

We Are Responsible

Perrigo®

CODE OF CONDUCT

June 2026

A Message from Our Leaders

Perrigo Team,

Doing the right thing has been part of Perrigo's winning tradition since the company was founded in 1887. This commitment to ethical behavior is central to our continued success and our purpose: "Make Lives Better Through Trusted Health and Wellness Solutions, Accessible to All."

As a global leader in self-care, we recognize the profound impact Perrigo products have on the lives of our consumers, and the responsibility that comes with it. Our Code of Conduct guides our actions by reflecting our Core Values, reinforcing our dedication to integrity, and providing a framework to navigate difficult situations with ethical decision-making. The Code lays out the expectation that *we are responsible*—everyone, everyday—to live out our values and do what is right by our employees, customers, business partners and communities.

As you explore our Code, consider your role and how *you* can help bring our values to life through your actions. Thank you for your commitment to doing the right thing and upholding Perrigo's ethical culture. Together we are shaping our future and making a positive impact on the world.

Albert Manzone
Interim President and CEO

Orlando D. Ashford
Chairman of the Board



Albert Manzone, Interim President and CEO



Orlando D. Ashford, Chairman of the Board

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We reflect our Code and our values in every action

Our Code of Conduct (Code) reflects our company's culture in written form. 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 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.

Vision:

To provide the best self-care for everyone.

Purpose:

Make lives better through trusted health and wellness solutions, accessible to all.

Values:

Our Core Values guide interactions with all our stakeholders and help ensure that we maintain a positive reputation as an employer, provider of self-care products and corporate citizen.



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Culture: How We Work Together

We CARE about making a positive impact for our colleagues, customers, consumers, investors, communities and the world we live in, now and always.

We build trust by keeping our promises and being clear and transparent.

We are driven by our passion and curiosity to experiment, learn and create.

We inspire and foster a work environment where we can all be at our best and speak up. We expect different perspectives in every conversation.

We deliver high-quality and profitable results while managing complexity.

Each of us is responsible for making decisions in the best interests of Perrigo and our customers and holding ourselves to the highest ethical standards. Everyone is responsible for:

- **Reading** and understanding our Code and corporate policies
- **Knowing** the importance of asking questions and speaking up
- **Understanding** how to report an ethical concern or violation
- **Cooperating** fully and honestly with investigations
- **Raising concerns** promptly about any possible violations of law or policy
- **Following** our Code, policies, procedures and all applicable laws and regulations

Our Code applies to all directors, officers, colleagues, contractors and anyone who conducts business for or on behalf of Perrigo. **Everyone** shares in these responsibilities.

Violating the Code may lead to serious consequences, including termination of employment or contract and civil or criminal liabilities.

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Additional Responsibilities of Leaders

We succeed when we are all responsible and follow our Code. Managers and leaders have additional responsibilities as role models who create the right atmosphere by:

- Displaying integrity when handling challenging situations
- Creating a positive, inclusive, safe and ethical work environment
- Encouraging colleagues, through active listening, to speak up
- Preventing retaliation against colleagues who speak up or participate in investigations
- Acting and managing in a manner that honors Perrigo's Core Values
- Ensuring compliance with Perrigo's values, policies and all applicable laws and regulations



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If you are aware of or suspect misconduct, you have a responsibility to report it. You can contact:

- Your supervisor, another leader in your reporting structure or a leader elsewhere in the company
- Human Resources
- Global Compliance & Privacy
- Legal
- Ethics Hotline

An anonymous report can be submitted by telephone or online to the Ethics Hotline. This is a third-party reporting system available 24 hours a day, seven days a week. Your anonymity will be protected to the fullest extent possible. However, maintaining that anonymity may limit our ability to investigate the reported concerns. Due to data privacy regulations, certain jurisdictions may not allow the use of hotlines to report issues anonymously. Please contact any resources above for further guidance if you are in one of those jurisdictions.

Perrigo will investigate all reports promptly, thoroughly and fairly, taking appropriate action as necessary. You are expected to cooperate with an investigation when asked, and every effort will be made to safeguard your anonymity and confidentiality both during and after the investigation.



I suspect but am not certain that my supervisor is violating the Code. If I reported it, is there a risk I could face retaliation? Would my supervisor know I made that report?



If you suspect a violation, report it. Any incident or issue reported, as well as the investigation process, is kept confidential. If you want to make an anonymous report, you can submit a concern by telephone or online to the Ethics Hotline. We have a strict policy that prohibits and prevents any form of retaliation for speaking up or cooperating in an investigation. It is better to raise a potential problem in good faith than to wait and risk harm to others or the company.

Curious to Learn More?

- Whistleblower Policies

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We make ethical **decisions**

At Perrigo, our values guide our decision-making. We recognize that the right decision may not always be clear and so have developed an ethical decision-making tool that you can use when faced with an ethical dilemma. Use this tool when facing a difficult decision. Think about how to apply these questions to what you do on a regular basis.

Is it legal?

Is it in line with Perrigo's values, Code and policies?

Would I feel OK if this appeared in the media?

Does it feel like the right thing to do?

If you can answer "**YES**" to all of these questions, the action is probably okay.

If you answered "**NO**" to any of these questions or are still unsure, stop and contact one the following resources for guidance:

- **Your Manager**
- **A Compliance Coordinator**
- **Global Compliance & Privacy or Legal**



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How We Care

We create a diverse and inclusive work environment in which people of all backgrounds are welcomed and valued.

Why It Matters

Creating a workplace where everyone feels supported and included helps us generate new ideas, drive innovation and better understand our consumers. Working at Perrigo means constantly supporting one another. By valuing our differences, we are stronger together.

What It Means

We care by:

- Committing to belonging and inclusion
- Treating all members of our global community with fairness and respect
- Building awareness of and celebrating the unique perspectives our colleagues bring to the organization
- Maintaining a work environment where everyone feels comfortable, valued and safe
- Respecting our colleagues, their property, self-esteem and contributions to the overall success of Perrigo
- Having a zero-tolerance policy for bullying, discrimination and harassment of any kind
- Reporting any instances of discrimination, harassment or retaliation

Q **I've noticed some of my co-workers making age-related comments around one of my older co-workers. I'm not sure if the individual is bothered by these negative, slightly borderline harassing comments. Should I say something?**

A Yes. Share your concerns with the co-workers making these comments and ask them to stop. If you prefer, you can reach out to your manager, Legal or the Ethics Hotline. This situation can create a negative work environment, and it goes against our commitment to create a respectful and inclusive workplace.

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A Safe Environment for All

We are committed to providing a safe work environment through strict standards and a robust safety program. Every Perrigo location has a site safety coordinator who establishes a written safety program designed to maintain a safe and healthy work environment for colleagues.

Ensuring safety also means zero use of illegal drugs, alcohol or other medications and substances that could compromise safety or product quality. We each have a shared responsibility to remain alert and to report any possible safety hazards. If you are taking any prescription or other medication that could impact your ability to safely perform your job, please speak with your Human Resources representative.



Curious to Learn More?

- Global Non-Discrimination and Anti-Harassment Policy
- Belonging and Inclusion Policy
- Policy on Environment, Health and Safety

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We disclose and manage **conflicts of interest**



How We Care

We place Perrigo and customer goals and interests before personal gain; this approach helps us make ethical decisions that benefit our business.

Why It Matters

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.

What It Means

We care by:

- Avoiding situations where personal relationships, financial interests or outside activities conflict or appear to conflict with Perrigo's interests
- Using good judgment to avoid even the perception of a conflict of interest
- Never using Perrigo's property or information or our position within the company for personal gain
- Disclosing in advance all actual or potential conflicts of interest
- Making fair and objective business decisions in the best interests of Perrigo
- Never requesting or accepting personal payments, fees, loans or services from any firm or person as a condition of doing business
- Being alert for situations where personal relationships could interfere with objectivity

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Examples of Common Conflicts of Interest

- **Outside employment and service.** We ensure that outside jobs or other activities do not interfere with our work. We avoid performing outside work, paid or unpaid, with anyone who has current or potential business ties to Perrigo or one of our competitors.
- **Financial interests.** We cannot hold a financial or other interest in Perrigo's suppliers, customers or competitors, as it could create a perception that our business judgment is compromised. Exceptions can be reviewed by Legal to ensure they will not interfere with responsibilities to Perrigo.
- **Relatives and friends.** We avoid putting ourselves in situations where our loyalties to friends or family could improperly influence our judgment. Hiring friends and family as colleagues are examples of potential conflicts of interest. Any such situations must be evaluated through the Conflict of Interest Disclosure Form.
- **Vendors with personal or financial ties.** We must avoid conflicts of interest when working with vendors that have close personal or financial ties to us. For example, if a vendor employs an immediate relative of a Perrigo employee, that employee should not be involved in any decisions related to the vendor.



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Being Responsible with Gifts and Entertainment

We look for opportunities to build and strengthen business relationships, but we avoid offering or accepting inappropriate gifts and entertainment that could influence our business decisions. Follow our Anti-Corruption Policy by:

- Accepting only gifts or entertainment that are nominal in value and given infrequently
- Returning any gift above nominal value. Examples of items with nominal value include small promotional items, such as inexpensive pens, a bag or perhaps a coffee mug with a company logo
- Avoiding providing or receiving any cash or gift certificates from current or potential customers, suppliers or external business partners
- Giving or receiving only hospitality that is reasonable

Stop and ask: would the offer give the impression of being designed to influence an individual's judgment? If the answer is yes, then do not offer or receive it.



Curious to Learn More?

- Anti-Corruption Policy
- Global Travel and Expense Policy
- Policy on Interactions with Healthcare Professionals and Healthcare Organizations
- Related Parties Transaction Policy

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We ensure product **safety and quality**



How We Care

We are committed to the safety and quality of our products. Our families, friends, customers and consumers depend on every product being safe and effective.

Why It Matters

Because of this commitment, consumers trust that every product we make will be of the highest quality.

Curious to Learn More?

- Supplier Ethical Standards
- Global Procurement Policy

What It Means

We care by:

- Ensuring that our products are produced in an environment that focuses on quality
- Confirming everything we bring to the market promotes quality and customer safety as our top priorities
- Reporting concerns about product safety, quality and adverse events immediately
- Never taking shortcuts that bypass quality controls or compromise the safety of our products
- Maintaining oversight that ensures suppliers are manufacturing our products in compliance with Good Manufacturing Practices, regulatory requirements and agreed-upon processes

Q **While at work, I spotted an accidental error in the packaging and labeling for a new Perrigo product. Can I assume that our production process will catch this before release?**

A No. Never assume someone else will catch an error or fault. Perrigo works to establish and adhere to best-in-class quality assurance processes, but none of us should ever assume that someone else will take responsibility for ensuring these standards are met or will take the appropriate corrective action if they are not. If you see something, say something.

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We compete fairly and **promote products honestly**



How We Care

We succeed based on the quality and value of our products and not by anticompetitive behavior that would unfairly limit open competition. We help customers make informed purchasing decisions by providing accurate and clear information.

Why It Matters

Perrigo's reputation is the foundation of its success. Even the perception that we are not behaving properly could be damaging to our brand. Customers trust the quality and affordability of our products and Perrigo's commitment to marketing our products in a compliant manner.

What It Means

We care by:

- Never entering into any agreement that interferes with fair trade, such as agreeing to fix prices, rig bids, allocate markets or boycott an organization or industry segment
- Never setting unfair prices
- Never making a false statement about competitors
- Never setting resale prices or requiring a partner to buy from us, so we will buy from them
- Never making inaccurate or disparaging claims about competitors or their products
- Marketing our products honestly by promoting and educating truthfully
- Ensuring communications about products are honest, clear and consistent with approved labels
- Never promoting products for unapproved uses
- Ensuring our product packaging and promotional materials are clear, truthful and fair

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Q What should I do if a sales manager from a competitor asks if we can compare the pricing of our products?

A Say no! Never discuss our product pricing, contract terms or business strategies with competitors. You should make that clear to **any** person who asks and then report the conversation to Legal.



Curious to Learn More?

- Anti-Corruption Policy
- Fair Competition and Antitrust Policy
- Social Media Guidelines & FAQ

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We engage **trustworthy third parties**



How We Care

We carefully select business partners who operate in a manner consistent with our values and our commitment to being responsible. We are devoted to operating ethically and lawfully and expect the same from our partners.

Why It Matters

The actions of our third-party partners can significantly impact our business operations and reputation. We can be held accountable for their actions, so we ensure third parties acting on our behalf adhere to the same standards to which we hold ourselves.

Curious to Learn More?

- Contracts Policy
- Global Procurement Policy
- Supplier Ethical Standards
- Anti-Corruption Policy

What It Means

We care by:

- Choosing third parties who share the same values and ethics
- Treating current and potential suppliers fairly during the sourcing process
- Carefully screening, selecting and managing our third parties
- Clearly communicating expectations with third parties
- Using open, fair and transparent processes to choose third parties
- Using objective and impartial information to inform purchasing and partnering decisions

Q **I need to choose a marketing firm to create some posters and online advertisements for a campaign launch. We are behind schedule, so I am considering hiring a trusted vendor that I worked with in a previous company. Given that I know the vendor well, can I short-cut the selection process to meet our deadlines?**

A No, it is not okay to skip the correct third-party selection process. Even though you may have a good relationship with this firm, Perrigo needs to check that this company meets Perrigo's standards, values and working processes.

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We prevent **bribery and corruption**



How We Care

We win business on the strength of our brand and by building relationships based on transparency and trust. We never offer or accept any improper payments, incentives or gifts in exchange for business.

Why It Matters

We are responsible for and committed to conducting our business ethically and free of corruption. We live our values by ensuring we follow the laws. No amount of profit is worth the sacrifice of our values.

What It Means

We care by:

- Never offering, promising or accepting bribes or kickbacks
- Being mindful when dealing with government officials or others to avoid even the perception of misconduct
- Keeping accurate and complete records so that all payments are detailed and funds are not used for unlawful purposes
- Never using a third party to make improper payments
- Engaging Healthcare Professionals (HCPs) and Healthcare Organizations (HCOs) for legitimate educational situations or business purposes directed at developing, producing and promoting products
- Never giving HCPs any incentives for referrals
- Following guidance regarding gifts, entertainment and meals provided to HCPs, government officials and HCOs
- Asking for guidance from Global Compliance & Privacy or Legal
- Speaking up and reporting any concerns about a potentially improper payment or something that seems suspicious

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Understanding Who Is a "Government Official"

A government official includes anyone who can act or make decisions in a governmental capacity. This can include judges, employees of government agencies or universities, ambassadors, politicians, candidates for office and their staff, employees of political parties, police or military. It also refers to employees of public international organizations or employees of private companies that are mostly state-owned or -controlled. Even private individuals performing a function for the government that exercises governmental powers is a government official.

Keep in mind that HCPs working in public hospitals or other institutions, such as government-operated pharmacies, associations or organizations, may also be considered government officials.

Q **I'm working in a new market that has a lot of potential. A colleague suggested that I try to build relationships by taking the owner of a few area pharmacies out to dinner. Is this something we are allowed to do?**

A No, not in this exact scenario. We must be careful when providing hospitality to a HCP or HCO and ensure it is offered only in connection with informational, educational or scientific meetings and presentations. Even when provided, the hospitality must be closely related to the timing of the event and can never be provided with the intent to improperly influence or gain an improper advantage. In the rare situation where these conditions are met, hospitality limits are applicable in the countries in which we operate and can be found in the Policy on Interactions with Healthcare Professionals and Healthcare Organizations.

Curious to Learn More?

- Anti-Corruption Policy
- Policy on Interactions with Healthcare Professionals and Healthcare Organizations
- Healthcare Professionals and Healthcare Organizations Engagement Process
- Global Travel and Expense Policy
- Contracts Policy

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How We Care

We conduct ourselves with integrity everywhere in the world where we do business, and we meet the legal obligations that govern international trade.

Why It Matters

Each country we work in can present unique challenges and concerns. We must be mindful of different approaches to conducting business while ensuring that we follow local laws, regulations and corporate policies. Remember, even the perception of engaging in illegal or unethical activities can expose Perrigo to legal action and severely impact our reputation.

What It Means

We care by:

- Following the import and export regulations for valuing, labeling and marketing our products
- Never doing business, including recruiting, marketing and distributing, across international borders without knowing the legal implications
- Never marketing, selling or providing services to anyone on United States and European Union embargo or sanction lists
- Staying alert for fraud, false claims, corruption or other illegal behavior
- Conducting appropriate due diligence to ensure a third party doesn't have trade sanctions imposed upon them
- Ensuring that when we work with government customers, we operate under the more stringent terms required

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Q I was contacted by a new purchaser that wants to distribute our product. It is in a country where we have not yet done business. How do I know if I am dealing with a party that is clear of trade restrictions?

A Raise the question with Legal, which has processes in place for conducting appropriate levels of due diligence screening. Not only will you want to be aware of whether there are trade sanctions in place, but Legal will review whether there are import or export concerns. Violations of import and export controls, trade sanctions and boycotts can result in severe fines, revocation of permits or even imprisonment. They can also have damaging effects on our reputation. We will want to make sure we establish business relationships the right way and protect our reputation throughout the world.



Curious to Learn More?

- Anti-Corruption Policy
- Global Procurement Policy
- Policy on Interactions with Healthcare Professionals and Healthcare Organizations
- Procedures for Engaging Third Parties in High-Risk Countries

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We prohibit **insider trading**



How We Care

We do not engage in sharing or trading on non-public, material information, and we understand that such practices are both unfair and illegal.

Why It Matters

Insider trading is unethical, illegal and would harm investors, employees and our reputation. By protecting the private information entrusted to us, we deliver on our commitment to integrity.

What It Means

We care by:

- Never buying or selling securities, such as stocks or options, while in possession of material and non-public information
- Buying or selling securities only after any inside information has become publicly available
- Never sharing inside information to anyone outside Perrigo, including family members, friends or colleagues
- Protecting inside information from accidental disclosure
- Observing “blackout” periods when trading is prohibited

Q **At a recent dinner party, I mentioned to a friend that Perrigo would be bringing an innovative new product to the market. My friend asked me some questions and, at the end of the night, mentioned that they might consider buying some Perrigo stock. Is this an issue?**

A Yes, it is. You should never share ”material” information with anyone — even close family and friends. Disclosing this inside information is considered “tipping” and will put you, your friend and Perrigo at significant risk. In this case, immediately report the issue to Legal.

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Understanding Material or Insider Information

Material inside information is any information that, if it were made public, could affect any investor's decision to buy or sell a company's stock. Examples of inside information include:

- Company and market strategies
- Financial results, projections and forecasts
- Significant product events, such as launches and approvals
- Business development plans and financial transactions, such as mergers and acquisitions
- Regulatory, legal or compliance inquiries and investigations



Curious to Learn More?

- Policy on Insider Trading and Securities Transactions
- Social Media Guidelines & FAQ

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We protect **confidential information**



How We Care

We make lives better through our trusted self-care products. We are able to deliver quality and cost-effective solutions because we protect our confidential and proprietary information from disclosure or misuse.

Why It Matters

Being responsible means that we protect the confidential and proprietary information we encounter daily. Whether it is related to research, finances, products or third parties, we must guard it carefully. If confidential information is misused, it can badly damage our reputation, causing customers and partners to lose trust in us.

What It Means

We care by:

- Using confidential information solely for legitimate business reasons
- Never disclosing confidential information unless authorized to do so
- Taking all necessary steps to protect confidential information using safe, secure storage and information-handling procedures
- Ensuring all staff who handle confidential information have received appropriate training
- Securing all confidential information on devices and servers that are maintained and protected
- Only accessing, using, or disclosing confidential information for solely legitimate business purposes within an individual's assigned role

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Knowing What Could Be "Confidential Information"

Confidential information can include certain business information, trade secrets and other proprietary Perrigo data. Here is a short list of some examples:

- Customer lists
- Financial accounts and statements
- Supplier and third-party lists
- Employment contracts or agreements
- Operation manuals or other private business documents
- Marketing and promotion plans
- Information about potential acquisitions, investments or collaborations

Q

My new co-worker just joined from a competitor. He said his old company is preparing to launch a new drug treatment that will compete with one of our strongest products. He also said he has his former employer's non-public pricing and marketing strategy plans for a new product. This information would be incredibly helpful in developing our upcoming marketing strategies and pricing. What should I do?

A

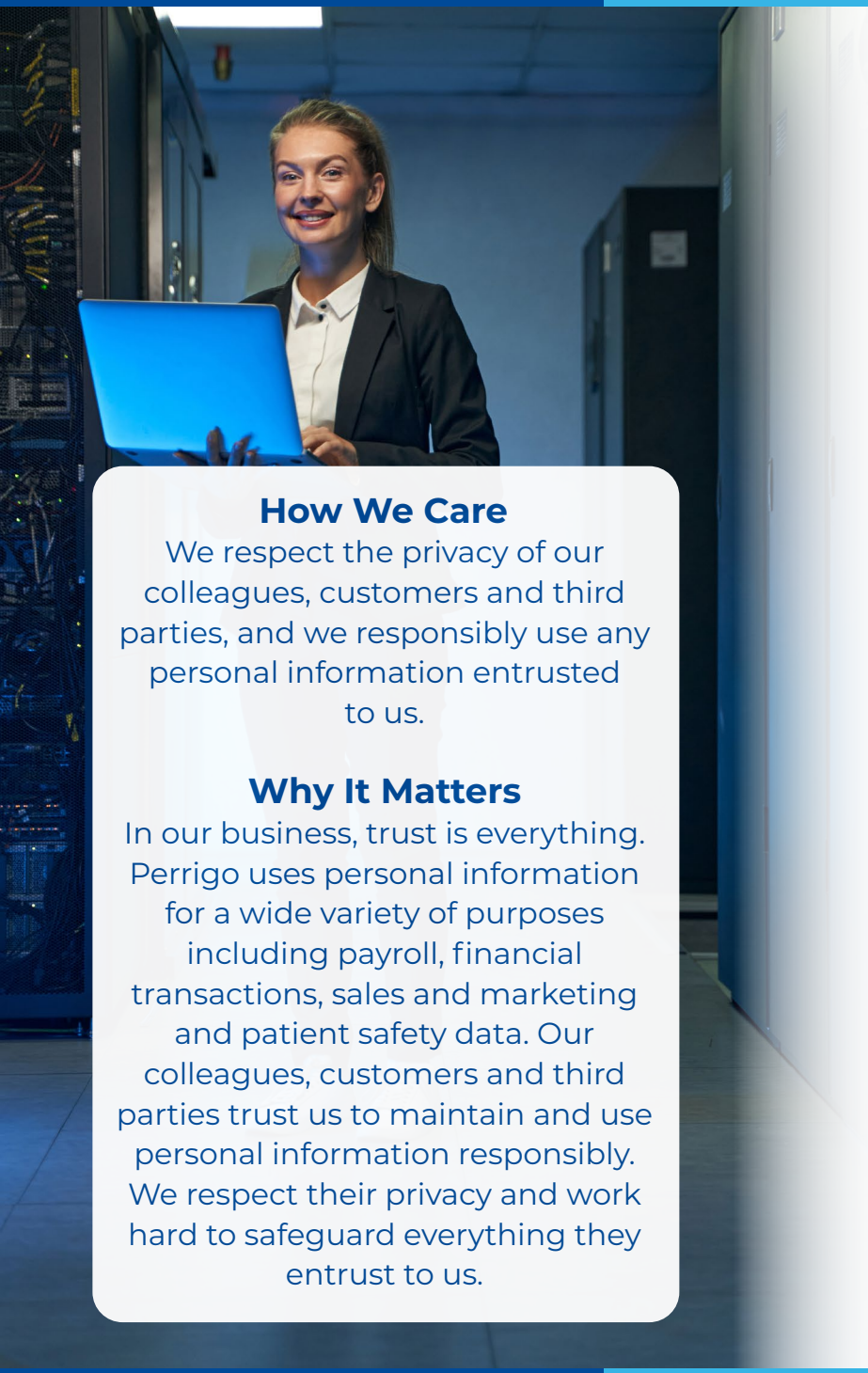
Immediately report the issue to your leader and to Legal. Non-public information from competitors should never be utilized. Using this information would not only be unethical but it would also violate the law. Colleagues coming from competitors or third parties can never bring over or maintain confidential information that should have remained in the former employer's sole possession.

Curious to Learn More?

- EU Information Security Policy
- Global Information Security Policy

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We respect privacy and **protect personal information**



How We Care

We respect the privacy of our colleagues, customers and third parties, and we responsibly use any personal information entrusted to us.

Why It Matters

In our business, trust is everything. Perrigo uses personal information for a wide variety of purposes including payroll, financial transactions, sales and marketing and patient safety data. Our colleagues, customers and third parties trust us to maintain and use personal information responsibly. We respect their privacy and work hard to safeguard everything they entrust to us.

What It Means

We care by:

- Lawfully collecting, storing, using and sharing personally identifiable information only as necessary to achieve a legitimate business purpose
- Providing proper notice or obtaining consent as legally required
- Providing training and guidance for all personnel on handling and protecting personal information
- Ensuring security is a team effort that involves everyone's participation and support
- Immediately notifying the Information Technology and Services team or Global Privacy office when we suspect a data breach, unauthorized access or disclosure of data
- Following all Perrigo policies, guidelines and applicable law when destroying or storing personal data

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Being Able to Identify Personal Information

Data privacy is a high priority for Perrigo, especially the privacy of personal information. But what exactly is it? Personal information is any information sufficient to **identify** someone, such as a colleague, a business partner, a customer or a patient. Some examples of personal information can include:

- Name
- Email address
- Date of birth
- Account credentials
- Business or personal contact information
- Credit card number
- Biometric data (e.g., fingerprints, health information)
- Passport number or national identification number
- IP address/device ID

Q **I noticed a laptop with its screen unlocked when I was walking through the office. On the screen I saw what looked like some private customer data. What should I do?**

A Notify a manager immediately. Personal or sensitive data should never be left on-screen unattended. All colleagues should lock their screens and take reasonable precautions when it comes to keeping information secure.

Q **A vendor wants to send each member of our team a modest thank-you gift for a recent project and has asked for everyone's name and home address. Can I provide this information to the vendor?**

A No. Supplying this information would violate our responsibility to keep personal information private. Even though this is well intentioned, we cannot violate our commitment to keeping information secure.

Curious to Learn More?

- EU Information Security Policy
- Global Information Security Policy
- Global Records Management & Retention Policy
- Protecting Personal Data Policy

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We safeguard **our assets**



How We Care

We are good stewards of our physical, electronic and information assets. We use these assets to further develop our work, help our customers and build trust.

Why It Matters

We are committed to making the world a healthier place. The theft and misuse of assets directly impact that mission. Being responsible for protecting and safely using those assets keeps us on the right track for further innovation and collaboration.

What It Means

We care by:

- Handling Perrigo resources and funds responsibly
- Maintaining the safety of our network and systems
- Properly storing digital assets and safeguarding them from inappropriate alteration, accidental deletion, unauthorized access or malicious hacking attempts
- Taking all reasonable steps to secure the safety of physical assets (such as paper records) in secure locations
- Never taking any Perrigo assets from the office for personal use
- Immediately reporting any theft or misuse of assets to Legal

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Protecting Against Unauthorized Access

As a pharmaceutical company, it is important that our raw materials and finished products are not diverted for any purpose, including the manufacturing of illegal drugs. We must account for all materials and products and safeguard those materials from unauthorized access.

Q I need to take my work laptop with me on my next trip. I will need to access the internet via the hotel's free Wi-Fi. Is this OK?

A This could be an issue. Hotel Wi-Fi can be attractive — it is free and easy to log on to — but it can be the equivalent of walking across a dirty floor in your bare feet. Open Wi-Fi networks have been known to be easy entry points for hackers and criminals. Always try to use secure networks, such as Perrigo's VPN. Perrigo offers remote access capabilities for personnel whose job functions require the ability to work off-site. Please reference the **Remote Access Standard** for requirements to use this capability and determine which method is appropriate for your need.

Curious to Learn More?

- EU Information Security Policy
- Global Information Security Policy
- Global Records Management & Retention Policy
- Protecting Personal Data Policy
- Remote Access Standard

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We maintain accurate **books and records**



How We Care

We keep complete and accurate records to help us make good business decisions. They allow us to provide honest and up-to-date information to investors and government agencies.

Why It Matters

Conducting a successful business requires that our records and financial statements are reliable. Our stockholders, government agencies and the public depend on the transparency and accuracy of our records to make decisions. By maintaining robust internal controls, we enable our colleagues to make responsible business decisions, prevent fraud and ensure financial integrity while also maintaining a reputation based on reliability and trust.

What It Means

We care by:

- Recording all business transactions accurately, transparently and in a timely manner
- Never taking any action that would mislead someone about our finances
- Never creating fraudulent, false or misleading entries for any transaction
- Never hiding funds or assets
- Ensuring proper completion of time sheets, invoices, expense reports, payroll, benefits records and performance evaluations
- Providing complete and accurate disclosures to regulatory agencies, auditors and other stakeholders in a timely manner
- Complying with all applicable laws, regulations and policies

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Understanding Records Management

Properly managing all types of records, not just financial records, increases operating efficiency, reduces risk and drives performance. An effective records management program also helps us meet legal requirements to retain documents for a specific period. Company records can include:

- Correspondence, such as memos, letters and emails
- Social media posts and text messages
- Policies and procedures
- Purchase orders and invoices
- Contracts
- Reports, analyses, formulas, schedules and presentations
- Personnel files

Records must be maintained and disposed of by following the Retention Schedule and any Legal Hold that applies as outlined in the Global Records Management & Retention Policy.

Curious to Learn More?

- Contracts Policy
- Global Records Management & Retention Policy
- Travel and Expense Policy



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We safeguard **our reputation**



How We Care

We uphold our reputation through responsible actions and honest communications.

Why It Matters

We have carefully built and maintained a reputation of trust and integrity. We reinforce this reputation by communicating truthfully about our company to customers, third parties, shareholders and the media. External communications must only be done by authorized individuals. Because individual actions can reflect on the entire company, we are each responsible for protecting Perrigo's reputation.

What It Means

We care by:

- Referring all questions, inquiries or requests for interviews from the press, media or community leaders, financial analysts or shareholders to Global Investor Relations & Corporate Communications
- Never representing personal views as those of Perrigo
- Speaking on behalf of Perrigo only if authorized to do so
- Communicating respectfully about Perrigo and our business partners
- Securing prior approval for external speaking engagements from our business segment or functional leader, as well as Global Investor Relations & Corporate Communications
- Obtaining a review of all external speaking materials from Global Investor Relations & Corporate Communications
- Directing all law enforcement inquiries to Security or Legal
- Being especially mindful of activities on social media and other online forums, to ensure that Perrigo's reputation is never harmed by our personal actions online

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Q While on social media, I noticed a post that contained inaccurate information about Perrigo and its products. Can I respond on the post to correct the information?

A Keep in mind only a small number of individuals are permitted to speak on behalf of Perrigo. If you are not one of those people, you should not respond to the post. Instead, please alert Global Investor Relations & Corporate Communications.



Curious to Learn More?

- Social Media Guidelines & FAQ

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We respect human rights and **source responsibly**



How We Care

We strive to be a trusted source of self-care products that improve the lives of people everywhere, and we conduct our business in a manner that respects the fundamental rights and dignity of all people.

Why It Matters

Treating people with respect is central to being a responsible corporate citizen and building trust among our stakeholders. As a company, we are committed to maintaining an ethical supply chain and safeguarding human rights while developing a legacy of positively impacting our supplier partners and the communities in which we operate.

What It Means

We care by:

- Sourcing from reputable third parties that share our commitment to protecting people, the environment and communities
- Striving to follow recognized standards and regulations across the globe related to labor, safety, ethics and the environment
- Holding suppliers and other third parties to these high ethical standards
- Speaking up when we have concerns about a human rights violation anywhere within our supply chain

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Q While traveling for work, I saw something on the local news about one of our suppliers. I wasn't quite sure what it was about, as I'm not entirely fluent in the language. It appeared that workers were complaining about their working conditions and low pay. What should I do, if anything?

A This is something we would want you to report to Legal so that it can be investigated further. We expect our suppliers to uphold human rights and provide safe and fair working conditions. We will not partner with a third party that does not share our commitment to treating people with respect or providing a safe and fair work environment.



Curious to Learn More?

- Contracts Policy
- Global Procurement Policy
- Supplier Ethical Standards
- Modern Slavery Statement
- Human Rights Policy

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We protect **the environment**



How We Care

We are committed to being good stewards of the environment. To demonstrate this commitment, we have set ambitious public goals relating to climate and emissions, packaging sustainability, water conservation and more.

Why It Matters

Sustainability topics such as climate change and plastic waste represent some of the greatest challenges facing society. Perrigo recognizes our impact on the planet and is committed to doing our part to mitigate these risks and the associated impacts. By using a continuous improvement mindset, we look for ways to promote sustainable practices and positively impact our planet.

What It Means

We care by:

- Expecting all employees to make decisions that support our sustainability goals and commitments
- Engaging third parties that share our vision and commitment to operating in ways that positively impact the environment
- Identifying opportunities to further reduce our environmental impact
- Reporting any violations of our commitment to sustainability

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Our Approach to Sustainability and the Environment

Perrigo's commitment to protecting the environment involves a three-step strategy.

- **Climate and Operations:** Focuses on reducing greenhouse gas emissions, energy, water and waste at all Perrigo-controlled operations.
- **Packaging and Plastics:** Focuses on packaging and select materials, such as setting goals to reduce packaging material, improve recyclability and use recycled content for our packaging.
- **Sustainable Supply Chain:** Focuses on responsible and sustainable sourcing, such as using only sustainable palm oil and paper packaging from sustainable sources.

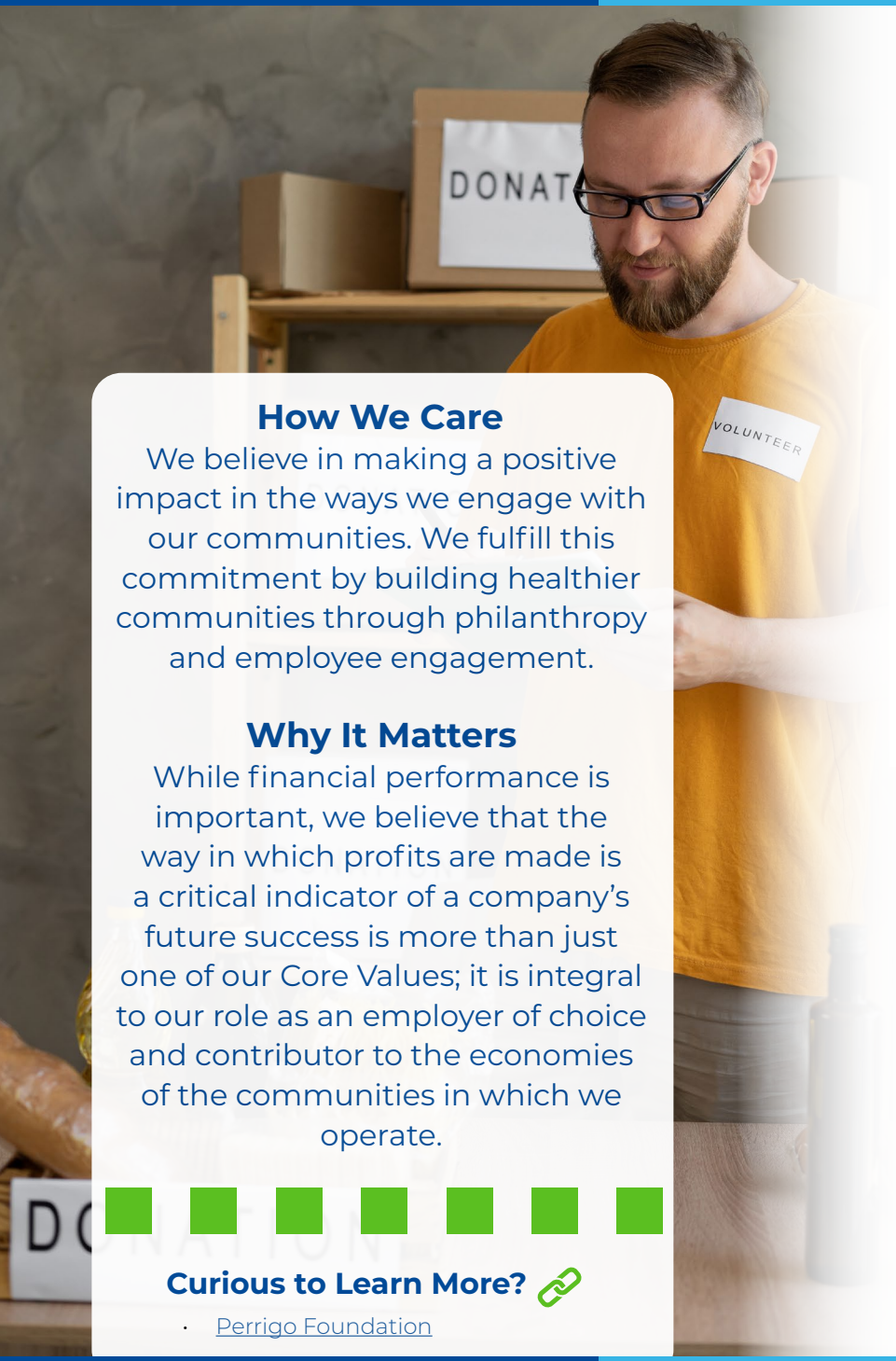


Curious to Learn More?

- Sustainability & ESG Report
- Climate Policy
- UN Sustainable Development Goals

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We support **our communities**



How We Care

We believe in making a positive impact in the ways we engage with our communities. We fulfill this commitment by building healthier communities through philanthropy and employee engagement.

Why It Matters

While financial performance is important, we believe that the way in which profits are made is a critical indicator of a company's future success is more than just one of our Core Values; it is integral to our role as an employer of choice and contributor to the economies of the communities in which we operate.

Curious to Learn More?

- Perrigo Foundation

What It Means

We care by:

- Encouraging and supporting volunteerism to help foster vibrant communities and personal engagement
- Donating responsibly, as a company, to eligible charities and causes that support education, healthcare and supporting the underserved
- Obtaining approval before donating company funds
- Ensuring that outside activities do not interfere with our work or create conflicts of interest
- Never pressuring others to contribute to charitable groups or other activities

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The Work of the Perrigo Foundation

In the challenges that face our world, we understand we are part of the solution. The Perrigo Company Charitable Foundation's mission is an extension of our company's vision to make lives better in the communities we serve. Established in August 2000, the Foundation supports initiatives that promote equal access to healthcare, educational opportunities and the needs of underserved populations.

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We exercise care when participating in the **political process**



How We Care

Perrigo builds trust by engaging in governmental affairs in a fair and transparent manner.

Why It Matters

We are committed to ethical behavior and accountability in all engagements relating to governmental affairs. We comply with all local laws and regulations in our political actions and ensure that political advocacy conducted on Perrigo's behalf is consistent with our values.

Perrigo recognizes the rights of individuals to engage in the political process. Our people act with care to ensure that Perrigo's reputation is never harmed by their personal political activities.

What It Means

We care by:

- Acting with integrity and transparency in all interactions with government officials and disclosing all required information accurately and in a timely manner
- Avoiding any illegal or unethical practices, including bribery or corruption
- Ensuring personal political activities and contributions are not misrepresented as Perrigo's
- Ensuring our personal political activities are voluntary and performed on our own personal time, with our own personal funds and assets

Q **I have decided to volunteer to work on a local political campaign, and while doing so, I would need to use my Perrigo laptop and VPN login. Is this allowed?**

A No, this violates our policy. Perrigo supports colleagues who choose to participate in the political process during their own time and with their own resources. However, you must refrain from using company materials, machines or resources while doing so.

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At Perrigo, our vision and values are at the core of who we are and what we do. Our Code is our guide to help navigate daily situations and ensure that we fulfill our vision and live our values. The Code is a reflection of Perrigo's culture and gives confidence to our people, customers, consumers and communities that we will make lives better. It helps us meet our promises: that we will build trust, and that **we are responsible**.

For questions or to report a concern contact:

- Supervisors, managers or senior colleagues
- Global Compliance & Privacy
- Legal
- Human Resources
- Perrigo's Ethics Hotline
  - Online: ethicshotline.perrigo.com
  - Phone: Select your preferred language/location to obtain a country-specific phone number
  - Confidential, easy-to-use and always available

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Waiver

In rare circumstances, strict application of the Code could result in significant hardship. A waiver of the Code may be sought in exceptional cases. Any waiver of this Code for Executive Officers or Directors may be made only by the Board of Directors. These waivers will be promptly disclosed as required by law or regulations. The General Counsel will review waiver requests for all others.

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WE CARE DEEPLY
We are united by our deep-rooted care, commitment and enthusiasm to improving customer self-care, fueled by our desire for our colleagues, partners, communities, and shareholders to prosper.
OUR CORE VALUES
WE DO THE RIGHT THING
We demonstrate integrity, fairness, and respect in all our actions and at all times, upholding our Code of Conduct to build trust and credibility.
WE PLAY TO WIN
We blend our ingenuity and unrivaled determination to surpass expectations, seeking continuous growth and thinking creatively to build a better version of Perrigo every day.

Perrigo®