

## A MESSAGE FROM MATT FARRELL

We began in 1846 as a baking soda business. Today, we are a top-tier Consumer Products Company with a large portfolio of brands that consumers love, especially the ARM & HAMMER® brand with products containing baking soda.

We have a rich heritage of commitment to people and the planet, and there is overwhelming evidence that they need to be protected. One of the most significant risks that the world faces today relates to climate change. We have expanded this Report to address our governance, strategy, risk management and metrics and targets related to climate change.

We have long regarded ourselves as a friend of the environment. Over 100 years ago, we began using recycled materials in our cartons. We were the first U.S. manufacturer to remove phosphates from laundry detergent. We were the first and only corporate sponsor of the first Earth Day in 1970. Today, the equivalent of 100% of our direct operations' global electricity needs are offset with renewable sources.

We take great pride in fostering an enduring culture of doing well by doing good. By focusing on making meaningful contributions to society, in addition to generating shareholder value, we create a stronger, more resilient company while contributing to a better world.

Church & Dwigthers are goal-oriented people. To create a compass for our sustainability program, we have established aggressive goals for ourselves. Our corporate sustainability and ESG goals include improving the sustainability profile of our products (packaging and ingredients), positively impacting our employees and the communities where we operate and reducing our environmental footprint. We are reducing our environmental footprint by increasing renewable energy usage, reducing water and greenhouse gas emissions, and reducing solid waste to landfills.

Our top sustainability goal is to achieve carbon neutrality for global operations owned and controlled by us by the end of 2025. To achieve carbon neutrality, we have partnered with the Arbor Day Foundation to plant millions of trees in the Mississippi River Valley. Trees remove carbon dioxide from the atmosphere and emit life-sustaining oxygen. We offset greater than 65% of the carbon dioxide that we emit today.

We have a roadmap to meet our goals, and I'm pleased to report that we are well on our way. Take a look at the "Progress At A Glance" section (page 4) to see how we are tracking against all of our sustainability and ESG goals. In 2020, our continued progress earned public recognition, including the 2020 Newsweek's Most Sustainable Companies list, the EPA's Green Power Partnership Top 100 list, the

2020 Forbes Magazine: Americas Best-in-State Employer Award and the FTSE4Good Index Series.

Since early 2020, we and the world have faced a new challenge with COVID-19. We have more than 5100 employees at over 30 sites around the world. The safety of our employees has been and continues to be our top priority. We follow the guidelines established by the CDC including conducting routine temperature checks as you enter our locations, deep cleaning of workspaces between shifts, working in self-contained pods where possible and ensuring social distancing. In many situations, our employees have worked remotely since the COVID-19 pandemic began. We continue to work through this challenging environment and I'm confident we will emerge as a much stronger and more sustainable company.

In 2020, several incidents of racial injustice, especially the death of George Floyd, ignited an outcry against decades of racial inequality in the United States. The need for diversity, equity and inclusion in society and in the workplace has been magnified. We have expanded this Report to address our goals, programs and commitments regarding Diversity, Equity & Inclusion. Diversity is a strength and makes us better. We are dedicated to maintaining a culture of belonging at Church & Dwight.

In partnership with the Church & Dwight Employee Giving Fund, Inc. (EGF), an employee-run giving program that primarily supports charitable organizations in New Jersey and Eastern Pennsylvania, we match employee donations dollar-for-dollar. In 2020, the EGF contributed \$1.1 million to 185 deserving organizations in a variety of areas. The EGF is another example of how our employees engage in local causes in which they have a personal interest. To date, the EGF has contributed over \$14 million to charitable organizations in the U.S..

Please read this Report to see the progress we have made over the past year to make Church & Dwight a better company.



Matthew T. Farrell  
President and Chief Executive Officer

