



Mallinckrodt Earns Top Score in Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index

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—For the seventh straight year, Mallinckrodt earns perfect 100 score on the Human Rights Campaign Foundation's assessment of LGBTQ+ workplace equality—

DUBLIN, Dec. 27, 2023 /PRNewswire/ -- [Mallinckrodt plc](#), a global specialty pharmaceutical company, today announced that it received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Mallinckrodt joins the ranks of 545 major U.S. businesses that also earned top marks this year.

Henriette Nielsen, Executive Vice President and Chief Transformation Officer said, "Mallinckrodt is pleased to have been recognized for the seventh year in a row as an Equality100 Business in the Human Rights Campaign Foundation's Corporate Quality Index. This recognition reflects our commitment to fostering an inclusive, diverse and equitable workplace for all. Thank you to the Human Rights Campaign for this incredible honor."

"For well over two decades, businesses have played an important role in furthering LGBTQ+ equality by centering employee needs and voices when it comes to workplace inclusion. While there is much more work to be done, year-over-year growth in CEI participation is evidence of a business community that recognizes the responsibility and value in upholding equity and inclusion," said **RaShawn "Shawnie" Hawkins, Human Rights Campaign Sr Director of Workplace Equality**. "Our goal at the Human Rights Campaign Foundation is to work in a spirit of partnership with companies, providing educational resources and leading benchmarking, and collaborating on ways for businesses to support the LGBTQ+ community at a time when we face unprecedented legislative attacks, heightened anti-LGBTQ+ rhetoric and physical violence. The CEI is an ever-evolving tool – a blueprint that companies can use to show up more effectively in supporting their LGBTQ+ employees and their families."

The results of the 2023-2024 CEI showcase how U.S.-based companies are promoting LGBTQ+ friendly workplace policies in the U.S. and abroad. The first year of the CEI included 319 participants, and the 2023-2024 CEI now includes 1,384 participants; further demonstrating the tremendous trajectory of the CEI, a record-breaking 1,340 businesses have non-discrimination protections specific to gender identity, up from just 17 in 2002. These critical non-discrimination protections cover 21 million employees in the U.S. and around the globe. Mallinckrodt's efforts in satisfying all the CEI's criteria earned a score of 100 and the designation as recipient of the *Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion*.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million outside of the U.S. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About Mallinckrodt

Mallinckrodt is a global business consisting of multiple wholly owned subsidiaries that develop, manufacture, market and distribute specialty pharmaceutical products and therapies. The Company's Specialty Brands reportable segment's areas of focus include autoimmune and rare diseases in specialty areas like neurology, rheumatology, hepatology, nephrology, pulmonology, ophthalmology and oncology; immunotherapy and neonatal respiratory critical care therapies; analgesics; cultured skin substitutes and gastrointestinal products. Its Specialty Generics reportable segment includes specialty generic drugs and active pharmaceutical ingredients. To learn more about Mallinckrodt, visit www.mallinckrodt.com.

Mallinckrodt uses its website as a channel of distribution of important company information, such as press releases, investor presentations and other financial information. It also uses its website to expedite public access to time-critical information regarding the Company in advance of or in lieu of distributing a press release or a filing with the U.S. Securities and Exchange Commission (SEC) disclosing the same information. Therefore, investors should look to the Investor Relations page of the website for important and time-critical information. Visitors to the website can also register to receive automatic e-mail and other notifications alerting them when new information is made available on the Investor Relations page of the website.

About The Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the

capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

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