

## Colgate Terms and Conditions

If hired, employees will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Any reference in this communication to "Colgate" or "Company" will include the Colgate-Palmolive Company and/or its subsidiaries as applicable. This communication makes reference to the terms of certain employee benefit plans and programs available to certain current or former Colgate employees ("plans"). Nothing in this communication creates a right to be covered under such plans, and it is not intended to be a plan document or insurance carrier contract. In the event of any conflict between the plan documents or insurance carrier contracts and this communication, the terms of the applicable plan documents and/or insurance carrier contracts will govern. The plan administrator (or its delegates) reserves the sole and absolute discretion to interpret the plans and to make all determinations thereunder, and such determinations are binding on all parties as described in the applicable summary plan description. Colgate reserves the right to amend, modify or terminate (in whole or part) the plans at any time without advance notice and for any reason with respect to both current and former Colgate employees and their dependents.