



Fiscal Year 2024

Data & Metrics Report

The information in this report covers the period of July 1, 2023 to June 30, 2024.

LETTER FROM THE CEO

I want to share perspective on P&G's Citizenship work—why we do it and why it is important.

We see success in Citizenship as an opportunity to create competitive advantage that drives shareholder value. P&G's ability to grow is directly connected to our commitment to responsible business and doing good. In turn, our ability to do good is strengthened by our growth. We view our Citizenship work—community impact, equality and inclusion, environmental sustainability and good governance—through this lens.

Take our work in Community Impact. We support those in need because it is not only the right thing to do, but it also builds trust and equity for P&G and our brands. At the same time, it helps attract top recruits to P&G, and it is a point of pride for P&G employees, allowing us to retain our strong talent.

Equality and Inclusion is good for our business because it broadens our ability to understand and delight the billions of consumers we serve around the world and retain the best and broadest pool of talent available to best serve these increasingly diverse consumers. Simply put, it helps us win, and we are committed to an equal, diverse and inclusive organization, culture and workplace for all.

Environmental Sustainability is important because we will increasingly fail to delight consumers and customers if we are unable to make strides toward environmental sustainability. In the spirit of continual progress, stretching

ambitions keep us focused on what's possible today and into the future. We look first at how we can reduce our impact from our own operations; second, how we can enable consumers to reduce their footprint through superior products that are more sustainable; and third, how we can create and scale cross-industry solutions to help reduce environmental impact.

From P&G's humble beginnings in 1837, good governance has been the foundation for all that we do. Guided by our Purpose, Values and Principles, we are committed to doing what is right and to being a good corporate citizen. This is why consumers trust us, partners do business with us, governments and community leaders want to associate with us, and shareholders invest in us.

Citizenship approached this way—integrated into every aspect of our operations—with initiatives around community impact, equality and inclusion, environmental sustainability and good governance ultimately aimed at supporting sustainable growth will enable us to delight all stakeholders: consumers, customers, employees, society and our shareowners.

Jon R. Moeller

Chairman of the Board, President
and Chief Executive Officer



ABOUT THIS REPORT

This Data & Metrics Report outlines how P&G has progressed in FY24 across the company's four areas of Citizenship efforts: Ethics & Responsibility, Community Impact, Equality & Inclusion, and Environmental Sustainability. This report accompanies the FY24 Citizenship Summary.



ETHICS & CORPORATE RESPONSIBILITY

P&G's enduring Purpose, Values and Principles guide our responsible and integrity-driven business decisions, emphasizing strong governance, trust and respect for human rights in all our operations, projects and partnerships.

For information on company policies, frameworks and reports, please visit the [ESG Investor Portal](#).



COMMUNITY IMPACT

Our Community Impact efforts are directly tied to our company purpose and unify us in a common cause to improve the lives of the world's consumers, now and for generations to come. These efforts help to build trust and equity for P&G and our brands and help attract the next generation of employees to join us. Whether it's supporting hygiene education, providing a simple necessity like clean drinking water or delivering everyday essentials for families impacted by disaster, the goal of our Community Impact programs is to improve the health and well-being of the communities we touch around the world.

	Goal	FY24 Progress
Children's Safe Drinking Water Program	Provide 25 billion liters of clean drinking water to children and families in need around the world by 2025 through CSDW Program.	23 billion liters of clean water provided



EQUALITY & INCLUSION

Equality & Inclusion is good for our business — broadening our ability to serve more consumers and driving market growth. This is enabled by our efforts to recruit, retain and develop the best employees from the broadest pool of talent. We also collaborate with partners to enrich the communities in which we live and work, which in turn helps to create growth for our business.

Gender Representation (Global Workforce)

	Women	Men
All Employees	42%	58%
Board of Directors	43%	57%
Global Leadership Council	32%	68%
Executive Leadership	43%	57%
Management	51%	49%
Business and Technical Associates	36%	64%
All Recruits	46%	54%
Retention	91%	90%

Multicultural Representation (U.S. workforce)

	African Ancestry	Asian Pacific	Hispanic	White
All Employees	13%	6%	10%	66%
Board of Directors	14%	14%	8%	64%
Global Leadership Council	6%	24%	12%	38%
Executive Leadership	10%	12%	12%	62%
Management	9%	11%	11%	63%
Business and Technical Associates	15%	2%	9%	69%
All Recruits	22%	5%	13%	52%
Retention	88%	91%	90%	91%

- Data as of June 30, 2024 based on employees' most recent self-identification.
- Business & Technical Associates = employees who typically perform administrative tasks at our facilities or technical tasks at our manufacturing locations. Due to the nature of these roles, the available talent pool is more local to the areas surrounding our facilities compared to our Management positions, where the talent pools are national or global in nature.
- Retention rate is over the 12-month period from July 1, 2023 – June 30, 2024.
- Multicultural includes: Black or African American, Hispanic, Asian, American Indian/Alaska Native, two or more races, Native Hawaiian or other Pacific Islander.
- While not referenced individually in the chart, those who self-identified as American Indian/Alaska Native, Native Hawaiian or other Pacific Islander, and two or more races collectively represented less than 3% of all employees. Retention for this group of employees is 85%.
- The above metrics reflect the Board's profile as of October 8, 2024.
- 2024 = Directors elected at the October 2024 Annual Meeting (total number of Directors: 14).
- Numbers may not add to 100% due to rounding.
- P&G is committed to improving equality and inclusion for all in our workforce and we comply with applicable laws as we strive for that improvement. You can find our filed Federal Employer Information EEO-1 Reports representing U.S. employees [here](#). The categories in the EEO-1 are prescribed by the federal government and do not represent how our workforce is organized or how we measure our progress. As a result, we believe the information reported above is a more useful and meaningful reflection of our Company's diversity



ENVIRONMENTAL SUSTAINABILITY

Environmental Sustainability is important to building a resilient future for both our business and our planet. It is embedded in how we do business across our operations, supply chain and brands. Our environmental sustainability efforts are built on the strength of four science-based pillars – Climate, Waste, Water and Nature. Our strategy seeks to deliver environmental impact at three levels: reducing our own impact, enabling people to reduce their impact when they use our products and scaling industry-wide solutions that reduce environmental impact.

Pillar	Topic	2030 Goal	FY24 Progress	FY23 Progress	FY22 Progress
Climate	Operational Emissions	Reduce Scope 1 and 2 GHG emissions by 65% (2010 baseline) ¹ .	60% reduction	58% reduction	57% reduction
		Purchase 100% renewable electricity globally.	>99% renewable electricity globally	>99%	99%
	Transportation Emissions	Reduce global upstream finished product freight emissions intensity by 50% (2020 baseline).	4% reduction	4% increase	3% increase
	Supply Chain Emissions	Reduce supply chain emissions ² by 40% per unit of production (2020 baseline).	9% reduction across all categories	8% reduction within three priority categories representing 85% of our total chain supply	N/A
Note: P&G's formal SBTi validated target for Scope 1 and 2 is a 63% reduction by 2030 versus a 2015 baseline. This is effectively equivalent to our stated target of a 65% reduction by 2030 versus our 2010 baseline. SBTi has also validated P&G's 2030 transportation and supply chain emissions reductions targets (Scope 3 emissions).					

Scope 1 and 2 Emissions	Total			2024 Global Business Unit Details					
	2024	2023	2022	Baby, Feminine, Family Care	Beauty	Fabric & Home Care	Grooming	Health Care	Other
Energy									
Energy Consumption (gigajoules x 1,000)	59,309	61,008	62,697	38,964	3,717	9,484	2,400	2,213	2,531
Reduction in Energy Consumption (Production Adjusted, vs. 2010 baseline)	-26%	-22%	-22%						
Greenhouse Gas (GHG) (metric tons x 1,000)									
Total GHG emissions ³	2,132	2,253	2,308	1,515	88	334	59	55	81
Scope 1 – Direct	1,987	2,122	2,157	1,486	78	247	58	55	64
Scope 2 – Indirect ⁴	145	130	151	30	10	87	2	0	17
Biogenic GHG Emissions ⁵	50	45	53						

¹ Aligned to a 1.5 degrees Celsius climate scenario.

² We define the scope of this supply chain goal as our purchase of raw and packaging materials, intermediates, storeroom materials and finished products that we buy externally for P&G products sold.

³ Total GHG emissions = Scope 1 + Scope 2. Scope 2 emissions calculated using a market-based method.

⁴ Market-based Scope 2 GHG emissions. Note: Location-based Scope 2 emissions in 2024 were 2,211 metric tons (x 1,000).

⁵ P&G reports biogenic emissions separately from Scope 1 emissions. This includes biogenic CO₂ from the use of biogas and biomethane delivered via the natural gas pipeline where 3rd party certified energy attribute certificates are provided by the supplier.

Totals may not sum due to rounding.



Climate Scope 3 Emissions

Scope 3 Categories	Estimated FY 23/24 Metric Tons CO ₂ eq
Purchased Goods and Services ⁶	14,400,000
Upstream Transportation & Distribution ⁷	3,500,000
Use of Sold Products ⁸	142,000,000
End of Life Treatment of Sold Products ⁸	8,100,000
Business Travel ⁹	127,823
Capital Goods	Prior estimates have indicated these categories collectively represent ~2% of our total Scope 3 emissions. We will periodically update our assessment of the contribution of these categories to our Scope 3 emissions.
Fuel & Energy Related Activities	
Waste Generated in Operations	
Employee Commuting	
Upstream Leased Assets	
Processing of Sold Product	
Downstream Leased Assets	
Franchises	
Investments	
Downstream Transportation & Distribution	Insufficient data available

⁶ Estimate of emissions from our purchase of raw and packaging materials, intermediates, storeroom materials and finished products that we buy externally for P&G products sold. Excludes emissions from other types of purchased goods and services. Derived from LCA data.

⁷ Includes estimate of transportation of inbound raw materials and outbound finished product.

⁸ Estimate, derived from LCA data.

⁹ Estimate of flight emissions based on employee airline travel miles; excluding missing airline travel miles from Pakistan, Egypt, Azerbaijan and a small portion of India's domestic volume.

Waste

Topic	2030 Goal	FY24 Progress	FY23 Progress	FY22 Progress
Designing for Recyclability	100% of our consumer packaging will be designed to be recyclable or reusable.	80% of consumer packaging is designed to be recyclable or reusable ¹⁰	78%	79%
Virgin Plastic Reduction	Reduce our use of virgin petroleum plastic in our consumer packaging by 50% per unit of production (2017 baseline).	21% reduction ¹⁰	13% reduction	8% reduction
Operational Waste	Maintain zero manufacturing waste to landfill.	Achieved and maintained since 2020	Achieved and maintained since 2020	Achieved and maintained since 2020

¹⁰ Fiscal year progress for packaging data uses the time period from April 1, 2023 – March 31, 2024

Manufacturing Waste

	Total			2024 Global Business Unit Details					
	2024	2023	2022	Baby, Feminine, Family Care	Beauty	Fabric & Home Care	Grooming	Health Care	Other
Solid Waste Generated (metric tons x 1,000)	656	681	682	271	101	174	44	42	25
% Recycled/Reused Waste	99.6%	99.5%	99.4%	99.7%	>99.9%	99.3%	>99.9%	>99.9%	97.0%
% Disposed – Hazardous	0.2%	0.4%	0.4%	0.08%	0.0%	0.3%	<0.01%	0.0%	2.1%
% Disposed – Non-Hazardous	0.2%	0.1%	0.1%	0.2%	<0.01%	0.4%	<0.01%	0.02%	0.9%

Resin used in consumer packaging in FY 23/24

Resin Type	Percentage
Polyethylene (PE)	50%
Polyethylene Terephthalate (PET)	22%
Polypropylene (PP)	21%
Other	7%

Fiscal Year 23/24 Data

Plastic packaging	691,000 metric tons
Recycled plastic resin	116,000 metric tons
Percent total resin from recycled sources	17% recycled resin

Water

Topic	2030 Goal	FY24 Progress	FY23 Progress	FY22 Progress
Operational Water Use	Increase water efficiency at P&G facilities by 35% per unit of production (2010 baseline).	26% increase in efficiency per unit of production	24% increase	27% increase
	Recycle and reuse 5 billion liters of water in P&G facilities annually.	3.49 billion liters reused annually	3.47 billion liters	3.29 billion liters
Water Restoration	<p>Restore more water than is consumed at P&G manufacturing sites in 18 water-stressed areas around the world by 2030. This goal focuses on water that evaporates during the manufacturing process or is incorporated into our finished products.</p> <p>Restore more water than is consumed during the use of our products in the water-stressed metropolitan areas of Mexico City and Los Angeles by 2030. This goal focuses on water that leaks or evaporates in households during the use of P&G products.</p>	22% of our goal will be delivered with current projects		
Children's Safe Drinking Water Program	Provide 25 billion liters of clean drinking water to children and families in need around the world by 2025 through CSDW Program.	23 billion liters of clean water provided through Children's Safe Drinking Water program	21 billion liters of clean water	20 billion liters of clean water

Water in Operations

	Total			2024 Global Business Unit Details					
	2024	2023	2022	Baby, Feminine, Family Care	Beauty	Fabric & Home Care	Grooming	Health Care	Other
Water									
Water Withdrawn ¹¹ (cubic meters x 1,000)	68,490	69,843	68,490	43,723	5,459	14,310	1,017	2,103	1,879

¹¹ Water withdrawn data is the water entering P&G facilities.

Totals may not sum due to rounding.

Nature

Topic	2030 Goal	FY24 Progress
Responsible Sourcing	100% of palm oils ¹² used in P&G brands is Roundtable on Sustainable Palm Oil (RSPO) certified.	Maintained 100% RSPO certification covering palm oil in our brands
	100% wood pulp we source is certified by a globally recognized certification system ¹³ .	Maintained 100% third-party certified wood pulp
	100% of our paper packaging ¹⁴ is either recycled or third-party certified virgin content.	Sourced >99% recycled or third-party certified wood fiber
	50% of our virgin paper packaging ¹⁴ is FSC™ certified by 2025.	Achieved 73% FSC™ certified virgin paper packaging
Protecting, Restoring and Improving Ecosystems	Advance Natural Climate Solutions and balance our manufacturing emissions we do not eliminate this decade.	86% of goal is anticipated to be delivered when current project portfolio is fully implemented
	Protect, restore or improve greater than 1.5 million acres of land.	Completed development of project portfolio in partnership with leading conservation organizations. Projects currently in the portfolio, once fully implemented, are expected to deliver our 1.5 million acre goal.

¹² Palm Oil, Palm Oil Derivatives, Palm Kernel Oil, Palm Kernel Oil Derivatives. Trademark License Number: 4-0113-10-100-00

¹³ FSC™ is our preferred certification system for wood pulp; FSC trademarks used under FSC-C100701.

¹⁴ Paper packaging includes all corrugate, folding cartons, displays, paper labels and packaging. Data self-reported by suppliers. Responses received by December 2024 represent ~95% of total supply volume. We do not expect the remaining percentage to materially impact reported results.

Additional Environmental Footprint Metrics for P&G Operations

	Total			2024 Global Business Unit Details					
	2024	2023	2022	Baby, Feminine, Family Care	Beauty	Fabric & Home Care	Grooming	Health Care	Other
Production (metric tons x 1,000)									
Finished Products Manufactured ¹⁵	14,947	15,059	15,738	2,843	2,061	8,970	194	879	N/A
Raw Materials from Recycled Sources ¹⁶	1,483	862	1,283						
Other Waste (metric tons x 1,000)									
Effluents (excluding water; COD ¹⁷)	19	16	14	4.4	1.3	9.6	0.3	3.1	0.3
Air Emissions ¹⁸	8	7	8	5.1	2.3	0.7	0.1	0.2	0.2
Construction & Demolition Waste	14	7	19	12.2	0.3	1.3	0.2	0.1	<0.1

¹⁵ Estimated from fiscal year 2024 finished product production volumes and average weights.

¹⁶ Data is tracked at a corporate level. Value represents quantities of recycled resins and recycled paper used in packaging.

¹⁷ Wastewater chemical oxygen demand (COD).

¹⁸ Air emissions include particulates, SO₂, NO_x, CO and VOC.

Note: The total number of facilities included in P&G's Corporate Environmental Footprint tracking is 138 for FY 23/24. This is comprised of 106 manufacturing facilities, major stand-alone offices/technical centers that support the business units and our largest distribution facilities. Contract manufacturers are not included, following operational control boundaries. Our environmental sustainability footprint is driven by adherence to international reporting standards; primarily the GHG Protocol. Baby, Feminine and Family Care includes Baby Care, Feminine Care and Family Care. Beauty Care includes Hair Care and Skin & Personal Care. Fabric and Home Care includes Fabric Care, Home Care and P&G Chemicals. Grooming includes Blades and Razors and Appliances. Health Care includes Personal Health Care and Oral Care. "Other" includes major standalone offices/technical centers that support the business units and our largest distribution facilities. P&G obtains 3rd party assurance of our Scope 1, 2 and portions of our Scope 3 inventory.

Our greenhouse gas emissions data has been verified by an independent third party, [Lloyd's Register Quality Assurance \(LRQA\)](#)



ABOUT THIS REPORT

The content in this report reflects P&G's 2024 fiscal year (July 1, 2023 – June 30, 2024) and is inclusive of our global footprint.

For more information on our reporting, please visit our

[ESG Investor Portal](#)

As P&G makes progress toward our Citizenship work, including our Environmental Sustainability 2030 Goals, we know there is a level of uncertainty that could impact our plans and timelines. We rely on external partners and systems to make progress and depend upon advancements in cost-effective technologies and solutions. We will not let this uncertainty hold us back as we aim to create competitive advantage that drives shareholder value through our Citizenship work.

Information provided in this report, including information about impacts, should not be construed as “material” information or as having had a “material impact” for purposes of financial reporting, ESG reporting, or otherwise under U.S. securities laws and regulations, EU due diligence or reporting laws, or the laws or regulations of any jurisdiction.

FORWARD-LOOKING STATEMENTS

Certain statements in this report, including statements relating to our environmental sustainability, equality and inclusion and other ESG targets, estimates, projections, goals, commitments and expected results, and the assumptions upon which those statements are based, are “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934 and are generally identified by the words “believe,” “expect,” “anticipate,” “intend,” “opportunity,” “plan,” “project,” “will,” “should,” “could,” “would,” “likely” and similar expressions. Forward-looking statements are based on current assumptions that are subject to risks and uncertainties that may cause actual results to differ materially from the forward-looking statements, including the risks and uncertainties discussed in Item 1A—Risk Factors of the Form 10-K included in our 2024 Annual Report and in our most recent 10-Q and 8-K reports. Such forward-looking statements speak only as of the date they are made, and we undertake no obligation to update or revise publicly any forward-looking statements, except as required by law.