

CHURCH & DWIGHT CO., INC. CAGNY 2024



Safe Harbor Statement

This presentation contains forward-looking statements, including, among others, statements relating to net sales and earnings growth; gross margin changes; trade, marketing, and SG&A spending; sufficiency of cash flows from operations; earnings per share; cost savings programs; consumer demand and spending; the effects of competition; the effect of product mix; volume growth, including the effects of new product launches into new and existing categories; the impact of acquisitions (including earn-outs); and capital expenditures. Other forwardlooking statements in this release may be identified by the use of such terms as "may." "could," "expect," "intend," "believe," "plan," "estimate," "forecast," "project," "anticipate," "to be," "to make" or other comparable terms. These statements represent the intentions, plans, expectations and beliefs of the Company, and are based on assumptions that the Company believes are reasonable but may prove to be incorrect. In addition, these statements are subject to risks, uncertainties and other factors, many of which are outside the Company's control and could cause actual results to differ materially from such forward-looking statements. Eactors that could cause such differences include a decline in market arowth, retailer distribution and consumer demand (as a result of, among other things, political, economic and marketplace conditions and events); including those relating to the outbreak of contagious diseases; the impact on the alobal economy of the Russia/Ukraine and the increase conflict in the Middle East; the impact of continued shifts in consumer behavior, including accelerating shifts to online shopping; unanticipated increases in raw material and energy prices or other inflationary pressures; delays and increased costs in manufacturing or distribution; increases in transportation costs; labor shortages; the impact of price increases for our products; the impact of supply chain disruptions; the impact of inclement weather on raw material and transportation costs; adverse developments affecting the financial condition of major customers and suppliers; changes in marketing and promotional spending; arowth or declines in various product categories and the impact of customer actions in response to changes in consumer demand and the economy, including increasing shelf space of private label products; consumer and competitor reaction to, and customer acceptance of, new product introductions and features; the Company's ability to maintain product auality and characteristics at a level acceptable to our customers and consumers; disruptions in the banking system and financial markets; foreign currency exchange rate fluctuations; transition to, and shifting economic policies in the United States; potential changes in export/import and trade laws, regulations and policies of the United States and other countries, including any increased trade restrictions or tariffs, including the actual and potential effect of tariffs on Chinese goods imposed by the United States; increased or changing regulation regarding the Company's products in the United States and other countries where it or its suppliers operate; market volatility; issues relating to the Company's information technology and controls; the impact of natural disasters, including those related to climate change, on the Company and its customers and suppliers, including third party information technology service providers; the integration of acquisitions or divestiture of assets; the outcome of contingencies, including litigation, pending regulatory proceedings and environmental matters; and changes in the regulatory environment.

For a description of additional factors that could cause actual results to differ materially from the forward-looking statements, please see Item 1A, "Risk Factors" in the Company's annual report on Form 10-K and quarterly reports on Form 10-Q. The Company undertakes no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by the U.S. federal securities laws. You are advised, however, to consult any further disclosures the Company makes on related subjects in its filings with the United States Securities and Exchange Commission.

This presentation also contains non-GAAP financial information. Management uses this information in its internal analysis of results and believes that this information may be informative to investors in gauging the quality of the Company's financial performance, identifying trends in its results and providing meaningful period-to-period comparisons. The Company has included reconciliations of these non-GAAP financial measures to the most directly comparable financial measure calculated in accordance with GAAP. See the end of this presentation for these reconciliations. These non-GAAP financial measures should not be considered in isolation or as a substitute for the comparable GAAP measures. In addition, these non-GAAP financial measures provided by other companies due to potential differences in methods of calculation and items being excluded. They should be read in connection with the Company's financial statements presented in accordance with GAAP.



2023 A Look Back



Strong reported and organic sales growth and gross margin expansion.



ARM & HAMMER LLD, ARM & HAMMER Litter, Batiste, TheraBreath and Hero achieved all time high market shares.



Share gains on brands representing close to 60% of our sales.



Marketing spending back to historical norms.



\$1 billion in cash from operations.



Investments in capacity and capabilities.

Historical Total Shareholder Return







We have confidence in our future.







Sustainable high International growth rate



耴



Digitally savvy



New Evergreen

model is

healthy



Strong 2024 fundamentals

Who We Are



Church & Dwight's Business Segments

78% 17% Domestic International • 5% **Specialty Products** Division

2023 Total Company Net Sales \$5.9B









POWER BRANDS

more than 85%

of sales & profits are represented by these 14 POWER BRANDS



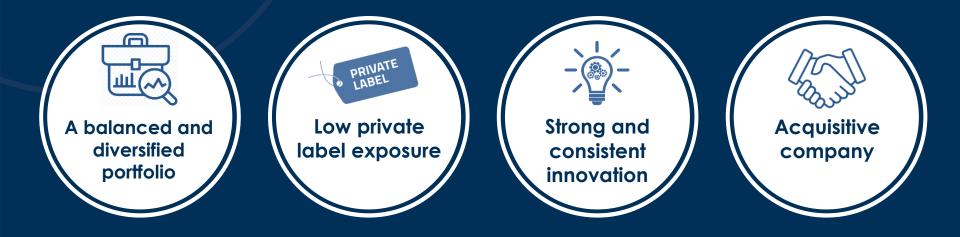
Focus from 14 Power Brands to 7 Power Brands. These seven brands primarily compete in larger categories and have the potential for global expansion.



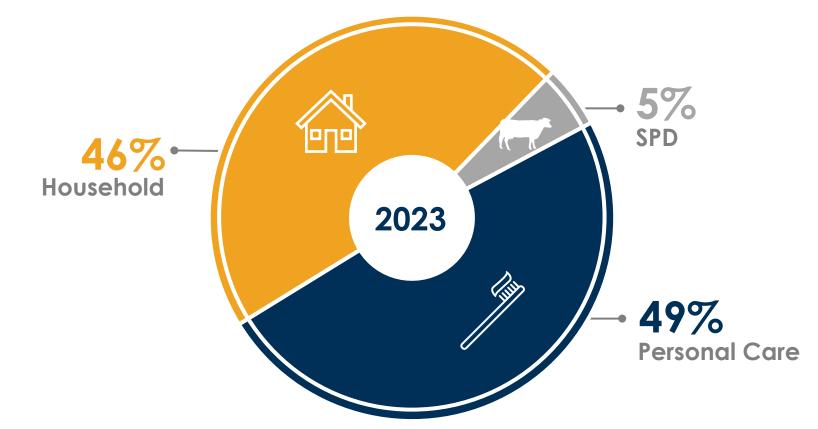
more than 70%

of sales & profits are represented by these **7 POWER BRANDS**

We Have a Winning Formula

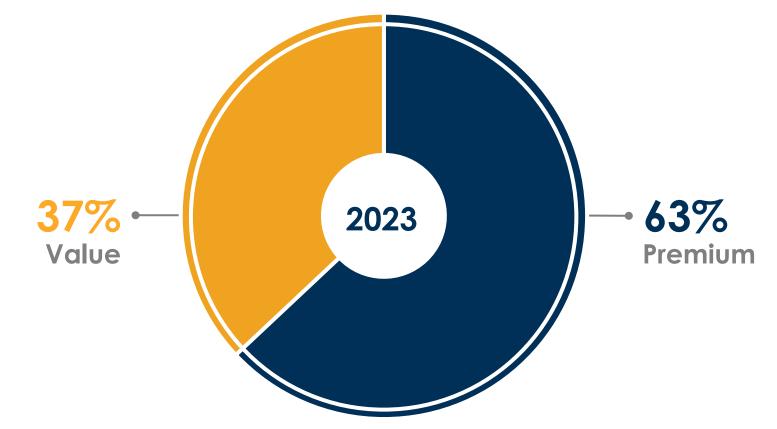


A Balanced and Diversified Portfolio



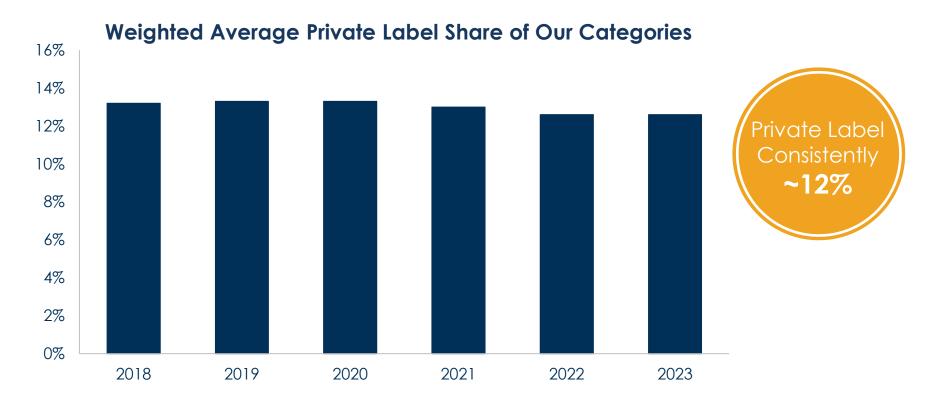


Product Portfolio of Both Value and Premium Products





Low Private Label Exposure

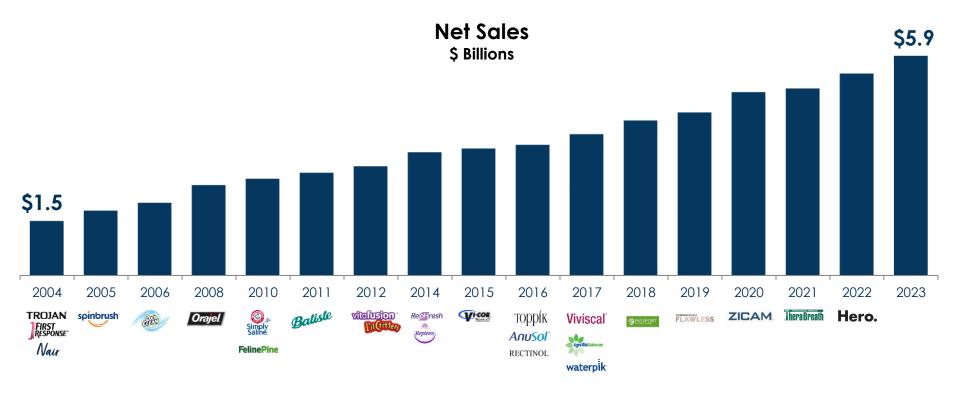


Source: Nielsen Total U.S. AOC

Category Leading Innovation



Long History of Growth Through Acquisitions



Note: Trojan, Nair and First Response acquired in two parts - 2001 and 2004.

We Have Clear Acquisition Criteria









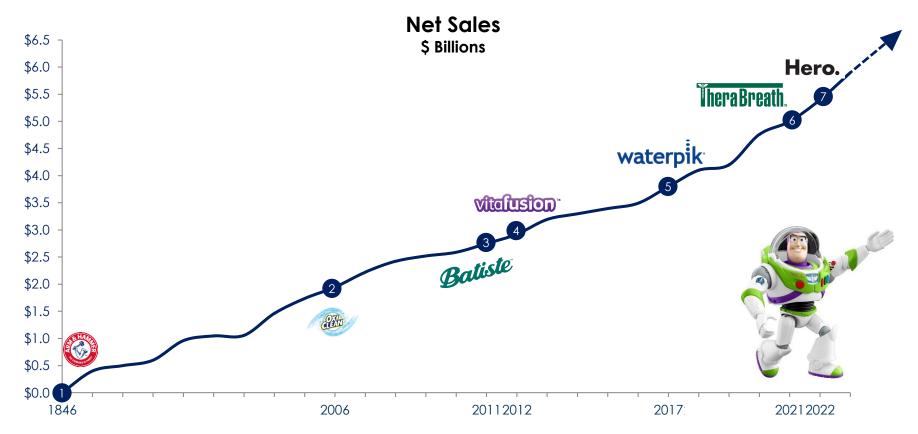
Primarily #1 or #2 share brands High growth and high margin brands that are fast moving consumables

Asset light Leverage C&D manufacturing, logistics and purchasing



Deliver sustainable competitive advantage

7 Power Brands Today and More to Come



Financials



FY 2023 Financial Highlights

	FY OUTLOOK (as of November 3)	ACTUALS	
Net Sales Growth	+9.0%	+9.2%	\bigcirc
Organic Sales	+5.0%	+5.3% Domestic: 5.3% International: 8.5% SPD: -7.9%	\bigcirc
Gross Margin	+210 bps	+220 bps	\bigcirc
Reported EPS	+80%, \$3.03	+82%, \$3.05	\bigcirc
Adjusted EPS	+6.0%, \$3.15	+6.7%, \$3.17	
Cash from Operations	~\$1B	\$1.03B	

Organic sales and adjusted EPS are non-GAAP measures. Organic sales excludes Megalac for 2023. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measures.



Evolving the Evergreen Model

	Prior	New
Organic Net Sales	+3% Domestic: 2% International: 6% SPD: 5%	+4% Domestic: 3% International: 8% SPD: 5%
Gross Margin	+25 bps	+25 to +50 bps
Marketing	FLAT %, Higher \$	FLAT %, Higher \$
SG&A	(25) bps	(25) to 0 bps
Operating Margin	+50 bps	+50 bps
EPS Growth	+8%	+8%

Faster growth and gross margin expansion driven by higher investment as a result of the **recent acquisitions**, **International** and **SG&A investment** on international infrastructure.

New Evergreen Model Explained

Organic Net Sales	 Fast growing categories Fast growing acquisitions Taking share due to innovation International growth 	2021 2022 2023 Londy Changing Uthe Bhan Ingloss Wid Scamp Prover Reside Or Henerool Acord Here Motifician Acord Here Motifician
Gross Margin	Productivity outpacing inflationHigher margin acquisitions	ÎX,
Marketing	 Continue to drive efficiency Higher \$'s as the top line grows faster 	Media ROI trend vs. % of spend on Digital 80%
SG&A	 International systems International regulatory and back-office support Analytics & Ecommerce 	





FY 2024 Financial Outlook

	New Evergreen Model	2024 Outlook
Reported Sales Growth		4% to 5%
Organic Sales Growth	4%	4% to 5% Domestic: 3-4% International: 8% SPD: 4-5%
Gross Margin	+25 to +50 bps	+50 to +75 bps
Marketing	FLAT %, Higher \$	FLAT %, Higher \$
Adjusted SG&A	(25) to 0 bps	LEVERAGE
Operating Profit Margin	+50 bps	+60-80 bps
Other Expense		~\$85M
Effective Tax Rate		~23%
Adjusted EPS Growth	8%	7% to 9%
Cash from Operations	\$1B+	\$1B+

Organic sales and adjusted EPS are non-GAAP measures. Organic sales excludes Megalac for 2024. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measures.

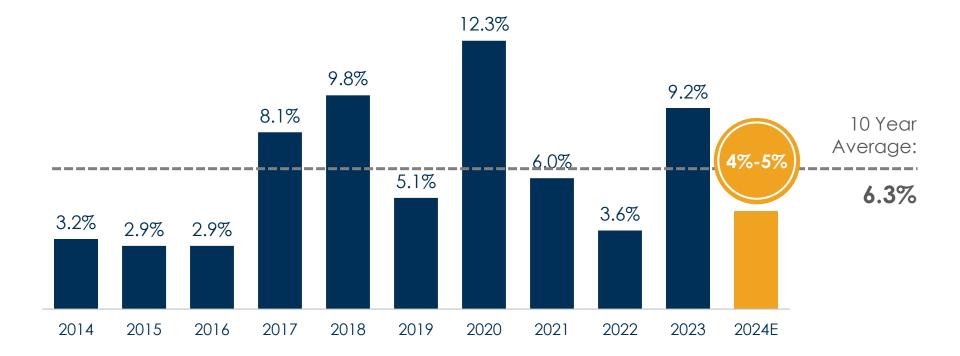
2024 Adjusted EPS Growth Breakdown (outlook 7-9%)

Adjusted EPS Growth (ex-Megalac)	8% to 10%
Megalac Impact	(1)%
Adjusted EPS Growth	7% to 9%

Adjusted EPS is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measures.

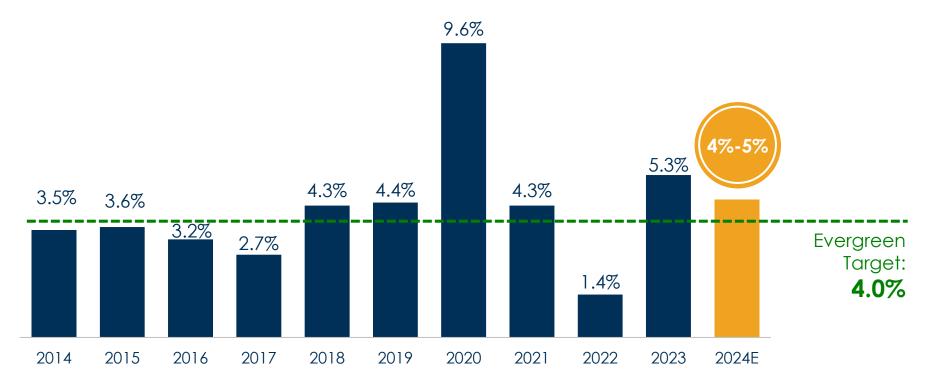


Net Sales Growth: 10 Year History



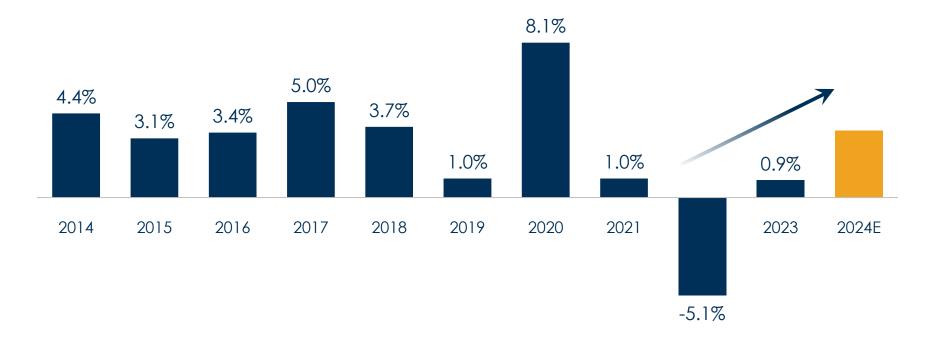
Organic Sales Growth: 10 Year History

10 Year Average: 4.2%



Organic sales is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measures.

Volume Trend Continues to Improve

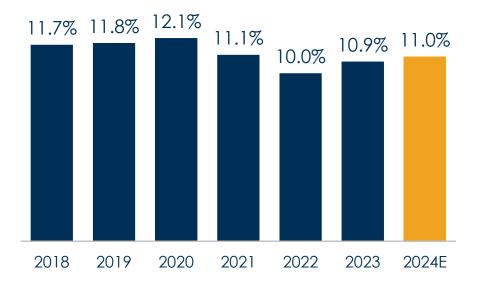


Outlook as of February 2, 2024



Outlook as of February 2, 2024

2024 Marketing Spend Target

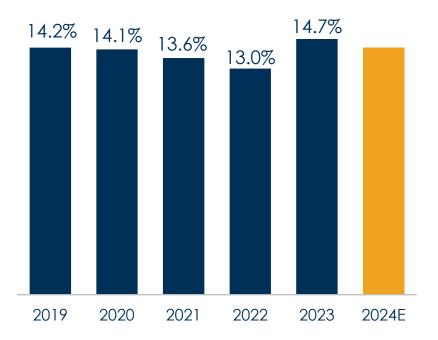


11.0% with 4-5% Net Sales Growth represents \$35MM YOY increase in marketing investment in 2024

Outlook as of February 2, 2024



2024 Adjusted SG&A

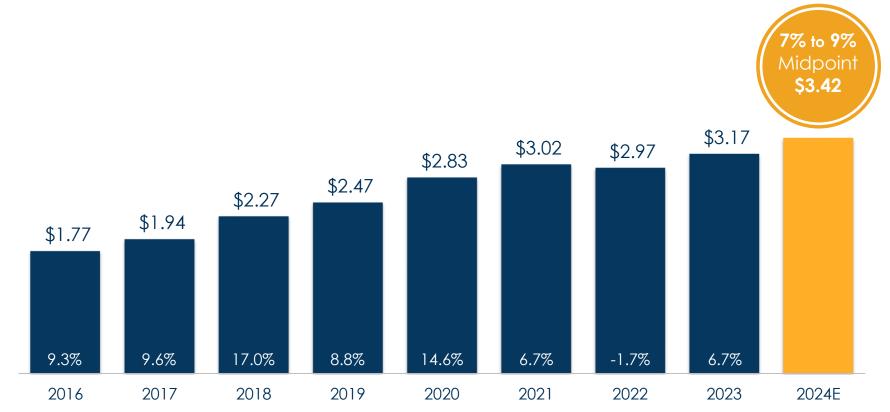


Return to leverage in line with Evergreen model while making growth investments behind International and Ecommerce

Note: Adjusted SG&A is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most comparable GAAP measures.



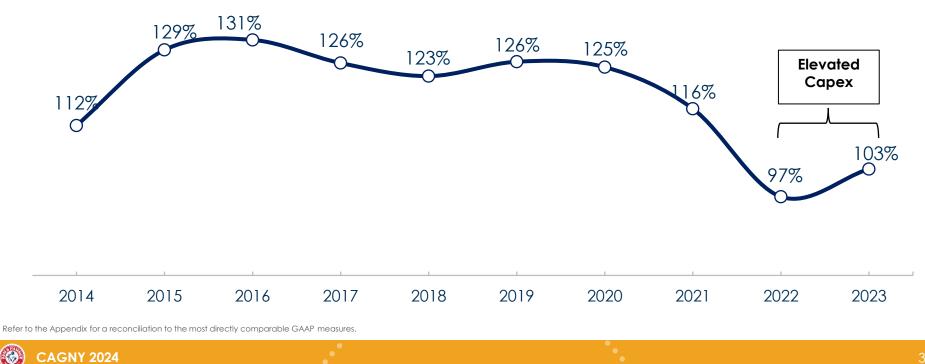
Consistent Strong Adjusted EPS Growth



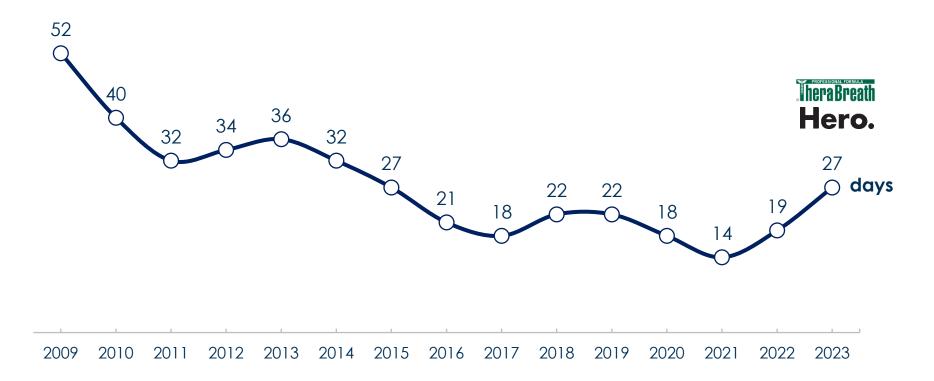
Note: Adjusted EPS growth is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most comparable GAAP measures. Outlook as of February 2, 2024

"Best In Class" FCF Conversion

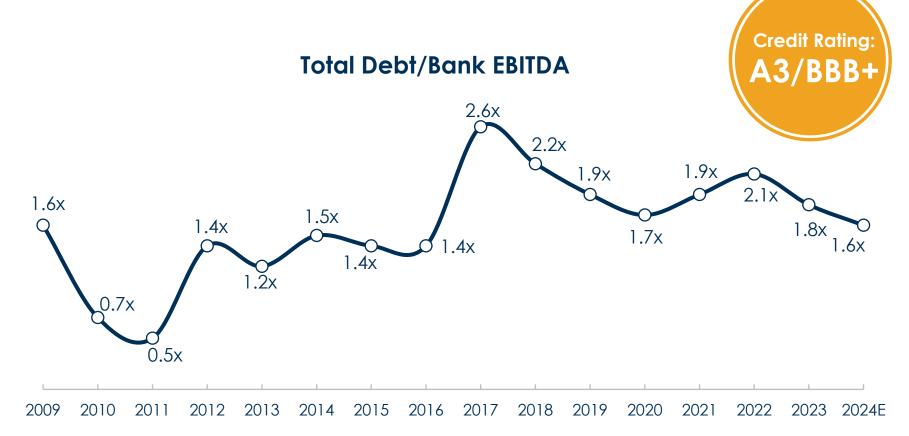
10 Year Average: 119%



Cash Conversion Cycle: Tight Control Of Working Capital Drives Cash Conversion Cycle Improvement



Strong Balance Sheet



Note: Total debt/EBITA is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most comparable GAAP measures.

Significant Financial Capacity

(in \$millions)



Prioritized Uses Of Free Cash Flow



Minimal Capital Investment Capital Expenditures as a % of Sales



Outlook as of February 2, 2024

4% Dividend Increase In 2024



123 consecutive years of dividends

U.S. Story

US Domestic Sales Evergreen Target: +3%





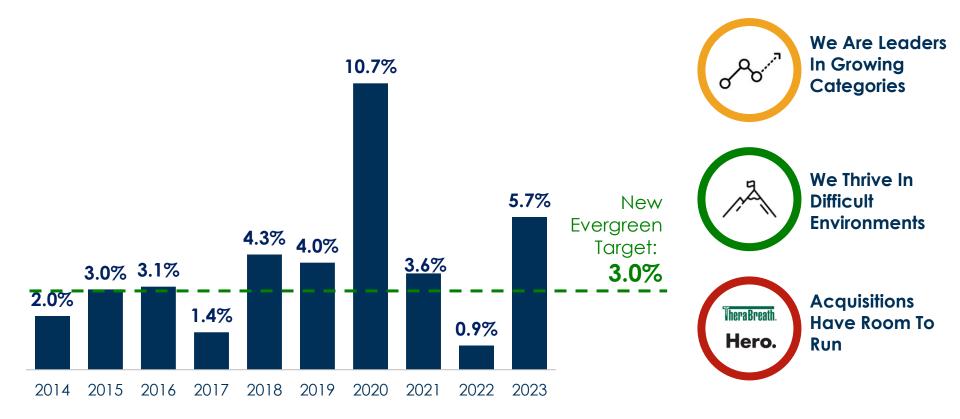
4% { 8% International

5% Specialty Products





Consumer Domestic Organic Sales Performance



Organic sales growth is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measure.



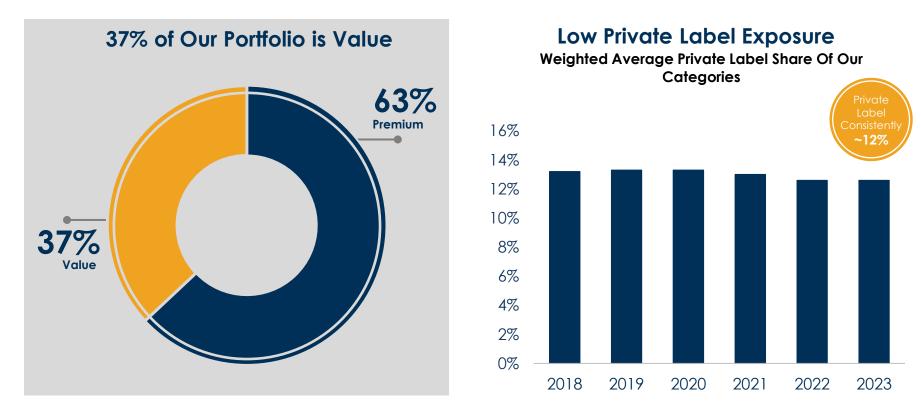
8 Healthy, Growing Categories: 7 Power Brands



Source: Circana; Total US – MULO; Data through L52 WE12.31.23



We Thrive In Difficult Environments

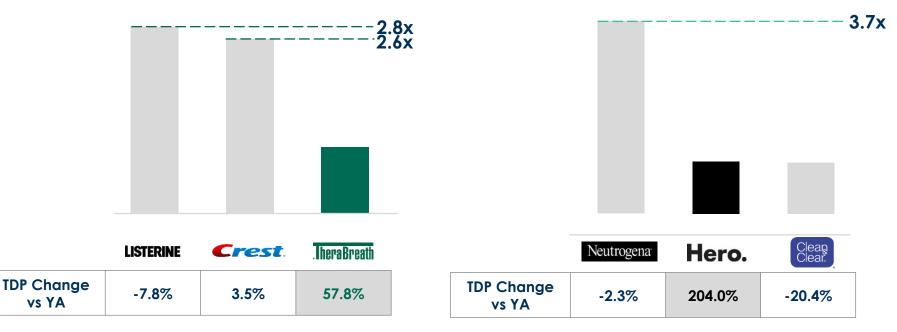


Source: L: Circana; Total US – MULO; Dollar share data through WE12.31.23; R: Nielsen Total U.S. AOC



TheraBreath & Hero Acquisitions Still Have Lots Of Room To Run ...

Total Points of Distribution



Source: Circana, Total US - Multi Outlet, WE12.31.2023

Household Penetration: Room To Run ...

	MOUTHWASH		 ACNE TREATMENT	
	Mouthwash Category	Thera Breath.	Acne Treatment Category	Hero.
2019	63 .1%	1.4%	16.3%	0.2%
2020	65.7%	2.7%	19.3%	0.9%
2021	64.2%	3.2%	20.5%	2.8%
2022	61.8%	4.5%	20.3%	4.4%
2023*	63.4%	7.3%	21.9 %	6.4%

Source: Numerator Insights; *12ME As pf 2023.11.30,

Market Shares and Innovation in our Major Categories

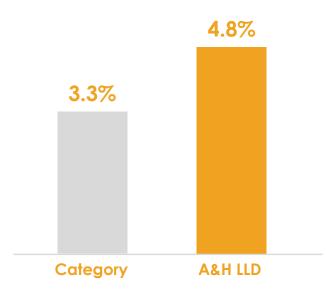




Fabric Care

A&H Liquid Laundry Category Growth

\$ Consumption Change vs. YAG 2023





Source: Circana, Total US - Multi Outlet, CY 2023 WE 12.31.2023

A&H Laundry: All Time Share High Achieved In 2023



Source: Circana Total MULO Liquid Laundry, L52 WE12.31.2023

Introducing: Arm & Hammer Deep Clean



Our Most Powerful Formula and our First Entry Into the Mid-Tier Laundry Detergent Segment

Launching Nationally In Q1 2024

Arm & Hammer Laundry Architecture Good/Better/Best



Better

Best

Good

Arm & Hammer Deep Clean



Introducing: Arm & Hammer Power Sheets



The First Mainstream Brand To Launch Laundry Detergent Sheets

#2 Detergent Sheet on Amazon

4.5 Average Star Rating

Already Biggest Growth Driver In The Sheet Category

> Launching Nationally In 2024

Arm & Hammer Power Sheets

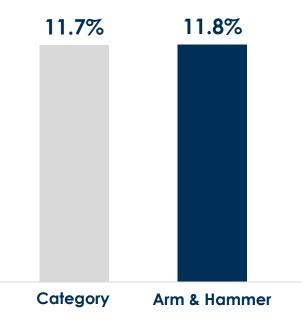




Cat Litter

Cat Litter: Category Consumption

\$ Consumption Change vs. YAG 2023

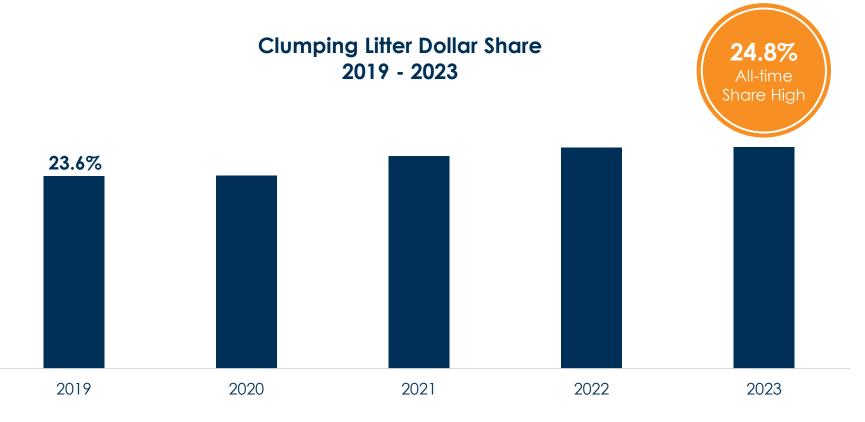




Source: Circana, Total US – Multi Outlet, CY 2023 WE 12.31.2023



A&H Litter: All Time Share High Achieved In 2023



Source: Circana Total MULO + Pet A&H Clumping Litter Sales, L52 WE12.31.2023



Introducing: Arm & Hammer HardBall





We're Changing The Lightweight Litter Experience

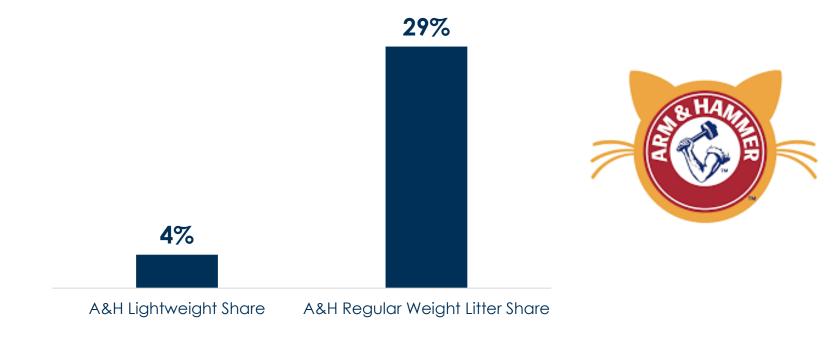
Lightweight Perfected:

Ultra-compact strong clumps Nearly 60% lighter than our regular clay litter Plant based

4.2 Average Star Rating*

Expanding Nationally in 2024

HardBall: Lightweight Fair Share Is A \$100MM Opportunity

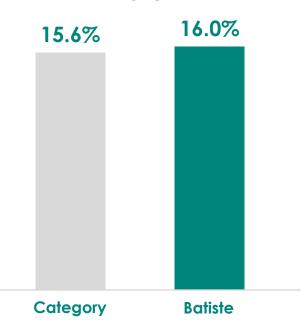


Source: Circana: Total US MULO + Pet CY 2023 Ending 12.31.23



Batiste Drives Dry Shampoo Category Growth

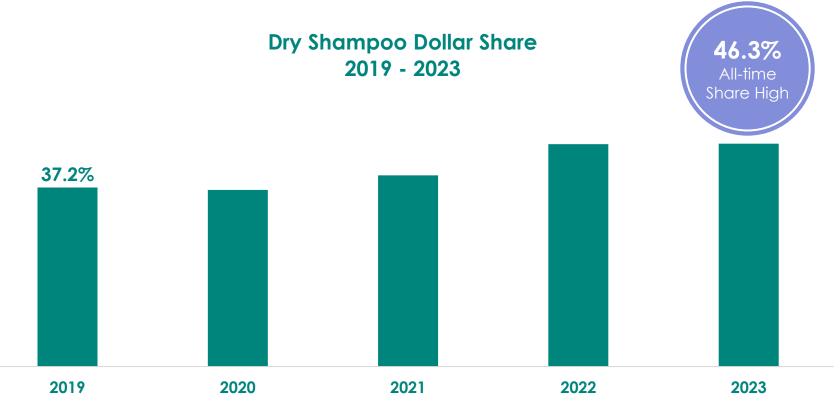
\$ Consumption Change vs. YAG 2023





Source: Circana, Total US - Multi Outlet, CY 2023 WE 12.31.2023

Batiste: All Time Share High Achieved in 2023



Source: Circana Total MULO Dry Shampoo, L52 WE12.31.2023



Our Next Innovation In Dry Shampoo

A burst of fragrance with every touch or drop of sweat for up to 24 hours of freshness

4.5 Average Star Rating*

Launching Nationally In 2024

Batiste Sweat & Touch Activated





Vitafusion Update



What **once** made Vitafusion **unique**...

- gummy form
- great taste
- wide assortment

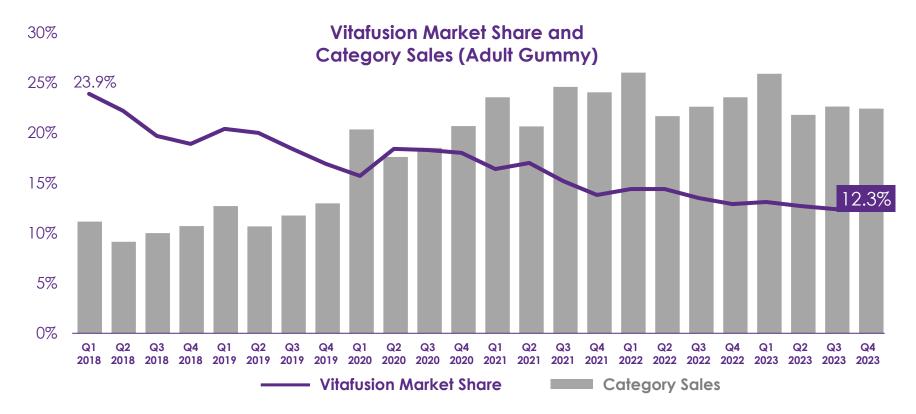
...is **now prevalent** in the VMS category



The number of competitors has grown from 6 to 60 in the gummy VMS category

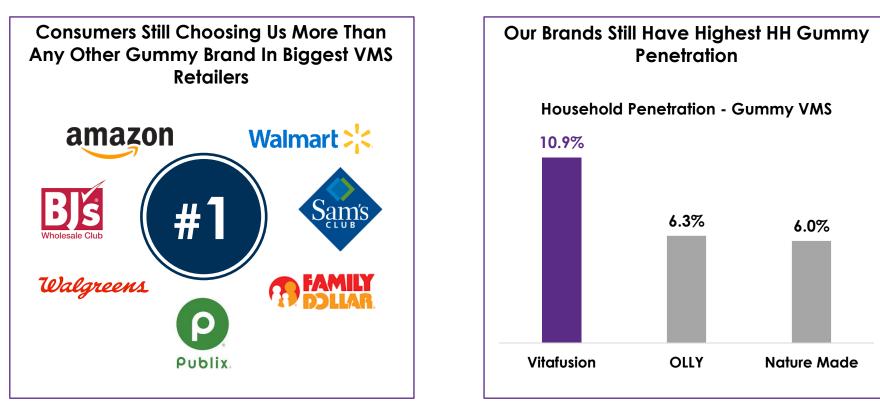


The Combination Has Resulted In Share Erosion Over Time



Source: Circana MULO WE 12.31.23

The Good News: Consumers & Retailers Still Love Vitafusion



Source: L-Circana, WE12.31.2023; R: Circana Panel data, 2023.

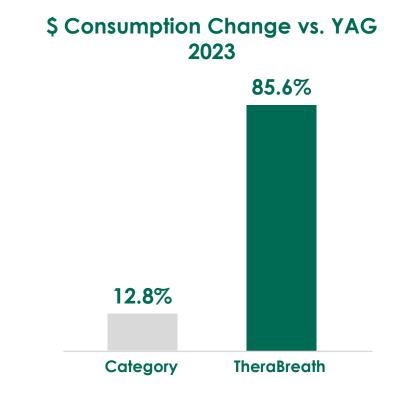
Vitafusion 2024



Goal: Stabilize The Business In 2024 To Return To Growth In 2025



TheraBreath Drives Mouthwash Category Growth

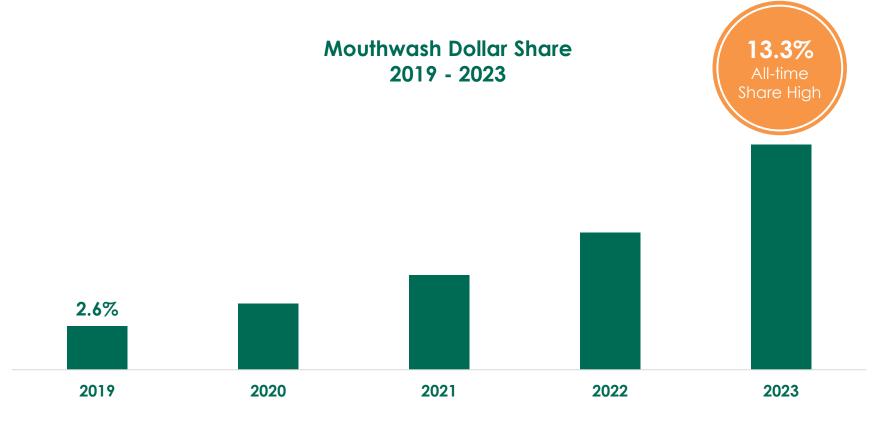




Source: Circana, Total US - Multi Outlet, CY 2023 WE 12.31.2023



TheraBreath: All Time Share High Achieved In 2023



Source: Circana; Total MULO Total Mouthwash, L52 WE 12.31.2023

Introducing: TheraBreath Deep Clean

THE AND THE ADDRESS OF THE ADDRESS O

RESH MINT

Alcohol Free Antiseptic Rinse

Antiseptic accounts for

30%

of Total Mouth Wash Category

Kills 99.9% of Germs No Burn Dentist Formulated

Launching Nationally In 2024

TheraBreath

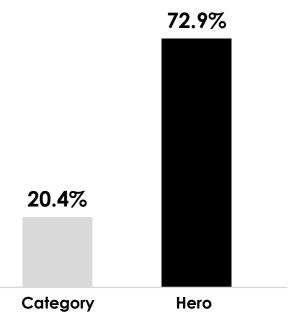


Hero.

Acne Treatment

Hero Drives Acne Category Growth

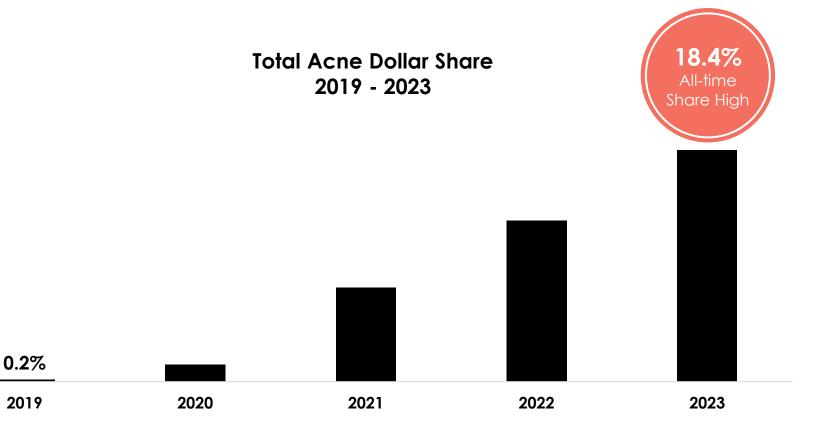
\$ Consumption Change vs. YAG 2023





Source: Circana, Total US – Multi Outlet, CY 2023 WE 12.31.2023

Hero: All Time Share High Achieved In 2023



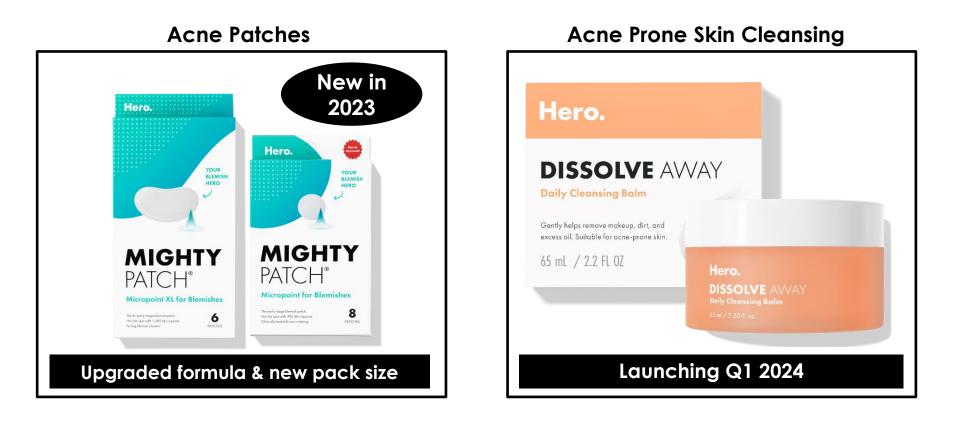
Source: Circana; Total MULO Acne Treatment, L52 WE 12.31.2023

Mighty Patch is the #3 Selling Item at a Large Mass Retailer





Hero Innovation Update



Great Momentum + Great NPD We're <u>Betting Big</u> On 2024!



Digital Acceleration

70% of purchases in the U.S. are influenced by digital channels.





Digital is a core business driver for Church & Dwight.

80% of our media is now digital.

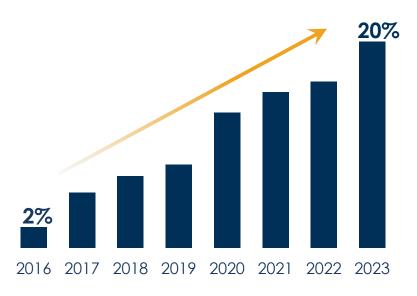






eCommerce Continues To Accelerate For Our Brands

% of Global Church & Dwight Consumer Net Sales





Growing Online Share in 6 of 7 Power Brands







International & Specialty Products

International Story

International Organic Sales Evergreen Target: +8%

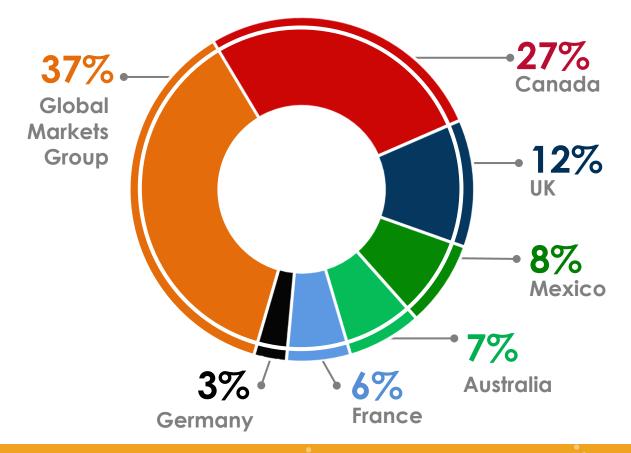


5% Specialty Products



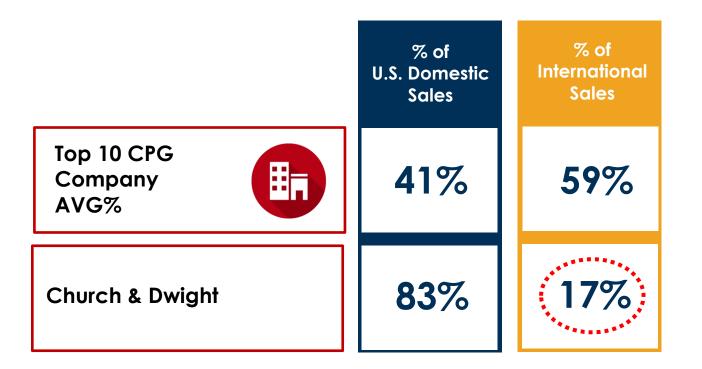


International Sales By GMG & 6 Subsidiaries



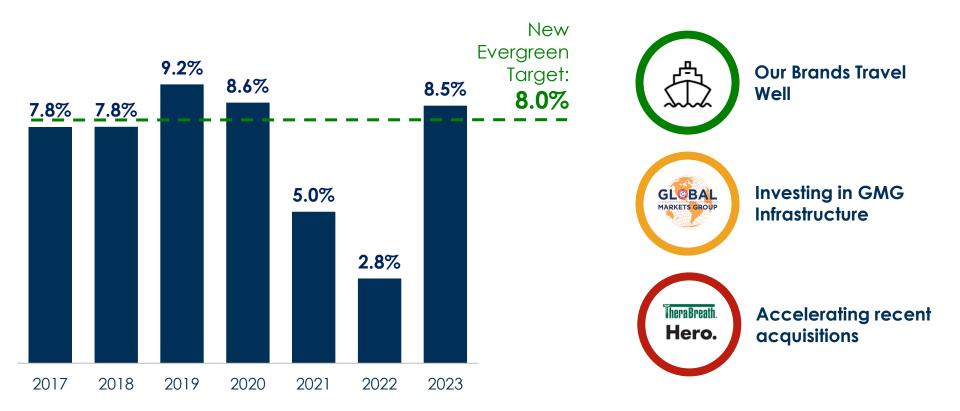
2023 International Net Sales

Geographic Expansion....International Runway Ahead





International Organic Sales Performance



Organic sales growth is a non-GAAP measure. Refer to the Appendix for a reconciliation to the most directly comparable GAAP measure.



Brands Consumers Love That Travel The Globe





Investing in GMG Infrastructure



- LATAM
- APAC
- EA
- IME
- CHINA





Committed To International Organic Growth



Investing in GMG Infrastructure



Accelerating recent acquisitions





Specialty Products Division

SPD Organic Sales Evergreen Target: +5%





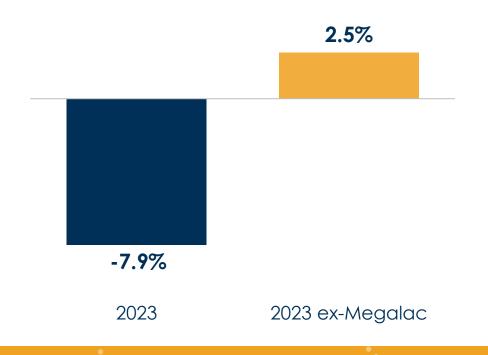


Specialty Products Division



2023 SPD Net Sales ~\$321MM

Specialty Products Division Organic Growth (ex-Megalac)





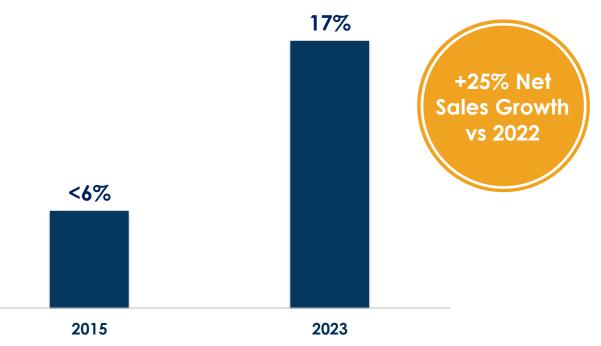
Animal Productivity: Prebiotics, Probiotics, & Food Processing Safety





Animal Productivity: Growing International Presence

% International Sales





Positioned For Organic Growth

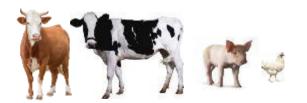
Trusted brand



Aligned with consumer trends



Diversified to multiple species



Global growth runway





How We Run The Company



We Have Five Operating Principles



We Have Five Operating Principles

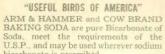


We Have Five Operating Principles



Since 1888, a Friend of the Environment





Baked beans are much sweeter if parboiled with baking soda, one teaspoonful

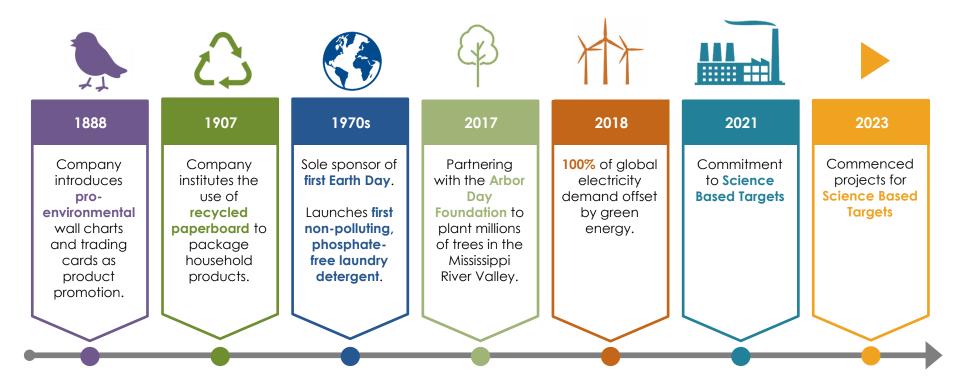
CHURCH & DWIGHT CO., INC. 10 Ceder Street, New York, N.Y. RED-EYED VIREO

lawns and woodlands this commonest of our Vireos utters his warbling song so incessantly and uninterruptedly that he has been called the "preacher bird." From branch to branch he flits, searching over and under the leaves for insects. What would our trees suffer without these guardians! From the fork of some slender branch, from five to forty feet up, hangs the tightly-woven, cuplike nest. Strips of bark, paper, and the down of plants are used in the construction, and the inside is lined with finer materials. In this hanging basket are laid three or four white eggs, with brownishblack markings on the larger end. Found breeding in the United States in the northwestern states and in the east

FOR THE GOOD OF ALL. DO NOT DESTROY THE BIRDS. LITHD, IN U. S. A.



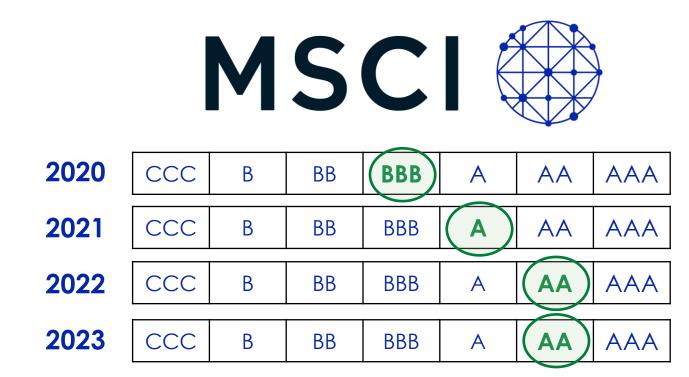
Church & Dwight's Environmental Heritage



Climate Is More Relevant Than Ever, Especially For Younger Consumers

67% make a sustainable planet their top priority.

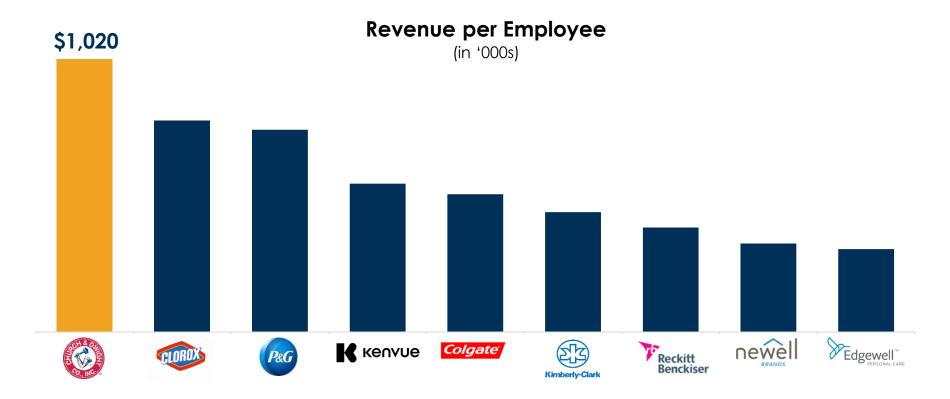
Our ESG Scores Continue to Improve



We Have Five Operating Principles



Industry Leading Revenue Per Employee



Source: Most recent SEC filings

Simple Compensation Structure

Bonuses are tied 100% to business results.

Management is required to be heavily invested in company stock.





All CHURCH & DWIGHT Employees Focus On Gross Margin

Gross margin is **20%** of all employees' annual bonus.





Key Gross Margin Growth Drivers





We Have Five Operating Principles



Minimal Capital Investment Capital Expenditures as a % of Sales

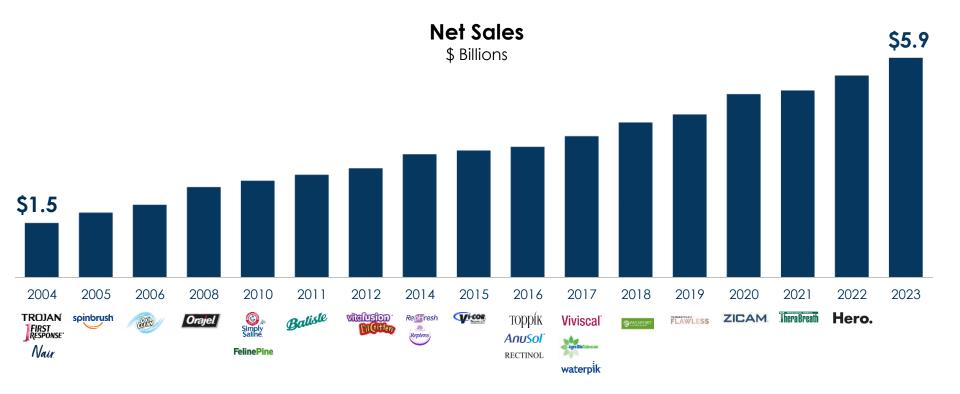


Outlook as of February 2, 2024

We Have Five Operating Principles



Long History of Growth Through Acquisitions



Note: Trojan, Nair and First Response acquired in two parts - 2001 and 2004.

We Have Clear Acquisition Criteria











High growth and high margin brands that are fast moving consumables

Asset light Leverage C&D manufacturing, logistics and purchasing



Deliver sustainable competitive advantage

A Look AHEAD to 2024 – Strong **Fundamentals**





2 Meaningful gross margin expansion.



Great new product pipeline.



Investing in International and E-commerce.



Strong cash flow generation to fund future acquisitions.



RECONCILIATION OF NON-GAAP MEASURES

CHURCH & DWIGHT CO., INC.'s Reconciliation of Non-GAAP Measures:

The following pages provide definitions of the non-GAAP measures used in this presentation and reconciliations of these non-GAAP measures to the most directly comparable GAAP measures. These non-GAAP financial measures should not be considered in isolation from or as a substitute for the comparable GAAP measures, but rather as supplemental information to more fully understand our business results. The following non-GAAP measures may not be the same as similar measures provided by other companies due to differences in methods of calculation and items and events being excluded.

The non-GAAP measures provided are (1) Organic Sales Growth, (2) Adjusted SG&A, (3) Adjusted EPS, (4) Free Cash Flow and Free Cash Flow Conversion, and (5) Total Debt to Bank EBITDA. We believe these measures provide useful perspective of underlying business trends and results and provide a more comparable measure of year over year results.



RECONCILIATION OF NON-GAAP MEASURES ORGANIC SALES GROWTH

The presentation provides information regarding organic sales growth, namely net sales growth excluding the effect of acquisitions, divestitures and foreign exchange rate changes, from year-over-year comparisons. Management believes that the presentation of organic sales growth is useful to investors because it enables them to assess, on a consistent basis, sales trends related to products that were marketed by the Company during the entirety of relevant periods, without the effect of changes that are out of the control of, or do not reflect the performance of, management.

			Acquisitions &	
Year	Reported	FX	Divestitures	Organic
2023	9.2%	0.0%	-3.9%	5.3%
2022	3.6%	1.0%	-3.2%	1.4%
2021	6.0%	-0.9%	-0.8%	4.3%
2020	12.3%	0.1%	-2.8%	9.6%
2019	5.1%	0.5%	-1.2%	4.4%
2018	9.8%	0.0%	-5.5%	4.3%
2017	8.1%	0.0%	-5.4%	2.7%
2016	2.9%	1.2%	-0.9%	3.2%
2015	2.9%	2.7%	-2.0%	3.6%
2014	3.2%	0.5%	-0.2%	3.5%

TOTAL COMPANY

REPORTED & ADJUSTED NON-GAAP RECONCILIATIONS

	For the year ending December 31,							
	2023	2022	2021	2000	2019			
Adjusted SG&A Reconciliation								
SG&A - Reported	15.2%	20.8%	11.7%	12.1%	14.4%			
Brazil Charge	0.0%	0.0%	0.0%	0.0%	-0.2%			
Flawless Earnout Adjustment	0.0%	0.0%	1.9%	1.9%	-0.2%			
Flawless Intangible Assets Impairment	0.0%	-7.7%	0.0%	0.0%	0.0%			
Passport Earnout Reversal	0.0%	0.0%	0.0%	0.0%	0.2%			
Sale of International Brand	0.0%	0.0%	0.0%	0.1%	0.0%			
Retricted Stock Issued in Hero Acquisition	-0.5%	-0.1%	0.0%	0.0%	0.0%			
SG&A Adjusted (non-gaap)	14.7%	13.0%	13.6%	14 .1%	14.2%			



RECONCILIATION OF NON-GAAP MEASURES EARNINGS PER SHARE

This presentation discloses reported EPS excluding the following, namely, earnings per share calculated in accordance with GAAP adjusted to exclude significant one-time items that are not indicative of the Company's period-to-period performance. We believe that this metric provides investors a useful perspective of underlying business trends and results and provides useful supplemental information regarding our year-over-year earnings per share growth. The excluded items are as follows:

2023: Excludes a \$0.12 charge related to restricted stock issued in the HERO acquisition.

- 2022: Excludes a \$1.26 FLAWLESS impairment charge and a \$0.03 charge related to restricted stock issued in the HERO acquisition.
- 2021: Excludes a \$0.30 per share positive impact from the FLAWLESS acquisition earn-out estimate.
- 2020: Excludes a \$0.28 per share positive impact from the FLAWLESS acquisition earn-out estimate and a \$0.01 per share positive impact from the gain on sale of an international brand.
- 2019: Excludes a \$0.02 positive impact from an earn-out reversal from the acquisition of Passport Food Safety Solutions, Inc., \$0.03 negative impact from the loss on the sale of the consumer Brazil business, and \$0.02 negative impact from the FLAWLESS acquisition earn-out estimate.
- 2017: Excludes a (\$0.12 per share) charge associated with the settlement of a foreign pension plan, a (\$0.01 per share) charge associated with the sale of the Company's chemical business in Brazil, a tax benefit of \$0.03 per share from a prior year joint venture impairment charge and a one-time tax benefit (non-cash) of \$1.06 per share to adjust deferred tax accounts and reflect deemed repatriation of foreign subsidiary earnings as a result of the Tax Cuts and Jobs Act (TCJA).

2016: Excludes the impact of a plant impairment charge of \$4.9 million at the Company's Brazilian subsidiary.

REPORTED & ADJUSTED NON-GAAP RECONCILIATIONS

	For the year ending December 31,								
	2023	2022	2021	2020	2019	2018	2017	2016	
Adjusted EPS Reconciliation									
EPS - Reported	\$ 3.05	\$ 1.68	\$ 3.32	\$ 3.12	\$ 2.44	\$2.27	\$ 2.90	\$1.75	
Pension Settlement Charge	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0.12	\$ -	
Brazil Charge	\$ -	\$ -	\$ -	\$ -	\$ 0.03	\$ -	\$ 0.01	\$0.02	
Joint Venture Impairment Tax Benefit	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$(0.03)	\$ -	
Natronx Charge	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
U.S. TCIA Tax Reform	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$(1.06)	\$ -	
Gain on Sale of International Brand	\$ -	\$ -	\$ -	\$(0.01)	\$ -	\$ -	\$ -	\$ -	
Passport Earn-out Reversal	\$ -	\$ -	\$ -	\$ -	\$(0.02)	\$ -	\$ -	\$ -	
Flawless Earn-out Adjustment	\$ -	\$ -	\$(0.30)	\$(0.28)	\$ 0.02	\$ -	\$ -	\$ -	
Flawless Impairment	\$ -	\$ 1.26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Hero Restricted Stock	\$ 0.12	\$ 0.03	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
EPS - Adjusted (Non-GAAP)	\$ 3.17	\$ 2.97	\$ 3.02	\$ 2.83	\$ 2.47	\$2.27	\$ 1. 94	\$1.77	

RECONCILIATION OF NON-GAAP MEASURES

Free Cash Flow:

Free cash flow (a non-GAAP measure) is defined as cash from operating activities (a GAAP measure) less capital expenditures (a GAAP measure). Management views free cash flow as an important measure because it is one factor in determining the amount of cash available for dividends and discretionary investment.

Free Cash Flow as Percent of Net Income (Free Cash Flow Conversion):

Free cash flow as percent of net income is defined as the ratio of free cash flow to net income. Management views this as a measure of how effective the Company manages its cash flow relating to working capital and capital expenditures.



RECONCILIATION OF NON-GAAP MEASURES TOTAL DEBT TO BANK EBITDA

Total Debt to Bank EBITDA is a ratio used in our debt agreements. Bank EBITDA (a non-GAAP measure) is a form of adjusted EBITDA, and represents earnings from Income (a GAAP measure), excluding interest income and interest expense income taxes, depreciation, and amortization (EBITDA) and certain other adjustments per the Company's Credit Agreement.

Total Debt is defined as short- and long-term debt as defined by GAAP, plus items that are classified as debt by the Company's credit agreement. These items include Letters of Credit, Capital and Synthetic Lease Obligations, and certain Guarantees.

Management believes the presentation of Total Debt to Bank EBITDA provides additional useful information to investors about liquidity and our ability to service existing debt. 2023 2022 2021 2020 2019 2018 2017

Total Debt as Presented ⁽¹⁾ Other Debt per Covenant ⁽²⁾ Total Debt per Credit Agreement	\$ 2,406.0 43.4 2,449.4	43.3	\$ 2,596.9 1.0 \$ 2,597.9	1.5	15.9	\$ 2,107.1 56.7 \$ 2,163.8	\$ 2,374.3 59.2 \$ 2,433.5
Net Cash from Operations Interest Paid Current Tax Provision Change in Working Capital and other Liabilities Other Adjustments, Net	\$ 1,039.7 111.9 225.6 (9.2) 9.2	\$ 885.2 86.0 109.4 186.6 41.2	\$ 993.8 51.8 204.2 95.0 31.6	\$ 990.3 58.8 162.2 37.3 46.2	\$ 864.6 70.6 152.2 (33.2) 17.9	74.9 139.8	\$ 681.5 33.3 186.9 (0.8) 50.2
Adjusted EBITDA (per Credit Agreement)	\$ 1,377.2	\$ 1,308.4	\$ 1,376.4	\$ 1,294.8	\$ 1,072.1	\$ 964.1	\$ 951.1
Ratio	1.8	2.1	1.9	1.7	1.9	2.2	2.6

Notes

(1)Net of Deferred Financing Costs per ASC 2015-03, "Simplifying the Presentation of Debt Issuance Costs"

(2) Includes Letters of Credit, Capital and Synthetic Lease Obligations, Acquisition Liabilities and certain Guarantees.

RECONCILIATION OF NON-GAAP MEASURES TOTAL DEBT TO BANK EBITDA, Continued

Total Debt to Bank EBITDA is a ratio used in our debt agreements. Bank EBITDA (a non-GAAP measure) is a form of adjusted EBITDA, and represents earnings from Income (a GAAP measure), excluding interest income, interest expense, and before income taxes, depreciation, and amortization (EBITDA) and certain other adjustments per the Company's Credit Agreement.

Total Debt is defined as short- and long-term debt as defined by GAAP, plus items that are classified as debt by the Company's credit agreement. These items include Letters of Credit, Capital and Synthetic Lease Obligations, and certain Guarantees.

Management believes the presentation of Total Debt to Bank EBITDA provides additional useful information to investors about liquidity and our ability to service existing debt. 2015 2014 2013 2012 2011 2010 2009

Total Debt as Presented ⁽¹⁾	\$1.	050.0	\$1	.086.6	\$797.3	\$895.6	\$246.7	\$333.3	\$816.3
Other Debt per Covenant ⁽²⁾	1 .	83.5	1	88.0	90.3	79.1	45.9	11.7	16.5
Total Debt per Credit Agreement	\$1,	133.5	\$1	,174.6	\$887.6	\$974.7	\$292.6	\$345.0	\$832.8
Net Cash from Operations	\$	606.1	\$	540.3	\$499.6	\$523.6	\$437.8	\$428.5	\$400.9
Interest Paid		29.0		25.7	26.4	9.7	9.2	29.3	35.6
Current Tax Provision		201.0		198.3	192.3	179.5	125.6	108.7	125.6
Excess Tax Benefits on Option Exercises		15.8		18.5	13.1	14.6	12.1	7.3	5.0
Change in Working Capital and other Liabilities		(38.6)		(13.5)	16.1	(75.4)	11.0	(31.6)	(35.4)
Adjustments for Significant Acquisitions/Dispositions (net		-		-	-	46.8	3.9	6.8	(22.9)
Adjusted EBITDA (per Credit Agreement)	\$	813.3	\$	769.3	\$747.5	\$698.8	\$599.6	\$549.0	\$508.8
Ratio		1.4		1.5	1.2	1.4	0.5	0.7	1.6

Notes:

(1)Net of Deferred Financing Costs per ASC 2015-03, "Simplifying the Presentation of Debt Issuance Costs"

(2) Includes Letters of Credit, Capital and Synthetic Lease Obligations, Acquisition Liabilities and certain Guarantees

RECONCILIATION OF NON-GAAP MEASURES (Q4'23)

	Three Months Ended 12/31/2023							
	Total Company	Worldwide Consumer	Consumer Domestic	Consumer International	Specialty Products			
Reported Sales Growth	6.4%	7.4%	6.4%	11.9%	-9.2%			
Less: Acquisitions	0.7%	0.7%	0.7%	0.2%	0.0%			
Add: FX / Other	-0.4%	-0.5%	0.0%	-2.7%	0.0%			
Divestitures	0.0%	0.0%	0.0%	0.0%	0.0%			
Organic Sales Growth	5.3%	6.2%	5.7%	9.0%	-9.2%			

	For the quarter ended December 31, 2023		_	For the quarter ended December 31, 2022	Change
Adjusted Diluted Earnings Per Share Reconciliation					
Diluted Earnings Per Share - Reported	\$	0.62	\$	(0.67)	-192.5%
Flawless Impairment	\$	-		1.26	
Hero Restricted Stock	\$	0.03		0.03	
Diluted Earnings Per Share - Adjusted (non-GAAP)	\$	0.65	\$	0.62	4.8%