



AT WORK FOR A BETTER WORLD

Better World Accountability Report 2024

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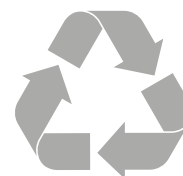
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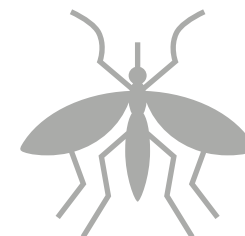
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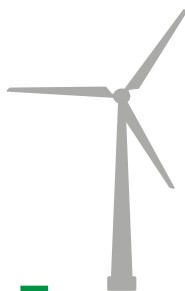
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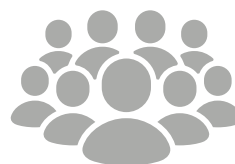
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DELIVERING ON OUR COMMITMENTS

A Message from Chairman and CEO Fisk Johnson



Throughout 2024, SC Johnson people continued their work on important issues that affect our world today, once again delivering on our longstanding, shared commitment to work for a better world.

Our ability to do this begins with two things: a long history of delivering high-quality products that improve people's lives and a deep commitment to being a great place to work. Thousands of SC Johnson people worldwide make this possible every day.

I'm grateful for their actions and encouraged by the progress we continue to make, as shared on the pages that follow.

Many of these are complex issues, and not ones that SC Johnson can solve alone. But we're committed to be part of the solution and, through the dedication of SC Johnson people, we are driving progress, including:



At the INC-4 conference urging global leaders to tackle plastic waste.

PLASTICS:

- Achieving our commitment to reduce our virgin plastic use by 32% since 2018
- Quadrupling our use of post-consumer recycled materials in our products since 2018
- Raising awareness about plastic pollution, the need for recycling and the benefits of reuse and refills

INSECT-BORNE DISEASE:

- Reaching more than 110 million people since 2013 with support in the fight against insect-borne disease
- Serving more than 5 million people at SC Johnson community health clinics
- Continuing to invest in developing, testing and producing spatial repellents as a low-cost tool for insect-borne disease prevention

SUSTAINABILITY:

- Exceeding our goal to reduce company-wide absolute emissions by 70% since 2000¹
- Increasing our global energy use from renewable sources to 45%²

A BETTER WORLD:

- Investing more than \$300 million over the last decade in philanthropy to help families, communities and the planet
- Helping over 4.7 million people and supporting 646 organizations in 2024

SC Johnson's commitment to a better world extends back to my great-great-grandfather, and I'm thankful that the people of SC Johnson uphold this legacy with pride and determination.

In 2025, we will continue our efforts to reduce our plastic impact, fight against insect-borne disease, minimize our carbon impact and help support families and communities in the world.

We hope others will too. The need for collective action — particularly on plastic pollution — is clearer than ever.

We are hopeful that the next meeting of the Intergovernmental Negotiating Committee on Plastic Pollution will bring a meaningful global treaty that brings the world together in the fight against plastic pollution.

We are also optimistic about securing a World Health Organization policy recommendation on spatial repellents for malaria prevention. This will make a critical impact in helping reduce insect-borne disease for the world's most vulnerable people.

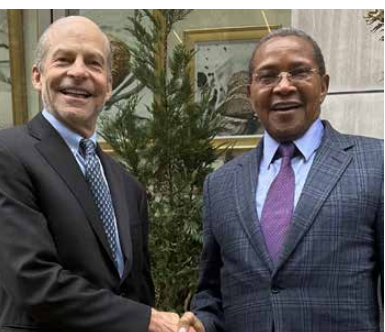
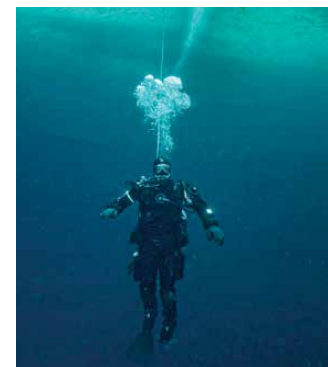
A better world depends on businesses, governments, NGOs and individuals working together. I'm grateful to SC Johnson people and our partners around the world for their innovative and effective actions. I look forward to the progress we will keep making together in the years ahead.

H. Fisk Johnson

H. Fisk Johnson
Chairman & CEO, SC Johnson

¹ Reflects total Scope 1 & Scope 2 greenhouse gas emissions change vs. 2000 baseline. Excludes recently acquired entities and Scope 3 emissions.

² Reflects percent of global energy use from renewable sources within our operations.



“A better world depends on businesses, governments, NGOs and individuals working together. I’m grateful to SC Johnson people and our partners around the world for their innovative and effective actions. I look forward to the progress we will keep making together in the years ahead.”

– Fisk Johnson, Chairman and CEO, SC Johnson

TACKLING PLASTIC WASTE



At SC Johnson, we've been working for decades to reduce plastic waste, and we're committed to continuing to lead the way. We're delivering on our own plastic waste reduction goals while also raising awareness about the issues and advocating for action from governments, individuals and other businesses.

“We are proud to partner with SC Johnson on The Blue Paradox, our powerful immersive experience exploring the ocean plastic crisis. The company’s vision, leadership and commitment to addressing plastic waste are truly inspiring. Through our partnership, we aim to build on that dedication by raising awareness and educating visitors about this urgent global issue.”

– Dr. Chevy Humphrey, President & CEO, Griffin Museum of Science and Industry

TACKLING PLASTIC WASTE

MEETING OUR PLASTIC WASTE REDUCTION GOALS AHEAD OF SCHEDULE

Through 2024, SC Johnson used less virgin plastic, incorporated more post-consumer recycled materials, and made more of our packaging reusable and recyclable compared to our 2018 baseline.

Plastics are an essential and valuable part of life, but plastic pollution is also one of the biggest environmental issues facing the planet. We're committed to playing our part in the fight to end plastic waste.

From our first recycled bottle in 1990 and early bottle lightweighting projects in the 2000s to our first concentrated cleaner refill in 2011, SC Johnson has been working for decades to reduce plastic waste and promote circularity. Today, we're delivering more sustainable packaging to store shelves and making the case for refills and reuse.

WE'VE ALREADY MET OUR 2025 COMMITMENTS:



25%

POST-CONSUMER
RECYCLED (PCR)
PLASTIC USE



-32%

REDUCTION IN
VIRGIN PLASTIC
USE SINCE 2018

Since 2018, we have participated in the New Plastics Economy Global Commitment, led by the Ellen MacArthur Foundation, publicly reporting our plastic use and reductions. As part of this, we set ambitious targets for 2025, including using 25% post-consumer recycled (PCR) materials and reducing virgin plastic use by 30%.

PROGRESS ON PCR

More SC Johnson products than ever now use PCR materials across our product lines and markets, achieving our goal of 25% PCR

DELIVERING PROGRESS ACROSS OUR BRANDS:

We've rolled out over 730 **Ecover®** in-store refill machines across Europe.



method® laundry detergent bottles have been made from 100% PCR since 2021.



Nearly 25% of **Mrs. Meyer's Clean Day®** plastic packaging can be refilled and reused.



WE'RE SUPPORTING THE CIRCULAR ECONOMY

Amount of post-consumer recycled materials used in SC Johnson products last year:

17,000+

METRIC TONS



use a full year ahead of schedule. This represents a fourfold increase since 2018 and builds on many additional years of integrating recycled plastic into our packaging.

In the same timeframe, we achieved a 32% reduction in virgin plastic use, also ahead of schedule. We have reduced our total plastic footprint by about 10,000 metric tons since 2018.

EXPANDING REFILLS AND REUSE OPTIONS

We also keep experimenting with innovations to encourage consumer acceptance of concentrates, which bring significant plastic reduction benefits. For example, our **Dissolve™** Concentrated Pods, launched in the U.S. for brands like **Windex®**, used 94% less plastic than a similar ready-to-use product.

The **Mrs. Meyer's Clean Day®** brand has introduced easy-to-use concentrated hand soap refills with a reusable glass bottle, while our **method®** brand's refillable aluminum hand wash dispensers are refilled with tubs made with 50% recycled plastic.



INCREASING RECYCLABILITY

We're proactively expanding improvements beyond countries where they're required by regulation, and finding other ways to improve recyclability. This includes adding perforations to shrink sleeves to make them easier to remove for bottle recycling and eliminating hard-to-recycle black plastic.

We have also cut our flexible packaging material footprint, eliminating over 20,000 metric tons of harder-to-recycle flexible material — a 65% reduction since 2018.

Other changes include incorporating all-plastic triggers in some **Mr Muscle®** products and replacing blister thermoforms for **Duck®** and **Glade®** in Europe with paperboard options where the outer cardboard wrap can easily be removed and separated for recycling.

DELIVERING PROGRESS ACROSS OUR BRANDS:

Over 99% of **Windex®** PET bottles in North America are made from PCR resins.



Duck® brand labels are perforated so they can be easily removed for bottle recycling.



Drano® and other brands have been working to remove hard-to-recycle black caps.



TACKLING PLASTIC WASTE

SPEAKING UP FOR STRONGER REGULATION THAT HELPS END PLASTIC POLLUTION

We're advocating for ambitious, coordinated rules to help turn the tide on plastic pollution, with criteria for product design and guidelines for well-designed extended producer responsibility.

SC Johnson has been working for decades to find innovative solutions to reduce plastic waste. But it requires more than just one company's efforts to solve the plastic waste crisis.

As our Chairman and CEO, Fisk Johnson, has said repeatedly, it's going to take all stakeholders in the plastic ecosystem working together collectively to help tackle this issue.

That's why government advocacy, and particularly advocacy for extended producer responsibility (EPR), has become a fundamental part of our efforts — because regulation is the key to getting the entire ecosystem aligned.

MAKING THE CASE

In March 2024, Fisk testified about extended producer responsibility policies at a hearing held by the U.S. Senate Committee on Environment & Public Works in Washington, D.C.

As he explained in his testimony, "By holding packaged goods companies accountable for managing the end-of-life of their products,

EPR encourages innovation and investment in alternatives. This approach allows changes to occur where opportunities for improvement are most significant, fostering the adoption of more efficient and less expensive substitutes for plastics."

He also talked about the importance of establishing a federal EPR framework as soon as possible, noting that "it's vitally important to get ahead of emerging state regulations before they become too overlapping and drive complexity, significant cost and dysfunction."



LEARN MORE:

Read Fisk's testimony.

FEDERAL EPR IN THE UNITED STATES CAN BRING KEY BENEFITS



Standardization. Without it, state-level regulation could lead to 50 different targets, timetables, processes and definitions of recyclability.



Engagement. Regulation requires everyone to play their part. If one part of the recycling loop isn't working, the whole system doesn't work.



Landfill Relief. EPR incentivizes better end-of-life management for products, reducing the amount of waste sent to landfill.

“I see EPR, when done right, as a pragmatic, practical solution that can be implemented with the least disruption to the economy and consumers.”

– Fisk Johnson, Chairman and CEO, SC Johnson

Along with his congressional testimony in the U.S., Fisk has also advocated for global rules at events including the Business Coalition for a Global Plastics Treaty meeting at the 79th session of the United Nations General Assembly, the Devex World Conference and other meetings.

PARTNERING FOR PROGRESS

SC Johnson is also advocating for U.S. EPR as a Founding Member of the Circular Action Alliance (CAA). A nonprofit, producer-led

organization, CAA provides services and support to help improve recycling system outcomes, educate consumers and support innovation.

Among its operating principles, CAA is working to ensure clear and consistent guidance on reporting to make sure each producer pays their fair share for EPR programs, and to encourage innovation in packaging design to reduce waste and enhance recyclability.

After being appointed by the Colorado Department of Public Health & Environment, CAA became the first producer responsibility organization approved to administer an EPR program for paper and packaging in the U.S.

SUPPORTING GLOBAL ACTION

Fisk and SC Johnson have also advocated for progress at multiple sessions of the Intergovernmental Negotiating Committee to develop an international, legally binding treaty on plastic pollution, including the fifth session (INC-5) in the Republic of Korea in the late fall of 2024.

While we had hoped for a global treaty agreement by the end of 2024, we remain optimistic that the continued negotiations planned for INC-5.2 will result in a treaty that the majority of countries agree to and that we can continue to build on in the future.

EARNING RECOGNITION

The Indonesian Ministry of Environment and Forestry presented SC Johnson with an award in 2024 for our leadership on EPR implementation in Indonesia. The award recognizes our ongoing commitment to waste reduction and recovery, including through partnerships with Plastic Bank and a local producer responsibility organization that collects and recycles used packaging.



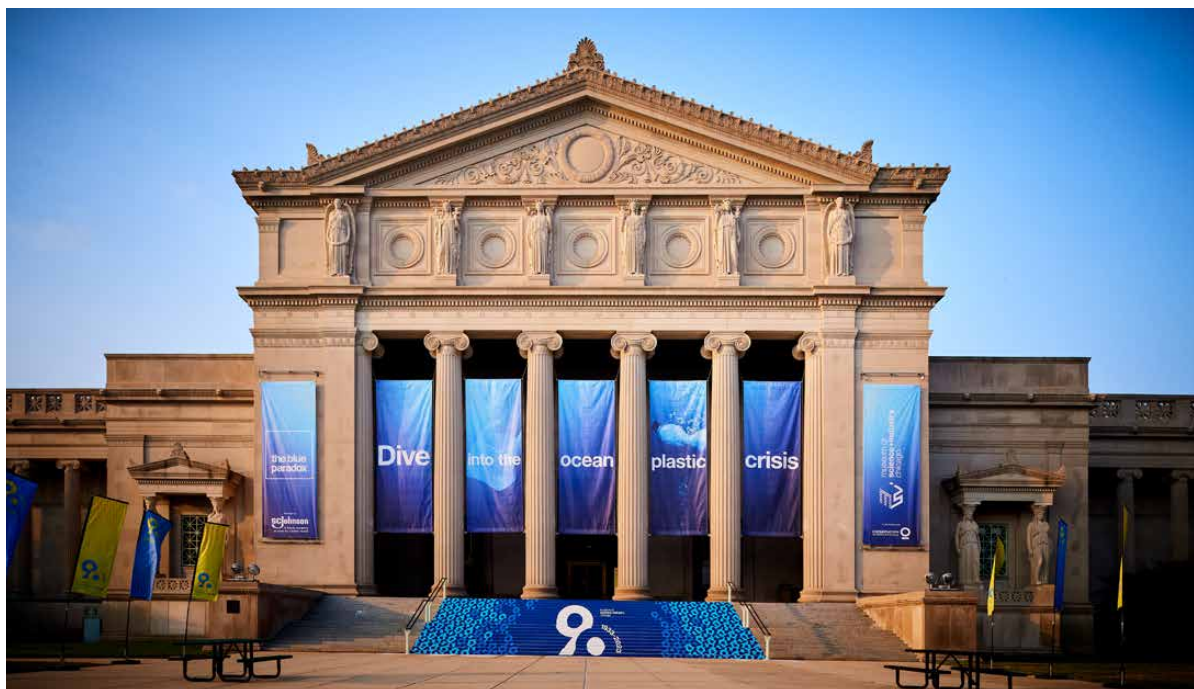
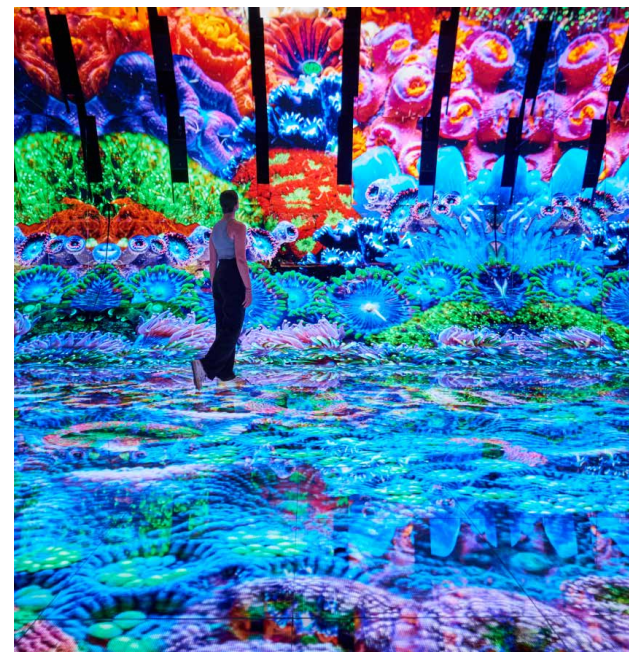
TACKLING PLASTIC WASTE

INSPIRING WITH THE BLUE PARADOX® IMMERSIVE EXPERIENCE

The Blue Paradox exhibit has helped tens of thousands of people better understand the plastic pollution crisis and how businesses, governments and individuals can tackle it together.

Created by SC Johnson in partnership with Conservation International, **The Blue Paradox** exhibit first launched in 2021 as an immersive pop-up experience in London. It sold out quickly and was very well received. In fact, 97% of visitors who participated in the experience said they planned to change their behavior.

Now, more than a year into its tenure at the Griffin Museum of Science and Industry in Chicago, **The Blue Paradox** exhibit continues to make waves. In the 25,000-square-foot exhibit, visitors experience eight distinct spaces aimed at inspiring and moving them to help turn the tide on the ocean plastic crisis before it's too late.



EDUCATING AND INSPIRING

Throughout the exhibit, visitors experience powerful visuals and interactive displays that educate about where plastic pollution exists and how much is in the ocean. It even includes a live ticker that shows how many plastic materials are being produced in real time. A plastic calculator helps visitors understand their own plastic footprint, while another display offers ways to get involved, like contacting elected officials.

In October 2024, **The Blue Paradox** exhibit was spotlighted at the Association of Science and Technology Centers annual conference, one of the premier events dedicated to increasing people's understanding of and engagement with science and technology.

Attendees had an opportunity to experience **The Blue Paradox** exhibit as part of the conference and our Chairman and CEO, Fisk Johnson, was its keynote speaker. Fisk spoke about the importance of the opportunity to draw attention to the plastic pollution crisis

“Time is running out to turn around the damaging effects of plastic waste pollution. While the challenges we face in stopping this crisis can seem daunting, overcoming them is possible. It starts with raising awareness and inspiring a movement of collective efforts on the tangible things that will make a meaningful difference. Business plays a vital role, and so does government and government regulation, and — importantly — all of us as individuals. That is why bringing this experience to life is important.”

– Fisk Johnson, Chairman and CEO, SC Johnson

for the general public while also engaging people with specific ways they can get involved and advocate for change.

REACHING EVEN MORE PEOPLE

Beyond the 1+ million people who visit Griffin MSI annually, **The Blue Paradox**

exhibit is also reaching audiences far and wide through virtual programs.

For example, in December 2023, guests at Art Basel in Miami Beach, North America's most comprehensive contemporary art fair, were able to see parts of the exhibit at the Phillip and Patricia Frost Museum of Science. Viewers experienced a full-dome, first-person video experience of the exhibit in the Frost Planetarium at the museum.

In April 2024, SC Johnson created a mini version of **The Blue Paradox** exhibit in Ottawa, Canada as part of the Intergovernmental Negotiating Committee (INC-4) to develop an international, legally binding treaty on plastic pollution. The company hosted a stakeholder event to reinforce the need for collective action from companies and governments around the world, featuring information and resources from **The Blue Paradox** experience.





PROVIDING A CALL TO ACTION

Inspiring people to get involved was a key focus throughout 2024 related to **The Blue Paradox** exhibit. To help, SC Johnson launched a companion website for the exhibit that provides resources for those who want to get involved and take action.

Along with an overview of the plastic waste crisis and why change is so important, the site explains the fundamentals of solutions like extended producer responsibility legislation and individual actions. It also offered toolkits for local action and academic resources to learn more.

Importantly, it encourages visitors to sign petitions asking for government action in the U.S. and globally, provides a template for sending a letter to the U.S. Congress asking for action, and asks individuals to pledge to commit to reducing their individual plastic footprint.



LEARN MORE:

Visit BlueParadox.com.

TACKLING PLASTIC WASTE

REACHING THE PUBLIC TO RAISE AWARENESS ABOUT PLASTIC POLLUTION AND SOLUTIONS

Throughout 2024, our Chairman and CEO, Fisk Johnson, appeared in multiple publications talking about plastic pollution and the need for government regulation.

As more people become aware of the plastic pollution problem, they're looking to understand what companies and governments are doing, and what they personally can do to help. Chairman and CEO Fisk Johnson is helping by participating in editorials, interviews and other opportunities to reach the public and encourage action.

In April 2024, Fisk and M. Sanjayan, CEO of Conservation International, collaborated on an editorial that first appeared in *Newsweek* calling for bold action on plastic. They noted, "We are at a tipping point when it comes to plastic pollution, but we have a chance to turn the tide."

They advocated for a global plastics treaty, stronger waste collection infrastructure globally, and every country doing its part in developing strong national policies like extended producer responsibility.

Fisk was also featured in *Nautilus*' "Ocean" issue, emphasizing that government action is needed to get the plastic ecosystem working together to solve the plastic waste problem.

"[People are] asking for more sustainable products that reduce virgin plastic use. Businesses are providing those products and closing the recycling loop. And — all-importantly — we are seeing more regulation. But it's also very clear that if we don't see more and more of these actions, and if we don't start making meaningful progress soon, the damage will be irreversible. I'm optimistic that we are gaining momentum but we need to move even faster."

– Fisk Johnson in *Nautilus* magazine

In August, *Forbes* interviewed Fisk and other leading CEOs about their collective efforts to advocate for a global plastics treaty, with Fisk sharing: "You need everyone in the plastic ecosystem working together at scale to solve the issue. The only real way to do that is through regulation, both on an international level and a country level."

Furthermore, in an October interview published in *The Wall Street Journal*, Fisk talked about the challenges to consumer acceptance of refills as a way to reduce plastic use. He emphasized the importance of government legislation to help drive progress on reducing plastic waste.

Newsweek



Forbes

THE WALL STREET JOURNAL.

**LEARN MORE:**

Read *Newsweek* editorial.

Read *The Wall Street Journal* article.

TACKLING PLASTIC WASTE

HELPING ENCOURAGE PLASTIC RECYCLING WITH LIVERPOOL FOOTBALL CLUB

To commemorate the progress made in recycling plastic bottles at Anfield Stadium in the U.K., SC Johnson and Liverpool FC unveiled the Walk of Fame, a tribute to Anfield's fans.

By teaming up in 2021 to encourage plastic bottle recycling at Anfield Stadium, SC Johnson and Liverpool Football Club delivered tremendous progress. Bottle recycling collection rates at the stadium improved from 25% during the 2021-22 season to 84% by the end of the 2023-24 season. Plus, by creating a closed loop recycling model for the plastic bottles used at Anfield, the partnership enabled the creation of a limited-edition product packaged in the recycled plastic.



their commitment, in 2024 SC Johnson and Liverpool FC also unveiled a new Walk of Fame as a tribute to Anfield's fans.

An area of pavement on Rockfield Road near Anfield Stadium displayed the names of thousands of fans, celebrating their contribution to bottle recycling. It was a powerful testament to the impact we can all have when we come together to recycle.

The Walk of Fame was also a statement of sustainability. It was created using reverse graffiti, where recycled plastic stencils were laid down and the surface partially cleaned around them to reveal the names.

DURING THE LAST THREE SEASONS AT ANFIELD:



AMOUNT OF
SINGLE-USE
PLASTIC RECYCLED:

15

TONS



NUMBER
OF BOTTLES
RECYCLED:

1.05

MILLION

In 2024, SC Johnson launched a limited edition **Mr Muscle® LFC** Window & Glass cleaning spray, which was packaged in bottles made from 50% upcycled plastic collected at Anfield. The upcycled plastic accounted for 100% of the bottle excluding the trigger mechanism and sleeve. It was the first-ever product made from Premier League stadium plastic.

CELEBRATING FANS WHO RECYCLE

This result was made possible in large part thanks to fans who answered the call to recycle single-use bottles purchased during Liverpool FC matches. To honor

EARNING RECOGNITION

The European Sponsorship Association recognized SC Johnson and Liverpool Football Club with an award in its Environmentally Sustainable Sponsorship category, calling our efforts together "a clever, smart and pioneering partnership with tangible commercial and social objectives."



TACKLING PLASTIC WASTE

REDESIGNING SHIPPING PACKAGING TO FURTHER REDUCE WASTE

Through a new partnership with Amazon, we're reducing the need for excess packaging materials for products that are going to be shipped.

While we're putting a great deal of focus on reducing the plastic used in our product packaging, it doesn't stop there.

Another consideration is how products ordered online are packaged for shipment. When shipped in large boxes, additional packing such as packing peanuts or air-filled plastic bags are often used around products to keep them safe during transit.



THINKING OUTSIDE THE (SHIPPING) BOX

SC Johnson has been exploring opportunities to reduce excess shipping materials in a partnership with Amazon. As part of the Ships in Product Packaging program, products ordered from Amazon ship to customers in custom packaging without added materials, minimizing the paper and plastic used.

Our first initiative focused on the **Windex®** brand. Instead of shipping in an oversized box with extra plastic padding to protect them, **Windex®** bottles now ship from Amazon in a box specifically designed for the product's size. This reduces waste and the risk of breakage. Plus, the recyclable box is branded, helping create a great impression with consumers while also reducing waste.

DELIVERING PACKAGING SAVINGS

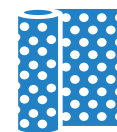
Since joining Amazon's Ships in Product Packaging program in late 2023, SC Johnson has used 58 metric tons less paper, which is equivalent to saving one million trees, and four metric tons less plastic, which is equivalent to saving 450 million plastic bottles.

IN OUR FIRST YEAR:



58

METRIC TONS
LESS PAPER



4

METRIC TONS
LESS PLASTIC

We're applying learnings from the **Windex®** program to other brands, too. For example, a new Ships in Product Packaging box for **Glade® PlugIns®** refills uses less packaging and offers a convenient storage option for consumers.



TACKLING PLASTIC WASTE | NEWS BRIEFS

MORE ACTIONS AROUND THE WORLD

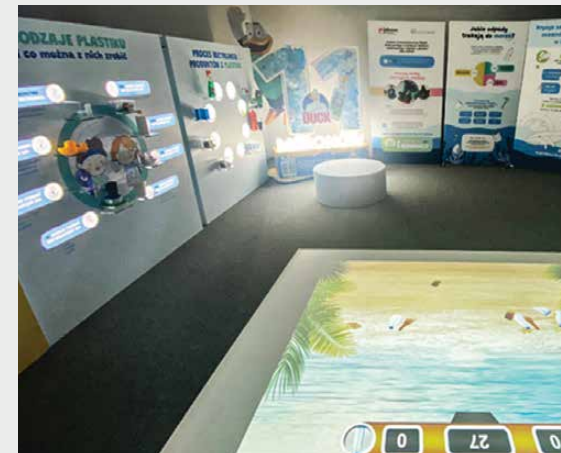
Beyond our efforts to tackle plastic waste through product improvements and advocacy, we also support initiatives around the globe to educate, inspire and clean up plastic pollution.

ENGAGING AND INSPIRING WITH A YOUTH AMBASSADOR PROGRAM

To help encourage young people to join the fight against plastic pollution and create opportunities for young ocean conservation leaders, SC Johnson and **EarthEcho International** created the Marine Plastics Ambassadors program.

Following an in-person experience at **The Blue Paradox** exhibit in May, and inspired by a series of group seminars, 25 young advocates from the Great Lakes region are developing and executing plastic pollution reduction campaigns and projects in their local communities.

“Building pathways of leadership and professional opportunities for young ocean conservation advocates is key to eliminating marine debris and restoring the ocean to health and abundance,” said Philippe Cousteau, Founder of EarthEcho International. “These passionate young leaders bring diverse perspectives, vision and a sense of urgency to the critical issue of marine plastic pollution.”



UNLOCKING OCEAN SOLUTIONS WITH POLISH YOUTH

With help from SC Johnson, the Gorzow Technology Center in Poland now offers a “Pure Ocean” Ecozone as part of its “Young Inventors Club” program to engage children in STEM experiences.

Created by SC Johnson Poland and **Ocean Generation**, the space invites young people to learn about sustainability and how to become ambassadors for our oceans.

It includes information about the benefits of plastic recycling; interactive displays explaining how to reduce, reuse and recycle; as well as an interactive floor where visitors can play fun, sustainability-themed games.

SUPPORTING OCEAN CONSERVATION WITH REEF CHECK IN ASIA

SC Johnson teams in the Asia Pacific region worked with local partner **Reef Check** on initiatives supporting the conservation of coral reefs and ocean health.

In Malaysia, SC Johnson helped establish coral reef rehabilitation, waste classification and plastic recycling infrastructure on two islands to reduce ocean pollution, improve reef resilience, generate income for local islanders and benefit the community. These programs were supported by education to raise awareness about recycling.

In Taiwan, SC Johnson supported a Marine and Coastal Protection Project that completed 26 reef checks around coastal areas, trained 60 eco-divers and delivered awareness programs that educated more than 300 individuals on the impact of marine waste. Data collected from surveys on the natural coastlines of Taiwan was provided to the Coastal Development Agency to help implement policies that encourage resource recycling.



HELPING STUDENTS CONNECT WITH NATURE THROUGH THE CRITTER SCHOLARS PROGRAM

The Critter Scholars Program from **Oceanic Society** aims to give life-changing ocean experiences to underserved students and communities in the San Francisco Bay Area through free-of-charge boat trips and educational programming.

Thanks to support from SC Johnson, this year nearly 180 students from four schools were able to participate in the program, deepening their connection to nature and learning about ocean ecology and conservation.

The students saw seals, sea lions and harbor porpoises while learning to document marine mammal sightings using scientific standards. They also collected and analyzed plankton and microplastic samples from the Bay to contribute to pollution research efforts. For eight in 10 participants, this was their first time experiencing the ocean from a boat.



EDUCATING CHILDREN IN MEXICO WITH RECYCLING LEAGUE

To help teach children about recycling and inspire them to take an active role in helping protect the planet, SC Johnson partnered with **Granja Las Américas**, a popular family amusement park in Mexico City, for a long-term, interactive “Recycling League” installation.

In a series of fun, colorful exhibits and guided by characters like “Captain Reuse,” children take an educational journey that emphasizes sorting waste properly, reducing single-use consumption and reusing materials to give them new life.

The installation is especially designed to engage those born after 2010, whose age group shows a greater inclination toward adopting recycling practices at home, according to a study conducted by SC Johnson on sustainability in Mexican households.

The same study revealed that up to 99% of Mexican households express concern for environmental care and that parents from the Millennial generation involve their children more in sustainable actions (48%) compared to parents of other generations (22%).

By providing a space for learning and exploration, the “Recycling League” aims to help children learn about reducing, reusing and recycling, and also inspire them to take an active role in facing the environmental challenges of today’s world.

Explained Marisol Fonseca, Director of Granja Las Américas. “This partnership signifies a significant step toward real change, as children represent the future of our nation. By empowering them with knowledge and environmental awareness, we are planting the seeds for a sustainable and prosperous future for our country.”



CLEANING UP PLASTIC WASTE IN CHILE AND ARGENTINA WITH RECUPERA Y TRANSFORMA

SC Johnson teams in Argentina and Chile are continuing to work for a more sustainable world through the **Recupera y Transforma (Recover & Transform)** program, which promotes recovering waste and transforming it into products of social and environmental value.

Now in its fourth year, this program is helping prevent ocean pollution and promote the recycling of recovered materials to reduce the impact of waste on nature and wildlife.

In Argentina, it is helping strengthen comprehensive waste management in the city of Pinamar. This includes supporting the local recycling cooperative with equipment and other resources, constructing 35 “clean points” to increase material recovery and acquiring an electric vehicle for low-emission material collection.

Pinamar is also benefitting from the circular economy thanks to the construction of five sustainable eco-shelters for lifeguards and 100 urban nameplates for the town’s streets, built with recycled materials such as plastic, wood and polyaluminium plates.

In Chile, the program is helping strengthen the local circular economy through support for the Isla Bonita artisan cooperative and the Chiloé Peatland Network, which has grown to protect nearly 1,000 hectares of forests and peatlands.

Recupera y Transforma also supported a fourth annual “Let’s Clean Chiloé in a Day” event, which coordinated simultaneous clean-ups throughout the province of Chiloé. More than 800 volunteers joined the local SC Johnson team, together recovering 10 tons of plastic waste.



TEACHING CHILDREN IN JAPAN ABOUT THE IMPACT OF MARINE PLASTIC WASTE

Continuing its longstanding partnership with the **Japan Environmental Education Forum (JEEF)**, SC Johnson is helping educate children throughout Yokohama on the impact of marine plastic waste and what can be done to mitigate it.

More than 1,700 people have been educated through JEEF initiatives, including educational sessions for children, teacher training courses about plastic waste and microplastics, upcycling workshops turning plastics into jewelry, river cleanups at the Ooka River and more.

FIGHTING INSECT-BORNE DISEASE



At SC Johnson, we've been helping protect people from insects and the diseases they may carry since the 1950s. Today, we're making more progress than ever as we combine decades of entomological expertise with new strategies and innovations to help families around the world.

“There are over a billion people that would benefit from the **SC Johnson Guardian™** and **SC Johnson Mosquito Shield™** [spatial repellents]. People want a tool that works for how they live. Frankly, these are the first tools I’ve seen in 36 years that have the promise of doing that. These could be a real gamechanger.”

– Richard Allan, CEO of The MENTOR Initiative and
Officer of the Order of the British Empire (OBE)

FIGHTING INSECT-BORNE DISEASE

HELPING SAFEGUARD COMMUNITIES IN THE FIGHT AGAINST INSECT-BORNE DISEASE

Since 2013, the Healthier World Initiative at SC Johnson has been working to prevent insect-borne disease for the world's most vulnerable people. Here's how our work continued in 2024.

Recognizing the devastating effects of insect-borne disease, in 2024 we continued our focus on families in rural or remote places with limited access to health services and insect-borne disease prevention, and those affected by humanitarian crises and living in damaged or makeshift structures where insects flourish.

The Healthier World Initiative is working to deliver easy-to-use, purpose-built products that help families protect themselves from insects, and supporting community health programs that are fundamental to disease prevention.

PROGRESS ON PRODUCTS

This past year, we've continued to make progress on the development and testing of our spatial repellents for public health use — the **SC Johnson Mosquito Shield™** and **SC Johnson Guardian™** products. We believe they're a valuable addition to the mosquito nets and indoor residual spraying that are the traditional interventions to reduce malaria incidence, and hope to secure a World Health Organization recommendation for them soon.

The products were developed leveraging SC Johnson's 65+ years of insect science and product expertise, as well as insights captured by the Healthier World Initiative team. A key tenet of the Initiative is spending time with families in affected communities to see first-hand how we can design solutions that fit into their lives and align with their priorities.

Our Chairman and CEO, Fisk Johnson, and members of the Healthier World Initiative team traveled to Budalangi, Kenya in 2024,

SINCE 2013:

People reached with public health initiatives, education and repellents:

110+
MILLION



New products developed for public health initiatives:

10



Countries served across Africa, Asia, Latin America and the Middle East:

26



People served by SC Johnson health clinics:

5+
MILLION



SC Johnson Guardian™ spatial repellents are now being made locally in Kenya, with production scaling up. Turn to page 28 to learn more about it and the **SC Johnson Mosquito Shield™** product.

where they hand-delivered **SC Johnson Guardian™** spatial repellents to a small village that had participated in a previous clinical study.

WHY IT MATTERS:

Cases of malaria annually:

249 MILLION

resulting in over 600,000 deaths, most in children under 5 years old

People at risk of contracting dengue:

3.9 BILLION

with an estimated 96 million symptomatic cases per year



Source: World Health Organization:
<https://www.who.int/news-room/fact-sheets/detail/vector-borne-diseases>

They heard from community members who have benefitted from the use of spatial repellents, including children who feel more focused while studying without the distraction and risk of mosquitoes in the classroom.

SUPPORTING COMMUNITY CARE

In addition, we have established 11 more community health clinics in underserved areas, bringing the total to 82 SC Johnson clinics across Rwanda, South Sudan, Indonesia and Tanzania.

We continue to believe that community health workers are the foundation of meaningful impact for families around



the world. Communities rely on them to distribute spatial repellents, deliver educational programs and provide care at local clinics.

THE POWER OF PARTNERSHIPS

Recognizing that partnerships enable us to create impact that goes far beyond what we could do alone, we also continue to progress initiatives with partners including The Global Fund, the United Nations Foundation and its United to Beat Malaria campaign, The MENTOR Initiative, Society for Family Health Rwanda and the Gates Foundation.

This past year also brought the launch of the *Healthier Together* film series, presented by the WHO Foundation and produced by BBC StoryWorks, which explores global efforts to tackle pressing public health challenges. Among the films is one sponsored by SC Johnson sharing our work to eliminate malaria — a great opportunity to continue raising awareness about the tragic impact of this disease and our mission to end it.

**LEARN MORE:**

Watch the *Healthier Together* film.

FIGHTING INSECT-BORNE DISEASE

INNOVATING TO OFFER NEW OPTIONS THAT HELP PROTECT FAMILIES

SC Johnson has committed over \$100 million to the development, testing, production and deployment of spatial repellents as a new public health intervention to prevent insect-borne disease.

Stopping malaria and dengue requires stopping the insects, also known as vectors, that spread these diseases to humans. Currently, the World Health Organization recommends two primary vector-control interventions for malaria prevention: mosquito nets and indoor residual spraying. We believe spatial repellents could be a powerful third tool in the fight against these diseases.

That's why for more than 15 years, we've been working to develop innovative spatial repellents and prove their impact through testing around the globe.

DELIVERING SPATIAL SOLUTIONS

Applying SC Johnson's decades of insect science research and expertise, in 2017, our Healthier World Initiative team developed our first spatial repellent designed to be provided to at-risk populations through global public health partners. Next came the **SC Johnson Guardian™** spatial repellent, with game-changing efficacy lasting one year.

SC Johnson's spatial repellents have four key benefits: they're effective against multiple diseases including malaria, dengue



and leishmaniasis; long-lasting; easy to use and easy to transport.

The **SC Johnson Mosquito Shield™** spatial repellent can help protect a semi-enclosed or enclosed space from mosquitoes without requiring electricity or a flame to work. It's ideal for semi-permanent homes, clinics requiring frequent cleaning, temporary camps for internally displaced people and rapid response settings.



The **SC Johnson Guardian™** spatial repellent lasts for up to 12 months once opened. It's made from 3D mesh fabric sealed in a PET cage that is hermetically sealed in a pouch and stable over time at elevated temperatures and humidity. It's ideal for permanent fixed structures, places where indoor residual spray is currently used and hard-to-reach remote areas.

EARNING A POLICY RECOMMENDATION

Initial trials of SC Johnson-designed spatial repellents took place from 2016 to 2019 in Indonesia and Peru, followed by testing in Kenya from 2021 to 2023.

Promising interim results from Kenya were presented to the World Health Organization's Vector Control Advisory Group (VCAG) in 2023. Ultimately, VCAG confirmed that the study results demonstrate the protective efficacy of spatial repellents.

A team led by Unitaid has been conducting the remaining epidemiological and operational



research required by WHO since 2022, using the **SC Johnson Mosquito Shield™** spatial repellent in large-scale, randomized, controlled trials in Mali and Sri Lanka.

We are hopeful spatial repellents will receive a WHO policy recommendation, making them one of the first new recommended malaria prevention tools in 25 years.

SCALING UP PRODUCTION

From a production standpoint, we're committed to manufacturing our spatial

repellents locally at scale in disease endemic areas. As an example, in 2023, we announced plans to invest in our company in Kenya to produce **SC Johnson Guardian™** spatial repellents locally.

A pilot line went live in Kenya in January of 2024, followed by a high-speed line in October 2024 and another high-speed line in 2025. At full capacity, we expect to be able to produce about 20 million units annually in Kenya while providing employment for about 150 local people.

FIGHTING INSECT-BORNE DISEASE

SUPPORTING COMMUNITY HEALTH AND COMMUNITY HEALTH WORKERS

Each year, over half a million people in Africa die from malaria. We're helping take down malaria by building up Africa's healthcare network, reaching a new milestone with a total of 82 health clinics in 2024.

One of the biggest challenges families in Africa face in the fight against insect-borne disease is the difficulty of getting treatment. In fact, for many people, healthcare assistance is hours away and reached on foot.

At SC Johnson, we believe that access to malaria education is vital, and access to health care overall is transformative. That's why we're trying to help by bringing health care closer to those who need it.

In 2018, we began a partnership with the Rwanda Ministry of Health and the Society for Family Health Rwanda to build community health clinics in rural Rwanda.

MAKING HEALTH CARE MORE ACCESSIBLE:

SC Johnson health clinics opened since 2018:

82



People now being served by SC Johnson health clinics each year:

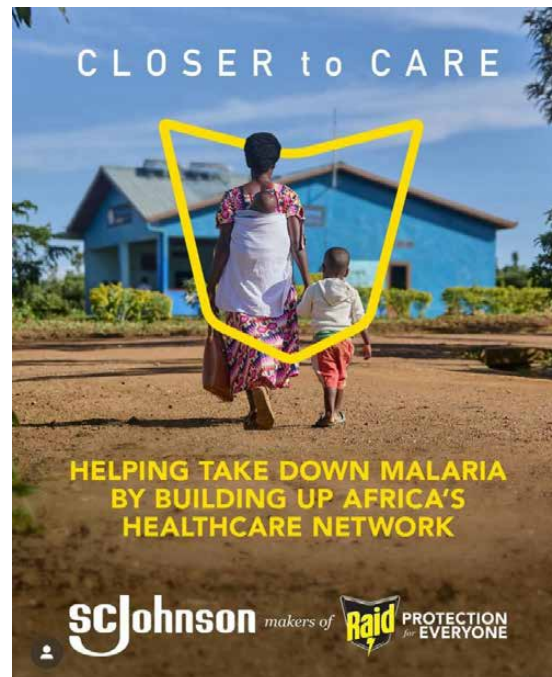
1+

MILLION



BRINGING CARE CLOSER

Since then, we have continued to invest, reaching 82 clinics in 2024, including 78 in Rwanda, two in Tanzania, and one each in Indonesia and South Sudan. In Rwanda, these health posts have reduced the average amount of time it takes to walk to receive care by over 80%.



REDUCING TIME TO REACH CARE:

Average walk-time to receive care in Rwanda before the SC Johnson health clinics:

3 HOURS



Average walk-time to receive care in Rwanda thanks to our network of clinics:

30 MINUTES



Through 2024, this initiative to build health clinics has brought health care closer for more than a million people in Rwanda. Plus, the clinics provide jobs both for construction and staffing, making them a catalyst for economic activity and impact in rural areas.

ADVANCING CERTIFIED CARE

Hand in hand with our expansion of health care clinics, we also continue to support healthcare workers through our partnership with the Society for Family Health Rwanda on the Certified Care program for community caregivers.

Across Rwanda, tens of thousands of community members — mostly women — provide the frontline defense in caring for their families and neighbors when they get sick. In fact, 55% of the malaria cases in Rwanda are reportedly handled by these caregivers rather than medical officials.

Through the Certified Care program, local caregivers — more than 10,000 already — are being trained and empowered as officially certified Community Health Workers, so they can earn a living wage for the work they've previously done for free.

Community Health Workers gain skills and knowledge in diagnosis and treatment across a variety of illnesses and diseases, and are able to earn official, paying positions so they can care for their communities and build a career for the future.



LEARN MORE:

Watch a video about the Closer to Care program.

Watch a video about the Certified Care program.



FIGHTING INSECT-BORNE DISEASE

HELPING FAMILIES FIGHT DENGUE ACROSS LATIN AMERICA

The “Bye Mosquito” campaign has now expanded to seven Latin American countries in partnership with local NGOs, helping raise awareness about dengue and other mosquito-borne diseases.

The World Health Organization believes that about half the world's population is now at risk of dengue, and reports an estimated 100 to 400 million infections a year.* That's why along with malaria, educating about dengue and its prevention is another priority for SC Johnson.

CREATING AWARENESS WITH “BYE MOSQUITO”

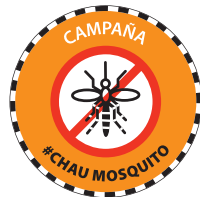
During the dengue epidemic of 2016 in Latin America, SC Johnson partnered with the NGO Edupas to create “Chau Mosquito,” a campaign to help raise awareness about dengue and other diseases transmitted by the *Aedes aegypti* mosquito, and promote community actions for prevention.

The campaign works with community and social organizations and government agencies on local prevention strategies and actions, so people know how to protect themselves from the spread of insect-borne diseases and eliminate sources of infection.

It includes educational handouts, activities for children, public events, workshops and training, neighborhood programs and more,

as well as product donations from SC Johnson to help people protect themselves from mosquito bites.

A fundamental component of the program is educating community advocates, including teachers, health teams, emergency responders, social workers, city employees and others, to provide education to families in their local communities.



* Source: <https://www.who.int/news-room/fact-sheets/detail/dengue-and-severe-dengue>

EXPANDING THE PROGRAM

Since 2016, the program has continued to expand, this year taking place in seven Latin American countries: Argentina, Brazil, Colombia, Mexico, Paraguay, Peru and Venezuela, in partnership with local NGOs.

As an example, the program launched in Mexico as “Adiós Mosquito” through a partnership with the Mexican Red Cross (Cruz Roja Mexicana) and Edupas. The Mexican Red Cross has 500 delegations and more than 20,000 collaborators, providing the infrastructure to reach even the most remote communities.

The program is expected to benefit more than 10,000 people living in Chiapas, Tabasco, Yucatan, Oaxaca and Guerrero.

Similarly, in Brazil, where the program is known as “Adeus Mosquito,” training sessions help reinforce the importance of prevention and how to correctly use repellents. Since 2000, mosquito-borne diseases including dengue, yellow fever, malaria, Zika and chikungunya have affected an average of two million Brazilians each year.

Over the last year, along with the training, SC Johnson donated more than 120,000 units of **OFF!**® insect repellents to NGOs throughout Brazil.



“BYE MOSQUITO” PROGRAM IMPACT THROUGH 2023:

Educational resources delivered:

1,000,000+



Community advocates empowered:

10,000+



Repellents donated
by SC Johnson:

1,000,000+



Families reached:

2,000,000+



FIGHTING INSECT-BORNE DISEASE

REDUCING INSECT BITES WITH AWARENESS, EDUCATION AND INSIGHTS

In 2024, SC Johnson continued to roll out initiatives and partnerships that help people learn how to anticipate when insect bites might occur so they can take steps to protect themselves.

Avoiding insect bites and the diseases they can transmit starts with being aware of when and how bites happen. That's why educational programs are an important part of SC Johnson's work to stop insect-borne disease.

FIGHT THE BITE

In the United States, one of the most common insect-borne diseases is Lyme disease, which can be transmitted to humans from the bite of a blacklegged tick, also known as a deer tick. The U.S. Centers for Disease Control and Prevention estimate that over 476,000 Americans are diagnosed and treated for Lyme disease each year.*

2024 PROGRAM IMPACT:

Camp staff and
counselors trained:

630



Campers helped:

8,000+



* Source: <https://www.cdc.gov/lyme/data-research/facts-stats/index.html>

To help protect children, who are one of the most at-risk populations for tick bites, in 2024 SC Johnson partnered with the

Alliance for Camp Health to reach areas where the potential for tick bites is especially high: summer camps.

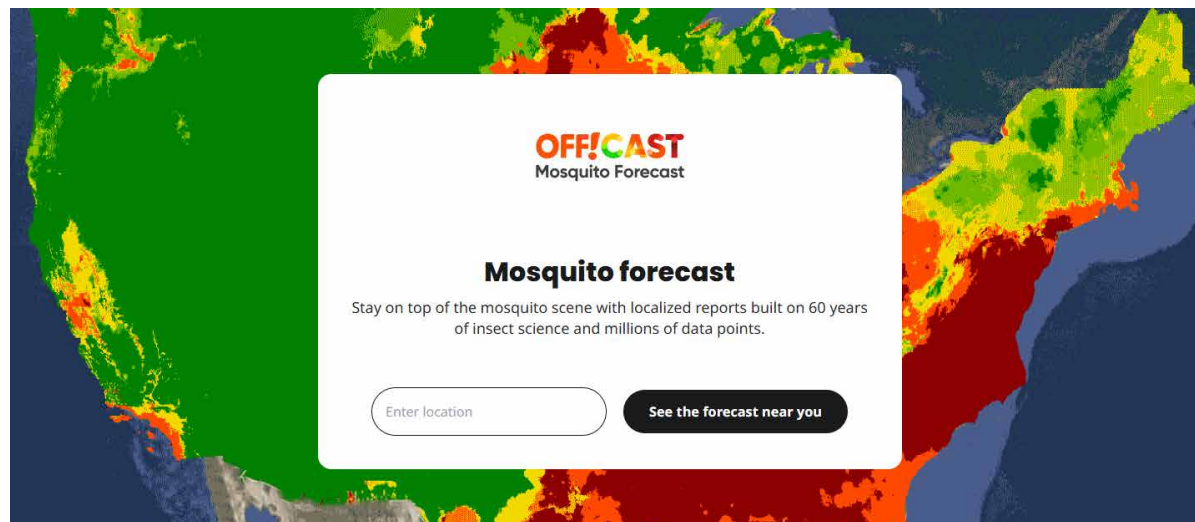


The “Fight the Bite” program worked with 13 camps in Wisconsin to educate 630 camp staff and counselors and to help better protect more than 8,000 young campers.

Developed by the Alliance for Camp Health with SC Johnson’s support, the “Fight the Bite” program provided camps with educational resources on the risk ticks pose as well as tick bite prevention, tick removal and post-exposure care.

PREDICTING MOSQUITO BEHAVIOR

The 2024 summer season also brought the newest expansion of SC Johnson’s **OFF!Cast Mosquito Forecast™** tool, making it even easier for families to protect themselves from mosquitoes thanks to a new partnership with The Weather Company.



Launched in the U.S. in 2022, Brazil in 2023 and Canada in 2024, the **OFF!Cast Mosquito Forecast™** tool predicts mosquito behavior and populations to help people better plan outdoor summer activities and take steps to protect themselves from mosquito bites.

In 2024, we enhanced the **OFF!Cast Mosquito Forecast™** tool with weather data and analytics from The Weather Company, the world’s most accurate weather forecaster. Using The Weather Engine™ data and insights platform, the collaboration now leverages The Weather Company’s deep meteorological expertise and enhanced data sets to predict mosquito sources and forecast conditions that drive day-of mosquito activity.

Plus, integrating the **OFF!Cast Mosquito Forecast™** tool into The Weather Channel app, the world’s most downloaded weather app, means millions more people could get into a routine of checking their local mosquito

and weather forecasts simultaneously to help them avoid both the nuisance of mosquitoes and the dangers of mosquito-borne diseases.

THE SCIENCE BEHIND THE OFF!CAST MOSQUITO FORECAST™ TOOL:

Weather data points updated daily:

15
BILLION



Mosquito trap data points providing verification:

33
MILLION



LEARN MORE:

Watch a video about “Fight the Bite.”

FIGHTING INSECT-BORNE DISEASE | NEWS BRIEFS

INVESTING IN DENGUE-PREVENTION PROGRAMS IN ASIA

This past year, we also continued to support dengue awareness and prevention programs in Asia, working with local NGOs and public health partners to assist schools and communities. Here's a look at three programs that helped people learn how to protect themselves from insect-borne disease.

REACHING STUDENTS IN THE PHILIPPINES

SC Johnson partnered with more than 60 public and private schools in the Manila area to strengthen dengue prevention efforts, engaging with parents, teachers and local stakeholders to help combat the threat of the disease.

We donated **OFF!**® insect repellent products and sponsored educational sessions for students about preventing dengue. The company also provided posters and infographics featuring practical dengue prevention tips.



PROVIDING EDUCATION AND PRODUCTS IN THAILAND

In Thailand, we collaborated with non-profit partner **Community Children Foundation** to support a training program about dengue prevention for schools and community members.

Working in collaboration with the Ministry of Public Health, Community Children Foundation has educated over 20,000 people in three provinces on insect-borne disease prevention, and provided access to pest control products like **OFF!**® and **Baygon**®.



ASSISTING OUR NEIGHBORS IN MALAYSIA

Project Next Door, a key philanthropic effort for our team in Malaysia, is an effort to support an underserved community near the SC Johnson office. We partner on the program with the non-profit **MyKasih Foundation**.

Through our collaboration this past year, a community learning space was created to host educational workshops for adults and children on topics including dengue awareness and prevention.

About 300 families in the community were also provided with back-to-school support, food aid and SC Johnson household products including **Ridsect**® pest control, **FamilyGuard**™ disinfectant and **Mr. Muscle**® home cleaning products.



FIGHTING INSECT-BORNE DISEASE | NEWS BRIEFS

HELPING COMMUNITIES IN CRISIS WITH RAPID RESPONSE ASSISTANCE

When crises like natural disasters or insect-borne disease outbreaks arise, SC Johnson works to quickly provide support with product donations to affected communities.

ARGENTINA

During the exceptional 2024 peak of severe dengue cases in Argentina, we donated more than 240,000 units of **OFF!**® repellents imported from Mexico and distributed among vulnerable communities. With **Cáritas Argentina**, we distributed repellents to underserved communities in difficult-to-reach areas. We also coordinated with **Asociación Conciencia**, which distributed repellents to dozens of schools in the Buenos Aires area. Other partners helped distribute repellents to community centers, churches, small organizations and people in vulnerable areas.



THAILAND

More than 250,000 units of **OFF!**® repellents, **Baygon**® pest control and **Family Guard**™ disinfectants were donated to **Community Children Foundation** in Thailand to assist with recovery during monsoon season and after severe flooding in Nan, Chiang Rai and Chiang Mai.



BRAZIL

In Brazil, we donated over 118,000 units of repellents and cleaning products to **SOS Children's Villages** for distribution in Rio Grande do Sul. The company also donated R\$ 200,000 to supply food, water, sheets and mattresses. Hundreds of families in the area lost everything due to terrible rains and floods, and were severely affected by dengue.

UNITED STATES

In the United States, we provided more than 120,000 units of product and made financial contributions to partners like **Convoy of Hope** and the **American Red Cross** to assist with relief related to Hurricane Debby, Hurricane Helene and other disasters. Our **FamilyGuard**™ disinfectant/home cleaning product range was donated to help families affected by severe flooding clean their homes post-flood.

1.4 MILLION PRODUCTS DONATED TO HELP

SC Johnson's product donations in fiscal year 2024 surpassed 1.4 million products. Many of these were repellents to help families protect themselves from mosquitoes and the diseases they may carry. We also donated disinfectant and cleaning products to help communities recovering from natural disasters, as well as those in need of support for health and hygiene in homes, schools and other areas.

CHINA

In China, we donated over 20,000 units of **Raid**® pest control and **Mr Muscle**® home cleaning products to the **China Red Cross Foundation** to support underserved communities in Beijing, Hebei and Tianjin.



DRIVING SUSTAINABLE OPERATIONS

At SC Johnson, we've been working for generations to operate in ways that are responsible and sustainable. Today, from investing in renewable energy, to continuing our commitment on deforestation, to reducing waste in our operations, we're taking action around the world to help protect the planet for future generations.



“Financial performance in one particular quarter or a year will be forgotten in a very short time. What will remain — and what will determine how favorably [companies] are looked upon — is the impact they have had on society generally and the environment where they operate.”

– Sam Johnson, fourth generation leader of SC Johnson

DRIVING SUSTAINABLE OPERATIONS

EXTENDING DECADES OF PROGRESS BY CONTINUING TO REDUCE CARBON EMISSIONS

We're implementing innovative strategies and practices to further reduce our carbon footprint, and continue building on SC Johnson's long legacy of environmental responsibility.

For more than three decades, SC Johnson has made it a priority to monitor our progress on environmental goals and drive improvement. It's a continuation of our longstanding commitment to environmental stewardship, from eliminating CFCs in 1975, ahead of government mandates, to investing in on-site renewable energy since the early 2000s.

As we keep working to do our part and help take care of the environment for future generations, a key focus is continuing to reduce carbon emissions across our operations as well as understanding and addressing the environmental impact of our value chain.

To keep driving progress in these areas, we set two global 2025 commitments:

- Reduce company-wide absolute emissions by 70% compared to our 2000 baseline.
- Increase global energy use from renewable sources for all operations to 48%.

RESULTS THROUGH 2024:

Change in absolute emissions since 2000:

-71%



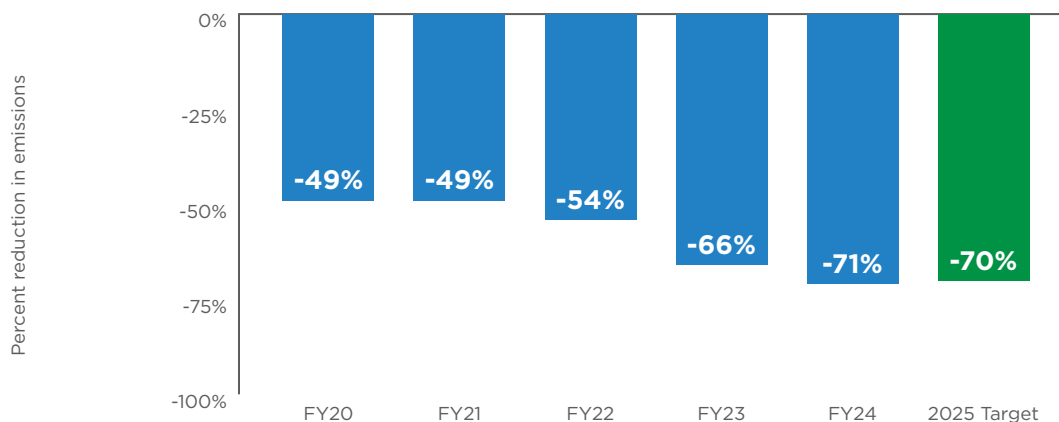
Energy from renewable sources:

45%



GLOBAL GREENHOUSE GAS EMISSIONS REDUCTION

Our Commitment: By 2025, reduce company-wide absolute emissions by 70% compared to our 2000 baseline.



Reflects total Scope 1 & Scope 2 greenhouse gas emissions change vs. 2000 baseline. Excludes recently acquired entities and Scope 3 emissions. On average, across similar industries, Scope 3 emissions account for up to 80-90% of a company's carbon emissions.*

PROGRESS ON OUR GOALS

From 2000 to 2024, we have reduced our absolute greenhouse gas (GHG) emissions by 71%, exceeding our 2025 goal ahead of schedule. Over the past four years, we've reduced emissions by 38%, which represents an average of 10% annually. This was achieved through a focus on both

energy efficiency and increasing our use of renewable energy.

For example, in 2021 we completed our newest addition to our global headquarters in Racine, Wisconsin: Waxbird Commons.

* Source: https://cdn.cdp.net/cdp-production/cms/guidance_docs/pdfs/000/003/504/original/CDP-technical-note-scope-3-relevance-by-sector.pdf?1649687608

The investments in Waxbird Commons have helped reduce campus energy consumption by over 30%. New features include geothermal exchange, solar energy, photovoltaic-wind (PV) lights and recycled asphalt pavement.

The 2024 year also brought progress on our global renewable energy commitment. We reached 45% global renewable energy across our owned operations, nearing our 2025 goal. Our energy source mix continues to improve, with our renewable energy consumption today encompassing on-site wind, solar, geothermal and other initiatives.

Since 2020, we have expanded solar installations to five SC Johnson sites across Argentina, Egypt, Kenya, the United Kingdom and Waxdale, our largest global manufacturing facility in Racine, Wisconsin.

Collectively, SC Johnson has over 17,500 solar panels across our sites.

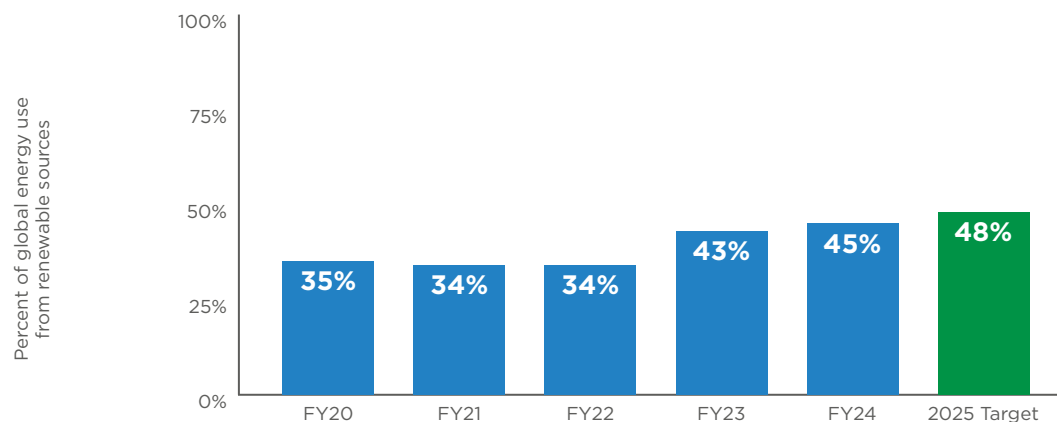
At the same time, we continue to use wind power at company sites, including Waxdale and our Europlant operation in the Netherlands, which have on-site wind turbines, while operations in other locations purchase wind power from nearby wind farms. For example, our Bay City, Michigan, site, which produces **Ziploc®** brand bags, runs on 100% purchased wind energy for electricity.

LOOKING AHEAD

As we look to the future, we are energized by our progress on our 2025 objectives and have begun working toward our next set of carbon goals.

GLOBAL RENEWABLE ENERGY

Our Commitment: By 2025, increase global energy use from renewable sources for all operations to 48%.



Reflects percent of global energy use from renewable sources within our owned operations.



DRIVING SUSTAINABLE OPERATIONS

LIVING UP TO OUR COMMITMENT AGAINST DEFORESTATION

We work with our suppliers and stakeholders to ensure materials for SC Johnson products are sourced sustainably.

Saving forests starts with a commitment to a sustainably sourced supply chain, meaning avoiding goods from land that has been deforested or converted from its natural state for other uses.

Here are SC Johnson's actions to support this commitment:

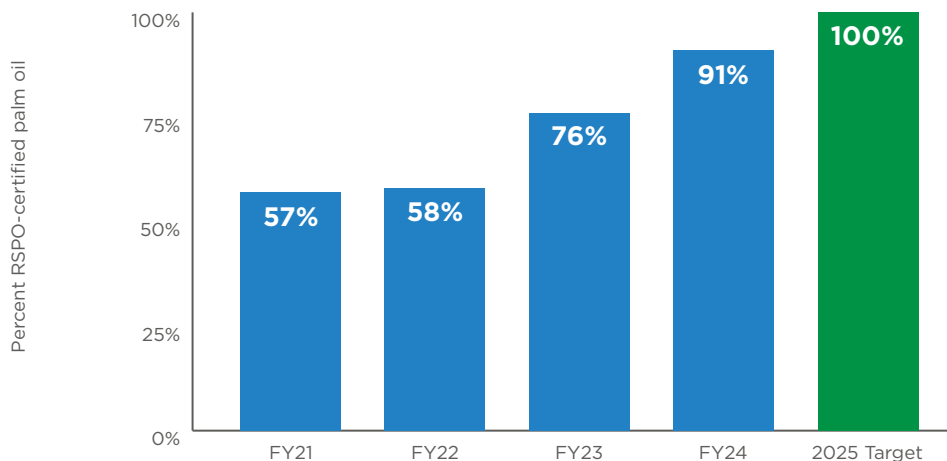
- Remain committed to sourcing all palm and palm-derived materials from sustainable sources.
- Restrict non-sustainable palm oil for new uses in our products. Our goal is to eliminate palm oil and palm oil derivatives use in products globally.
- Remain committed to sourcing all pulp, paper and packaging from Forest Stewardship Council (FSC), Sustainable Forestry Initiative (SFI) or Programme for the Endorsement of Forest Certification (PEFC) certified sources, or from recycled material.
- Optimize packaging design to minimize the overall use of paperboard.

PROGRESS ON OUR GOALS

At SC Johnson, we use relatively small amounts of palm oil, palm kernel oil or palm derivatives, but we recognize the impact that non-sustainable palm oil production

RSPO-CERTIFIED PALM OIL USE

Our Commitment: Continue to ensure that our sourcing of these materials is certified and not contributing to deforestation.



* Includes various RSPO certification levels including identity preserved, segregated or mass balance.

has on the planet and on forest conservation for future generations.

We're committed to ensuring that our sourcing of these materials is certified and not contributing to deforestation. In 2024, 91% of our palm oil was Roundtable on Sustainable Palm Oil (RSPO)-certified*.

DRIVING SUSTAINABLE OPERATIONS

NEARING ZERO MANUFACTURING WASTE TO LANDFILL AT SC JOHNSON SITES

Since 2000, we've been working to reduce waste from SC Johnson manufacturing sites around the world by eliminating it before it is generated or diverting it responsibly.

Waste reduction has been a priority at SC Johnson for decades. From a product standpoint, we've been working to use less plastic, incorporate more post-consumer recycled materials and make more of our packaging reusable or recyclable than ever before. Read about these efforts on page 10.

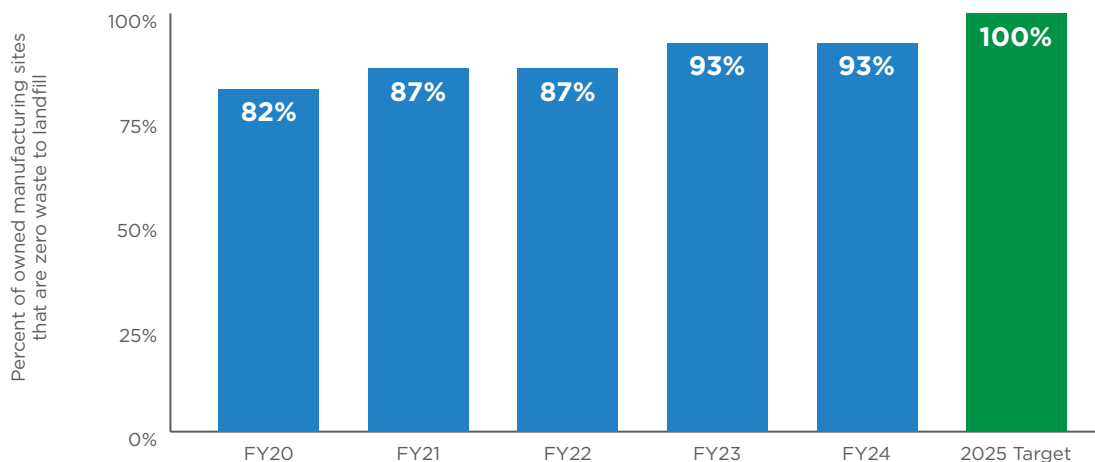
From an operational standpoint, we continue working to reduce waste from SC Johnson manufacturing sites by eliminating it before it is generated, and by redirecting waste that does occur, so it is reused, recycled or otherwise responsibly diverted. Our goal is for 100% of our owned manufacturing sites to be zero manufacturing waste to landfill.

PROGRESS ON OUR GOALS

Today, 93% of SC Johnson manufacturing sites are zero manufacturing waste to landfill, with several operations going beyond to reach zero waste for their offices, cafeterias or other facilities.

ZERO MANUFACTURING WASTE TO LANDFILL SITES

Our Commitment: By 2025, reach 100% of SC Johnson manufacturing sites maintaining zero waste to landfill status.



We define zero waste to landfill as diverting waste through reuse, recycling, repurposing or incineration, with efforts to use incineration with heat and/or energy recovery.



DRIVING SUSTAINABLE OPERATIONS

BEING TRANSPARENT ABOUT THE INGREDIENTS WE USE IN OUR PRODUCTS

In 2024, our ingredient communication website, WhatsInsideSCJohnson.com, marked its 15th year of transparently sharing information about the ingredients in our products.

When consumers pick up an SC Johnson product, we want them to be able to find out what's inside and to trust that its ingredients have met our high safety standards.

Each ingredient we use in our products undergoes a rigorous screening process to understand potential impacts on humans and the environment. We review all elements of this process regularly to make sure it reflects the latest science.

Then, we communicate what's inside so consumers can make informed choices about the products they choose to use.

WHAT'S INSIDE:

Percent of ingredients in our products shared on our ingredient website:

99.99%



Number of ingredients that our high standards limit or fully restrict in our products:

200+

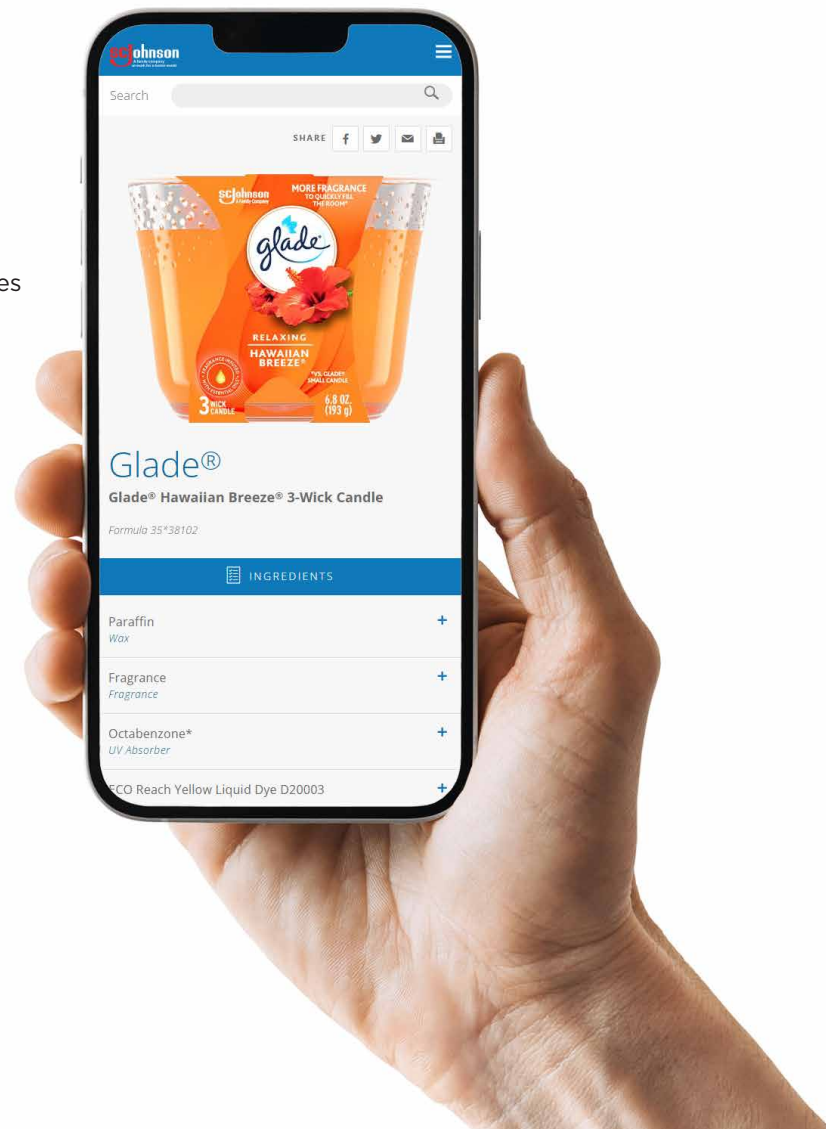


INGREDIENTS AS CLOSE AS YOUR PHONE

We launched our first ingredient website in 2009 and have continued to expand on our disclosure ever since, including listing fragrance ingredients on a product-specific basis.

While local regulations in some countries have affected how disclosure occurs for those markets, we believe our WhatsInsideSCJohnson.com website continues to offer a model for honest and transparent communication about product ingredients.

We provide a detailed list of ingredients for full transparency. We also include the function of the ingredient in that particular product, and whether the ingredient appears on SC Johnson's list of potential skin allergens.



A LOOK AT OUR DISCLOSURE

Here's an example of a product listing from the WhatsInsideSCJohnson.com website.



- [CA INGREDIENT DISCLOSURE REQUIREMENTS](#)
- [VISIT FANTASTIK® WEBSITE](#)
- [DOWNLOAD SDS](#)

fantastik®

fantastik® All-Purpose Cleaner with Bleach

Formula 35*4371



INGREDIENTS

Water	Water	+
Sodium Hypochlorite	Bleach	+
Lauryl Dimethyl Amine Oxide	Cleaning Agent	-
<i>Lauryl dimethyl amine oxide is a cleaning agent, or "surfactant," that can also be found in a variety of products including shampoos and dishwashing detergents. We use it in our products to remove dirt and deposits by surrounding dirt particles to loosen them from the surface they're attached to, so they can be rinsed away.</i>		
Sodium Carbonate	Builder	+
Sodium Hydroxide	pH Adjuster	+
Fragrance	Fragrance	-
<i>2,6-dimethylheptan-2-ol; 2,6-dimethyloctan-2-ol; 2-t-butylcyclohexyl acetate; 3,7-dimethyloctan-3-ol; 4-tert-butylcyclohexyl acetate*; benzophenone; benzyl benzoate*; citronellol*; diphenyl ether; eucalyptol*</i>		

*Item on SC Johnson's list of skin allergens, [learn more](#).

[For additional detail about our fragrance ingredients, click here.](#)

Consumers can click open ingredient descriptions to understand their purpose in the product.

Fragrance ingredients are listed covering more than 99.99% of the ingredients in most product formulas, with just a bit held back for supplier confidentiality.

Items that are on SC Johnson's extensive list of potential skin allergens are starred and the ingredient description provides a link to learn more.

DRIVING SUSTAINABLE OPERATIONS | NEWS BRIEFS

SUPPORTING SUSTAINABILITY PROGRAMS AROUND THE WORLD

Along with our commitment to operate sustainably, SC Johnson also provides grants and support for programs that are tackling environmental challenges like deforestation and conservation.

ENGAGING THE NEXT GENERATION OF ENVIRONMENTAL LEADERS

Building on a relationship started in 2022, SC Johnson again partnered with **Earth Rangers**, an organization that works to transform children's concerns about the environment into positive, meaningful action.

Earth Rangers uses up-to-date science and real-life conservation examples to provide children with a better understanding of how they can be part of the solution. Our support helped bring Earth Rangers' programs to almost 7,000 children in Canada.

Through programs at 15 schools, children experienced an immersive, multimedia experience with live animals, trivia and games to engage and inspire them. The program was also offered through SC Johnson's Kaleidoscope Education Series, reaching another 1,700 students.



HELPING SAFEGUARD GIANT TORTOISES IN GALAPAGOS

For over 60 years, the **Charles Darwin Foundation**, an international non-profit organization, has been dedicated to the conservation and sustainability of the Galapagos Islands' ecosystems and species.

An SC Johnson grant is supporting research projects about preserving giant tortoises, including understanding nesting, migration and other long-term conservation solutions that will benefit both humans and wildlife.



SUPPORTING CONSERVATION AND BIODIVERSITY IN CHINA

Continuing our long partnership with **World Wildlife Fund** in China, SC Johnson supports the Yangtze Estuary conservation project at the Shanghai Chongming Dongtan Bird Nature Reserve. This includes the SC Johnson Hide, which was established in 2017 to provide an area for education and for scientists to observe rare bird species.

With SC Johnson's support, WWF has been working with the reserve and Fudan University to improve their field monitoring, environmental restoration and wetland management system. Our funding is also helping expand the project to Wujiang in Suzhou for more wetland protection.

The Yangtze Estuary conservation project has been nominated as a UNESCO World Heritage Site and has helped to raise awareness of the importance of sustainability among businesses, the public and government.

TAKING ACTION FOR FORESTS

At the same time that we work to make sure our products don't contribute to deforestation, SC Johnson also has a long history of partnering with NGOs to help preserve forests.

In the last decade, this has included programs with **Conservation International** to preserve 10,000 acres of rainforest in the Amazon region and partnering with **Associação Caatinga** to help protect the Caatinga biome in Brazil.



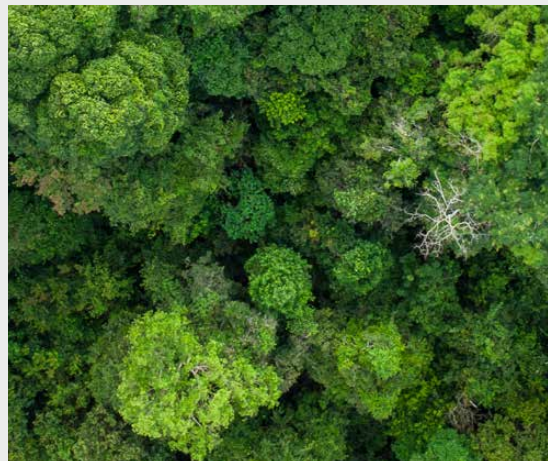
Australia

Here's a look at some of our recent forest-related programs and philanthropy.

In **Puerto Rico**, we supported The Conservation Trust of Puerto Rico, which works to promote conservation of local ecosystems through education and the management of tree nurseries that produce, distribute and plant native trees. Our most recent donation helped distribute more than 20,000 native trees.

Our team in **Colombia** participated in a restoration project for the Sabana Ecopark Reserve as part of its partnership with the Trébola Ecological Organization. The team planted trees to contribute to the maintenance of the different species of the Arrieros Wetland Ecosystem.

In **Australia**, we supported ReForest Now in its work to plant and maintain native trees in New South Wales. Our donation to the organization allowed the planting of 6,000 native trees to restore 1.5 hectares of critically endangered subtropical rainforest in the Northern Rivers area.



The Republic of Korea

As part of our partnership with the Korea Safety Health Environment (SHE) Foundation, the SC Johnson team in the **Republic of Korea** planted trees to contribute to local ecological restoration. Through our partnership, the SHE Foundation supports local programs to address challenges in environment, safety and health areas, involving more than 1,200 citizens so far.

In the **Czech Republic**, we supported the local organization Bumblebee with a grant to fund the planting of 320 native trees in five locations, as well as building protections around them against deer and providing ongoing care in the first year after planting.

In **Canada**, we supported the Brant Waterways Foundation, which helps protect and enhance the Grand River and adjacent lands in Brant County, Brantford and Six Nations of the Grand River. Our latest funding included covering the cost of trees for the 11th annual City of Brantford Community Tree Planting event.

A cluster of stylized human figures in the background, rendered in a light gray color. The figures are of various sizes and are arranged in a way that suggests a group of people standing together. The heads are represented by circles, and the bodies are represented by simple, rounded shapes.

SUPPORTING OUR COMMUNITIES

At SC Johnson, we're committed to continuing our legacy of philanthropic giving to help make our communities better. Over the last decade alone, we've invested more than \$300 million into families, communities and the planet, and we're already looking ahead to tomorrow's impact.

“We are deeply grateful to SC Johnson for their generous support of Racine Habitat for Humanity. Your unwavering commitment to our community is transforming lives, ensuring many families have access to safe and affordable homes. Together, we are not just building houses; we are helping families achieve the dream of homeownership while creating a more vibrant community. Thank you for being an indispensable partner in our mission to drive lasting change.”

- Racine Habitat for Humanity

SUPPORTING OUR COMMUNITIES

CONTINUING OUR LEGACY OF GIVING BY HELPING MILLIONS AROUND THE GLOBE

Through 2024, SC Johnson continued to invest in philanthropic initiatives to help build a healthier world, a more sustainable world and a world with more opportunity.

Since 1937, SC Johnson has donated 5% of pre-tax profits to charity. It's part of our enduring commitment that wherever we operate, we want to help make that place better because we are there.

OUR IMPACT AROUND THE WORLD

Over the last decade, SC Johnson has invested more than \$300 million into families, communities and the planet. This past year, we helped over 4.7 million people by supporting 646 organizations working to help people and the planet.

We also donated more than 1.4 million units of product. For example, we donated repellents to help communities facing outbreaks of insect-borne disease and cleaners to help areas recovering from natural disasters.

IN 2024:

People helped:

4.7

MILLION



Organizations
supported:

646



OUR GIVING PILLARS

SC Johnson's corporate philanthropy focuses primarily on supporting institutions or organizations that serve or directly affect communities where we have operations. Our giving pillars center on creating:



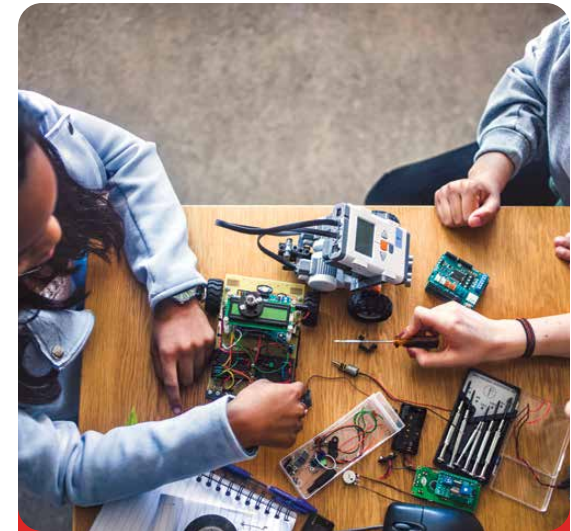
A MORE SUSTAINABLE WORLD

Promoting sustainability with a focus on reducing, reusing and recycling plastic waste, and supporting environmental conservation with a focus on healthy oceans and forests and carbon reduction initiatives.



A HEALTHIER WORLD

Helping society thrive by addressing insect-borne disease, strengthening healthcare systems with increased access, addressing food insecurity and enabling healthier outcomes.



A WORLD WITH MORE OPPORTUNITY

Opening doors for those in need by strengthening communities while advancing economic and social mobility through equal access to education and housing.

EXPLORE OUR IMPACT:

Our sustainability-related philanthropy is featured in briefs starting on pages 20 and 46. Find other examples on the pages that follow.

Inspiring and
Supporting Children

PAGE **52**

Creating Education
Opportunities

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Helping Families
in Need

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Investing
in Health

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SUPPORTING OUR COMMUNITIES | NEWS BRIEFS

PROVIDING INSPIRATION AND SUPPORT FOR CHILDREN

In support of our commitment to philanthropy for a healthier world and a world with more opportunity, much of SC Johnson's giving focuses on organizations and programs that are working to inspire and support children. These are a few of our recent efforts.

HELPING GIRLS THRIVE IN MEXICO WITH DIBUJANDO UN MAÑANA

For the past 18 years, SC Johnson has supported **Fundación Dibujando un Mañana**, funding programs that help girls and young women rise above poverty, homelessness and neglect.

Our collaboration with Dibujando un Mañana is called "Tú Puedes Ayudar" (You Can Help). It aims to strengthen and promote actions by NGOs that are helping girls and young women develop skills so they feel safe, valuable and confident, and by doing so promote gender equality.

Over its nearly two decades, the program has touched the lives of over 66,000 girls, adolescents and young women by supporting more than 770 programs across Mexico.

Building on learnings from the Dibujando un Mañana collaboration, the SC Johnson team in Costa Rica has now also launched a "Tú Puedes Ayudar" program locally, likewise aiming to support NGOs that are helping girls and young women in situations of vulnerability.

Through the program in Costa Rica, 10 NGOs received support for programs this past year, benefitting over 3,000 girls and young women.



Photo courtesy of Salesian Boys' and Girls' Club.

SUPPORTING MENTORSHIP AND SAFE SPACES FOR U.S. YOUTH

Across the United States, SC Johnson teams support programs designed to help local children thrive. Among recent support, SC Johnson Professional provided funds to **Big Brothers Big Sisters of the Central Carolinas** and the organization's One-to-One Youth Mentoring program.

Similarly, SC Johnson supported **Big Brothers Big Sisters of the Great Lakes Bay Region** with funds to assist youth mentoring there. The program currently has more than 280 young people paired with adult mentors.

In San Francisco, we assist **Salesian Boys' and Girls' Club** in its work to provide a safe, affordable place for kids and teens in the greater North Beach, Russian Hill and Chinatown communities. Our latest grant funded after-school programming for the organization.

HELPING AT-RISK CHILDREN GET NEEDED SUPPORT IN SPAIN

SC Johnson has supported **Aldeas Infantiles SOS Spain** for multiple years in its work to provide family-based care for children in need. The organization aims to make sure at-risk children can grow up in a loving home with the same opportunities for success as others.

Through 2024, SC Johnson's funding has helped Aldeas Infantiles SOS Spain support over 4,000 children and teenagers with prevention and family programs.



**ALDEAS
INFANTILES SOS**

HELPING THE CHILDHOOD TRUST ASSIST CHILDREN LIVING IN POVERTY

In the United Kingdom, SC Johnson provides support to **The Childhood Trust**, which works to alleviate the impact of poverty on children with programs that meet their practical and emotional needs.

SC Johnson's support helps transform the bedrooms of children living in dilapidated housing into safe spaces where they can learn, play and grow. The company's latest funding helped over 1,300 children.



Photo courtesy of The Childhood Trust.



#ChagasSeTrata

Cada año nacen más de 9.000 bebés en el mundo con *Trypanosoma cruzi*

el parásito que causa la enfermedad de Chagas.



PARTNERING WITH MUNDO SANO TO SUPPORT HEALTH FOR PREGNANT WOMEN IN ARGENTINA

With longtime partner **Mundo Sano**, SC Johnson has supported a program in Argentina to assist pregnant women and their newborns by reinforcing and complementing local health capabilities related to the prevention of Chagas disease, HIV, syphilis and hepatitis B.

This includes training local health personnel and providing diagnosis, monitoring and treatment for pregnant women and their babies, as well as related children and partners. The program helped 500 pregnant women and 50 newborns as well as several hundred related children.

OTHER RECENT SUPPORT:

Other organizations and programs SC Johnson has supported to help children include **Save the Children**, **San Francisco CASA** and the **Donald Driver Foundation** in the U.S., **Growbaby** in the U.K., **Dimitrie Foundation** in Romania, **Pre-de-Vert** in Switzerland, **Children International** in Ecuador and **Children with Disabilities Association** in Saudi Arabia.

SUPPORTING OUR COMMUNITIES | NEWS BRIEFS

CREATING OPPORTUNITIES FOR EDUCATION AND STEM LEARNING

As we keep working toward a world with more opportunity, we prioritize organizations and programs that create education opportunities and support learning in science, technology, engineering and math (STEM). These are a few of our recent efforts.



PARTNERING WITH SAIGON CHILDREN TO HELP STUDENTS

We have continued our partnership with **Saigon Children** to support underserved communities in the Binh Duong Province of Vietnam.

This partnership provides scholarships for migrant students aged 6 to 18, as well as training for parents and teachers about early detection of learning differences, to better meet special needs.

SC Johnson also covered the cost of laptops for underserved university students, enabling access to educational resources and remote learning opportunities.

CONTINUING A LEGACY OF EDUCATIONAL SUPPORT IN THE U.S.

In 1909, Dr. Laurence C. Jones started **The Piney Woods School** in rural Mississippi, having learned about the high local illiteracy rate. His goal was to create educational opportunity for rural, Black residents, and some of his first students were children and grandchildren of former slaves.

Samuel Curtis Johnson, the founder of SC Johnson, learned of the school and provided scholarships and funding to help enable its impact. Supporting The Piney Woods School was a key focus of the final decade of his life.

Today, The Piney Woods School is an independent college preparatory boarding school. SC Johnson contributed to its capital campaign in 2024, continuing the legacy of support that began with our founder.

INCREASING ACCESS TO EDUCATION WITH IN2SCIENCEUK

A recent grant to **In2ScienceUK** provided support for young people from low-income backgrounds to access opportunities supporting STEM careers.

The SC Johnson grant enabled participants to attend a one- or two-week work experience placement with a host active in an area of STEM relevant to their interests. Further support was provided through mentoring sessions, learning modules and career development services.



Chairman and CEO Fisk Johnson takes a selfie with students during a visit to The Piney Woods School.

REACHING 1 MILLION STUDENTS WITH THE KALEIDOSCOPE PROGRAM

Launched in 1979, SC Johnson's **Kaleidoscope Education Series** offers a wide variety of STEM-focused, grade-specific programs that complement and support school curricula, including topics like physics, aerodynamics, states of matter and more. Programs are hosted at the Golden Rondelle Theater on SC Johnson's global headquarters campus for elementary and middle school students.

In 2024, the program hit a key milestone with over a million students having participated in programs giving them access to STEM learning. Since its inception, Kaleidoscope Education Series programs have been free of charge for schools. In 2011, we started covering busing for schools located in Southeastern Wisconsin, eliminating costs associated with attending these educational programs. In recent years, we also added virtual broadcasts for other communities with SC Johnson operations.

Programs last year highlighted many aspects of science, such as "Chemical Reactions" for third graders and the Earth Rangers biodiversity and sustainability program for fifth and sixth graders.



ENGAGING TEACHERS IN THE PHILIPPINES

Continuing our long partnership, SC Johnson once again this past year worked with **Teach for the Philippines** to support literacy, math and life skills education for students.

Teach for the Philippines works with the Philippine Department of Education on the Transformational Leadership Curriculum™ to train licensed and tenured teachers and help improve the quality of education for students nationwide.

With SC Johnson's support last year, 165 teachers and 650 community members were trained.



FUNDING STEM EDUCATION AT ESCOLA JOHNSON IN BRAZIL

In 1963, SC Johnson opened **Escola Johnson**, the first public elementary school in Fortaleza, Brazil, where the company had a research facility.

While we eventually donated Escola Johnson to the Brazilian government, we have continued to provide support through grants and gifts, including new science laboratories, a sports playground, a dental office and general remodeling over the years.

In 2018, with local partners, we celebrated the construction of a new Escola Johnson in Fortaleza: a high school for ninth through 12th graders. The new school provides state-of-the-art facilities for students and is powered sustainably thanks to funding from SC Johnson for solar panels to cover its electrical needs.

The past year brought continuing support, with funding for a STEM program at the high school to increase test scores and graduation rates, and support for the original Escola Johnson to enhance a sporting area and a covered common area, as well as provide bike storage for students during the day.

OTHER RECENT SUPPORT:

Other programs SC Johnson has supported to create education opportunities include **Junior Achievement**, the **Smallpeice Trust STEM Days** in the U.K, **Pullman Tech Workshop** in Chicago, **First Robotics Canada**, **Foundation Forge** in Argentina and Chile, and **Ayala Foundation** in the Philippines.

SUPPORTING OUR COMMUNITIES | NEWS BRIEFS

GIVING SUPPORT TO FAMILIES IN NEED

In pursuit of a healthier world and one that opens doors for those in need, many SC Johnson grants focus on supporting families, including addressing food and housing insecurity and assisting families in crisis. These are a few of our recent efforts.

PROVIDING FOOD TO FAMILIES FACING HUNGER

Around the world, SC Johnson philanthropy supports organizations that are working to reduce hunger and improve nutrition for those in need.

As an example, in the three years of our support for the **Second Harvest** organization in Canada, our funding has enabled the organization to distribute more than 450,000 meals. In Argentina, we support **Banco de Alimentos**, which helps feed more than 350,000 people per day. And in Hong Kong, our support of **Feeding Hong Kong** enabled 10,000 meals to be sourced, packed and distributed among charity partners.

Other SC Johnson support for families facing hunger includes **Feeding America Eastern Wisconsin**, **Second Harvest Food Bank of Metrolina**, **Happy Givers** in Puerto Rico, **Rural Action Derbyshire**, **Sesc Mesa Brasil** and a nutritional rehabilitation program in Ecuador from **Children International**.



HELPING FAMILIES SECURE AFFORDABLE HOUSING

Recognizing that secure housing remains out of reach for many families that need it, SC Johnson has a longstanding relationship with **Habitat for Humanity** in multiple countries.

Most recently, this has included projects to build, repair or enhance homes for families in need in Racine, Wisconsin; Chicago, Illinois; Gaston County, North Carolina; Yokohama, Japan; and Hong Kong.

For example, since 1989, SC Johnson has provided more than \$1.5 million to support the costs of new construction and rehab projects for 38 homes in the greater Racine, Wisconsin community, our headquarters hometown.

In a similar partnership, in Argentina, our latest grant to **TECHO** supported the construction of five new homes in Buenos Aires, as well as street lighting and a park for the community of Pilar. Two of the homes were built with volunteers from SC Johnson Argentina.

PROVIDING SUPPORT FOR FAMILIES IN CRISIS

Another area of focus for SC Johnson grants is helping families facing crises get the emotional, physical and economic support they need.

In the United States, this includes supporting a variety of organizations in communities where we have operations.

For example, in Racine, Wisconsin, we provided a grant to the **Homeless Assistance Leadership Organization**, or HALO, which since 2005 has helped over 2,000 adults return to stable housing after experiencing homelessness.

In Chicago, we support **Metropolitan Family Services**, which helps families and individuals with workforce development assistance, housing navigation, adoption and guardian assistance. Our latest funds supported human services programming for the organization's Calumet Center.

We also assist **The Night Ministry**, a Chicago organization that supports housing, healthcare and other social services for youth and adults struggling with homelessness and poverty. SC Johnson's latest grant funded



Parenting with Purpose, a housing program for young mothers.

In Gastonia, North Carolina, we provided a grant to **With Friends**, a community-based non-profit that works to make a difference in the lives of young people ages 10 to 21 who are homeless, in crisis or at-risk. Our latest support funded the Youth Emergency Shelter, where young people are provided with emergency shelter, food, clothing, counseling and referrals for health care.

In San Francisco, we have supported **Compass Family Services**



for several years, including 2024. It works to help families facing homelessness achieve housing stability, economic self-sufficiency and well-being.

Around the world, SC Johnson also contributes to assist organizations in our communities that provide needed support for families and individuals.

For example, in France, we support **la Maison des Femmes**, a center dedicated to the care of women victims of violence



with a multidisciplinary team of physicians, therapists, lawyers, social workers, police officers and more. This year, our support helped women aged 18 to 25, who benefited from this care to escape violence and reach their full potential.

In Uruguay, our support of **Aldeas Infantiles SOS** focuses



on programs for children and adolescents who are the victims of domestic violence and mistreatment. The program works to provide housing, food, education and health support, as well as access to recreation and spaces for expression and participation.

In Kenya, our longstanding support of Mathare Youth Sports Association funds the **Mathare North Slum Library**, which creates a safe learning environment for young people.

In Stockholm, SC Johnson supports **Stockholm City Mission**, which



provides meeting places that are open every weekday where both adults and children can access support and services like free meals, showers and laundry, group activities and counseling, and legal advice.

OTHER RECENT SUPPORT:

Other organizations and programs SC Johnson has supported to help families in need include the **Taiwan Fund for Children and Families**, **Fondazione Francesca Rava** in Italy, **Light in the Dark Association** in Austria, and **Margareta of Romania Royal Foundation** in Romania.

SUPPORTING OUR COMMUNITIES | NEWS BRIEFS

INVESTING IN HEALTH IN OUR COMMUNITIES

With the goal of creating a healthier world with increased access and better outcomes, another priority area for our philanthropy is organizations that address health and medical needs. These are a few of our recent efforts.

SUPPORTING EQUIPMENT AND CARE

For decades, SC Johnson operations in various places have helped support their local health care systems.

For example, in 2012 SC Johnson helped bring digital mammography to the **Brantford and Brant County** communities, home of SC Johnson Canada. Our support continued this past year with funding to help update mammography units that have become obsolete.

A separate grant to the CIBC Breast Assessment Centre (BAC) at Juravinski Hospital and Cancer Center supported a new ultrasound suite. Thousands of patients receive scans at the BAC, including many from Brantford.

In Poland, an SC Johnson grant is funding medical equipment needed for a new wing at **The Prophet Elia's Hospice**, which cares for elderly, terminally and chronically ill people from five villages in Podlasie.

In Saudi Arabia, we give funding to **Albir Society**, which has provided assistance to patients and orphans in the Jeddah community for more than a decade. Our latest grant is funding dialysis for patients who have renal failure and are unable to afford medical treatment.

In addition, we supported **Frimley Health Charity**, a charity near SC Johnson's U.K. operation, assisting its local hospital. Our support has seen us fund some incredible projects including the hospital's largest annual fundraising event, Run Frimley, all of which go beyond the standard NHS provision, bringing comfort, innovation and advanced care to patients, families and staff.



Photo courtesy of Brant Community Healthcare System Foundation.

OTHER RECENT SUPPORT:

Other SC Johnson philanthropy to support medical needs has included **Brave Africa Foundation** in South Africa, **Muscular Dystrophy Association** in Puerto Rico, **China Red Cross Foundation**, **Canadian Cancer Society's Wheels of Hope** program, **Phyllis Tuckwell Hospice Care** in the U.K., and **Ospedale Dei Bambini di Milano Buzzi Onlus** in Italy.

PROVIDING COMFORT TO CHILDREN AND FAMILIES FACING MEDICAL ISSUES

One of the toughest parts of medical crises is the emotional toll on children and families. Various SC Johnson grants aim to provide help.

Our support of **Laurette Fugain Foundation** in France helps support music sessions to help reduce anxiety and provide a diversion, and individual therapy to help patients cope with their illness and treatment.

Also in France, SC Johnson supports **Paint a Smile**, a group of artists who decorate hospitals and care facilities with colorful murals that help transform the environments into lively places that support wellbeing. SC Johnson's grant enabled a mural to be painted on the walls of the oncology department at the Centre Hospitalier Alpes Léman.

In Switzerland, the **Théodora Foundation's** "Doctors Dreams" program brings professional artists to hospitals to give magical moments to children during their hospital stays. Our recent commitment supports the Foundation's mission in 32 hospitals and 27 specialized institutions in Switzerland.

Similarly, the **Red Noses** organization across Europe brings music, play and magical interactions to children in the hospital, with bedside visits from "clown doctors." SC Johnson's grant to the Hungarian Red Noses organization enabled a year of weekly bedside visits by clown doctors at Szent János Centrumkórház.

Through support of **Make-a-Wish Foundation of Wisconsin**, **Make-a-Wish Foundation of Puerto Rico** and **Der Wünschewagen (The Wish Car)** in Germany, we help provide joyful experiences for children and adults with critical illnesses. For example, this past year, SC Johnson sponsored two Racine County wishes as well as sponsoring the 2024 Wish Night fundraiser.



Photo courtesy of the Théodora Foundation.
Photo credit: Stefano Spinelli.

BRINGING CARE WHERE ITS NEEDED

Another need we try to support is helping those with limited access get the care they require. For example, in Chile, an SC Johnson grant to **Asociación Casa Ronald McDonald (Ronald McDonald House)** is supporting a Mobile Pediatric Unit, which brings health care to vulnerable, rural sectors of Chile through a special truck with space for medical and dental treatments.

In Italy, an SC Johnson grant funded a local office of **Misericordia**, a group of volunteer health service professionals who provide emergency transportation, medical assistance and social services when other support isn't available. The grant covers staff and first aid supplies, which are primarily used for emergency care for children and the elderly who are unable to get to the hospital.

In the United Kingdom, a grant to the **Air Ambulance Service** enabled the purchase of special boxes to transport blood for use on helicopters and ambulances. This donation aims to help improve patient outcomes for those needing emergency care who lost dangerous amounts of blood.

In Egypt, our grant to the **Ibrahim A. Badran Charitable Foundation** is supporting a medical convoy to underprivileged communities to provide essential healthcare services including early diagnosis of conditions, surgical interventions and awareness campaigns.



Photo courtesy of the Ibrahim A. Badran Charitable Foundation.

**WHO IS
SC JOHNSON**



We believe that a more sustainable, healthier and transparent world that inspires people and creates opportunities isn't just possible — it's our responsibility. From our trusted, high-quality products to our efforts on pressing issues like plastic waste and malaria, we're at work every day for a better world.

WHO WE ARE

OUR FAMILY OF BRANDS

SC Johnson's long legacy of innovation and responsibility is why our high-quality products and iconic brands can be found today in homes, schools and business in virtually every country around the world.

We've led the way with trusted household products since our first Johnson's Paste Wax product in 1888. Today, our well-known brands like **Glade**®, **OFF!**® and **Pledge**® help families with air care, pest control, home cleaning, home storage and other needs.

We also believe in investing to help brands that share our purpose keep delivering on their potential.

For example, in the 1990s we acquired brands like **Windex**®, **Scrubbing Bubbles**® and **Ziploc**®, and have continued to innovate to make them the leading brands they are today.

In recent years, we've made similar moves with beloved lifestyle brands like **method**®, **Ecover**® and **Mrs. Meyer's Clean Day**®.

In addition, since the 1930s, we have operated in the professional market, bringing innovative, quality products and services to commercial users including hospitals, schools and hotels.

SC Johnson Professional provides expert skin care, cleaning and hygiene solutions for industrial, institutional and healthcare users.

**LEARN MORE:**

See all our brands.





WHO WE ARE

A BETTER PLACE TO WORK

People do their best work when they're treated with respect, integrity and fairness by their company and their colleagues. At SC Johnson, we're committed to creating a culture where people and the business can thrive and grow together. Here are examples of workplace recognitions we've received.

2024 World's Best Workplaces™ by Great Place to Work®

SC Johnson – 10th year on list

2024 Best Workplaces in Latin America™ by Great Place to Work®

SC Johnson Latin America – 18th year on list

2024 Best Companies to Work For™ in Europe by Fortune magazine and Great Place to Work®

SC Johnson Europe – 19th year on list

2024 100 Best Companies for Working Parents by Seramount

SC Johnson – 36th time on list



Indonesia



Kenya



United Kingdom



Argentina (top left), Greece (top right) and China

2024 Best Workplaces™ by Great Place to Work®

SC Johnson **Argentina** – 20th year on list

SC Johnson **Brazil** – 10th year on list

SC Johnson **Central America** –
17th year on list

SC Johnson **Chile** – 2nd year on list

SC Johnson **China** – 6th year on list

SC Johnson **Greece** – 11th year on list

SC Johnson **Indonesia** – 3rd year on list

SC Johnson **Italy** – 19th year on list

SC Johnson **Kenya** – 4th year on list

SC Johnson **Mexico** – 23rd year on list

SC Johnson **Nigeria** – 6th year on list

SC Johnson **Paraguay** – 1st year on list

SC Johnson **Philippines** – 2nd year on list

SC Johnson **Switzerland** – 8th year on list

SC Johnson **United Kingdom** –
14th year on list

WHO WE ARE

ABOUT THIS REPORT

Thanks for your interest in SC Johnson!

We're glad to share our efforts and progress with you as we keep working toward a better world for future generations.

We are in our third decade of voluntarily reporting on the company's progress. This report focuses primarily on activity in calendar year 2024, with some metrics reflecting the fiscal year that ended June 30, 2024.

Since our grants and philanthropic partnerships often extend for multiple years, related information may cover a longer timespan.

Please direct questions about this report to SC Johnson Communications at media@scj.com.



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Learn more about our work toward a better world.

scjohnson.com

