

Prestige Consumer
HEALTHCARE

2023 SUSTAINABILITY REPORT
DRIVING GROWTH

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LETTER FROM THE CEO & PRESIDENT

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

By design, Prestige Consumer Healthcare is a Company dedicated to delivering its safe and efficacious consumer healthcare product portfolio with its iconic brands to its loyal consumers and their communities. As one of the largest independent providers of over-the-counter (OTC) healthcare products in North America, our trusted brands have helped consumers care for themselves and their loved ones for generations. We do not take this responsibility lightly.

The last few years have brought about new meaning to caring for loved ones. Worldwide economic and health challenges have reemphasized focus on what we and others are doing to foster corporate stewardship. For us, with over 550 employees worldwide and millions of consumers who put their trust in our products every day, it's our duty to ensure we're assessing and disclosing our impact on our employees, our communities, and our environment.

We've taken great strides to understand exactly where we stand in terms of key Environmental, Social, and Corporate Governance (ESG) issues. We completed our first corporate-level Greenhouse Gas Inventory to analyze our carbon footprint within our operations and throughout our value chain. We are engaged with key agencies through submissions and dialogue to help publicly communicate our ongoing commitments around climate change and other ESG factors. These steps are important to us as a company in order to identify opportunities for improvement and to anchor ESG into our business.

Just as our products are constantly improving to match the ever-changing lifestyles of our consumers, we are committed to responding to and matching the evolving needs of our key stakeholder groups when it comes to addressing environmental and social impacts. Staying true to this guiding aim is a cornerstone of our Company's culture thanks to our guiding principles of Leadership, Trust, Change,

and Execution. We look forward to advancing commitments around corporate sustainability to ensure we can continue to improve the lives of people and their families everywhere for generations to come.


Ronald M. Lombardi
President and CEO

ABOUT PRESTIGE

Prestige Consumer Healthcare Inc. is a NYSE 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 over 550 employees out of 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 represents Prestige’s inaugural publication of our annual sustainability report. Understanding that ESG reporting is a journey, we’re excited to showcase the accomplishments we’ve achieved to date, and the steps we’ve taken to establish baselines to inform our sustainability strategy. We are committed to transparent and holistic reporting. As such, this report is prepared referencing both the Global Reporting Initiative’s 2021 Universal Standards and the International Financial Reporting Standard’s SASB Pharmaceuticals and Household & Personal Products Sector Standards. To determine ESG topics material to Prestige’s operations, we reviewed internal strategies and assessed the industry landscape for evolving trends and stakeholder expectations. We have retained a third-party sustainability consultant to assist us in conducting a complete materiality assessment to inform the topics for inclusion in our next sustainability report.

OUR APPROACH TO REPORTING

For our inaugural sustainability report, we’ve chosen to disclose metrics and programs from fiscal years 2021 - 2023 (fiscal years run from April 1 to March 31). We used calendar year 2021 GHG emissions and energy use data, which includes January 1 through March 31 of our fiscal year 2021 (FY21) and April 1 through December 31 of our fiscal year 2022 (FY22). We are in the process of calculating full fiscal year 2023 (FY23) data which will be included in our annual report to CDP. Accurate reporting is an iterative process and all metrics reflect the best available data at the time of publication.

The environmental metrics and information disclosed in this report were derived and calculated from data provided by individuals at Prestige sites worldwide. The environmental data was obtained primarily through utility bills, converted to standard units, and normalized for analysis and comparison purposes using the guidance outlined in the WRI’s GHG Protocol Corporate Standard (2015) as well as ISO 14064-1:2018 – Corporate Level Accounting Standard. The information in this report has been prepared to the best of our knowledge and ability to collect, validate, and analyze data and available information. Prestige engaged an independent third party, WAP Sustainability, to calculate our scope 1- 3 emissions, as well as provide additional data estimations for water and waste.

This report details the company’s objectives and progress in the areas of sustainability, social initiatives and governance. Data about financial performance is not included in the report. All other financial information is presented in U.S. dollars. Note that for the purpose of this report materiality specifically pertains to ESG topics and may differ from material topics identified in Prestige’s other public financial statements. Any future events, goals, or projects listed in this report are the aspirations and intentions of Prestige, however, this report is not a guarantee.

This report forms part of our overall ESG disclosures. We highly encourage that it be read in conjunction with the following other publicly available information:

- Our fiscal 2023 Annual Report on Form 10-K (“Annual Report”)
- Our Proxy Statement filed on June 29, 2023 (“Proxy Statement”)
- Our Website (www.prestigeconsumerhealthcare.com)

All requests for additional information on Prestige’s ESG program should be sent to esg@prestigebrands.com.

This Report is not, and should not be considered, incorporated or otherwise part of any of Prestige Consumer Healthcare Inc. filings or reports with the United States Securities and Exchange Commission (“US SEC”).



OUR PEOPLE



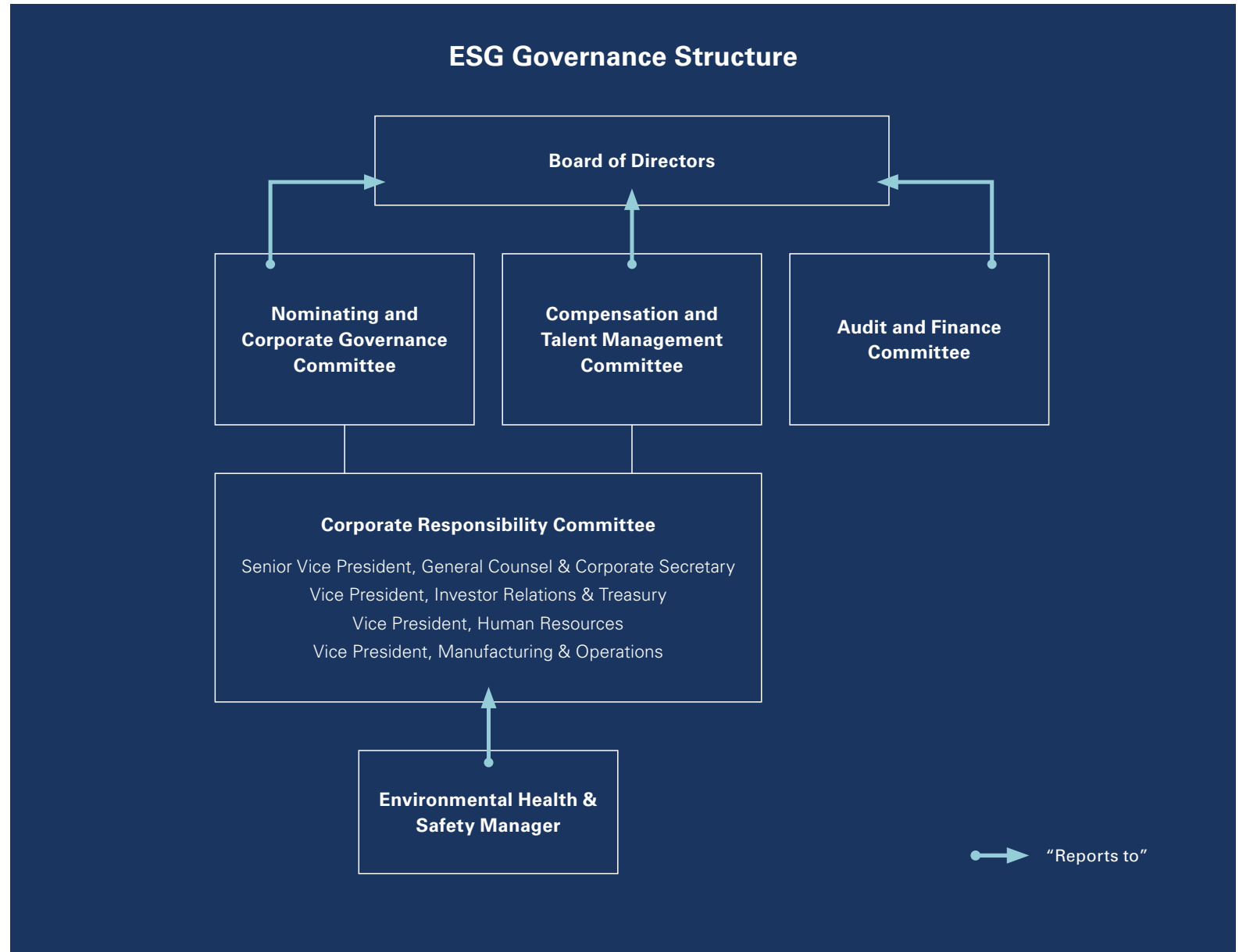


Our people are critical to our Company’s success. We trust them every day to maintain safety and performance excellence, uphold integrity in manufacturing and marketing, and adhere to our company’s four guiding principles. To enable this, we strive to promote a culture of inclusion and equity from the top down, where employees are continuously rewarded for innovation, taking ownership, and embodying our company culture.

ESG GOVERNANCE

Prestige employees and its Board of Directors are committed to operating the Company under the principles of efficiency, fairness, and integrity. Instituting this commitment begins with establishing clear responsibilities from the top down, including oversight of climate-related issues.

All ESG programs are overseen by the Nominating and Corporate Governance Committee (NCGC) which meets at least twice annually to review and guide strategy on environmental, social, and corporate governance matters. The [NCGC’s charter](#) outlines these duties, formalizing the committee’s responsibility to assess and adopt ESG policies and practices that drive our corporate ESG stewardship. To further enforce the importance of our ESG program, some members of the corporate executive team’s monetary incentive is, in part, tied to the achievement of ESG performance goals.





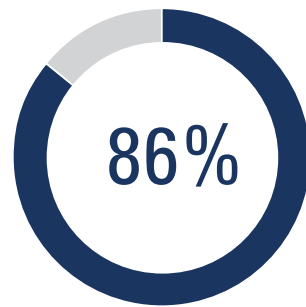
Recognized as a gender-balanced Board of Directors by the 50/50 Women on Boards Gender Diversity Index™ Prestige is proud to also highlight the diversity metrics of our Board. Of the Russell 3000, only 9% of boards are 50/50 or better.



Director Diversity and Tenure Charts

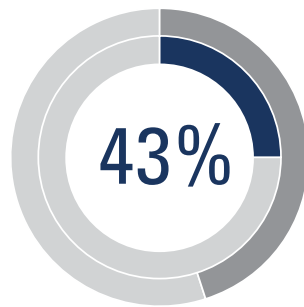
Below is a snapshot of our Board.

Independence



1/7 CEO
6/7 Independent

Diversity



2/7 BIPOC
3/7 Female

Age



3/7 50s
2/7 60s
2/7 70s

Tenure



3/7 <5 years
3/7 5-10 years
1/7 >10 years

UPHOLDING INTERNAL ACCOUNTABILITY

Prestige insists our employees uphold our principles, among the most important being trust. Trust in the safety and performance of our products, the integrity of our manufacturing and marketing processes, and the character of our people.

[The Prestige Consumer Healthcare Code of Conduct and Ethics](#) ensures that our employees, affiliates, subsidiaries, and supporting personnel are living our principles day-to-day by translating our values into everyday behavior. We are committed to providing a work environment that is free from intimidation, harassment, and violence, adhering strictly to the policies outlined within our Code. Included within the Code of Conduct are statements on competition laws, gift exchanges, anti-corruption, collective bargaining, rights of free association, and bribery. To promote the company’s principles, 100% of full-time employees participate in ethics awareness and compliance training during their onboarding process and annually or as policies are updated.

All Senior Financial employees and directors must also comply with the [Code of Ethics for Senior Financial Employees](#), which covers policies referencing ethical conduct, conflicts of interests, and compliance with the law.

We value the initiative of employees who come forward to report potential compliance problems and prohibit retaliation or adverse employment actions against those who do so. Our whistleblower protections foster anonymity and confidentiality, and employees are required to report any situation that may involve a potential or actual violation of the Code of Conduct and Ethics or any applicable law, policy, or procedure. Several options are available for raising concerns and issues by contacting:

- 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

An essential piece to executing our company's mission lies in attracting, supporting, and retaining a diverse workforce and leadership team. We strive to create and sustain an inclusive environment where all people are given the autonomy and support to achieve their full potential. Appropriate compensation, attention to personal well-being, best-in-class benefits, and the availability of developmental learning and community volunteering opportunities are essential employee offerings here at Prestige.

Employee Well-Being

Prestige is committed to supporting our employee's overall well-being both on and off the job. This starts with our facilities, and what they can provide for our employees on a daily basis.

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.
- Access to expert healthcare advice and guidance through a health advocacy service.
- 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.

Diversity and Equality

Prestige makes every effort to foster a culture of nourishment, equity, and belonging where everyone is heard and has a place at the table. We strive to facilitate the acquisition of diverse attitudes, skills, and talents particularly for future leadership roles through hiring, workplace practices, and employee development.

With diversity, equity, inclusion, and belonging (DEI&B) as a key objective, Prestige continuously evaluates our policies and practices to ensure that our workforce reflects a wide range of backgrounds, personalities, ideas, and talents. Included in this review are frequent assessments of gender, age, and ethnicity ratios within all job functions and pay rates so that we can better monitor the diversity of our work environments around the world. This heightened focus is strengthened through DEI&B review with the Board of Directors, ensuring the matter has attention from the top down.

DEI&B Mission:

To sustain a culture where employees feel accepted, valued, and connected to the Company because they enjoy their work, gain fulfillment from it, and have a strong sense of belonging.



DEI&B HIGHLIGHTS

FY22 Diversity Highlights

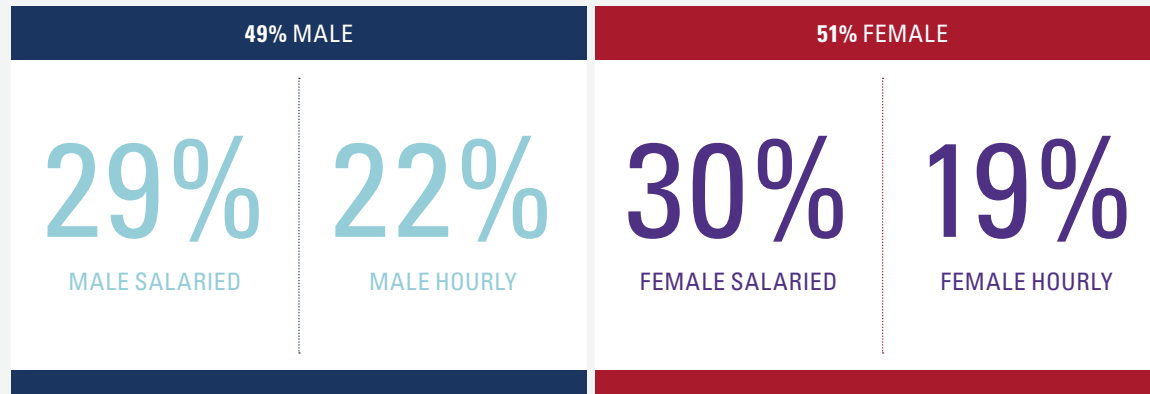
37%

of all new hires in Tarrytown during FY22 were Black, Indigenous, (and) People of Color (BIPOC), 42% LTM (17% Asian, 25% Black/Hispanic)

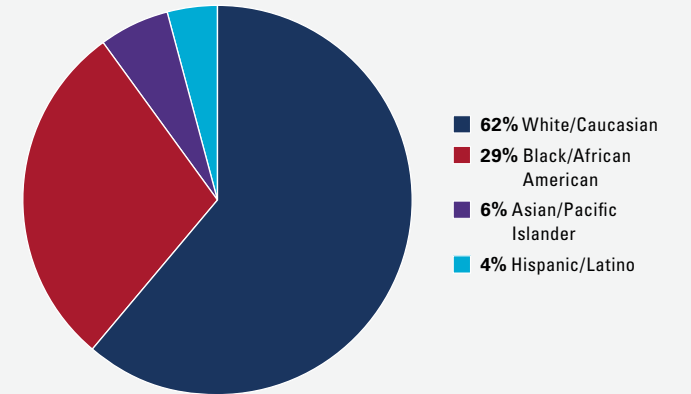
2%

Demographic increase of 2% YOY (Black) and 1% YOY (Hispanic) company-wide

FY23 Company Demographics (USA)



FY23 Company Ethnic Distribution (USA)



FY23 Diversity Highlights

42%

of all new hires in Tarrytown during FY23 were BIPOC (16% Asian, 26% Black/Hispanic)

<50%

Black & Hispanic turnover rate is less than half of acquisition rate (positive retention)

~56%

of new diversity candidates hired into management roles





Strategic Development and Empowerment

Providing opportunities for our employees worldwide to develop and enhance their skills not only supports personal growth but also helps our organization succeed through a well-informed workforce. Through our intentional hiring practices and professional development, our associate retention rate after one year totaled 84% in FY22 and 85% in FY23.

Cultivating Talent from Within

Our talent is our competitive advantage and it’s our responsibility collectively to ensure we nurture those relationships. We’ve worked tirelessly to build a lean and innovative workforce so it’s critical that we cultivate their talents and provide ample upward mobility opportunities.

Although beneficial to all employees, the following development programs specifically target high-potential BIPOC employees to align with our DEI&B mission.

Formalized into the Career Ladder Development Program, employees work jointly with their manager in a multifaceted planning process to map out career paths and define clear goals and actions to help them succeed. Aimed at building strength, diversity, and inclusion throughout the organization, this process helps to ensure that we always have qualified internal candidates to advance when opportunities arise. Together, employees and their managers review the career progression ladder, identifying short and long-term goals along with accountability measures to support career realization.

The Mentor Relationship Program pairs Prestige employees (protégé) with more experienced co-workers (mentors) for one year to gain knowledge, skills, experience, information, and advice. With over 28 participants, this unique program allows the protégé to choose a mentor for a one-year agreement and develop a mentoring action plan.



Group founders Erica Nesbitt and Coreen Bailor host members at A Sweet Event networking social

Developed in 2021 and launched in early 2022, the Women’s Affinity Group, has attracted the attention of over 115 employees. This initiative, aimed at creating a space for women within the organization to build connections, share experiences, and foster personal support and career development, kicked off virtually in May 2022. The group has gained traction, with the first event focused on finding your authentic voice and being an effective self-advocate, continuing with additional networking events along with a health and wellness seminar. We’re proud that during FY22, over 60% of job promotions at our Tarrytown headquarters went to women within the organization.

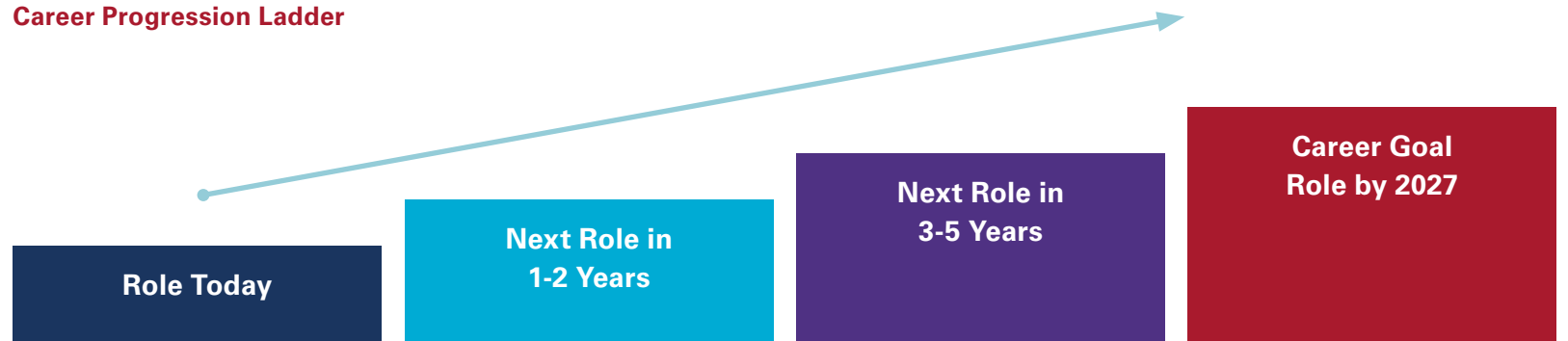


Prestige employees decorating for Cocktails and Candy Canes affinity group celebration.

“In my career, having women that I’ve looked up to or just had the opportunity to network with has been really helpful to me. Helping to foster that environment at Prestige is exciting to me.”

– Coreen Bailor, Co-Founder of the Women’s Affinity Group

Career Progression Ladder





Bolstering our employees’ performance, each team member receives a review at minimum semi-annually through our performance management process. These reviews are used to both assess their work but also identify developmental opportunities and learning goals distinctive for each individual. Prestige uses an all-inclusive Goal Setting and Performance Review Tool to facilitate each review, measuring and rating goals and achievements at least three times during each fiscal year.

Continued Learning

Prestige employees have several opportunities to grow their skillsets and training within and outside of our organization. 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™. In FY22, over 250 employees utilized our enterprise-wide tools, videos, and coursework, with that number increasing to 261 in FY23. Company-wide, over 53% of our employees engaged with our professional development curriculum, on average watching at least one training video every week.

In addition to internal employee development, after six months of employment, all employees are eligible to receive tuition reimbursement for certain external educational and professional development.

HEALTH AND SAFETY

Prestige is committed to providing a safe and healthy work environment for our employees that supports general well-being.

Company-wide, we ensure compliance with all federal, state and local occupational safety and health standards, whether that’s in an office setting or in our production facility.

At our manufacturing site in Lynchburg, Virginia, we implement rigorous safety measures and require that all employees participate in ongoing training programs. Through our formalized Environmental, Health, and Safety Training process, all on-site employees complete 6+ hours of training, including sessions in hazardous communication and chemical waste disposal, along with applicable quality systems training through the FDA and U.S. Department of Transportation. Our production and laboratory personnel undergo additional laboratory safety training yearly, while our medical affairs team completes product-specific training that includes usage and safety warning training.

Every employee at our manufacturing facility is covered by an Accident Reporting Policy which tracks accident root causes and benchmarking by type – physical, chemical, biological, etc. We also report our safety records in accordance with the Occupational Safety and Health Administration (“OSHA”), as well as outlined below.

Safety Records Chart

Incident Category	FY23 Total Number	FY22 Total Number
Total Recordable Incidents	3	2
Total Recordable Incident Rate	0.94	0.68
Fatalities	0	0

¹The above safety metrics were calculated using recordable incidents from April 1 to March 31 of the reporting year per OSHA’s Form 300 guidelines.

²TRIR is calculated using the formula (# of incidents x 200,000/# hours worked) using 637,643 labor hours in FY23 and 592,399 labor hours in FY22.



Data safety is also a top priority for all employees and our trusted consumers. Our Audit and Finance Committee reviews at least annually the structure and sufficiency of our cyber security mitigation efforts including our cyber risk insurance coverage. Employees using a company computer undergo cybersecurity training every three months to keep abreast of potential threats that may compromise our systems and impede business as usual. By adding proactive data security measures to our overarching health and safety process, we seek to address both physical and technological safety matters in an efficient and timely manner.

COVID-19

An ongoing consideration, Prestige continues to address COVID-19 and other healthcare-related organizational issues head-on. We are proud that we were able to maintain a full workforce with no furloughs or layoffs throughout the pandemic by taking proactive measures to ensure employee safety and compliance with federal and local requirements and guidelines. During FY23, we continued the implementation of protocols across all locations, where our dedicated production and office employees integrated enhanced safety measures to continue serving Prestige’s consumers on a daily basis. Beyond protocols and policies, Prestige took a unique approach to pandemic effects, positioning useful OTC products to fulfill community needs. In

the UK, through unique marketing the Prestige team emphasized the DenTek Temparin Max Dental Repair Kit to service consumers needing emergency tooth repair without visiting a dentist. For their efforts, the team won the Best COVID-19 Initiative by an OTC Company at the UK OTC Marketing Awards ceremony in London.



Our Hydralyte brand in Australia was recognized by the New South Wales Government’s Ministry of Health in an outreach campaign to manage COVID-19 safely at home. The campaign included guidance on safely monitoring symptoms at home, as well as tips on staying hydrated using Hydralyte electrolyte drinks.





OUR COMMUNITY & CONSUMERS

FOSTERING COMMUNITY

Prestige’s commitment to responsible corporate citizenship extends beyond our employees and into the lives of our communities and consumers.

Furthering our core value of helping consumers care for themselves and their loved ones through our trusted brands, we bolster that care into impact through volunteerism and corporate giving.

Corporate Philanthropy

Global in operation, we acknowledge each of our location’s communities has unique needs. We encourage our employees to proactively develop programs, devoting time during our normal work hours, that fit each community’s uniqueness, with the goal of forming long-term partnerships that create the most impact.

In Tarrytown, NY, employees participate in giving year-round through numerous activities including:



A Corporate Fun Run in Sleepy Hollow that raises funds for local charities; Raffles and fundraising events to support Susan G Komen Breast Cancer Foundation during Breast Cancer Awareness Month;

Donations of goods to natural disaster Hurricane Sandy, along with the donation of goods to United for the Troops, a local organization sending care packages to deployed military troops;



“Give Back Day” where each December, our Tarrytown headquarters employees donate funding, gifts, work hours, and skillsets to over 10 local charities in the New York area serving families, foster children, domestic abuse shelters, palliative care, and other areas of need.



In Australia, the entire team volunteers at the Sydney Special Children’s Christmas Party every year, joining in the celebration with both time and monetary donations.



Lynchburg employees at the Daily Bread, a local not-for-profit in the area.

In Lynchburg, our employees support over 23 local organizations through monetary donations, volunteerism, product donations, and event participation. These include school supply and product donations to Miriam’s House, providing safe housing and supportive services to the area’s homeless; volunteer hours and products to Daily Bread, providing nutritious, delicious meals to the food insecure since 1982; along with support through local charity events and our corporate giving program to the American Red Cross, the United Way of Central Virginia, and various other needs-based organizations. Each year, they also participate in the Lynchburg Turkey Trot for HumanKind, a nonprofit human services organization serving children and families in need for over 120 years.

Our corporate giving philosophy goes beyond encouraging hands-on volunteerism. Prestige is proud to sponsor a variety of charitable causes, many mentioned previously, through product and monetary contributions totaling over \$272,000 in FY22. We are also proud to support our employees’ personal philanthropic choices with our Charitable Match Program, which matches contributions dollar-for-dollar up to \$500 each fiscal year. In FY23, we donated over \$48,400 through our community outreach and Charitable Match Program to employee-chosen organizations nationwide.

CONSUMER-CENTRIC APPROACH

Prestige creates high-quality healthcare products that improve and enrich the lives of our consumers. Moreover, we aim to exceed consumer expectations for quality and efficacy for every product in our portfolio through rigorous testing and user insights.

Product Quality + Safety

We are committed to providing safe, efficacious, quality products on time (QPoT) while meeting or exceeding consumer requirements and all regulatory obligations. This is well documented in our Quality Management System (QMS) and Global Quality Policy which includes oversight of our manufacturers, quality agreements, scorecards, and a robust auditing process both for our contract manufacturers and company-owned manufacturing site. Our processes in all the following areas are audited annually by a third party to ensure compliance and continuous improvement.

Quality Assurance

We employ quality assurance, quality control, and regulatory personnel at each of our locations worldwide to ensure we adhere to our rigorous quality standards. Quality Assurance is responsible for ensuring that products, devices, and raw materials meet the product requirements throughout the product lifecycle and checks that compliance is maintained as defined in approved procedures. Each site also has Quality Unit Personnel responsible for implementing the overall direction in compliance with local requirements. This includes maintaining quality system management, establishing procedures,

implementing global quality standards, ensuring infrastructure and resources are available to sustain compliance and continuous improvement, and providing quality oversight. At our Lynchburg manufacturing site, our quality control department is responsible for testing products and raw materials using the approved methods to determine if analytical and physical specifications are met. We ensure the quality of the products made at our contract manufacturing organizations (CMOs) through our thorough Quality Agreements.

Our Quality and Regulatory personnel also actively participate in industry technical activities and adhere to evolving requirements through the Consumer Health Products Association.

Monitoring Consumer Feedback

Prestige Consumer Healthcare continuously monitors consumer feedback through our Consumer Contact Center which receives about 80,000 contacts every year. The company has a state-of-the-art software platform for the intake and processing of all consumer contacts that also encompasses complaint handling & pharmacovigilance. This is a drug safety program for the “collection, detection, assessment, monitoring, and prevention” of adverse effects with all products. This platform allows for real-time trending of data so that any issues can be identified early. Consumer trending information is provided across the broader organization quarterly to inform product improvements, new product development, and company strategy.

Take-Back Program

As part of Extended Producer Responsibility (EPR), Prestige has partnered with the Pharmaceutical Product Stewardship Work Group (PPSWG) since 2014 on a take-back program for the collection and proper disposal of medicines and sharps from households. Through PPSWG and its designated program operator, MED-Project, patients can easily dispose of unwanted, unused, or expired household

medicines in over 22,000 verified kiosks worldwide.

As part of our ongoing commitment to quality throughout the lifecycle of our products, we seek to insure our consumers have a safe, environmentally friendly process for disposing of any of our products that they may have expired.



Product Testing

All products are tested in compliance with regulations and industry best practices. The type of product testing is dictated by:

- 1) Whether the product type is topical or oral
- 2) Product and regulatory classification (e.g. OTC drug, medical device, cosmetic or dietary supplement) and
- 3) Product claims, compliance with all federal and state regulations, quality guidelines, and industry best practices

This information, where relevant, is provided on our labels, our website and/or by our Medical Affairs Team and Consumer Contact Center. As an example, all of our cosmetic products are tested for skin sensitivity. Prestige does not test our finished products on animals unless it is required by regulation and no qualified or suitable alternative exists.



OUR PLANET & PARTNERS



OUR IMPACTS

In line with our goal to continuously innovate and provide quality products to our consumers, we aim to assess, reduce, and report on our environmental impacts.

Sticking to this commitment, we are proud to say that we’ve taken steps in assessing our impacts from our facilities to our supply chain, and even to our products. By engaging in these evaluations, we allow ourselves to better understand the interworking of our operations using reputable protocols and frameworks, which in turn will inform our company strategy moving forward.

Assessing our Carbon Footprint

Prestige retained the services of experts in the field of sustainability to calculate our greenhouse gas (GHG) emissions to better understand our organization’s carbon footprint and help identify risks and opportunities around carbon. Using both the WRI’s GHG Protocol Corporate Standard (2015) as well as ISO 14064-1:2018 – Corporate Level Accounting Standard, we assessed scope 1, scope 2, and scope 3 emissions categories to provide a wholistic viewpoint on both operations under our control and external factors throughout our value chain that are essential to our day-to-day. Acknowledging that corporate-level GHG accounting takes time to develop a rigorous and complete inventory, we are committed to improving data quality and consistency annually.

Our Carbon Emissions (in MT CO₂e)

GHG Emission Scope ¹	2021 ¹
Scope 1	1,304
Scope 2²	5,530
Scope 3³	100,330
Total	107,165
Intensity⁴	102 MT CO₂e per million USD

¹At the time of publication, we used calendar year 2021 GHG emissions, which includes January 1 through March 31 of our fiscal year 2021 and April 1 through December 31 of our fiscal year 2022. We are in the process of calculating full fiscal year 2023 April 1, 2022 through March 31, 2023 data which will be included in our annual report to CDP.

²Scope 2 emissions were disclosed using market-based factors considering the emissions intensity of local energy providers if known.

³Scope 3 emissions categories include purchased goods and services, capital goods, energy related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting.

⁴This calculation represents emissions as a number relative to business activity, in this instance, net sales. Total emissions were evaluated based on the calendar year’s (2021) net sales - \$1.057M USD.

To reduce our operational carbon emissions, we initiated a company-wide project to replace our fluorescent lights with LEDs in our warehouses and office spaces. To date, we’ve achieved a retrofit rate of over 80%, saving over 160 metric tons of carbon dioxide (CO₂) equivalent emissions in our Lynchburg and Tarrytown locations. These savings are equivalent to removing over 36 gasoline-powered passenger vehicles off the road for an entire year.

We are also committed to assessing the life cycle and carbon footprint of our products themselves. With the assistance of our third-party sustainability consultants, we are in the process of performing life cycle assessments starting with our Women’s Health product lines to better understand each item’s impact from ingredient origin to consumer use so that we can identify opportunities to improve our carbon footprint over the long-term.

Energy Use by Type (in gigajoules)

Commodity	2021 ¹
Electricity	41,568.15
Natural Gas	24,962.82
Total	66,530.97

¹At the time of publication, we used calendar year 2021 energy use data.

Water and Waste

Most of our water usage and waste generation comes from our manufacturing site in Lynchburg, Virginia. Our dedicated team is concentrated on finding creative opportunities throughout plant operations to lessen our impacts wherever we can.

Water

At Prestige, water is essential in our manufacturing processes and throughout our entire portfolio. We assess our water impacts both from a site selection and use.

Our Lynchburg facility is designated a no-exposure site, meaning that our operational discharges are not exposed to open waterways and all industrial materials remain indoors to protect from potential external contamination. Even with a no-exposure system, we comply with local waste water regulations by closely tracking the pH and anti-foam properties in our waste water before disposal.

In Lynchburg, we assess water usage cycles and opportunities for recycling and repurposing frequently. In one such instance, we realized that we were only using a fraction of the water that was entering the building in a direct way, so we partnered with the City of Lynchburg on a sewer rebate program. This program allows the unused water

to recirculate directly back into the system, avoiding the additional environmental impacts of retreating the municipal water while saving costs at the facility in FY23.

Water Use - Lynchburg, Virginia (in gallons)

	FY23	FY22
Water Consumption¹	22,948,640	21,203,556
Waste Water	18,162,975	16,534,193

¹Water consumption covers water withdrawn at our Lynchburg, Virginia manufacturing site.

Water Use – Worldwide² (in gallons)

	FY23	FY22
United States³	2,059,400	2,046,700
Australia	81,429	28,714
Asia	21,714	7,657
United Kingdom	24,429	8,614

²Water consumption broken down by region and includes all offices in those countries. Many locations maintained a hybrid work schedule throughout FY22, so the data reflects that schedule.

³United States data excludes the Lynchburg, Virginia manufacturing site.





Waste

Prestige carefully monitors our operational, hazardous, and manufacturing waste to ensure we’re identifying high-impact waste streams and complying with all local, state, and federal regulations. We’ve made great strides in reducing overall waste over the past few years, particularly at our Lynchburg production facility.

We utilize a third-party provider to track our hazardous and non-hazardous waste by weight and quantity. In terms of hazardous materials, they are only used when cleaning equipment in the facility or sometimes used in lab solvents. However, no toxic or hazardous products are used in the actual manufacturing process. We take every precaution in handling the collection and proper disposal of these hazardous chemicals and continuously search for alternative options. We’re proud to note that during FY22 and FY23, we were able to reduce hazardous waste usage in Lynchburg by 25%, and we will continue our efforts to further reduce where we can.

Our offices and manufacturing facilities also have reduction strategies and recycling programs in place to reduce our overall impacts on our waste. In Lynchburg, we have reduced our total waste by 10% from FY22 to FY23, by reducing the number of hazardous waste pick-ups and by also using our discharge water permit for nonhazardous liquid to prevent this particular waste stream from going straight to landfill. Our comprehensive recycling strategy includes capturing and recycling pallets, totes, cardboard, super sacks, bottles, and nozzles, equaling a 10% increase in diversion rates from FY22 to FY23.

Waste (metric tons)¹

Non-hazardous solid waste	FY23	FY22
Landfilled	428.05	541.42
Recycled	801.30	758.20
Treated	16.61	1.46
Total	1,245.96	1,301.08

Hazardous solid waste	FY23	FY22
Landfilled	4.7	8.2
Treated	7.2	1.0
Total	11.9	9.2

¹All waste metrics represent data solely from the Lynchburg, Virginia manufacturing site.

OUR PARTNERS

We play a pivotal role in ensuring our consumers lead healthier lives, and that role extends to our policies and practices with our partners and suppliers. We work directly with over 100 suppliers worldwide, so it's our duty to establish purposeful relationships that prioritize ethical sourcing that's aligned with our organization's mission and values.

Our [Supplier Code of Conduct](#) outlines the formal expectations that all suppliers must meet to continue doing business with us. This Code is a standard communication across our global suppliers including the following compliance requirements:

- **Environmental expectations:** Suppliers are required to comply with all local, regional, and national environmental laws, including proper management of hazardous waste and minimization of waste water contamination and stormwater runoff.
- **Labor and human rights statements:** Suppliers must have a minimum age child labor policy, along with wage and benefit practices including timecards and wage statements. Also included are statements against discrimination, the freedom of association, and a condition for active grievance mechanisms.
- **Health and safety requirements:** Suppliers must provide safe and healthy manufacturing facilities, including but not limited to sufficient lighting, adequate fire detection, and appropriate circulation and ventilation.
- **Ethical considerations:** Suppliers shall comply with all applicable laws, source no conflict minerals from contested countries, and protect our intellectual property rights.

Within our Code are the minimum international standards which we require all suppliers to meet:

- **Social Accountability 8000 (SA 8000)** – Labor & Human Rights Section of the Code
- **United Nations Supplier Code of Conduct** – Labor & Human Rights Section and Health & Safety Section of the Code
- **Electronic Industry Citizenship Coalition (EICC) Code of Conduct** – all sections of the Code, except No Conflict Minerals

To ensure our suppliers receive and agree to the Supplier Code of Conduct, we send both physical and electronic copies to new and reoccurring suppliers, requiring that they review, acknowledge, and agree to our terms and conditions. We also conduct site quality audits to identify possible breaches of our terms and conditions. If a supplier is found to have violated the Code, we have the right to terminate our business relationship or implement a corrective action plan.





APPENDIX



GRI INDEX

STATEMENT OF USE

Prestige Consumer Healthcare 'Prestige' has reported the information cited in this GRI content index for the period April 1, 2021 to March 31, 2022 (FY22) and April 1, 2022 to March 31, 2023 (FY23) with reference to the GRI Standards, with one exception. All greenhouse gas emissions are reported for the 2021 calendar year and we are actively pursuing re-evaluating to align with our fiscal years FY22 and FY23. Reference is made to this our 2023 Sustainability Report, our [Annual Report on Form 10-K for Fiscal Year 2023](#) and our [2023 Proxy](#).

GRI 1: USED

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location / Response
GRI 2: General Disclosures 2021	2-1 Organizational details	Prestige Consumer Healthcare, Inc. Headquarters: 660 White Plains Road Tarrytown, New York 10591 About Prestige, p.3
	2-2 Entities included in the organization's sustainability reporting	About This Report, p.4
	2-3 Reporting period, frequency and contact point	About Prestige, p.3 About This Report, p.4 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. Frequency: Annually Contact: esg@prestigebrands.com
	2-4 Restatements of information	As this is Prestige's first report, 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. Within the reporting years, Prestige aquired Akorn Consumer Health including the TheraTears brand and the Zaditen brand in FY22. Our Planet & Partners - Our Partners, p.21
	2-7 Employees	Our People - DEI&B Highlights, p.9
	2-9 Governance structure and composition	Our People - ESG Governance, p.5-6
	2-10 Nomination and selection of the highest governance body	2023 Proxy Statement, p.12-20



GRI Standard	Disclosure	Location / Response
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	2023 Proxy Statement, p.22
	2-12 Role of the highest governance body in overseeing the management of impacts	Our People - ESG Governance, p.5-6
	2-13 Delegation of responsibility for managing impacts	Our People - ESG Governance, p.5-6
	2-15 Conflicts of interest	Prestige Consumer Healthcare Code of Conduct and Ethics
	2-16 Communication of critical concerns	Our People - ESG Governance, p.7
	2-17 Collective knowledge of the highest governance body	2023 Proxy Statement, p.14-19
	2-18 Evaluation of the performance of the highest governance body	2023 Proxy Statement, p.22
	2-19 Remuneration policies	2023 Proxy Statement, p.34-48
	2-20 Process to determine remuneration	2023 Proxy Statement, p.34-48
	2-26 Mechanisms for seeking advice and raising concerns	Our People - Upholding Internal Accountability, p.7 Prestige Consumer Healthcare Code of Conduct and Ethics
	2-27 Compliance with laws and regulations	Annual Report, p.8-10
	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 any collective bargaining agreements in place.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	About This Report, p.4
GRI 302: Energy 2016	3-3 Management of material topic	Our Planet & Partners - Our Impacts, p.18
	302-1 Energy consumption within the organization	Our Planet & Partners - Assessing our Carbon Footprint, p.19
	302-3 Energy intensity	0.000022 MWh / total revenue (USD) Total energy: 191,407 MWh Total revenue, 2021 (USD): 8,700,000,000



GRI Standard	Disclosure	Location / Response
GRI 303: Water and Effluents 2018	3-3 Management of material topic	Our Planet & Partners - Water, p.19
	303-2 Management of water discharge-related impacts	Our Planet & Partners - Water, p.19
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Our Planet & Partners - Water, p.19
	303-5 Water consumption	Our Planet & Partners - Water, p.19
GRI 305: Emissions 2016	3-3 Management of material topic	Our Planet & Partners - Our Impacts, p.18
	305-1 Direct (Scope 1) GHG emissions	Reporting Period - Calendar Year 2021 1,304 metric tons CO ₂ e
	305-2 Energy indirect (Scope 2) GHG emissions	Reporting Period - Calendar Year 2021 5,530 metric tons CO ₂ e (market-based); 5,130 metric tons CO ₂ e (location-based)
	305-3 Other indirect (Scope 3) GHG emissions	Reporting Period - Calendar Year 2021 100,330 metric tons CO ₂ e Scope 3 emissions categories include purchased goods and services, capital goods, energy related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting.
	305-4 GHG emissions intensity	Reporting Period - Calendar Year 2021 Scope 1 + 2 GHG Emissions Intensity (market-based): 6.5 metric tons CO ₂ e / million in net sales (USD) Scope 1, 2, + 3 GHG Emissions Intensity (market-based): 102 metric tons CO ₂ e / million in net sales (USD) Normalization Factor Used: Net Sales 2021 (USD) = \$1,057,000
GRI 306: Waste 2020	2-6 Activities, value chain and other business relationships	Our Planet & Partners - Waste, p.20
	2-7 Employees	Our Planet & Partners - Waste, p.20
	2-9 Governance structure and composition	Our Planet & Partners - Waste, p.20
	2-10 Nomination and selection of the highest governance body	Our Planet & Partners - Waste, p.20



GRI Standard	Disclosure	Location / Response
GRI 401: Employment 2016	3-3 Management of material topic	Our People - Employee Well-Being, p.8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our People - Employee Well-Being, p.8
	401-3 Parental leave	Our People - Employee Well-Being, p.8
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topic	Our People - Health and Safety, p.11
	403-2 Hazard identification, risk assessment, and incident investigation	Our People - Health and Safety, p.11
	403-5 Worker training on occupational health and safety	Our People - Health and Safety, p.11
	403-6 Promotion of worker health	Our People - Health and Safety, p.11
	403-8 Workers covered by an occupational health and safety management system	Our People - Health and Safety, p.11
	403-9 Work-related injuries	Our People - Health and Safety, p.11
GRI 404: Training and Education 2016	3-3 Management of material topic	Our People - Empowering Our Team, p.8
	404-2 Programs for upgrading employee skills and transition assistance programs	Our People - Cultivating Talent from Within, p.10-11
	404-3 Percentage of employees receiving regular performance and career development reviews	Our People - Cultivating Talent from Within, p.10-11
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topic	Our People - DEI&B Highlights, p.9
	405-1 Diversity of governance bodies and employees	Our People - DEI&B Highlights, p.9
	2-13 Delegation of responsibility for managing impacts	Our People - ESG Governance, p.5-6
	2-15 Conflicts of interest	Prestige Consumer Healthcare Code of Conduct and Ethics
GRI 413: Local Communities 2016	3-3 Management of material topic	Our Community & Consumers: Fostering Community, p.14-15
	413-1 Operations with local community engagement, impact assessments, and development programs	Our Community & Consumers: Fostering Community, p.14-15



GRI Standard	Disclosure	Location / Response
GRI 416: Customer Health and Safety 2016	3-3 Management of material topic	Our Community & Consumers: Customer-Centric Approach, p.16
	416-1 Assessment of the health and safety impacts of product and service categories	Our Community & Consumers: Customer-Centric Approach, p.16
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Our Community & Consumers: Customer-Centric Approach, p.16

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 this our 2023 Sustainability Report, our [Annual Report on Form 10-K for Fiscal Year 2023](#) and our [2023 Proxy](#).

HOUSEHOLD AND PERSONAL PRODUCTS

Topic	SASB CODE	Accounting Metric	FY23 Response
Water Management	CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Total water withdrawn from Prestige's manufacturing site: 22,948,640 gallons; 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 discussion of strategies and practices to mitigate those risks	Our Planet and Partners - Water, p.19
Product Environmental, Health and Safety Performance	CG-HP-250a.1	Revenue from products containing REACH substances of very high concern (SVHC)	\$0 - Prestige's portfolio doesn't have products containing REACH substances of very high concern.
	CG-HP-250a.2	Revenue from products containing substances on the CA DTSC Candidate Chemicals list	\$0 - Prestige's portfolio doesn't have products substances on the CA DTSC Candidate Chemicals list.
	CG-HP-250a.3	Discussion of process to identify and manage Discussion and emerging materials and chemicals of concern	Our People - Health and Safety, p.11 Our Community & Consumers: Consumer-Centric Approach, p.16
	CG-HP-250a.4	Revenue from products designed with green chemistry principles	Approximately \$1 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.
Activity Metrics	CG-HP-000.A	Units of products sold, total weight of products sold	Total weight of products sold (FY23, in pounds) 126,644,728
			Total weight of products sold (FY22, in pounds) 122,244,678
	CG-HP-000.B	Number of manufacturing facilities	Prestige has one owned manufacturing facility in Lynchburg, Virginia, USA. Globally, we work with over 100 CMOs (contract manufacturing organization) for products not produced at our manufacturing site.



BIOTECHNOLOGY AND PHARMACEUTICALS

Topic	SASB CODE	Accounting Metric	FY23 Response
Safety of Clinical Trial Participants	HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries.	\$0
Drug Safety	HC-BP-250a.1	List of products listed in the FDA MedWatch Safety Alerts for Human Medical Products database	Zero (0)
	HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	Zero (0)
Drug Safety	HC-BP-250a.3	Number of recalls issued, total units recalled	Prestige Consumer Healthcare did not have any direct recalls in FY23. In February 2023, Prestige had a sub-recall to Teva Pharmaceuticals USA, Inc. (Teva USA). Teva USA is a retailer of Clear Eyes® Once Daily Eye Allergy Itch Relief label (UPC 678112000708).
	HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Our Community & Consumers: Take-Back Program, p.15.
	HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type3	Prestige Consumer Healthcare has no FDA enforcement violations in relation to cGMP.
Ethical Marketing	HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0
	HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Code of Conduct and Ethics, p.15
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. 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	\$0
	HC-BP-510a.2	Description of code of ethics governing interactions with health care professionals	Code of Conduct and Ethics, p.15
Activity Metrics	HC-BP-000.A	Number of patients treated	0 - 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 2) There are currently no drugs in research and development.

LOOKING FORWARD STATEMENT

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors, and partners unless otherwise noted. Some of the statements in this report may be “forward-looking statements” as defined under the U.S. Private Securities Litigation Reform Act of 1995. Generally, the words “anticipates”, “believes”, “expects”, “plans”, “may”, “will”, “would”, “should”, “seeks”, “estimates”, “target”, “project”, “predict”, “setting up”, “beginning to”, “potential”, “currently”, “resume”, “continue”, “intends”, “outlook”, “forecasts”, “could”, and other similar words identify forward-looking statements. All statements that address operating results, events or developments that we expect or anticipate may occur in the future, including statements expressing general expectations about business performance and objectives, future operating results and future goals, commitments, and programs, are forward-looking statements and are based upon its current expectations and various assumptions. We believe there is a reasonable basis for these expectations and assumptions, but there can be no assurance that we will realize these expectations or that these assumptions will prove correct. Forward-looking statements are subject to risks that could cause them to differ materially from actual results. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The forward-looking statements contained in this report should be read in conjunction with, and are subject to and qualified by, the risks

described in our Annual Report, and in our other filings with the SEC. As a result, the actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecasted in this report, may differ materially in the future. As with any projections or estimates, actual results or numbers may vary. Many of the standards and metrics used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. Accordingly, we caution readers not to place undue reliance on forward-looking statements. The statements of intention in this report speak only as of the date of this report. We undertake no obligation to publicly update or revise any forward-looking statements as a result of new information, future events or otherwise. We use the standards and guidelines of the Global Reporting Initiative, SASB industry specific standards and the TCFD to inform our sustainability and ESG disclosures. Some of our ESG disclosures are included in our Annual Report, our Proxy Statement for our Annual General Meeting of Shareholders and this Report. The “materiality” thresholds in those standards and guidelines may differ from the concept of “materiality” for purposes of the federal securities laws and disclosures required by the US SEC rules in our Annual Report. The inclusion of sustainability and ESG disclosures in this Report and in our other filings with the US SEC does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the US SEC’s rules and regulations governing such disclosure.



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