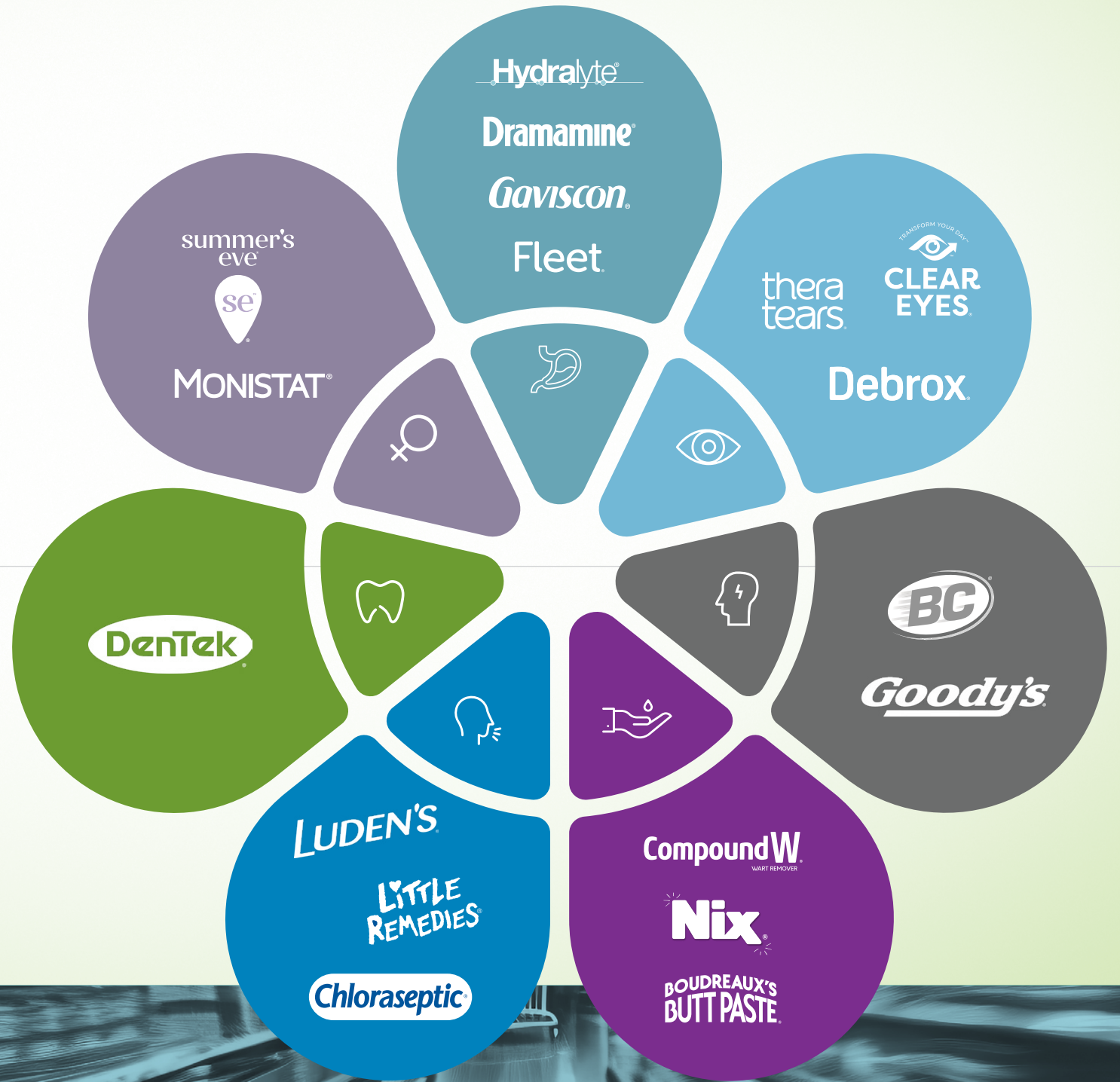


# DRIVING GROWTH

## 2025 SUSTAINABILITY REPORT







Our mission is to deliver high-quality consumer healthcare products that improve and enrich the lives of our consumers.



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## A MESSAGE TO OUR STAKEHOLDERS

At Prestige Consumer Healthcare Inc., we are committed to delivering safe, effective healthcare solutions through our iconic brands.



This is a commitment that remains central to our success. As one of North America's largest independent providers of over-the-counter (OTC) healthcare products, we have been a trusted partner to millions of consumers and their families for generations. We take this responsibility seriously and continue to take actions that ensure our products meet evolving consumer needs now and for years to come.

This past year, we continued to advance our sustainability and corporate stewardship efforts. We completed another comprehensive Greenhouse Gas (GHG) inventory, improving the precision and depth of our emissions data, particularly for Scope 3 emissions. With this stronger foundation, we are best positioned to align with leading initiatives from our major retail partners. These efforts are being shaped collaboratively across multiple departments, ensuring that sustainability remains an integrated, company-wide focus rather than a siloed function.

We also finalized life cycle assessments (LCAs) for two of our leading brands, MONISTAT® and Summer's Eve®, further demonstrating our commitment to understanding and reducing the environmental impact of our products. We continue to monitor evolving regulations, including Extended Producer Responsibility (EPR) legislation, to ensure

we remain proactive and compliant in an ever-changing landscape. In addition to these efforts, we continue to provide transparent sustainability information to providers including MSCI, ISSB, S&P, and Sustainalytics, and CDP. We also continued to align our reporting with recognized frameworks, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).

As stakeholder expectations continue to evolve, we remain guided by our core values of **Leadership, Trust, Change, and Execution**. These principles shape how we operate and inspire our ongoing commitment to responsible growth. Looking ahead, we will continue to learn, improve, and adapt—working together to make a lasting, positive impact on people and families everywhere for generations to come.

Warm Regards,

*Ron Lombardi*

**Ronald M. Lombardi**  
President and CEO



# ABOUT PRESTIGE

Prestige Consumer Healthcare Inc. is a NYSE-listed company that develops, manufactures, markets, sells, and distributes consumer health and personal care products in the United States, Canada, Australia, and certain other international markets. Headquartered in Tarrytown, New York, and operating with approximately 600 employees in sites across the United States, Australia, Asia, and the United Kingdom, our portfolio consists of numerous well-recognized, brand-name, consumer healthcare products including:



## PRESTIGE'S CORE VALUES:



Leadership



Trust



Change



Execution



# ABOUT THIS REPORT



This report marks Prestige’s third annual sustainability publication, reflecting our commitment to transparent and comprehensive reporting around our sustainability elements as a leading consumer products company. Understanding that sustainability reporting is an ongoing journey, we have conducted a thorough review of our internal strategies and assessed the evolving industry landscape to identify the most relevant sustainability topics for our operations. This report provides an overview of our efforts in climate action, product quality and safety, ethics, employee well-being, and community engagement, highlighting our commitment to informing and engaging stakeholders every step of the way.

## OUR APPROACH TO REPORTING

This report discloses all metrics and programs for fiscal year 2025 (“FY 2025”), which spans from April 1, 2024, to March 31, 2025. The reported data for GHG emissions and energy use is based entirely on this fiscal year, ensuring a comprehensive and consistent reflection of

our sustainability efforts. This FY 2025 data is presented both here and in our annual submission to CDP. As reporting accuracy is an ongoing priority, the metrics presented here reflect the most reliable data available at the time of publication.

The environmental metrics in this report are derived from data collected at Prestige sites worldwide, primarily sourced from utility bills, converted to standard units, and normalized for analysis according to the WRI’s GHG Protocol Corporate Standard (2015) and ISO 14064-1:2018 – Corporate Level Accounting Standard. We have ensured thorough collection, validation, and analysis of the collected data. We retained an independent third party to calculate our Scope 1-3 emissions and provide additional estimates for water and waste data, as well as reviewed our most recent Climate Risk and Opportunities Assessment.

This report outlines our company’s progress in sustainability, social initiatives, and governance. It does not include financial performance data, though other financial information is presented in U.S. dollars. For this report, materiality specifically pertains to

sustainability topics, which may differ from those identified in other public financial statements of Prestige. Any future events, goals, or projects mentioned are aspirations and should not be interpreted as guarantees.

This report is part of our broader sustainability disclosures and should be read alongside the following publicly available documents:

- Our Fiscal Year 2025 Annual Report on Form 10-K
- Our Proxy Statement filed in August 2025,
- Our website ([www.prestigeconsumerhealthcare.com](http://www.prestigeconsumerhealthcare.com)).

All requests for additional information on Prestige’s corporate sustainability should be directed to [Irinquiries@prestigebrands.com](mailto:Irinquiries@prestigebrands.com).

This report is not, and should not be considered, incorporated or otherwise part of any of Prestige Consumer Healthcare Inc.’s filings or reports with the United States Securities and Exchange Commission.





# OUR COMMITMENT TO SUSTAINABILITY

## SUSTAINABILITY PILLARS


Our sustainability pillars were developed through a comprehensive process that combined competitor analysis and materiality assessments aligned with key frameworks such as SASB, MSCI, CSRD, and TCFD. Initially, we conducted a peer analysis to identify industry benchmarks, best practices, current reporting levels and any gaps that may exist. Following this, we performed a materiality assessment to determine the most significant sustainability issues that align with our business

objectives and stakeholder expectations. This assessment was guided by leading frameworks to ensure a holistic approach that considers both financial and non-financial impacts. By integrating these insights, we were able to prioritize sustainability initiatives that enhance our competitive positioning and resonate with our stakeholders, ultimately laying the foundation for our sustainability pillars and guiding the outline of this report.



Environmental

- Water
- Carbon & Energy Emissions
- Waste



Social

- Product Quality & Safety
- Employee Health & well-being
- Supply Chain



Governance

- Role of Management in Sustainability
- Business Ethics
- Board Oversight & Governance



# 2024-25 HIGHLIGHTS:

## CUSTOMER COLLABORATION: WALMART AND TARGET

In 2024, we made significant progress in delivering sustainable solutions that benefit both our business and society, advancing our commitments under our Sustainability Framework. These efforts strengthened partnerships with key customers such as Walmart and Target, reflecting shared goals to drive measurable climate action across the value chain.

## EMISSIONS AND CLIMATE PROGRESS

We achieved a 24% reduction in total GHG emissions in FY25 compared to FY24. Data collection and quality have been an important focus over the last year. The reductions in emissions we see from FY24 to FY25 are largely due to this added attention to detail on the inputs of our GHG inventory. By engaging our suppliers for more granular and quality data, updating emission factors for key product categories, and completing a more comprehensive study for our Australian sites, we have more accurate and actionable data to continue on our path of reducing emissions.



## ADVANCING DISCLOSURE AND ACCOUNTABILITY

We continue to strengthen transparency through ongoing alignment with leading industry frameworks and measurable progress toward Walmart’s Project Gigaton goals. These efforts underscore our commitment to data-driven sustainability performance and accountability.

We also participate in external disclosure initiatives such as CDP. More details on our climate strategy and performance can be found in our 2024 CDP Response, available on our website.

## CLIMATE RISK ASSESSMENT

In 2023, we initiated our TCFD-aligned Climate Risk Assessment process and have continued to refine and strengthen it over the past year. Prestige monitors a range of external factors that may be relevant to our business operations, including those associated with climate variability and environmental change. These may include physical events such as severe storms, floods, wildfires, extreme heat, or water scarcity; supply chain conditions that could be influenced by natural hazards; evolving regulatory and market expectations related to packaging, plastics, and sustainability programs; and shifts in policy or market dynamics such as potential carbon pricing or fluctuations in energy and raw material costs.







# OUR PLANET & PARTNERS







GREENHOUSE GAS EMISSIONS

Prestige continues to align its greenhouse gas (GHG) management practices with the World Resources Institute (WRI) GHG Protocol, ensuring that our emissions tracking and reporting remain both rigorous and transparent. This ongoing commitment has allowed us to consistently measure our carbon footprint across all operational scopes, providing a clear picture of where we can make the most significant impact.

To date, Prestige has completed inventories for fiscal years 2022 through 2025. Completing multiple inventories allows us to establish a deeper understanding into the GHG emissions associated with our business operations.

In FY 2025, scope 3 emissions accounted for over 93% of the company’s total calculated greenhouse gas emissions. This outcome aligns with expectations, given our operational model maintains relatively few facilities with substantial fuel consumption or processes.

Our Carbon Emissions (in MT CO<sub>2</sub>e)

| GHG Emission Scope | FY 2025                                 |
|--------------------|---|
| Scope 1            | 1,501                                   |
| Scope 2            | 5,836                                   |
| Scope 3            | 98,970                                  |
| Total              | 106,300                                 |
| Intensity          | 93 MT CO <sub>2</sub> e per million USD |

Energy Use by Type (in gigajoules)\*

| Commodity        | FY2025 |
|------------------|--------|
| Electricity      | 44,347 |
| Natural Gas      | 26,036 |
| Gasoline         | 1,033  |
| Diesel           | 780    |
| Propane (liquid) | 97     |
| Total            | 72,293 |

\*Note: Due to the limited availability of primary data, many aspects of these calculations were based on estimates.

WATER CONSERVATION

Water is a critical resource to Prestige’s operations, and we are dedicated to using it responsibly. Most of our water usage and waste generation comes from our two manufacturing sites.

Our Lynchburg facility in Virginia, USA, is designated as a no-exposure site, meaning all industrial materials are stored and managed indoors, ensuring no operational discharges are exposed to open waterways. Even with this designation, we maintain full compliance with local wastewater regulations by routinely monitoring parameters such as pH and anti-foam characteristics before discharge.

The facility actively manages water use efficiency and partners with the City of Lynchburg through a sewer rebate program that enables unused water to be recirculated directly into the municipal system. This approach minimizes unnecessary retreatment of clean water while reducing environmental impact and operational costs.



Additionally, the site maintains a Stormwater Pollution Prevention Plan (SWPPP) as of February 2024 and is fully compliant with all program requirements. The facility also operates under a valid wastewater permit and conducts sampling twice annually in accordance with permit conditions.

Our Briemar facility in Victoria, Australia implements a comprehensive approach to water management, prioritizing sustainability and efficiency. The facility ensures that no discharges are directed into local waterways, safeguarding the surrounding environment. Backflow preventers, fitted and tested annually at the HVAC system and site boundary water main, protect the potable water supply from contamination. Additionally, a rainwater collection system is utilized for flushing toilets, reducing reliance on potable water. Briemar’s water systems are demand-based, optimizing usage and minimizing waste. The site also features a stormwater retention system that slows runoff and filters it through an approved sand/media system before safe discharge.

Refer to the table below for more information.

Total Water Consumption Data (Prestige-owned manufacturing sites)

| Reporting Period          | Total Water Consumption (m³) |
|---------------------------|------------------------------|
| Feb 1, 2023 – Feb 1, 2024 | 30,414 m³                    |
| Feb 1, 2024 – Feb 1, 2025 | 16,209 m³                    |

FY25 data for Lynchburg does not include water used for cleaning during that period of time

WASTE MANAGEMENT

Prestige is committed to minimizing waste across our operations. We continue to explore innovative solutions to further reduce our environmental impact, working closely with suppliers and partners to

create sustainable waste management practices that align with our long-term goals.

We utilize a third-party provider to track our hazardous and nonhazardous waste by weight and quantity. No toxic or hazardous products are used in the actual manufacturing process of our products. A few materials classified as hazardous are only used when cleaning equipment in the facility or sometimes used in lab solvents. We take every precaution in handling the collection and proper disposal of these hazardous chemicals and continuously search for alternative options.

Our offices and manufacturing facilities have implemented waste reduction strategies and recycling programs to minimize our overall environmental impact.

Building on last year’s progress, the Lynchburg facility continued to reduce hazardous waste in FY25 by refining its chemical purchasing strategy. By purchasing smaller quantities of chemicals and aligning orders more closely with operational needs, the site minimized excess materials and prevented unnecessary waste generation.

Our comprehensive recycling strategy encompasses a wide range of materials, including pallets, totes, cardboard, super sacks, bottles, and nozzles, ensuring these resources are captured and recycled effectively.

Waste, Lynchburg Manufacturing Site (metric tons)

| Non-hazardous solid waste | FY25 | FY24 |
|---------------------------|------|------|
| Landfilled                | 331  | 383  |
| Recycled                  | 282  | 121  |
| Treated                   | 2    | 5    |
| Total                     | 616  | 509  |

| Hazardous solid waste | FY25 | FY24 |
|-----------------------|------|------|
| Landfilled            | 5    | 3    |
| Treated               | 6    | 13   |
| Total                 | 11   | 16   |

Waste, Bre-mar Manufacturing Site (metric tons)\*

| Non-hazardous solid waste | FY25 | FY24 |
|---------------------------|------|------|
| Landfilled                | 318  | 291  |

SUPPLY CHAIN MANAGEMENT

We are committed to managing our manufacturing facilities in Lynchburg, Virginia, and Victoria, Australia, as well as our network of over 100 global suppliers, in alignment with our mission and values. Each supplier is expected to uphold the same principles embodied by Prestige and comply with our Supplier Code of Conduct, which outlines environmental and social responsibilities consistent with our core values. Based on this code, suppliers should also implement waste reduction practices, avoid discrimination, forced or child labor, provide fair wages, and respect workers’ rights to association. Additionally, Suppliers must maintain safe working conditions, comply with intellectual property laws, and refrain from unethical practices like bribery or using conflict minerals. Prestige requires accurate record-keeping, and suppliers must allow audits to ensure compliance. Non-compliance may lead to corrective actions or termination of business relationships. Suppliers should also implement waste reduction practices, avoid discrimination, forced or child labor, provide fair wages, and respect workers’ rights to association.





The Supplier Code of Conduct is communicated uniformly to all suppliers, ensuring that we clearly convey our formal expectations for ethical business practices.

Additionally, all international distributors undergo a thorough vetting process through a third-party screening service. Distributors in high-risk areas where our products are in need are required to recertify and be vetted annually however, most of our products are sold in low-risk jurisdictions. By taking these steps, we actively support our partners in maintaining the high standards we expect across our supply chain.

**Customer Collaboration (Walmart Project Gigaton & HIGG Index)**

We collaborate closely with our retail partners to understand and support their corporate responsibility and climate goals. Through our participation in initiatives such as Walmart’s Project Gigaton, we seek to manage our impact in multiple focus areas—including packaging, transportation, and energy—to contribute to collective emissions reductions throughout the value chain. Within transportation, we leverage our partnership with our 3PL logistics provider via Walmart’s Retail Consolidation Services (RCS) program, which consolidates less-than-truckload shipments from multiple suppliers into efficient, full-truckload deliveries to minimize empty miles and fuel use, while enabling packaging optimization to further reduce volume and waste.

Our logistics partner also delivers detailed reporting on waste, recycling, and associated transportation emissions for our Prestige shipments, empowering us to measure progress and drive targeted improvements in our supply chain sustainability.

In addition, we are evaluating participating in the HIGG Index assessment and verification process in the coming year, which will further enhance transparency, benchmarking, and continuous improvement across our operations and supply chain.





# PRODUCT QUALITY AND SAFETY





**CUSTOMER CENTRIC APPROACH**

Prestige develops premium healthcare products designed to enhance and improve the lives of our consumers. We are committed to surpassing consumer expectations for quality and effectiveness across our entire product portfolio by utilizing thorough testing and valuable user feedback.

**OUR COMMITMENT TO QUALITY AND SAFETY**

At Prestige, we are dedicated to creating high-quality healthcare products that improve and enrich the lives of our consumers. Our commitment goes beyond just meeting expectations; we strive to exceed them by ensuring every product in our portfolio undergoes rigorous testing and is informed by consumer insights. We are unwavering in our commitment to delivering safe, effective, and high-quality products on time (QPoT). Our approach is guided by a comprehensive Quality Management System (QMS) and a Global Quality Policy, which detail the stringent oversight we maintain across all facets of production. This includes close monitoring of our manufacturers through quality agreements, scorecards, and a robust auditing process. To ensure the highest standards, both our contract manufacturers and company-owned manufacturing sites undergo biennial third-party audits. These audits are crucial for maintaining compliance with regulatory obligations and fostering continuous improvement across all our processes.

**MONITORING CONSUMER FEEDBACK**

Prestige Consumer Healthcare continuously monitors consumer feedback through its Consumer Contact Center, which handled over 65,000 contacts over the past year. The company uses advanced software to manage consumer inquiries, including complaint handling

and pharmacovigilance—a drug safety system designed for the collection, detection, assessment, monitoring, and prevention of adverse effects related to its products. This platform enables real-time data analysis, allowing for the early identification of potential issues. Quarterly reports on consumer trends are shared across the organization to guide product enhancements, new product development, and overall company strategy.

**QUALITY MANAGEMENT & ASSURANCE**

We maintain a global team of quality assurance, quality control, and regulatory personnel at each of our locations to ensure adherence to our stringent quality standards. Our Quality Assurance team is responsible for verifying that products, devices, and raw materials meet the necessary requirements throughout their lifecycle, ensuring compliance with approved procedures. Additionally, each site has dedicated Quality Unit personnel who oversee the implementation of quality systems in line with local regulations. Their duties include managing quality systems, establishing procedures, implementing global standards, ensuring the necessary infrastructure and resources for sustained compliance and continuous improvement, and providing overall quality oversight.

At our Lynchburg manufacturing site, the Quality Control department tests products and raw materials using approved methods to ensure they meet both analytical and physical specifications. We also uphold product quality at our Contract Manufacturing Organizations (CMOs) through comprehensive Quality Agreements.

Our Quality and Regulatory personnel actively engage in industry technical activities and stay up-to-date with evolving standards through the Consumer Health Products Association, reinforcing our dedication to maintaining high-quality standards across all aspects of our operations. To ensure consumer safety, we provide an environmentally friendly process for the disposal of expired products.







#### EXTENDED PRODUCER RESPONSIBILITY (EPR)

Prestige recognizes the growing importance of Extended Producer Responsibility (EPR) frameworks in advancing circular economy objectives and ensuring product stewardship throughout the value chain. In preparation for evolving state and federal regulations, we strengthen our readiness for evolving regulations by monitoring legislative developments, assessing compliance pathways, and enhancing internal systems for data tracking and reporting.

As part of our commitment to responsible product management, Prestige is a long-term member of the Consumer Healthcare Products Association (CHPA) supporting collaborative industry efforts to promote safe, accessible, and sustainable disposal practices for over-the-counter healthcare products.

Since 2014, Prestige has also been an active partner in the Pharmaceutical Product Stewardship Work Group (PPSWG). Through PPSWG and its program operator, MED-Project, we support a nationwide take-back network by verifying more than 29,000 unwanted medicine disposal locations and options across the United States on a bi-annual basis. This ongoing verification helps ensure consumers have access to accurate, up-to-date information so they can safely dispose of unwanted, unused, or expired medications—reducing the risk of misuse, limiting environmental impacts, and promoting responsible end-of-life management.

By participating in these initiatives, Prestige helps close the loop on product stewardship—ensuring our consumers can dispose of products responsibly while supporting the broader industry transition toward sustainable materials management and EPR compliance readiness.

#### PRODUCT TESTING

All products undergo testing in accordance with regulations and industry best practices. The nature of the testing is determined by:

- 1) Whether the product is topical, oral, or ophthalmic
- 2) Its regulatory classification (e.g., OTC drug, medical device, cosmetic, or dietary supplement), and
- 3) Product claims, adherence to federal and state regulations, quality standards, and industry best practices.

Relevant information is available on our product labels, website, or through our Medical Affairs Team and Consumer Contact Center. For instance, all cosmetic products are tested for skin sensitivity. Prestige does not conduct animal testing on finished products unless mandated by regulation and no qualified or viable alternatives exist.





## OUR COMMUNITY & PEOPLE

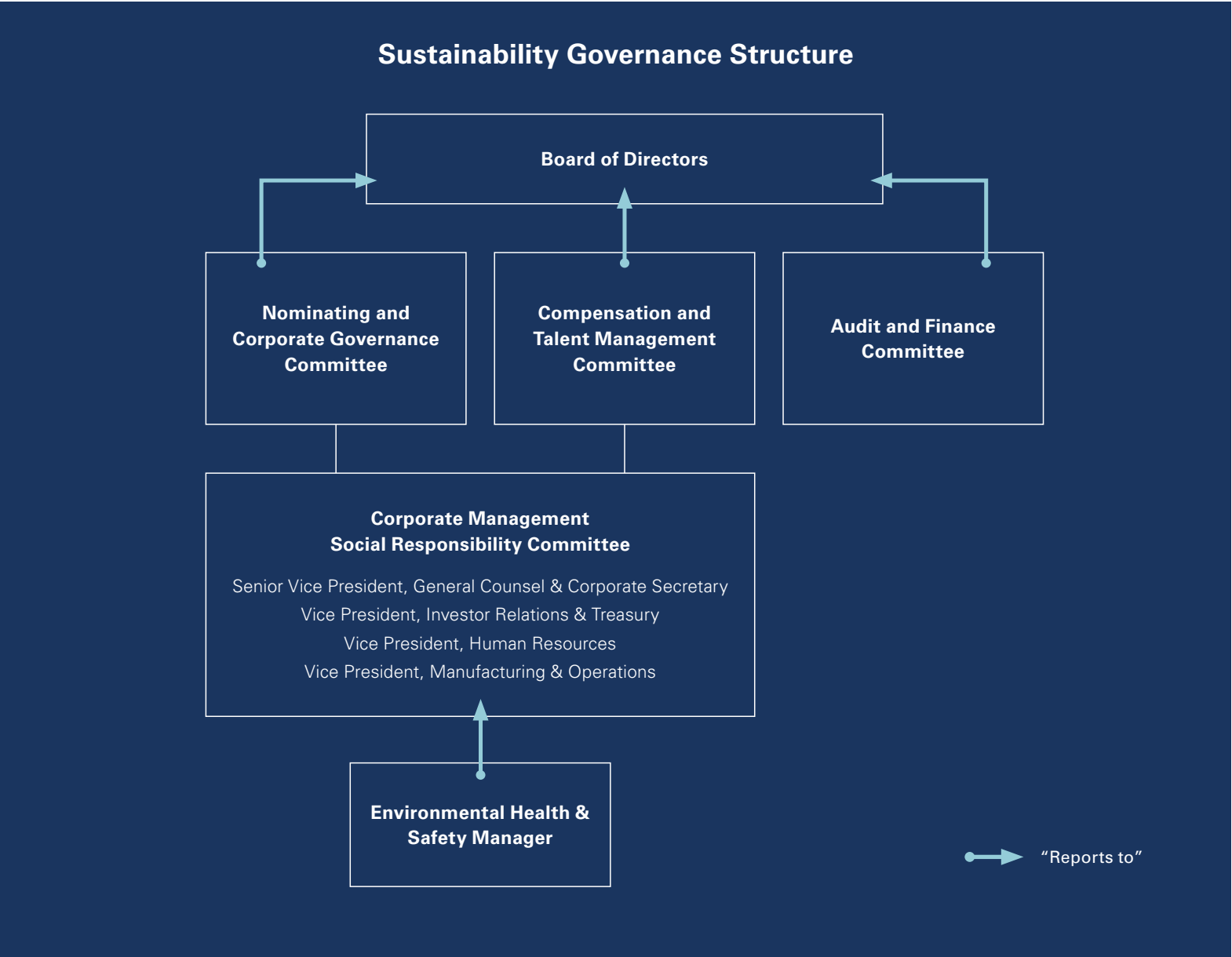




RESPONSIBLE BUSINESS: CORPORATE GOVERNANCE

Prestige employees and its Board of Directors are committed to operating the Company with efficiency, fairness and integrity, fostering behaviors that uphold public confidence and trust in our people and operations. Our governance practices are grounded in the principles outlined in the Governance Documents and Charters, which are available here <https://ir.prestigebrands.com/corporate-governance/documents>.

The Nominating and Corporate Governance Committee (NCGC) is responsible for overseeing all sustainability initiatives, meeting at least annually to review and guide the Company’s sustainability strategies. The NCGC’s charter formalizes the committee’s role in evaluating and adopting sustainability policies and practices that strengthen our corporate stewardship.





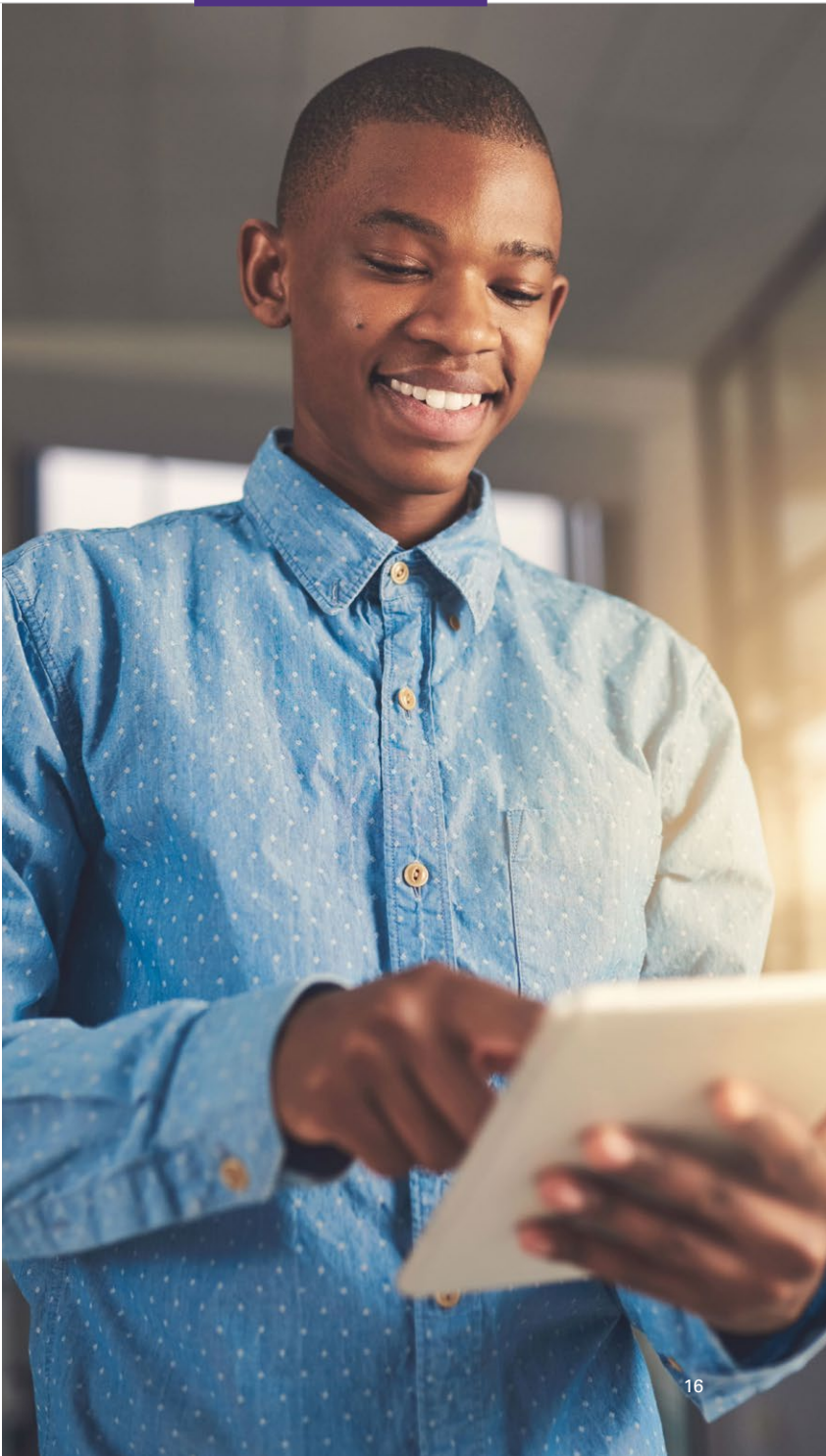
**UPHOLDING INTERNAL ACCOUNTABILITY**

Prestige places a strong emphasis on trust as a core principle. This trust is reflected in the safety and performance of our products, the integrity of our manufacturing and marketing practices, and the character of our employees. The Prestige Consumer Healthcare Code of Conduct and Ethics ensures that our employees, affiliates, subsidiaries, and partners embody these principles in their daily actions by translating our values into consistent behaviors. We are dedicated to fostering a work environment that is free from intimidation, harassment, and violence, strictly adhering to the guidelines set forth in our Code.

The Code of Conduct includes policies on competition laws, gift exchanges, anti-corruption measures, collective bargaining, rights of free association, and antibribery. To uphold these principles, 100% of full-time employees undergo ethics awareness and compliance training during onboarding and annually, or when policies are updated.

We encourage employees to report potential compliance concerns and strictly prohibit retaliation or adverse actions against individuals who raise such issues. Our whistleblower protections ensure anonymity and confidentiality, and employees are required to report any situation that may involve a violation of the Code of Conduct, applicable laws, or company policies. Concerns can be raised through multiple channels, including:

- Any manager or supervisor, Human Resources representative, or member of the Legal Department
- A senior finance representative or the Corporate Controller
- The Audit Committee of the Board of Directors
- A confidential, toll-free, third-party Red Flag Reporting Line





# EMPOWERING OUR TEAM

## EMPLOYEE WELL-BEING

We provide a range of wellness initiatives and programs throughout the year to foster a sense of belonging and support well-being across all dimensions—financial, mental, emotional, and physical. We believe wellness requires a holistic approach, as each area is interconnected and essential to overall health. By supporting employees in every aspect, we help them feel valued and empowered to bring their best selves to work.

We are also proud to offer a variety of unique benefits to our employees. Below are a few benefit highlights:

- Paid maternity and parental leave for new parents.
- **Life Line Screening** – Partnership with Life Line to offer preventive health screenings for employees at no cost to them. These screenings included tests for heart disease and stroke risk. (Tarrytown and C.B. Fleet)
- **Our Partnership with Carrot:** New for 2025, Carrot offers inclusive fertility and family-building benefits for employees. Carrot supports all paths to parenthood and lifelong hormonal health. (Tarrytown and C.B. Fleet)
  - Health Advocate: Access to expert healthcare advice and guidance through a health advocacy service. This advocacy service helps employees review their benefits and associated costs. (Tarrytown & C.B. Fleet)

- Comprehensive Employee Assistance Program (EAP) with a variety of support services to assist our people through professional and personal challenges they may face.
- Company-provided life insurance from the employee’s date of hire.
- A commuter benefits account for pre-tax monthly contributions to pay for parking and transit, along with a 20% reimbursement for bicycle expenses.
- An organization-wide recognition program for outstanding service with quarterly monetary awards.
- Fitness and wellness focused community efforts, for example: 6-week fitness challenges, Chair Massages and Mindfulness meditation sessions, Self defense training, Yoga, Flu shots, Annual wellness walks, and mental health services (including various virtual options).
- **Financial wellness** – through our 401(k) program and other partners we provide financial wellness checkups, support with tax return preparation, offered a free 16-part financial literacy courses through another partnership, and other resources.

Prestige is also committed to fostering an inclusive, supportive workplace, exemplified by our Women’s Affinity Group. Since its inception, the group has grown to more than 60 members across our U.S. locations, offering a vital space for women within the organization to connect, share experiences, and advance both their personal and professional growth.

The Women’s Affinity Group hosts a range of impactful events throughout the year, including workshops, panel discussions, and networking sessions aimed at enhancing collaboration, leadership, and professional growth.

## Highlights include:

- **Insights Workshop:** Focused on understanding and adapting behavioral styles to strengthen team dynamics and boost productivity.
- **Leadership Panels:** Dynamic sessions.

## ‘24-’25 Highlights:

- A women’s leadership Q&A panel of senior internal female employees
- A women’s leadership Q&A panel of Prestige’s female board of directors
- Holiday “tree-off” event featuring, an annual holiday cross-functional team-building event

Lastly, we continue to enhance our benefit offerings, most recently by listening to our employees via employee engagement survey and other efforts in calendar 2025 to assess engagement, our strengths, and opportunities to continue to improve.

These initiatives underscore Prestige’s unwavering commitment to building a cohesive workforce while nurturing the well-being and career development of our individual employees. Through such efforts, we strive to build a culture where personal connections, collaboration, and shared success are at the heart of our community.



ENVIRONMENTAL, HEALTH AND SAFETY

At our company, we are committed to ensuring a safe and healthy workplace for all employees while minimizing the environmental impact of our production processes and products. We believe that everyone has the right to work in a safe environment, and it is our responsibility to prioritize employee safety and public health in everything we do.

Across the company, we maintain compliance with all applicable federal, state, and local occupational safety and health regulations—whether in office environments or at our production facilities. At our manufacturing site in Lynchburg, Virginia, we implement strict safety protocols and require all employees to complete ongoing Environmental, Health, and Safety (EHS) training. On-site personnel receive over six hours of structured instruction covering topics such as hazard communication, chemical waste management, and quality systems consistent with FDA and U.S. Department of Transportation requirements. Additional hands-on sessions reinforce best practices in incident reporting, fire protection, electrical safety, stormwater management, and responsible workplace conduct, including the prevention of drug and alcohol misuse.

In addition, production and laboratory staff undergo annual laboratory safety training, while our medical affairs team receives product-specific instruction that includes usage and safety warnings. Every employee at the manufacturing site is covered by an Accident Reporting Policy, which tracks root causes and benchmarks incidents by type, including physical, chemical, and biological factors. We also maintain and report our safety records in compliance with Occupational Safety and Health Administration (OSHA) requirements, as detailed below:

Safety Records Chart

| Incident Category              | FY25 total Number | FY24 total number | FY23 total number |
|--------------------------------|-------------------|-------------------|-------------------|
| Total recordable incident      | 1                 | 1                 | 3                 |
| Total recordable incident rate | 1.59              | 0.67              | 0.94              |
| Fatalities                     | 0                 | 0                 | 0                 |

2024-25 Highlight:

In FY25, we introduced a Safety Incentive Program designed to actively engage employees in building a stronger safety culture across our operations. The program encouraged team members to report incidents, submit at least two safety observations per month, complete all required safety trainings on time, and maintain a recordable injury-free month to qualify for site-wide recognition and prizes.

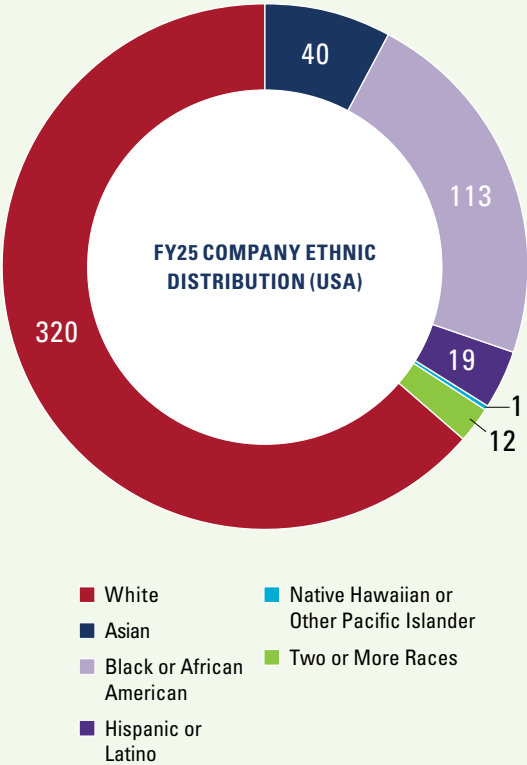
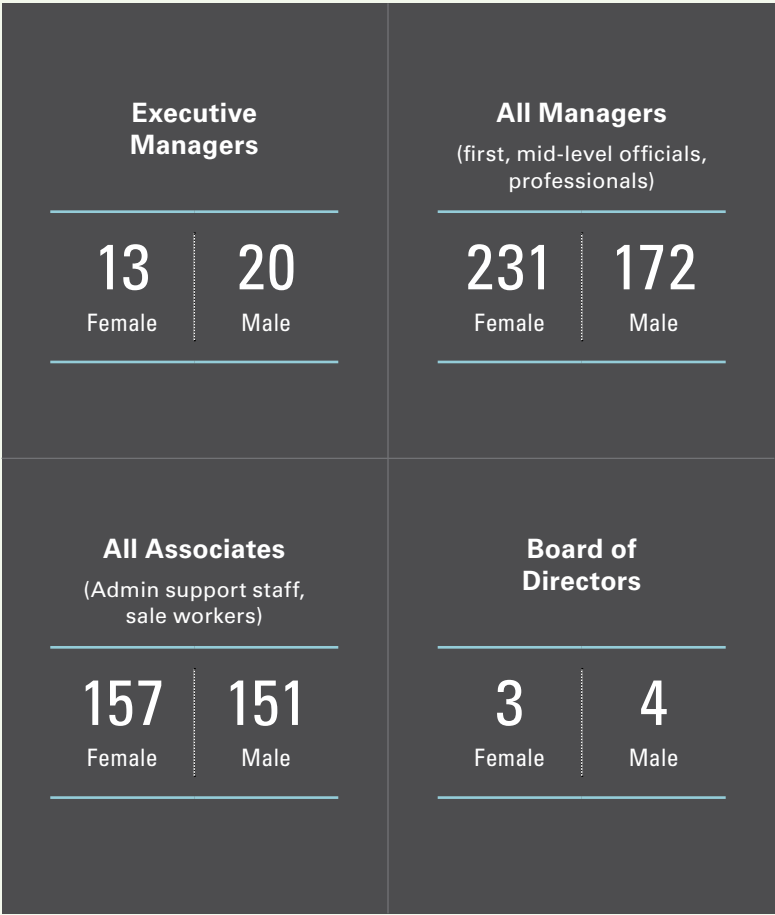
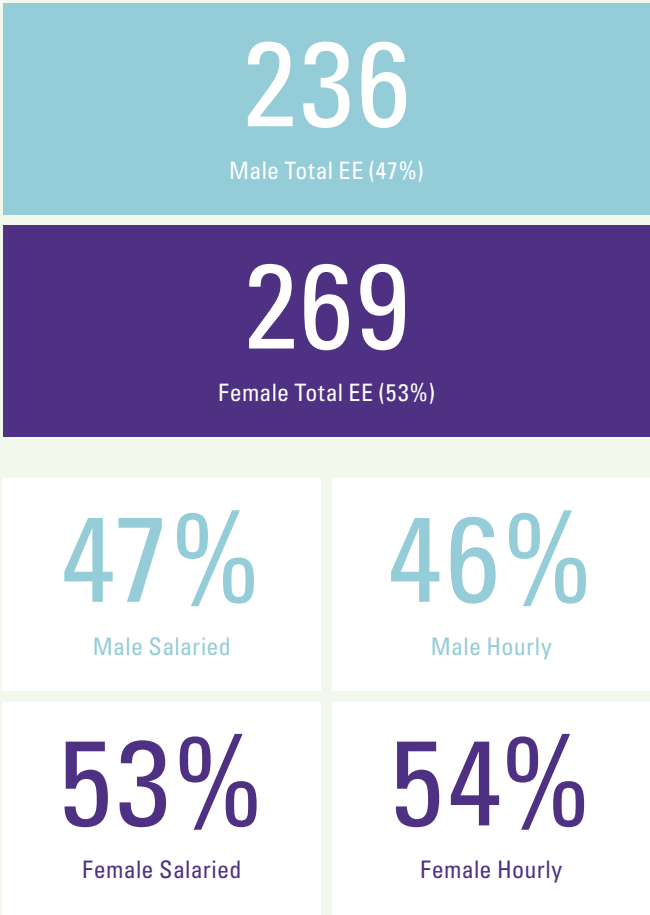
Throughout the year, we also hosted safety-themed months to raise awareness around specific topics. For example, March was Ladder Safety Month, featuring educational posters and on-site signage, while during the winter season, we launched the “Walk Like a Penguin” campaign to help prevent slips and falls in icy conditions. These initiatives reinforced our ongoing commitment to proactive risk prevention and employee well-being.



# INTEGRATED WORKFORCE HIGHLIGHTS

As of March 31, 2025, we had approximately 600 global employees. Approximately 82% of our workforce operates in the United States, 16% in Australia and Asia and 2% in Europe. 59% of our employees are salaried and 41% are paid hourly wages. We employ only a few part-time employees. Our global workforce is 55% female and 45% male.

## FY25 COMPANY DEMOGRAPHICS (USA)





**CAREER DEVELOPMENT AND TRAINING**

Our Employee Development Plan includes a comprehensive approach to fostering growth and compliance within the organization. It provides external training opportunities tailored to individual needs, ensuring personalized development.

All employees have unlimited access to LinkedIn Learning with over 21,000 courses and learning paths to explore topics of interest to them personally. Additionally, employees can access courses and mandatory training through our learning management system, MasterControl™.

This year, Fleet offered employees the chance to participate in Lean process improvement training. Through 14 different sessions nearly 300 team members attended the on-site workshop, Lean 102, led by GenEdge. Participants learned about Lean manufacturing principles, standard Lean tools and improvement methodologies designed to enhance efficiency and productivity. An interactive simulation was part of the workshop in which participants were asked to take a systematic approach in identifying inefficiencies and eliminating waste through continuous improvement as their final project.

Additionally, employees undergo mandatory Workplace HR Compliance training, which covers key topics such as internet and social media usage, sexual harassment prevention, work health & safety, workplace bullying, the travel and expense policy, and the Prestige insider trading policy. To further enhance workplace safety, the plan also includes first aid and CPR training for all employees.



**FOSTER COMMUNITY**

Our commitment to supporting local communities is at the heart of our corporate values. We believe that by actively participating in community initiatives, providing product donations, as well as financial support, we can make a positive impact and contribute to the well-being of those around us.

**LOCAL COMMUNITY ENGAGEMENT**

**Care Pharmaceuticals**

One of our key community engagement activities involves the Care Pharmaceuticals team, who volunteer each year at the Sydney Special Children’s Christmas Party, which is a heartwarming event for children with disabilities and complex needs. This celebration brings joy to children and their families during the festive season. In addition to volunteering, our team makes a significant contribution by providing cash donations and essential products, helping to ensure the event remains memorable and meaningful for all attendees.





Care's largest brand, Hydralyte, has partnered with OneWave and the World Surf League (WSL) to deliver free mental health programs to primary and high schools across Australia, reaching over 3,000 students so far.

The enthusiasm and positive attitude of our employees towards fundraising and community service highlight our collective commitment to making a difference. We remain steadfast in our support for local initiatives and will continue to engage with our community through meaningful contributions and volunteer efforts.

#### C.B. Fleet

At C.B. Fleet, our employees partner with over 30 local organizations to provide support through monetary donations, volunteer efforts, product contributions, and event participation. We encourage employees to build a strong sense of community by engaging in initiatives and support many needs-based organizations throughout the year such as the annual Alzheimer's Association Walk, Centra Foundation's MAAM Luncheon, Big Brothers Big Sisters of America, Park View Community

Mission, Beacon of Hope summer intern program, Elizabeth's Early Learning Center, Free Clinic of Central Virginia, Meals on Wheels of Greater Lynchburg, Lynchburg Humane Society, Lynchburg Project Lifesaver, including our long standing partnership with Miriam's House. Fleet's newest partnership is with the United Way of Central Virginia. Earlier this year, Fleet hosted a food drive. Through collective efforts of neighboring participants, contributions resulted in 12,529 pounds of food being donated to the community. Thanks to these efforts, thirteen local food pantries and food banks will receive substantial contributions that will immediately benefit families in need.

#### Headquarters (Tarrytown, NY)

Employees give back year-round through a variety of activities, including:

- **Corporate Fun Run in Sleepy Hollow** – Raises funds for local charities.
- **Breast Cancer Awareness Initiatives** – Fundraising events supporting the Susan G. Komen Breast Cancer Foundation during Breast Cancer Awareness Month.

- **Annual "Give Back Day"** – Each December, the Tarrytown office closes for a day so employees can volunteer with over 10 local charities. Through this initiative, employees donate time, resources, gifts, and expertise to organizations serving families, animal care, foster children, domestic abuse shelters, palliative care, and other areas of need.

We continue to support employees' personal philanthropic choices with our Charitable Match Program, which matches contributions dollar-for-dollar up to \$500 each fiscal year.



# VISION FOR 2025 & BEYOND

Prestige’s sustainability vision from 2023 through 2026 outlines a deliberate progression—from establishing data and governance foundations to integrating sustainability across the business.

In 2023, the company laid the groundwork by publishing its first Corporate Sustainability Report and initiating life cycle assessments of key product lines. In 2024, Prestige began prioritizing regulatory preparedness, closing disclosure gaps, and also formalizing its submission to Walmart’s Project Gigaton.

By 2025, the focus shifts toward streamlining sustainability data systems by strengthened governance structures and enhanced reporting transparency.

Looking ahead, we aim to continue enhancing both measurement and performance, aligning with any new regulatory and retailer requirements while track and report progress against our long-term objectives.

| Year | Strategic Focus                                      | Key Milestones & Achievements  |
|------|--|--|
| 2023 | Establish sustainability foundation and transparency | <ul style="list-style-type: none"><li>Published first Corporate Sustainability Report and full GHG Inventory.</li><li>Updated corporate website to include sustainability content.</li><li>Created a “matrix” of key Sustainability criteria to guide ratings agency engagement.</li><li>Initiated Life Cycle Assessments (LCAs) for women’s health brands to evaluate product carbon footprint.</li></ul>                   |
| 2024 | Build regulatory readiness and close disclosure gaps | <ul style="list-style-type: none"><li>Advanced regulatory preparedness and completed initial Climate Risk Assessment for CDP submission.</li><li>Published FY24 Corporate Sustainability Report and GHG Inventory.</li><li>Closed disclosure gaps to align with evolving reporting frameworks.</li><li>Completed LCAs for Summer’s Eve and Monistat.</li><li>Formally submitted data to Walmart’s Project Gigaton.</li></ul> |
| 2025 | Strengthen sustainability governance                 | <ul style="list-style-type: none"><li>Streamline sustainability and GHG data management and verification.</li><li>Publish FY25 Corporate Sustainability Report and updated GHG Inventory.</li><li>Continue alignment with Walmart’s Project Gigaton and expand supplier data collection.</li></ul>   |
| 2026 | Evolve from measurement to execution                 | <ul style="list-style-type: none"><li>Align with customer and retailer goals.</li><li>Develop company-wide strategy for tracking and reporting emission-reduction progress.</li><li>Prepare for compliance with potential legislation.</li><li>Publish FY26 Corporate Sustainability Report and updated GHG Inventory.</li></ul>   |



# APPENDIX





# GLOBAL REPORTING INITIATIVE INDEX

Our report, which is based off FY 2025, references and incorporates the Global Reporting Initiative (GRI) Standards

| Framework                       | Disclosure   | Response (2025)  |
|---------------------------------|--|--|
| GRI 2: General Disclosures 2021 | 2-1 Organizational details   | Prestige Consumer Healthcare Inc.<br>Headquarters: 660 Whiteplains Road Tarrytown, New York, 10591<br>About Prestige, p.3  |
|                                 | 2-2 Entities included in the organization’s sustainability reporting | This sustainability report encompasses all entities and subsidiaries that fall under the direct control of Prestige Consumer Healthcare, Inc.  |
|                                 | 2-3 Reporting period, frequency and contact point                    | About Prestige, p.3<br>About This Report, p.3<br>Reporting Period: April 1 - March 31 of the disclosed year, with the exception of Greenhouse Gas Emissions (scopes 1-3) and Energy Use with the reporting period of January 1, 2021 - December 31, 2021<br>Frequency: Annually<br>Contact: Irinquiries@prestigebrands.com |
|                                 | 2-4 Restatements of information                                      | Restatements of information are not applicable. Data presented in this report reflects the most up-to-date information as per the time of report publication   |
|                                 | 2-5 External assurance   | All reported data is reviewed and authenticated internally, however we have not pursued external assurance for the report’s entirety   |
|                                 | 2-6 Activities, value chain and other business relationships         | Prestige conducts our operations within two recordable segments: North American OTC Healthcare and International OTC Healthcare.   |
|                                 | 2-7 Employees  | Our People – Employee Well-Being Highlights, p.17  |
|                                 | 2-9 Governance structure and composition                             | Our People – Responsible Business: Corporate governance, p.15  |
|                                 | 2-10 Nomination and selection of the highest governance body         | August 2025 Proxy Statement, p.14  |

# GLOBAL REPORTING INITIATIVE INDEX *continued*

| Framework  | Disclosure   | Response (2025)   |
|--|--|---|
| <b>GRI 2: General Disclosures 2021</b><br><i>continued</i> | 2-11 Chair of the highest governance body  | August 2025 Proxy Statement, p.9  |
|  | 2-12 Role of the highest governance body in overseeing the management of impacts | Our People – Sustainability Governance, p.15  |
|  | 2-13 Delegation of responsibility for managing impacts                           | Our People – Responsible Business: Corporate governance, p.15   |
|  | 2-14 Role of the highest governance body in sustainability reporting             | The highest governance body reviews and provides approval through an annual process, during which the Corporate Responsibility Committee presents the Nominating and Corporate Governance Committee with a three-year plan that identifies Sustainability priorities and offers regular updates on the progress of that plan.   |
|  | 2-15 Conflicts of interest   | <a href="#">Prestige Consumer Healthcare Code of Conduct and Ethics</a>   |
|  | 2-16 Communication of critical concerns  | We encourage employees to report potential compliance issues and strictly prohibit retaliation. Our whistleblower protections ensure anonymity and confidentiality. Employees must report any suspected or actual violations of the Code of Conduct, law, or policy through various channels, including managers, HR, Legal, Finance, the Audit Committee, or a confidential third-party hotline.   |
|  | 2-17 Collective knowledge of the highest governance body                         | August 2025 Proxy Statement, p.10   |
|  | 2-18 Evaluation of the performance of the highest governance body                | August 2025 Proxy Statement, p.33   |
|  | 2-19 Remuneration policies   | August 2025 Proxy Statement, p.11   |
|  | 2-20 Process to determine remuneration   | August 2025 Proxy Statement, p.11   |
|  | 2-21 Annual total compensation ratio   | August 2025 Proxy Statement , p. 63   |
|  | 2-22 Statement on sustainable development strategy                               | At Prestige Consumer Healthcare, sustainability is integral to our commitment to delivering safe, effective healthcare solutions. We have made significant strides, including completing Life Cycle Assessments, expanding our Greenhouse Gas inventory, and aligning with GRI and TCFD frameworks. Guided by our core values of Leadership, Trust, Change, and Execution, we aim to continuously improve our sustainability efforts, creating lasting, positive impacts on people and the environment. We continue to monitor emerging regulation as well, particularly around EPR, GHG, Climate Risk, and other sustainability-related disclosures. |



# GLOBAL REPORTING INITIATIVE INDEX *continued*

| Framework  | Disclosure  | Response (2025)  |
|--|---|--|
| <b>GRI 2: General Disclosures 2021</b><br><i>continued</i> | 2-23 Policy commitments   | Code of Conduct and Ethics, p.13   |
|  | 2-24 Embedding policy commitments   | Policy is embedded across different disclosures and annual report, and Annual attestation and training required by employees   |
|  | 2-26 Mechanisms for seeking advice and raising concerns                               | Code of Conduct and Ethics, p.27   |
|  | 2-27 Compliance with laws and regulations   | No instances of fines incurred.  |
|  | 2-28 Membership associations  | Consumer Healthcare Products Association, Pharmaceutical Product Stewardship Work Group, Association of National Advertisers   |
|  | 2-30 Collective bargaining agreements   | Prestige does not have collective bargaining agreements in place.  |
| <b>GRI 3: Material Topics 2021</b>                         | 3-1 Process to determine material topics  | Our Commitment to Sustainability, P.7  |
|  | 3-2 List of material topics   | Our Commitment to Sustainability, P.7  |
|  | 3-3 Management of material topics   | Our Planet & Partners - Our Impacts, p.8   |
| <b>GRI 202: Market Presence 2016</b>                       | 202-1 Ratios of standard entry level wage by gender compared to local minimum wage    | All U.S. employees, including temporary staff and interns, are compensated above minimum wage, with rates varying by location. Our pay structure is based on market standards and external compensation data to ensure competitive and fair wages. |
| <b>GRI 205: Anti-corruption 2016</b>                       | 205-1 Operations assessed for risks related to corruption                             | Supply Chain Management, p.9   |
|  | 205-2 Communication and training about anti-corruption policies and procedures        | Prestige provides relevant training periodically to employees  |
|  | 205-3 Confirmed incidents of corruption and actions taken                             | Prestige reported no confirmed incidents of corruptions and actions taken  |
| <b>GRI 206: Anti-competitive Behavior 2016</b>             | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Prestige has one civil lawsuit has been filed alleging that the Company violated the Robinson-Patman Act .   |

GLOBAL REPORTING INITIATIVE INDEX *continued*

| Framework                         | Disclosure  | Response (2025)  |
|-----------------------------------|---|--|
| GRI 302: Energy 2016              | 302-1 Energy consumption within the organization                                | Our Planet and Partners, p.9   |
|                                   | 302-3 Energy intensity  | Total energy: 24,685 gigajoules (GJ)<br>Total revenue, 2024 (USD): \$1,137,800,000.<br>Energy intensity: 93 MT CO <sub>2</sub> e per million USD<br><br><small>*note: the calculation represents emissions as a number relative to business activity, in this instance, the total revenue.</small> |
| GRI 303: Water and Effluents 2018 | 303-2 Management of water discharge- related impacts                            | Our Planet and Partners, p.9   |
|                                   | 303-5 Water consumption   | Our Planet and Partners, pg.9  |
| GRI 305: Emissions 2016           | 305-1 Direct (Scope 1) GHG emissions  | Our Planet and Partners, p.8   |
|                                   | 305-2 Energy indirect (Scope 2) GHG emissions                                   | Our Planet and Partners, p.8   |
|                                   | 305-3 Other indirect (Scope 3) GHG emissions                                    | Our Planet and Partners, p.8   |
|                                   | 305-4 GHG emissions intensity   | 93 MT CO <sub>2</sub> e per million USD  |
| GRI 306: Waste 2020               | 306-2 Management of significant waste-related impacts<br><i>(306-2-a and c)</i> | Prestige has identified recycling vendors for a range of materials, including baled cardboard, wooden pallets, PPSS LD bales (low-density super sacks), loose tubes, colored LDPE, mixed paper, OCC, and plastic pallets   |
|                                   | 306-3 Waste generated   | Our Planet and Partners, p.9   |
|                                   | 306-4 Waste diverted from disposal  | Our Planet and Partners, p.9   |
|                                   | 306-5 Waste directed to disposal  | Our Planet and Partners, p.9   |
| GRI 306: Effluents and Waste 2016 | 306-3 Significant spills  | Our Planet and Partners, p.9   |



GLOBAL REPORTING INITIATIVE INDEX *continued*

| Framework                                    | Disclosure   | Response (2025)  |
|--|--|--|
| GRI 401: Employment 2016                     | 401-1 New employee hires and employee turnover   | Our total # of new US hires: 101, with an overall 21% hire rate.<br>Our total US voluntary and involuntary rates are as follows:<br>1) 11.5%<br>2) 5.4%  |
|  | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | Employee well-being, p.17  |
|  | 401-3 Parental leave<br>(401-3-a and b)  | Prestige provides paid paternal leave to primary and secondary parents.  |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system<br>(403-1-a)                                      | Across the company, we maintain compliance with all federal, state, and local occupational safety and health regulations, whether in an office environment or at our production facility.  |
|  | 403-2 Hazard identification, risk assessment, and incident investigation                                 | Prestige maintains an open-door policy, encouraging employees to proactively report any potential hazards. Additionally, management conducts weekly Gemba walks in designated areas to identify and address quality and safety concerns.   |
|  | 403-4 Worker participation, consultation, and communication on occupational health and safety            | Prestige actively engages employees through comprehensive training, participation in incident investigations, and the proactive reporting of hazards.  |
|  | 403-5 Worker training on occupational health and safety  | Prestige conducts all the safety training through the Learning Management System (LMS) as specified in our training policy. This training is mandatory for all Fleet employees and includes comprehensive modules on HAZCOM, Lockout/Tagout (LOTO), Respiratory Protection, Bloodborne Pathogens, Powered Industrial Trucks (PIT), Hearing Conservation, Personal Protective Equipment (PPE), Emergency Evacuation, Confined Spaces, Hot Work, General Safety Rules, Emergency Preparedness, Accident Reporting, and Slips, Trips, and Falls prevention. |
|  | 403-6 Promotion of worker health   | Prestige employees are provided access to Uprise's Employee Assistance Program, along with private medical insurance, as part of their employment terms and conditions. Employees who chose the health insurance benefit, have access to Cigna Medical Insurance through the information on their medical card and logging onto cigna.com. All employees have access to use AllOne Health, which is our Employee Assistance Program, for mental health and counseling services.  |

GLOBAL REPORTING INITIATIVE INDEX *continued*

| Framework   | Disclosure   | Response (2025)  |
|---|--|--|
| <b>GRI 403: Occupational Health and Safety 2018</b><br><i>continued</i> | 403-8 Workers covered by an occupational health and safety management system                       | 100% of Prestige Lynchburg employees are covered by a formal Accident Reporting Policy which encompasses root causes and benchmarking and to the types of accidents we have (physical, chemical, biological, etc.)   |
|   | 403-9 Work-related injuries  | Prestige reported zero fatalities, and one Injury. As of May, 2025, the current Injury Frequency Rate (IFR) is 1.59 calculated using the OSHA incident rate formula: (number of injuries / total hours worked) *200,000.   |
| <b>GRI 404: Training and Education 2016</b>                             | 404-2 Programs for upgrading employee skills and transition assistance programs                    | Prestige’s Employee Development Plan includes offering individualized external training opportunities, providing comprehensive Workplace HR Compliance training through the Sentrient platform with modules covering Internet and Social Media, Sexual Harassment, Work Health & Safety, Workplace Bullying, the Care Employee Handbook, Travel and Expense Policy, and the Prestige Insider Trading Policy. Additionally, employees will receive First Aid and CPR certification training to enhance workplace safety and preparedness. |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews         | Prestige has an annual review process which includes a mid year assessment as well. All employees are included in this process (no exclusions based on role or level).   |
| <b>GRI 405: Diversity and Equal Opportunity 2016</b>                    | 405-1 Diversity of governance bodies and employees   | Our People – Integrated Workforce Highlights, p.19   |
| <b>GRI 406: Non-discrimination 2016</b>                                 | 406-1 Incidents of discrimination and corrective actions taken                                     | One case resulted in a small plaintiff's verdict on appeal.  |
| <b>GRI 413: Local Communities 2016</b>                                  | 413-1 Operations with local community engagement, impact assessments, and development programs     | Local Community Engagement, p.20   |
| <b>GRI 418: Customer</b>  | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Zero substantiated complaints  |



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The below tables reference where supporting documentation can be found within this report or other public documents, as well as direct responses to the indicators in question. This report is in reference to both of the following SICs Sectors and Industries: Consumer Goods - Household and Personal Products and Health Care - Biotechnology and Pharmaceuticals. Reference is made to our 2025 Sustainability Report, our Annual Report on Form 10-K for Fiscal Year 2025 and our 2025 Proxy.

Biotechnology and Pharmaceuticals:

| Framework                             | SASB Code    | Accounting Metric   | (FY25) Response  |
|---------------------------------------|--------------|---|--|
| Safety of Clinical Trial Participants | HC-BP-210a.1 | HC-BP-210a.1  | Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials.   |
|                                       | HC-BP-210a.2 | HC-BP-210a.2  | Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in:<br>(1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI) |
|                                       | HC-BP-210a.3 | HC-BP-210a.3  | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.  |
| Drug Safety                           | HC-BP-250a.1 | List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database           | There are no products listed in the FDA MedWatch Safety Alerts for Human Medical Products database. (0)  |
|                                       | HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System     | There are no fatalities associated with products reported in the FDA Adverse Event Reporting System.   |
|                                       | HC-BP-250a.3 | Number of recalls issued, total units recalled  | No recalls in FY25   |
|                                       | HC-BP-250a.4 | Total amount of product accepted for takeback, reuse, or disposal                                       | Takeback programs, p.12  |
| Ethical Marketing                     | HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | The total amount of monetary losses as a result of legal proceedings associated with false marketing claims is immaterial.   |
|                                       | HC-BP-270a.2 | Description of code of ethics governing promotion of off-label use of products                          | Code of Conduct and Ethics, p.15   |

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX *continued*

| Framework                                     | SASB Code    | Accounting Metric  | (FY25) Response   |
|---|--------------|--|---|
| Employee Recruitment, Development & Retention | HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development personnel   | Prestige has not yet established a formal policy; however, we have recently implemented a career development plan and career pathing program for Scientists and R&D professionals, which is currently in the pilot stage. |
|   | HC-BP-330a.2 | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others  | Our total US voluntary and involuntary rates are as follows:<br>1) 11.5%<br>2) 5.4%   |
| Supply Chain Management                       | HC-BP-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International: Pharmaceutical Supply Chain Consortium audit program or equivalent thirdparty audit programs for integrity of supply chain and ingredients | 1) 0% of Prestige's manufacturing facilities participate.<br>2) We are developing a strategy for engaging with our supply chain and CMOs and plan to include this inquiry for future disclosure                           |
| Business Ethics                               | HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery  | As of the reporting period, there were no monetary losses associated with legal proceedings related to corruption and bribery. (\$0)  |
|   | HC-BP-510a.2 | Description of code of ethics governing interactions with health care professionals  | Code of Conduct and Ethics, p.15  |
| Activity Metric                               | HC-BP-000.A  | Number of patients treated   | Prestige supplies OTC consumer healthcare products via third-party retailers.   |
|   | HC-BP-000.B  | Number of drugs (1) in portfolio and (2) in research and development (Phases 1-3)  | 1) Prestige does not have prescription drugs in its portfolio<br>2) There are currently no drugs in research and development.   |



# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX *continued*

Household and Personal Products

| Framework  | SASB Code     | Accounting Metric   | (FY25) Response   |
|--|---------------|---|---|
| Water Management                                     | CG-HP-140a.1  | Total water withdrawn and total water consumed in regions with high or extremely high baseline water stress (%) | 0% located in a High or Extremely High Baseline Water Stress area per the World Resource Institute's Water Risk Atlas   |
|  | CG-HP-140a.2  | Description of water management risks and strategies/practices to mitigate them                                 | Prestige Consumer Brands acknowledges the importance of effective water management, especially in regions facing environmental challenges like water stress and drought. While none of our manufacturing facilities are currently situated in water stress regions, we remain committed to mitigating water-related risks and will develop informed strategies to address them in the future, as needed.  |
| Product Environmental, Health and Safety Performance | CG-HP-250a.1  | Revenue from products that contain substances of high concern   | The revenue from products that contain substances of high concern is \$0.   |
|  | CG-HP-250a.3. | Discussion of process to identify and manage emerging materials and chemicals of concern                        | The formulation, manufacturing, packaging, labeling, distribution, importation, sale and storage of Prestige products are subject to extensive regulation by various U.S. federal agencies, including the U.S. Food and Drug Administration ("FDA"), the Federal Trade Commission ("FTC"), the Consumer Product Safety Commission ("CPSC"), and the Environmental Protection Agency ("EPA"), and various agencies of the states, localities and foreign countries in which our products are manufactured, marketed, distributed and sold. The Prestige Regulatory, Quality & Medical Affairs team is staffed by individuals with appropriate quality, regulatory and medical experience who actively monitor FDA/Health Canada databases, scientific and state databases and who participate in annual audits by third parties to ensure compliance with emerging trends, scientific developments and regulations. The Quality and Regulatory Teams are active members of the Consumer Healthcare Products Association, which is the trade association governing the product categories in which Prestige participates. |

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX *continued*

| Framework   | SASB Code    | Accounting Metric  | (FY25) Response  |
|---|--------------|--|--|
| <b>Product Environmental, Health and Safety Performance</b><br><i>continued</i> | CG-HP-250a.4 | Revenue from products designed with green chemistry principles   | Approximately \$4 million in fiscal year revenue comes from DenTek Eco Friendly products. We support green chemistry principles and are exploring ways to embed them across our product portfolio development over time<br><br>This is up from \$1 million last year due largely to conversion of some to Eco Friendly SKUs in UK/Germany.   |
| <b>Packaging Lifecycle Management</b>   | CG-HP-410a.1 | Total weight, % made from recycled and/or renewable materials and % recyclable, reusable and/or compostable of packaging | Our current corrugated vendor or shipping incorporates up to 20% recycled content in the shippers we purchase, and all shippers are FSC- or SFI-certified to ensure responsible sourcing. We intend to transition to a new corrugated vendor that offers 100% recycled corrugated material, with implementation targeted for the coming quarters.<br><br>Key recent and ongoing optimizations include: <ul style="list-style-type: none"><li>• <b>Dentek Guards:</b> Transitioned from PVC to PET material to reduce hazardous substance use while maintaining performance.</li><li>• <b>Ludens:</b> Eliminated inner shippers to minimize excess packaging layers.</li><li>• <b>Summer’s Eve Softpacks:</b> Reduced tray size to cut material volume.</li></ul> |
| <b>Activity Metric</b>  | CG-HP-000.B  | Number of manufacturing facilities   | Prestige has two owned manufacturing facilities in Virginia, USA and Victoria, Australia. Globally, we work with a number of CMOs (contract manufacturing organization) for products not produced at our manufacturing sites.  |





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