



2025 at a GLANCE

INTRODUCTION

OUR BRANDS

PRODUCTS

PACKAGING

EMPLOYEES & COMMUNITIES

ENVIRONMENT

RESPONSIBLE SOURCING

DATA



OUR BRANDS

- Supported ODYSSEY OF THE MIND, a science, technology, engineering, art, and math (STEAM) competition for students from kindergarten to college, which encourages inventive problem-solving using baking soda
- Sponsored the Dress for Success® Virtual Power Walk, which supported the mission of empowering women to achieve economic independence



PRODUCTS

- Launched ARM & HAMMER Power Sheets Laundry Detergent Sheets in retail, which reduced plastic usage, saved water, and decreased greenhouse gas emissions compared to traditional detergent bottles and caps
- Completed our multi-year formula liquid laundry concentration efforts that reduced water and plastic usage per wash load and resulted in a reduction of carbon dioxide emissions in transportation



PACKAGING

- Increased use of post-consumer recycled plastic to an average of approximately 21% across all global plastic packaging
- Reduced use of virgin plastic across our global packaging portfolio by almost 30% compared to our original baseline level



EMPLOYEES & COMMUNITIES

- Contributed approximately \$2.4 million to our communities through donations and grants from our employee-led giving program and employee-administered foundation
- Scored above the average Peakon benchmark for participation and engagement in our annual engagement survey to assess our workplace experience, and established work teams to address opportunities
- Conducted 2,860 Lean activities that yielded \$18.2 million in efficiency savings as part of our Good to Great program



ENVIRONMENT

- Offset through carbon credits or reduced through renewable energy credits 100% of our targeted greenhouse gas emissions
- Reduced our absolute direct emissions from our operated facilities (Scope 1), indirect emissions from our purchased electricity and steam (Scope 2), and targeted Scope 3 emissions, including transportation of finished products to the first point of customer contact in the U.S. and Canada and corporate business travel, by 2% compared to 2024
- Achieved less than 20% solid waste-to-landfill, advancing toward our goal of less than 5% by 2030
- Progressed against our Scope 1 + Scope 2 (market-based) emissions science-based targets goal



RESPONSIBLE SOURCING

- Assessed 100% of at-risk suppliers against safety, labor, environmental, and ethical standards
- Sourced 100% RSPO Certified Mass Balance palm oil ingredients