated sustainability objectives. Unless otherwise indicated, the information provided pertains to the period from January 1, 2024, to December 31, 2024. It was published in June 2025 and reflects the collective and entity-specific sustainability efforts identified as relevant for the above-noted entities through stakeholder engagement and analysis.

Our Sustainability Strategy

Perrigo's 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.

Perrigo's 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 with confidence.

Risks and Opportunities Material to Our Business

Perrigo is committed to identifying and managing the environmental and social topics that are most material to its long-term success. The following summary outlines key risks and opportunities across six priority areas.

Climate change

Risks: Regulatory changes, extreme weather, and reputational damage from high emissions.
Opportunities: Emission reduction through renewable energy, energy efficiency, and climate-resilient operations.

Pollution

Risks: Microplastics from products and packaging harm ecosystems, leading to increased regulatory pressure.
Opportunities: Shift to sustainable materials and packaging, reducing environmental impact and enhancing brand value.

Circular economy

Risks: Wasteful product lifecycles and rising costs from linear models.
Opportunities: Product redesign for reuse and recycling, as well as new circular business models that reduce waste and enhance efficiency.

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Section 6:10

ACO Hud Nordic AB



Working conditions & equal opportunities in our own workforce

Risks: Limited job security, below-market compensation, and lack of diversity can reduce morale and increase turnover.
Opportunities: Fair employment, training, and inclusive practices improve retention, innovation, and company culture.

Working conditions in the value chain

Risks: Labor violations, such as child or forced labor, can disrupt supply chains and damage a company's reputation.
Opportunities: Ethical sourcing and supplier engagement strengthen resilience and social responsibility.

Consumers and end users

Risks: Product safety issues, limited access to quality information, and data breaches can erode trust.
Opportunities: Clear communication, safe products, and strong data protection build loyalty and market strength.

Sustainability Business Priorities

Acting on Climate: Climate crises require ambitious goals and credible, science-based actions. Perrigo's goal is to reach net-zero greenhouse gas emissions across our 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: Perrigo is dedicated to promoting a culture of inclusivity and teamwork in the workplace and the communities around us. In recent years, Perrigo has made significant progress in reflecting the experiences of the consumers we serve.

Reduce Waste & Redesign Packaging: Better products and packaging help our consumers, the climate, and our planet. By transitioning to reusable, recyclable, and compostable packaging, we are contributing to the circular economy. Our priorities include reducing packaging weight and innovating materials.

Responsible Sourcing: Perrigo is 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.

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 net-zero 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 measure and report our progress accurately.

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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.

In the reporting year, Perrigo's Swedish operations played a pivotal role in advancing our corporate sustainability objectives.

In alignment with our corporate commitment to sustainability, we set an ambitious goal to have 80% of our packaging be recyclable, reusable, or compostable by the year 2025. We are excited to announce that Sweden has not only met this target but has also exceeded it, achieving a remarkable 82% in FY24.

The packaging distributed throughout Sweden during this reporting period achieved a significant milestone, with 3.9% of its content being recycled materials. This represented a substantial improvement from the 0.6% recorded in the previous year (FY23).

As part of Perrigo's commitment to reduce product waste, we have established a global corporate target for virgin weight reduction. In 2024, we aim to achieve a reduction of 360 tons. Our Swedish operations contributed to reducing weight by 7.4 tons through the introduction of recycled content in the cartons for Canoderm, Miniderm, Physiomer, and Niquitin, as well as by decreasing the cap weight for shampoos.

Social

We lead with compassion and expertise, prioritizing 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.

Promoting Belonging and Inclusion

Fostering a culture of belonging and inclusion is essential to the operation of Perrigo as a global company. By promoting inclusive leadership, equitable opportunities, and a workplace where all voices matter, we are building a global organization that reflects the diversity of our community.

In April 2024, employees came together to launch the “Connected by Care” initiative, a week dedicated to strengthening a sense of belonging and inclusion across the organization. Throughout the week, Perrigo hosted a series of events and activities designed to engage employees and celebrate diverse perspectives. For each day of the week, a new focus area was presented, focusing on how employees can actively support local efforts.

Global Workforce by Gender	Unit			
		Female	Male	Not disclosed
ACO Hud Nordic AB	# of employees	78	14	7
Perrigo Sverige AB	# of employees	12	5	2

Global Workforce by Age	Unit				
			Under 30	31-50	Over 50
ACO Hud Nordic AB	# of employees		19	70	10
Perrigo Sverige AB	# of employees		4	12	3

Human Rights

While our product offerings are at the forefront of Perrigo’s purpose, we also strive 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](#) frames our commitment. It references internationally recognized standards such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

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

Perrigo Supplier Ethical Standards

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 outlines our inspection requirements. The SES is referenced in our supply agreements and linked on our supplier portal website, ensuring they reach all our direct business partners.

Global Code of Conduct

At the core of Perrigo’s culture sits a simple yet profound principle: ethical behavior is critical to our success. Our [Code of Conduct](#) brings this to life. Designed around our Core Values, the Code can be thought of as our ethical compass for helping us achieve our vision. It is a principles-based framework for ethical decision-making that we can all use 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.

Anti-Corruption Policy

Perrigo is committed to ethical conduct and fair business practices. Our [Anti-Corruption Policy](#) establishes guidelines for doing the right thing and ensuring compliance with applicable laws and regulations while conducting our business.