



Making Lives Better

2019 Corporate Social Responsibility Report

A message from our CEO:

Earlier this year, we unveiled an exciting vision and strategy that will transform Perrigo from a healthcare company to a leading global self-care company. Since joining the organization in October 2018 as Chief Executive Officer and President, I have come to fully appreciate the importance of Perrigo in the marketplace and in our society. Consumers are taking a more proactive role in managing their health and wellness to treat and prevent illness without the need for direct physician oversight. Self-care embodies this significant global trend and I am proud to say that Perrigo is a natural leader in both the self-care space, and as a corporate citizen.

The transformation of Perrigo is governed by our new vision: To make lives better by bringing Quality, Affordable Self-Care Products™ that consumers trust everywhere they are sold. This vision captures a fundamental purpose that has guided the hearts and minds of our employees for more than a century – making lives better – and is a powerful reminder of why we are in the self-care business. The products we make, the dedication we have to quality and compliance, our monetary donations, and the time our employees give back to their communities all highlight our social impact.

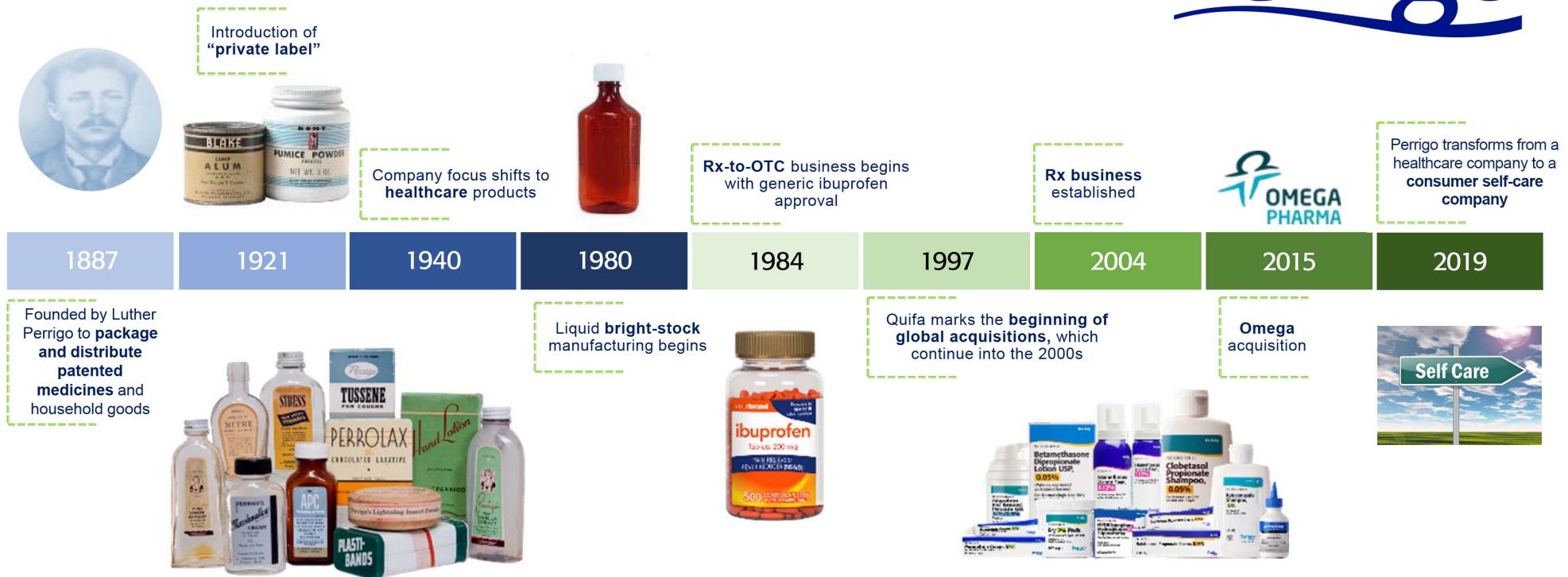
We also place a lot of emphasis on “quality” and “trust.” Our commitment to quality not only includes our products, but also how we source, manufacture and market those products. By fostering a workplace that is inclusive, using our resources with care and supporting engagement with our communities, we earn each other’s trust and the trust of the customers and consumers who rely on our products.

It is our duty to be good corporate citizens. Perrigo has a long heritage of responsible business practices and supporting the communities where we work and live. I am excited to introduce our 2019 Corporate Social Responsibility report, which highlights how Perrigo and its employees are bringing our new vision to life.



Murray S. Kessler

President and CEO



Founded in 1887, Perrigo is a leading provider of over-the-counter health and wellness solutions. Today, Perrigo employs over 10,000 people in more than 30 different countries.

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Perrigo's Vision Embodies A Growing Global Self-Care Trend:

To make lives better by bringing Quality, Affordable Self-Care Products™ that consumers trust everywhere they are sold.

As larger portions of our population ages and healthcare costs continue to rise, people of all ages are taking ownership of their health and well-being. This shift is placing greater focus on how individuals view their own health and the options available to them. At the center of this movement is Perrigo, a leading provider of over-the-counter health and wellness solutions that enhance individual well-being by empowering consumers to proactively prevent or treat conditions that can be self-managed.

Perrigo saves consumers billions of dollars each year by giving them the ability to purchase high-quality self-care solutions at an affordable price point. Perrigo's branded and private label self-care products are available at retailers, pharmacies, and e-commerce outlets in the United States, across Europe, and in other major markets.

Offering health and wellness solutions that empower consumers to proactively prevent or treat manageable conditions means that our commitment to quality must go beyond regulatory requirements and embedded into our culture. We hold ourselves accountable to the highest standards for our products and how we produce them, in addition to ethical partnerships and responsible use of natural resources.



Environmental Stewardship & Sustainability

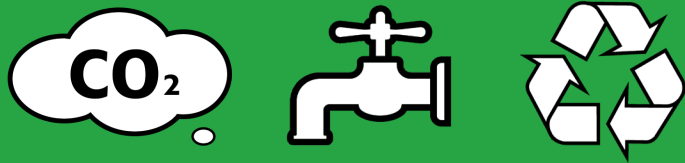
Perrigo's global reach and the scale of our manufacturing network makes it impossible to ignore our impact on the environment or the growing concerns facing the planet. This means Perrigo is committed to being a good steward of the planet and reducing our impact.

Since 2015, Perrigo has been administering a robust Environmental Stewardship Program (ESP). A core function of the ESP is to promote and drive environmental sustainability across Perrigo through goal setting, targeted projects and engagement. This starts with our daily operations and continues through our supply chain and our products.



Our Environmental Stewardship Program
efforts extend from our manufacturing sites through the
distribution of our products to customers.

**The strategy takes a three-point approach, aimed at
advancing environmental sustainability on the areas we
impact the most, which include:**



• **Efficient Operations**

**Goals to reduce our greenhouse gas emissions,
energy, water and waste by 15% from 2015 to 2020.**

• **Sustainable Packaging**

**Goals to improve packaging recyclability and
efficiency, improve recycle labeling and offer
sustainable options whenever regulations allow.**

• **Responsible Supply Chain**

**Goals related to sustainable sourcing for our supply chain,
such as Certified Sustainable Palm Oil and
Sustainable Forestry Packaging.**

Efficient Operations

Perrigo recognizes that climate change is a critical global issue, and water scarcity continues to threaten many communities around the world. Despite the fact that our overall environmental impact is relatively minimal compared to similar sized organizations, we firmly believe it is our responsibility to understand and manage our impact on the planet. In 2016, we set corporate goals to reduce our greenhouse gas emissions (GHGs), energy, water and waste by 15% between 2015 and 2020.

We track data from approximately 75 different sites around the globe. Over 90% of this information comes from utility service invoices, with the remaining 10% derived from manual entries and estimations made through a careful gap fill process.

Due to data variation caused by acquisitions and divestitures, our approach is to immediately remove data for divested facilities, include data for new facilities after their first full year under Perrigo, and restate our baseline and data accordingly. The exceptions to this are the European manufacturing facilities and offices within our Consumer Self-Care International segment, formerly known as Omega Pharma, which will be rolled into our data in 2020.



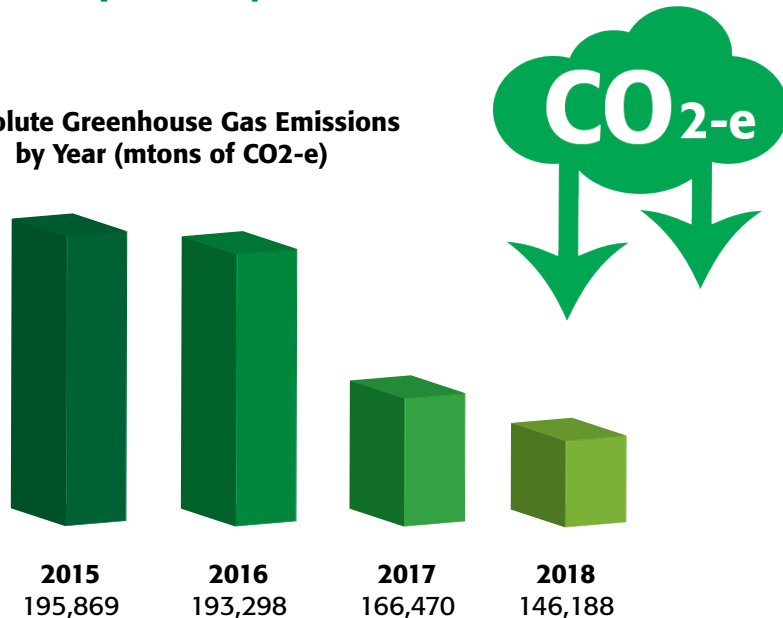
Greenhouse Gas Emissions

According to the National Air and Space Administration (NASA), 18 of the past 19 warmest years on record have occurred since 2001. With a staggering 8% increase in average temperature since 2005, climate change continues to be escalated as a major global crisis.

For more information please visit <http://climate.nasa.gov>

Perrigo's absolute GHG emissions for 2018 were 146,188 mtons of CO₂-e, which is a 12% decrease from the previous year.

**Absolute Greenhouse Gas Emissions
by Year (mtons of CO₂-e)**



When compared to our 2015 baseline, we have reduced total GHG emissions by 24% and have achieved our corporate goal one year early.

Data includes Perrigo-owned facilities and leased facilities where direct manufacturing occurs. This information may be restated due to acquisitions, divestitures, or the availability of more accurate information.

Key drivers for GHG reduction:

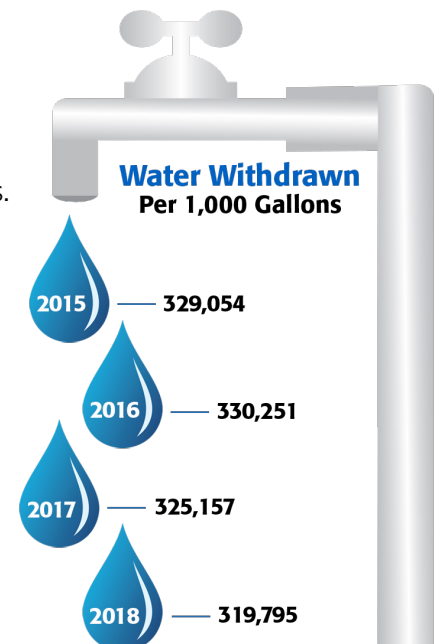
In 2018, Perrigo discontinued the company jet, impacting our emissions significantly. The electricity Perrigo purchases also continues to be cleaner, resulting in favorable GHG conversion factors from the electric grid. Additionally, Perrigo continues to invest in a variety of energy reduction initiatives, including but not limited to:

- American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) Level II energy audits for Perrigo's largest factories
- LED lighting upgrades to our largest warehouse, main office building and largest manufacturing plants
- Ongoing steam trap and compressed air leak audits
- Ongoing education and behavioral reinforcement

Water Withdrawn

In terms of total water withdrawn, consumption during 2018 was down by over 5 million gallons. This is a 2% reduction from previous year's numbers and down 3% in total from the 2015 baseline.

Despite investment into water reduction projects, progress towards our 15% water reduction goal continues to be variable. This can be attributed to facility expansions and production increases at key Perrigo facilities, which are offsetting any water efficiency gains from focused projects.



Total Waste and Recycling

Creating a holistic view of our global waste and recycling data is challenging, given a wide and inconsistent variation in data sources, as well as acquisitions and divestitures.

However, Perrigo Michigan, our largest manufacturing site globally, represents the largest portion of Perrigo's waste and has increased recycling by more than 4 times since 2015. This is largely due to our focus on recycling and the creation of structured recycling programs in early 2017.

We continue to see positive results in Perrigo Michigan, with a 24% increase in recycling from 2017, equivalent to saving over 50,000 trees and over 300,000 feet of landfill.

Total Recycling – Perrigo Michigan Only (Mtons)



Data includes Perrigo-owned facilities and leased facilities where direct manufacturing occurs. This information may be restated due to acquisitions, divestitures, or the availability of more accurate information.



PAPER



METAL



PLASTIC



E-WASTE



GLASS



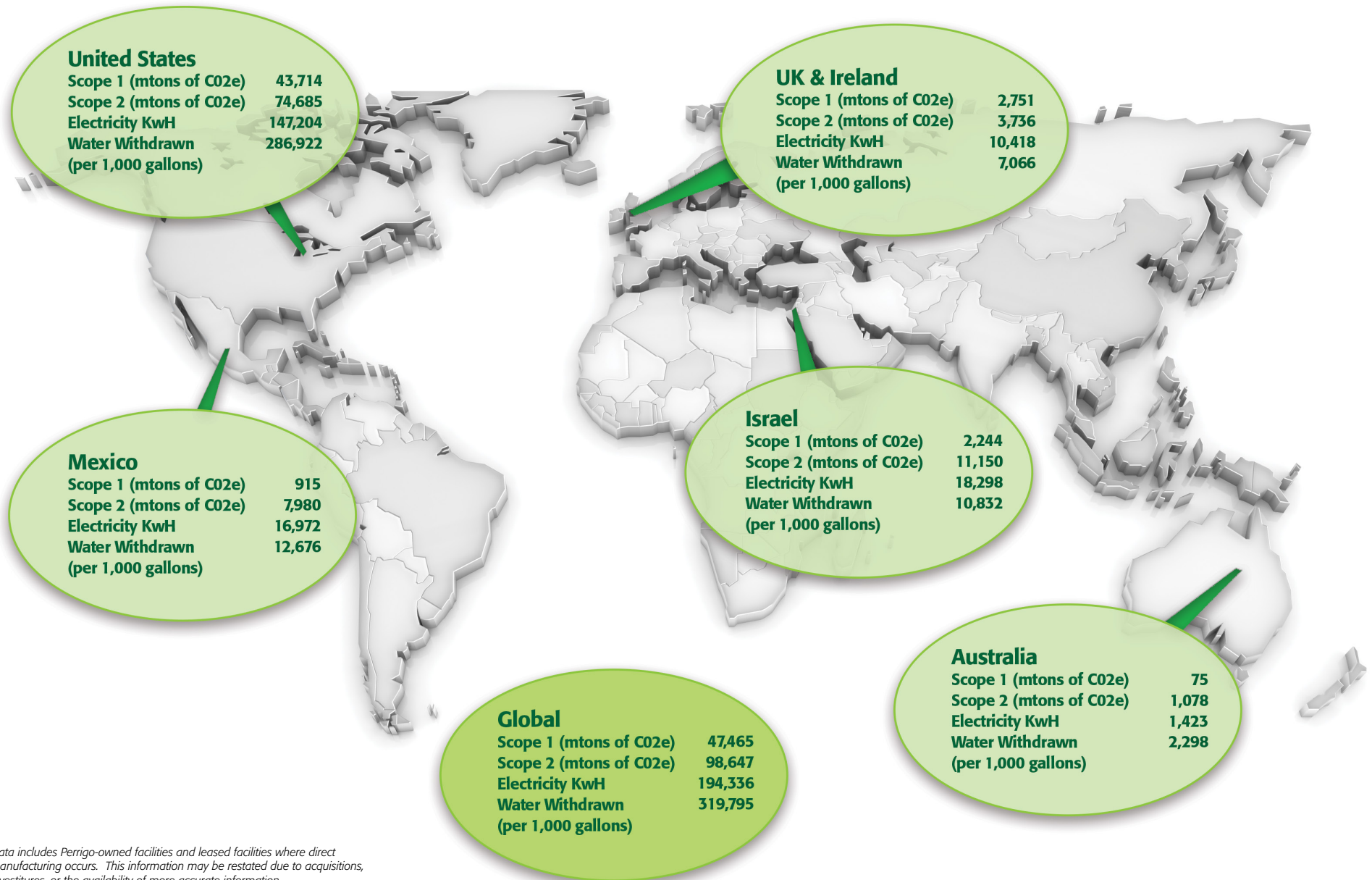
ORGANIC

24%
Recycling Increase
Since 2017

50K+
Trees Saved

300K+
Feet of Landfill
Saved

Emissions and Utilities Usage for Top 5 Regions



Data includes Perrigo-owned facilities and leased facilities where direct manufacturing occurs. This information may be restated due to acquisitions, divestitures, or the availability of more accurate information.

Packaging Sustainability

As the largest store brand producer of self-care products, much of Perrigo's business supports the building of retailer brands, who often desire national brand equivalent packaging. This preference, combined with strict packaging regulations as established by the U.S. Pharmacopeia (USP), means that Perrigo must take a different approach related to packaging sustainability than most consumer goods companies. While this presents a unique and sizeable challenge, we still focus on driving sustainable packaging opportunities with our retail brand customers where appropriate.

This includes, but is not limited to:

- Providing more sustainable, no carton options, when regulations allow
- Requiring cartons and labels to attain Sustainable Forestry Initiative (SFI), or equivalent, certification
- Continuously seeking to reduce materials, particularly with packaging
- Focusing on recyclability and recycle labeling

Our goal is to ensure the packaging for our products are fully recyclable.

We also are exploring the use of recycled content and plastic alternatives, recognizing that USP regulations for pharmaceutical packaging may affect our ability to use recycled materials.

How2Recycle® Label

Throughout 2018 and continuing in 2019, Perrigo has been actively focused on the recyclability of our packaging.

We've partnered with several retailers to adopt the How2Recycle® label, registering over 100 different Universal Product Codes (UPCs) throughout 2018.

This not only has helped provide our customers with savvy, consumer-friendly labeling, but also has been instrumental in helping us fully understand the recyclability of our packaging and the associated opportunities.



Responsible Supply Chain

Perrigo views our suppliers and partners as extensions of our own operation. In addition to ethical business conduct requirements and activities mandated by our Ethical and Social Compliance program (see page 18 of this report), our commitment also extends to environmental sustainability. We also focus on sourcing paper cartons and labels from sustainable forestry certified vendors.

Sustainable Palm Oil and Deforestation

Palm oil is a commonly used vegetable oil found in numerous products and a high-yielding plant frequently grown in emerging markets. If grown responsibly, it is a land-efficient crop that brings economic vitality to the region in which it is grown. If not harvested responsibly, however, palm oil can contribute to a wide variety of issues, such as loss of biodiversity, destruction of carbon-rich peat lands, the destruction of rain forests and social conflicts between indigenous communities and palm growers.

For Perrigo, palm oil is used directly to provide essential nutrients, such as in our infant formula, while small amounts of palm oil derivatives are used in other products as a nutrient or processing aid. While our use is limited relative to other consumer goods companies, we are highly committed to responsible palm oil use and sourcing.

In early 2018, Perrigo joined the Roundtable for Sustainable Palm Oil (RSPO) and adopted the organization's principles related to sustainable palm oil. This commitment includes sourcing Certified Sustainable Palm Oil (CSPO) and purchasing RSPO Credits to encourage CSPO production. Importantly, Perrigo also certified our Vermont and Ohio manufacturing sites to the RSPO standards. These sites are the primary infant formula manufacturing locations and represent the significant majority of direct palm oil use in the company.



Focusing on Our Employees

Perrigo has a long history of acting with integrity, treating employees and other stakeholders with respect, and cultivating an innovative, collaborative and inclusive culture.

This is due to Perrigo's commitment to foster an environment that values our employees' knowledge and skills, protects them on the job, encourages optimal health and mirrors the diverse group of customers and consumers that rely on our products. From an onsite wellness center and robust safety programs to competitive benefits and structured training programs, we strive to be an employer of choice with an active and engaged workforce.



Employee Engagement, Wellness and Diversity

One way we assess ourselves as an employer to ensure we are fostering a work environment where employees are enabled and empowered is by conducting employee engagement surveys. Our commitment to people includes measuring employee sentiment on where Perrigo is excelling as an employer and where we have opportunities to improve through periodic engagement surveys. Perrigo's 2018 employee engagement survey was deployed in 16 languages and garnered a 78% participation rate. The survey measured employee engagement and enablement related to topics such as career development, manager support, company culture, and others.

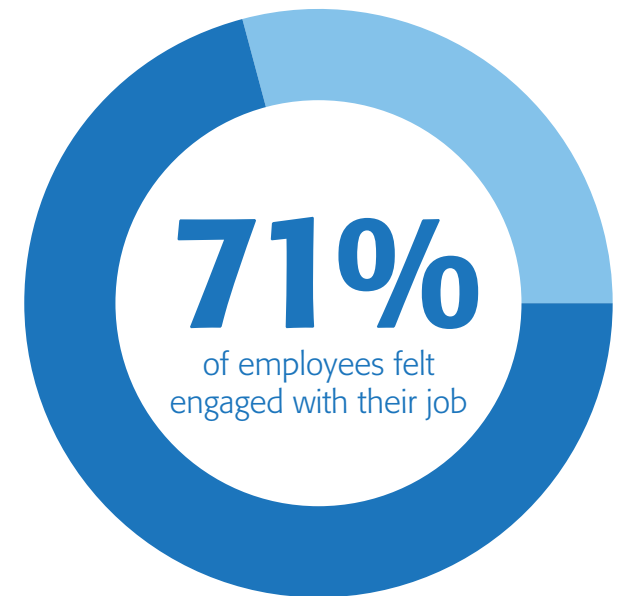
Engagement is the “want to” of work, and measures:

Are team members committed to the organization and are they willing to put in extra effort for the good of the organization?

Enablement is the “can do” of work, and measures:

Are team members' skills and abilities fully utilized in their roles and does the organizational environment support them in getting work done?

Survey results demonstrated that 71% of employees felt engaged with their job, surpassing our 70% goal and exceeding the industry average. Additionally, employees told us overwhelmingly that they are committed to Perrigo's mission and understand how their contributions support our strategy. Our strong culture of continuous improvement has driven the creation of several action plans to ensure our culture enables our global team to do its best work.



Employee Health and Wellness

Perrigo employees can tell you that our culture has been on an impressive wellness journey over the years, and our progress continues to be recognized externally as well.



For the third consecutive year, Perrigo has been recognized as a winner of the Best and Brightest in Wellness™ award!

Sponsored by the National Association for Business Resources (NABR), this

award recognizes employers who promote a culture of wellness for their employees, making their workplace and their community a healthier place to live and work.

HEALTHYyou Well-Being Program in the U.S.

Launched in 2016, Perrigo's HEALTHYyou Well-Being Program supports U.S. employees and their families as they navigate their own well-being journey. The voluntary HEALTHYyou program provides a robust suite of resources to support and **encourage well-being in five key areas - Physical, Emotional, Financial, Work-Life and Community.**

In addition, U.S. employees and spouses enrolled in a Perrigo Medical Plan can earn a wellness discount on their medical insurance deductions by participating in HEALTHYyou activities.



Perrigo Wellness Center

Allegan, Michigan, is not only home to the largest concentration of Perrigo employees, but also to a state-of-the-art fitness facility known as the Perrigo Wellness Center (PWC). The PWC prides itself in improving the well-being of employees at Perrigo by offering a wide variety of programs and services ranging from educational workshops, group fitness classes, personal training, and incentivized fitness challenges. During 2018, 360 group fitness classes were offered and an average of 2,200 employees checked in per month.

360
Fitness Classes
Offered

2,200
Participants
Per Month

\$39K+
Reimbursed
for outside fitness
memberships

U.S. employees and spouses using a different fitness facility are recognized for their effort through reimbursement of membership fees through HEALTHYyou's Fitness Funds program. In 2018 alone, Perrigo reimbursed \$39,901 to employees for gym and fitness memberships.

Perrigo Well-Being Worldwide

Our commitment to the health and well-being of our employees extends across the globe. Many of our geographic regions support employee well-being through local wellness initiatives. Examples of which include:



Emotional Well-Being

1. Employee Assistance Program (EAP) offers mental health and mindfulness workshops
2. Service and recognition rewards
3. Force majeure leave for urgent family reasons



Financial Well-Being

1. Educational sessions about retirement benefits held by pension scheme consultants
2. Health insurance allowances
3. Bonus and equity programs



Physical Well-Being

1. Massage therapy at certain sites
2. Online module that measured the heart age of employees
3. Weekly fitness classes
4. Health educators and mobile apps support healthy eating and fitness habits



Work Life Well-Being

1. Formal initiative to limit screen time and foster “unplug” techniques
2. Vacation and holiday allowances
3. Paid maternity/paternity/adoptive leave
4. Marriage Day
5. Sports and social clubs
6. Local support and involvement of CSR activities
7. Flexible work schedules

Perrigo®
United Kingdom & Ireland

In particular, the Perrigo United Kingdom (PUK) offices have made significant strides in focusing on Educational, Emotional, Physical, Occupational, Organizational and Environmental wellness.

The UK office has organized and promoted wellness activities and provides education and communication through a monthly employee publication.



Perrigo intends to continue expanding its HEALTHYyou initiatives to all global locations.

Employee Development and Talent Management

To ensure employees are receiving the necessary knowledge, training and feedback to maximize their potential, Perrigo continues to maintain several key programs in addition to required compliance training. Most of these programs have existed for several years, are continuously improved and updated, and include, but are not limited to:

- **Performance Management Program**

Utilizing a leading human capital management platform, employees globally set annual goals, receive mid-year and annual performance appraisals, and manage individual development plans.

- **Learning Management Software (LMS)**

The majority of global employees have access to an electronic LMS, which provides extensive tracking, structured e-learning, course catalog of computer-based and instructor led opportunities, and self-management of individual learning plans.

- **Leadership in Action (LIA)**

The professional development of mid-level leaders is supported by a global leadership development immersion program addressing topics such as building trust, emotional intelligence and situational leadership.

- **Management Essentials**

Similar to LIA, Management Essentials is a global leadership development program that focuses on providing foundational leadership education. In 2018, approximately 3% of employees participated in both LIA and/or Management Essentials.



Promoting from within continues to be a priority at all Perrigo locations. In 2018, 56% of posted job opportunities were filled with internal candidates, which is consistent with internal hiring levels over the last several years.

Total turnover for 2018 was at 15% globally and 6% in the United States, where the largest concentration of our employees live. The 2015 acquisition of Omega Pharma significantly increased the company's international presence and workforce. Integration of this business, along with other strategic priorities, have resulted in higher turnover metrics globally.

<u>Turnover</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
Total Turnover (Global)	16%	17%	24%	15%
Total Voluntary Turnover (Global)	9%	9%	10%	11%

Diversity and Inclusion

Perrigo prioritizes Diversity and Inclusion (D&I)

The importance of diversity is well-known. Diverse companies are 70% more likely to capture new markets, 75% more likely to turn their ideas into products, are 35% more likely to outperform on profitability and are 83% more likely to drive innovation [1]

At Perrigo, we desire to continue or enhance our ability to engage and enable our workforce, be an employer of choice that attracts and retains top talent and reinforce our culture. A diverse workforce helps us better understand our unique consumers and be more innovative. Customers, shareholders and investors are increasingly interested in supporting companies that value diversity.

Understanding our D&I is a priority for Perrigo's executive team and our Board of Directors. Despite having a long-standing commitment to fostering a diverse and inclusive culture, Perrigo took action to prioritize D&I globally in 2018 by appointing a Steering Team and Head of D&I to create and implement a global strategy and measure our progress. In addition to developing a strategy and key performance indicators, the D&I team members are working on gathering internal data, benchmarking with other companies, and engaging employees to support Perrigo's commitment to an inclusive work environment free of harassment.



Gender Diversity

Perrigo's D&I efforts placed a spotlight on gender diversity in 2018-2019, with programs focused on encouraging female leadership and global recognition of International Women's Day in March 2019. **Dr. Grainne Quinn, Executive Vice President, Chief Medical Officer and D&I Chair**, was the featured speaker of the March event, inspiring hundreds of both women and men across Perrigo. Each Perrigo site hosted events to inform, inspire and grow female talent across Perrigo.



Over the past year, Perrigo once again exceeded the national average with gender diversity, with females representing 49% of the total workforce, including increasingly higher representation in leadership positions. This represents a significant increase from 2017, when women represented 45% of Perrigo's global workforce.

Gender Diversity Statistics - Global

49%
Female share
of total workforce

39%
Females in all
management positions

41%
Females in junior
management positions

32%
Females two levels
away from CEO

[1] Source: McKinsey, BCG, Center for Talent Innovation, Erik Larson, Korn Ferry

Occupational Health and Safety

At Perrigo, the health, safety and well-being of our employees is vitally important. Our commitment to employee safety is aligned with our vision to make lives better by bringing **Quality, Affordable Self-Care Products™** that consumers trust everywhere they are sold. We extend this commitment to our employees, realizing it starts with a safe work environment. As such, we commit to continuously improving our safety performance through proactive identification and elimination of safety risks.

From our aggressive safety goals, to our behavior-based PASS observations program, our programs are some of the most robust and transparent in the industry. Additionally, the Environmental Health and Safety (EHS) and Operations Leadership teams have launched extensive safety leadership training programs across Perrigo's global manufacturing operations. These investments and emphasis on safety has resulted in a Total Recordable Injury Rate (TRR) that is significantly lower than the industry average. In 2018 we reduced our TRR from 1.59 to 1.39, as compared to 2017.

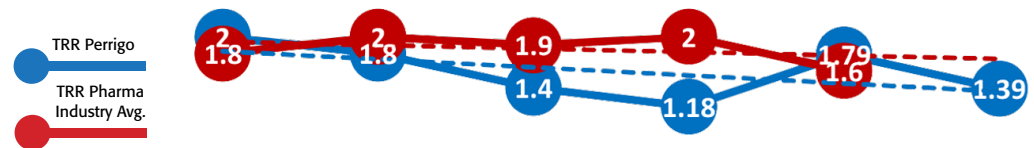
2018 Highlights

Each Perrigo manufacturing location is given an annual safety goal, with the majority of operating locations performing better than target in 2019.



Perrigo's TRR improvements in 2018 were highlighted by a greater than 25% year-over-year reduction by our largest manufacturing operations in Allegan, Michigan.

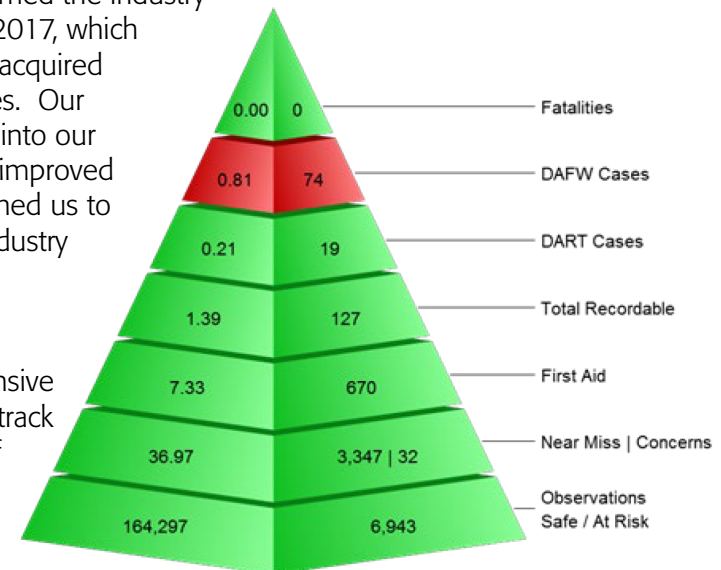
Total Recordable Rate Trends for Perrigo vs. Pharma Industry Average



Continued leadership engagement in our PASS observation program and our ongoing Moments of Safety Transformation (MOST) initiative were key drivers of our 2019 safety improvements.

Perrigo's TRR trends have outperformed the industry average in recent years, except for 2017, which was impacted by the integration of acquired businesses with higher incident rates. Our efforts to integrate new businesses into our EHS systems and controls enabled improved 2018 safety performance and returned us to superior results compared to the industry average.

We track both leading and lagging indicators that provide a comprehensive set of relevant metrics that help us track our progress. With the exception of Days Away from Work Cases, we achieved reduction targets in all 2018 safety metrics.



Red indicates an increase from previous year
DAFW - Days Away from Work
DART - Days Aways Restricted Time

Human Rights and the Supply Chain

From modern slavery and forced labor, to deforestation, the globalization of supply chains means companies face an increased need to ensure human rights are respected and supply chains are operating ethically. As a globally operating company, Perrigo has a broad reach around the globe. Consistent with our vision to make lives better, Perrigo is committed to operating in an ethical manner and ensuring our supply chain activities demonstrate respect for the people and places where we operate.



Maintaining an Ethical Supply Chain

We currently operate in over 35 countries including the United Kingdom, the United States, Mexico, and throughout Europe, as well as sites in Latin American and the Asia-Pacific region. In addition, we source products, raw materials, packaging, and other goods/services from partners and suppliers around the globe.

Due to Perrigo's extensive reach, it is important for us to be committed to sourcing responsibly and adhering to our core values of Integrity, Respect and Responsibility.

Modern Slavery, Ethical and Social Compliance

Perrigo continues to have a zero-tolerance stance on human trafficking, modern slavery and any other form of human rights abuse and exploitation, both throughout Perrigo-owned operations and those of our business partners.

Perrigo's Code of Conduct applies to all employees and highlights our commitment to adhere to our core values while complying with all laws and regulations in the jurisdictions in which we operate. For Perrigo-owned plants and operations, all employees are trained on, and expected to follow, our Code of Conduct, employee handbook, and various policies, such as the Positive Work Environment and Harassment Policies, that outline behavioral expectations. Customer-specific expectations are managed through supplemental policies and procedures.

We encourage employees to speak up when they observe behavior that they believe violates our Code of Conduct, policies or regulations. Recognizing that some employees

may not feel comfortable raising issues in person we offer a third-party reporting system to anonymously express any workplace concerns. Any grievances are formally reviewed and investigated per a defined procedure. This system, coupled with our culture of compliance and formal policies, helps ensure ethical behavior throughout the company.

Our Supplier Code of Conduct helps ensure all subsidiaries and suppliers exhibit ethical behavior. It outlines in detail our requirements related to health, safety and ethical labor for suppliers and business partners, including prohibiting the use of child, forced or trafficked labor of any kind.

Perrigo's Ethical and Social Compliance (E&SC) program is specific to suppliers and business partners around the globe. It starts with the Supplier Code of Conduct, which is distributed to our suppliers. Then, as a new supplier or partner enters Perrigo's supply chain, they undergo a risk assessment, which takes into consideration the brand, label, product, production activity and the country in which production occurs. Results of this assessment may initiate a prequalification audit as part of due diligence, as well as, or in addition to a self-assessment.



2018 Update on Ethical Supply Chain Practices

In order to uphold our zero-tolerance approach, we regularly monitor our supply chain to prevent any form of modern slavery or human rights abuse. This includes risk assessments of each supplier, and social compliance audits administered by third-party vendors to monitor, prequalify or renew qualifications of our manufacturing locations.

Throughout 2018, new and existing employees received pertinent ethics and code of conduct training during orientation, and/or at the pre-established intervals as documented by our learning management system. Additionally, over 70 third-party ethical and social compliance audits were conducted at Perrigo manufacturing locations and those of our suppliers. While occasional observations were found, none were critical in nature. Corrective and preventative actions were implemented to address any gaps or remediate any observations.

Additionally, more Perrigo sites and suppliers in North America were added into the Sedex system, which is fully utilized today by Perrigo UK for managing and collaborating with retailers, suppliers and other relevant stakeholders to maintain our socially responsible supply chain activities.



Community Engagement and Philanthropy

Whether by financial support provided by the Perrigo Company Charitable Foundation, or through the efforts of our employees, Perrigo is committed to enhancing the communities in which we operate. It is important to us that Perrigo's presence is a true benefit to the community and makes a long-term positive impact.



Giving Back to the Community

Perrigo employees contribute financially to our communities, but also through the gift of their time and talents. We view volunteer opportunities as meaningful, cost-effective and strategic ways to learn, develop skills, increase professional networks, enhance job satisfaction, and further increase the engagement of our employees. As such, we have aligned community engagement with our wellness program and the Perrigo Foundation, to recognize employees for their generosity.

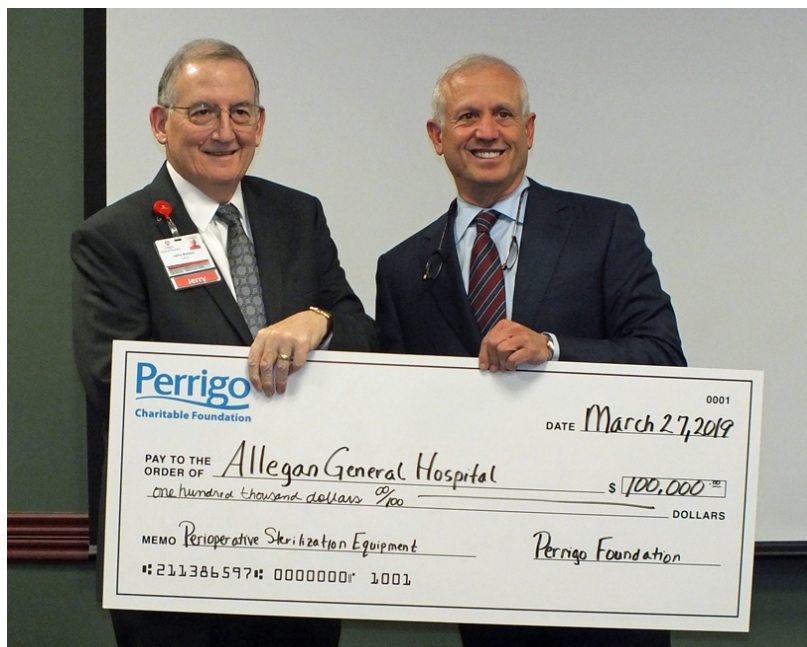
In 2018, we continued to give back through charitable giving to support the education, healthcare and community enrichment programs. Our employees volunteered extensively for various causes, and through our Caring for Communities program in the U.S., their volunteering efforts were recognized by matching support from the Perrigo Foundation.

The Perrigo Foundation

Established in August 2000 as the philanthropic arm of Perrigo Company plc, the Perrigo Company Charitable Foundation is a private, non-profit organization wholly funded by Perrigo Company plc to support organizations and programs that enhance the health, well-being and education of individuals and communities in which we operate.

Self-care is an important component of Perrigo's corporate vision and the Foundation helps empower organizations and programs that improve the well-being of our communities.

During 2018, the Perrigo Foundation donated approximately \$2.8 million in cash to charitable institutions across the globe, totaling \$23.7 million in donations over the last 10 years. We also donated \$1.8 million in product donations to humanitarian efforts this past year, totaling over \$20 million in product donations in the last 10 years.



\$2.8M
2018 Charitable
Donations



\$347K
2018 Academic
Scholarships



\$1.8M
2018 Product
Donations



\$23.7M
Donated to
Organization in
last 10 years

The Perrigo Company Charitable Foundation is committed to providing financial support to non-profit organizations that promote our commitment to enhancing the health, well-being and education of individuals and families in the communities in which Perrigo operates.

Foundation Giving Programs

Whenever possible, Perrigo tries to integrate our giving strategies with employee engagement activities. A few examples include:

- **Caring 4 Communities**

Our “dollars for doers” program, which donates \$100 to an eligible non-profit for every 10 hours an employee volunteers with that non-profit. In 2018, 3,200 hours of volunteer time were captured, totaling almost 8,000 hours since starting the program three years ago.

- **The United Way**

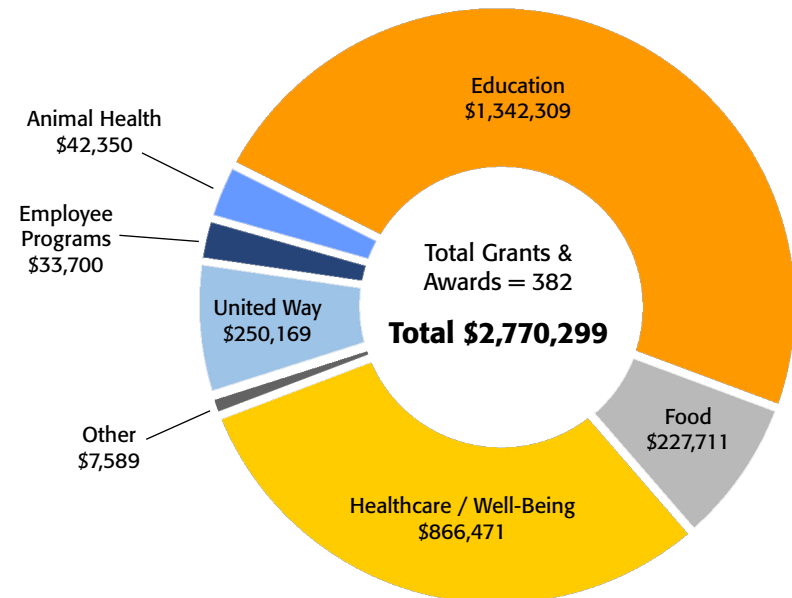
The Foundation matches annual employee donations dollar for dollar, encourages volunteer related initiatives, and sponsors days of caring. In 2018, joint employee/foundation donations resulted in over \$500,000 in cash donations to the United Way.

- **Dependent Scholarship Program**

Perrigo funds college scholarships for the dependent children of our eligible employees, as well as provides grants and scholarships to many school districts in regions where Perrigo operates. In 2018, a total of \$346,000 went to funding college scholarships.



2018 Charitable Focus Areas



Focus Area - Healthcare

The Foundation’s specific goals and desired outcomes relating to healthcare, include: increasing the access to quality healthcare, improving the quality and affordability of health services, and proactively improving health through prevention and wellness.

Healthcare was the Foundation’s second largest giving area in terms of dollars donated in 2018 at 31%, with donations supporting vital services ranging from mobile mammogram units, to local hospitals and mental health facilities. When coupled with in-kind donations of product, healthcare becomes the top giving area for the company.

Charitable Focus Areas Continued

Focus Area - Education

The Foundation supports a wide variety of educational programming, most of which focuses on promoting success throughout the K-12 experience, workforce readiness and higher education. **At 48%, education was the largest giving area for the Foundation in 2018**, thanks to the dependent scholarship program, investments in local school programs, and supporting prominent campaigns such as College Awareness Week in Ireland.

Education also remains the most supported category relative to employee participation in structured programs such as the Big Brothers/Big Sisters Bigs in Business mentorship program, Junior Achievement, National Chemistry Week and the Corporate Engineering Challenge.



Focus Area - Community Well-Being

The Foundation's goal is to improve the overall success of its surrounding communities and provide support for the essential needs of underserved/vulnerable populations, such as children, the elderly, those with special needs and the economically disadvantaged. Actual spending in community well-being is integrated with other giving areas and difficult to track independently. However, in 2018, 8% of giving was focused specifically on food insecurity, and 9% of giving was provided to the United Way, which champions the needs of the underserved.

Employee engagement in support of underserved populations continued to be as strong as ever in 2018. The team in Perrigo India supported the disabled community by donating their time and money to Adhar, a non-profit organization dedicated to providing a home to disabled adults. This is in addition to extensive volunteer support of Kerala flood relief efforts in the country. Additionally, Perrigo Michigan employees, supported by the Perrigo Company Outlet Store, donated \$43,000 in infant formula and other products to local food pantries during the last holiday season.

Structured Volunteer Initiatives

Bigs in Business

Stemming from a partnership between Perrigo's Michigan site, Allegan Public Schools and non-profit Big Brothers/Big Sisters, this mentorship program aims to improve local youth success by matching a Perrigo employee with a local high school student for a one-on-one mentoring relationship. Students are transported to Perrigo's Allegan campus bi-weekly over a two-year period to meet with their mentor and engage in group activities that expose them to various career paths.

With over 20 employees volunteering and many meaningful relationships established, Bigs in Business is poised to be a successful ongoing collaboration with the schools that will have lasting impact well beyond the classroom and office.

Junior Achievement

Administered by the non-profit Junior Achievement (JA), this education program leverages the experience of business professionals to provide unique and impactful classroom business exposure to students of all ages. Examples include teaching how to run a business through JA's Company Program and workshops focused on various cultural differences encountered when doing business internationally. In 2017, three classes were piloted by six employee volunteers. The result was so successful, an additional 14 classes were added in 2018 throughout Allegan's K-12 schools for a total of 17 classes and over 20 volunteers.



Science, Technology, Engineering, Math (STEM)

Two of Perrigo's longest running structured volunteer programs, National Chemistry Week and the Society for Women's Engineer's Corporate Engineering Challenge, continued to attract many volunteers in 2018, with dozens of employees donating their time to educate and inspire student interest in STEM-related careers.

Employees from Perrigo's UK site also took an active role this past year to spark interest in STEM, the pharmaceutical industry and showcase career opportunities. In addition to hosting facility tours for local youth, the team represented Perrigo at the "Next Steps" career event at Ilfracombe Academy in North Devon to educate academy students about career paths available to them after they finish their education.

College Awareness Week

For several years, Perrigo Ireland has been a primary supporter of College Awareness Week, a national campaign that seeks to increase the number of children and adults who pursue college degrees. In addition to serving as a primary sponsor, several Perrigo Ireland employees participated in career fairs to introduce students to the various careers possible in a leading global company like ours. Several schools held open houses and various other events, all intended to help students identify educational avenues and gain exposure to different careers.





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