Colgate People...

Increasing Profitability



Record operating profit margin reached 17.2% in 1999, up 130 basis points. Return on capital increased by 240 basis points to 22.8%, also a new record.

Europe Focused Manufacturing

Dedicated facilities producing similar products for an entire region enable

Colgate to respond efficiently to the changing marketplace. Innovative new fabric softeners, manufactured in Compiègne, France, are quickly distributed



The aggressive focus of Colgate people on profitable new products, streamlined operations and cost reduction once again achieved sharp profit margin expansion. Key profitability indicators reached record levels. Colgate people adhere to a powerful financial strategy of increasing gross profit margins and reducing overhead. Practiced in every business unit, the strategy furnishes the funding for new products and more advertising while providing a healthy growth in profits.

Leveraging economies of scale is crucial. Colgate people everywhere are working together to reduce costs throughout the supply chain, from raw material purchases by suppliers to the on-shelf displays of Colgate products at retail. Manufacturing consolidation, product standardization, logistics optimization and purchasing leverage are all significant profit contributors. In transport, for example, Colgate experts negotiated a global tender to dramatically lower costs on ocean freight. In raw materials, they identified high-quality, lower cost





North America

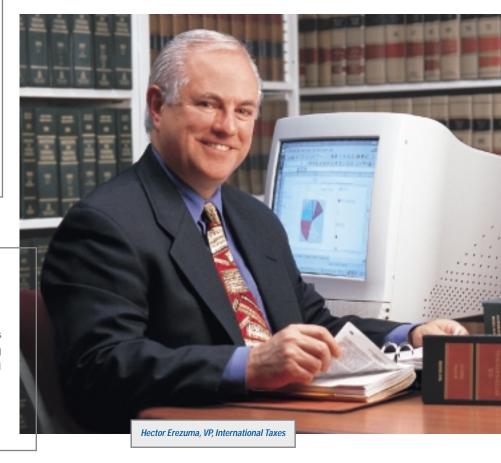
United States: Lowering Total Delivered Costs

Identifying potential savings across the supply chain, from the purchase of ingredients through formulation to final delivery, this multidisciplinary team from Colgate and J. M. Huber realized savings exceeding hundreds of thousands of dollars. Huber, which provides a key ingredient in Colgate toothpaste, is one of several preferred suppliers teaming with Colgate to reduce costs. Meeting at Colgate's plant in Jeffersonville, IN are Ellice Luh of Huber, Robert Melhorn of Colgate, Rick Cates of Huber, and Peter Ren, Lavelle Jones and William Cook of Colgate.

Global Finance

Compliance and Efficiency Combined

Colgate's Global Tax Department ensures compliance in all world regions. Growing efficiency is supported by teamwork and focus in the global financial function. Complex regulations, different in every country, require full knowledge and care for proper management.





sources in China and India. And in new product development, Colgate scientists are pooling research with preferred suppliers.

In technology, early strategic investments continue to produce big cost savings. Colgate's realized savings in North America from integrated SAP software, which optimizes all aspects of sales, inventory, manufacturing, distribution and finance, have far exceeded goals. And Colgate's largest domestic customers have benefited by a one-third reduction in average order-to-delivery time over the past few years. Colgate-Europe and Hill's are enjoying these same technology-driven savings. Today, nearly 75 percent of Colgate's operations are supported by SAP. Within two years, the figure is expected to increase to over 90 percent. Benefits will continue to climb, to include customer relationships, demand forecasting and e-commerce systems. For example, Colgate is collaborating with key trade partners, such as Wal-Mart and KMart, to link instore information to achieve better forecasting.

These initiatives contributed to Colgate's record \$1.3 billion cash flow in 1999. Return on capital increased to 22.8 percent, up from 20.4 percent in 1998 and 15.8 percent just three years ago. Worldwide, approximately 60 percent of Colgate's capital spending budget is directed to savings projects. These projects, on average, have returned 40 percent aftertax annually. In 1999, they ranged from in-house manufacturing of toothpaste tube laminate in Latin America to regional consolidation of soap production for the ASEAN countries. All over the world, Colgate people are finding new and better ways to create, produce and distribute powerful global brands.

Latin America

Regional Purchasing Council Maximizes Buying Power

Meeting three times a year, Colgate Purchasing Councils, like this one from Latin America, leverage their insight and purchase orders. Raw materials and packaging items, such as wrappers for Palmolive soap and cartons for Colgate toothpaste tubes, are bought from preferred regional suppliers. Webstock for laminate toothpaste tubes and other key items are purchased globally. Colgate Regional Councils were instrumental in saving approximately \$100 million in 1999.

Colgate People...

Living Colgate's Values

Three Values Guide Colgate People:

- ✓ Caring ✓ Global Teamwork
- ✓ Continuous Improvement

Asia

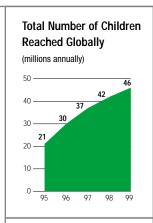
Philippines: Bright Smiles, **Bright Futures**

Colgate's Bright Smiles, Bright Futures program brings oral health care and education to children in almost 80 countries. In the Philippines, Colgate's oral care program has become part of that country's nationwide school curriculum. Colgate's partnerships with local groups reach children who might not otherwise see a dental professional. The program, including dental screening and treatment referral, travels to the people, often in specially equipped **√** Caring Colgate vans.

guide us toward improving people's lives, products, profitability and shareholder value. Our fundamental values of caring, global teamwork and continuous improvement go hand in hand with attracting an exceptional workforce and represent a true business advantage for Colgate. These are but a few examples of the dedication of Colgate people:

Colgate's values are lived by 37,000 employees worldwide and

■ Around the world, 46 million children receive oral hygiene education under Colgate's Bright Smiles, Bright Futures initiative.



More and more children are benefiting from Colgate's oral health program. The number of children reached has more than doubled since 1995.



- More than 16,000 employee suggestions are considered each year for the "Chairman's You Can Make a Difference" program. The global winners receive Colgate stock and are honored at the annual meeting.
- All Colgate people learn about the Company's growth goals at biannual Intercom meetings. Presentation materials are explained by local Colgate leaders, and best practices are shared in discussion groups.
- Every winter, Colgate-U.S. conducts a multiproduct promotion that donates a portion of sales to the Starlight Foundation, an organization that makes dreams come true for sick children.

Living Colgate's Values

(continued from page 15)

North America

United States: Dentists Treat "Colgate Kids"

In 1999, over 600 children near the Jeffersonville, IN factory received free dental screenings, toothbrushes and toothpaste as part of Colgate's partnership with the University of Louisville School of Dentistry. Every morning during the school year, children from area schools along the Indiana-Kentucky border are taken to the dental school's clinic to be treated by the school's 🗸 Caring dentist-interns.





VP, Finance & Strategic Planning, Europe

Director of Information Technology, Europe

■ Colgate-Turkiye employees reacted quickly to provide food, medicine, products, temporary accommodations and special children's programs following severe earthquakes in that country. Responding to disasters is part of how Colgate cares for the people and the communities where it does business.

Colgate's culture of caring is supported by a commitment to global teamwork. Colgate people are taught to work as team members and apply their skills in countries with diverse needs. Furthermore, Colgate people are trained to think globally, a mind-set fostered by systematic personnel transfers from one country to another, including more than 400 such career moves in the past two years alone.

Global teamwork begins with broad, open communication. Dialogue takes place at face-to-face meetings and through the internal Colgate Intranet, the global e-mail system and videoconferencing. For example, Colgate people in widely dispersed locations use Lotus Notes software to view proposed new packages so that they can quickly collaborate on a design that works well everywhere. From the high-speed plant in Morristown, NJ, which supplies deodorants to 58 countries, to the global information technology network, which has consol-

idated 75 separate data processing centers worldwide, global teamwork is improving profitability. Multidisciplinary teams also work closely with Colgate's suppliers and retail customers to speed the supply chain cycle.

Continuous improvement dictates that Colgate people find new and more profitable ways of conducting business.

Extensive training supports the push. In 1999, Colgate people filled 30,000 openings in more than 70 courses offered as part of Colgate's global curriculum. Courses are taught by in-house Colgate experts and are aligned with key growth strategies.

For example, courses in materials sourcing and rapid production line changeover

directly improve profit margins.

Colgate people are effective because they are empowered by known values, growing knowledge and a clear vision of Company goals. They know that their unique talents and outstanding performances will be recognized.

Adhering to Colgate's values is a vital strategy that builds shareholder value.

Global Training

South Africa: Media Management

At this two-day seminar in Johannesburg, Colgate marketing people from Africa and the Middle East strengthened their media knowledge and broadened their media horizons beyond television. At front of the class: Zin Mabaso, Marketing Brand Manager, South Africa, and Amr

Latif, Marketing Manager, Egypt.





(now Director of Corporate Websites & Intranets)

Colgate People: Powering Global Strategy



Your Board of Directors Your Management Team

Reuben Mark

Chairman of the Board and Chief Executive Officer of Colgate-Palmolive Company. Mr. Mark joined Colgate in 1963 and held a series of significant positions in the United States and abroad before being elected CEO in 1984. Elected director in 1983. Age 61

Jill K. Conway

Visiting Scholar, Program in Science, Technology and Society at Massachusetts Institute of Technology since 1985. Mrs. Conway was President of Smith College from 1975 to 1985. Elected director in 1984. Age 65

Ronald E. Ferguson

Chairman and Chief Executive Officer of General Re Corporation since 1987. Mr. Ferguson has been with General Re since 1969. Elected director in 1987. Age 58

Ellen M. Hancock

President and Chief Executive Officer, Exodus Communications. Inc. Mrs. Hancock previously was Executive Vice President of Research and Development and Chief Technology Officer at Apple Computer Inc., 1996-1997, Executive Vice President and Chief Operating Officer at National Semiconductor, 1995-1996, and Senior Vice President at IBM. Elected director in 1988. Age 56

David W. Johnson

Chairman Emeritus of Campbell Soup Company. Mr. Johnson was Chairman of Campbell Soup Company, 1993-1999, and was Campbell President and Chief Executive Officer, 1990-1997. From 1987 to 1990, he served as Chairman and Chief Executive Officer of Gerber Products Company. Elected director in 1991. Age 67

John P. Kendall

Officer, Faneuil Hall Associates, Inc., a private investment company. since 1973. Mr. Kendall is a former Chairman of The Kendall Company. He ioined that company in 1956 and held a series of significant positions. Elected director in 1972. Age 71

Committee on Directors

David W. Johnson, Chair

Finance Committee

Howard B. Wentz, Jr., Chair Ronald F. Ferguson Ellen M. Hancock

Richard J. Kogan Chairman and Chief

Executive Officer of Schering-Plough Corporation since 1998. Mr. Kogan joined Schering-Plough as Executive Vice President, Pharmaceutical Operations, in 1982 and then became President and Chief Operating Officer of that company in 1986 and President and Chief Executive Officer in 1996. Elected director in 1996. Age 58

Howard B. Wentz, Jr.

Chairman of Tambrands, Inc., 1993-1996. Mr. Wentz was Chairman of ESSTAR Incorporated, 1989-1995, and Chairman, President and Chief Executive Officer of Amstar Company, 1983-1989. Flected director in 1982. Age 70

* Reuben Mark, 61 Chairman of the Board and Chief Executive Officer

See biographical information, left.

* William S. Shanahan, 59 President and Chief Operating Officer

Mr. Shanahan joined Colgate in 1965 and held a series of important positions in the United States and abroad. These include Vice President-General Manager for the Western Hemisphere and Group Vice President for Europe/Africa, Colgate-U.S. and other countries. He was elected Chief Operating Officer in 1989 and President in 1992.

* Lois D. Juliber, 51 Executive Vice President, Chief of Operations, Developed Markets

Ms. Juliber joined Colgate in 1988 from General Foods, where she was Vice President. Before being promoted to her current position in 1997. she had been President of the Far East/Canada division, Chief Technological Officer and President of Colgate-North America.

* David A. Metzler, 57 Executive Vice President, Chief of Operations, High Growth Markets

Mr. Metzler joined Colgate in 1965. Before being named to his current position in 1997, he was President of Colgate-Europe and previously President of Colgate-Latin America. Earlier, he had responsibilities for operations in Canada, South Pacific, Africa and India.

* Stephen C. Patrick, 50 Chief Financial Officer

Joined Colgate in 1982 after having been a Manager at Price Waterhouse. Before being named CFO in 1996, Mr. Patrick held a series of key financial positions, including Vice President and Corporate Controller and Vice President-Finance for Colgate-Latin America.

* John T. Reid, 59 Chief Technological Officer

Joined Colgate in 1982 as Vice President of Strategic Planning from Pfizer Corporation. Before being named to his current position in 1997. Dr. Reid had also served as General Manager of Colgate-Greece, Vice President and General Manager of Colgate-United Kingdom and Vice President of the South Pacific region.

* Andrew D. Hendry, 52 Senior Vice President, General Counsel and Secretary

Joined Colgate in 1991 from Unisys, where he was Vice President and General Counsel. A graduate of Georgetown University and NYU Law School, Mr. Hendry has also been a corporate attorney at the Battle & Fowler law firm in New York City and at Reynolds Metals Company.

Emilio Alvarez-Recio VP, Advertising

Charles W. Beck VP, Global Materials, Logistics and Sourcing

* Steven R. Belasco VP, Taxation and Real Estate

David P. Bencze VP, Colgate-Europe

Philip A. Berry VP, Colgate-Europe

Robert E. Blanchard VP. Global Toothbrush Division

John H. Bourne VP, Colgate-North America

Johannes C. Brouwer VP, Turkiye

Nigel B. Burton VP, United Kingdom & Ireland

Antonio Caro VP. Worldwide Sales

Jose-Maria Castro VP, Colgate-Europe

Peter C. Chase VP, Colgate-Latin America

James H. Clark VP, Colgate-Africa/ Middle East

* Ian M. Cook President. Colgate-North America

Michael A. Corbo VP, Colgate Central Europe & Russia

Graeme D. Dalziel VP, Portugal

S. Peter Dam Colgate-Asia Pacific

Fllen M. Hancock

Howard B. Wentz, Jr.

John P. Kendall

Jill K. Conway John P Kendall Howard B. Wentz, Jr. John P Kendall Richard J. Kogan Reuben Mark

Personnel and Organization Committee Jill K. Conway, Chair

Ronald E. Ferguson David W. Johnson John P. Kendall

* Corporate Officer

Audit Committee Ronald E. Ferguson, Chair Jill K. Conway



Congratulations...Delano E. Lewis Leaves Colgate's Board on appointment as Ambassador to South Africa

Colgate congratulates former Director Delano
Lewis on his significant new appointment
as the U.S. Ambassador to South Africa. In
this new position, Mr. Lewis by law had to
resign from Colgate's Board. We are deeply
indebted for his many contributions as a
Director and as Chairman of the Board's
Committee on Directors. We thank Mr.
Lewis for over eight years of service
and wish him all the best in continuing his distinguished career.



Delano E. Lewis

Edward C. Davis
VP, Budget and Planning

Herbert L. Davis
VP, Technology

Alec de Guillenchmidt

Coloman de Hegedus

President, Colgate-Africa/Middle East

Virginia M. Dotzauer VP, Hill's Pet Nutrition

Joseph A. Douglas VP, Hill's Pet Nutrition

Dale A. Dvorak
VP, Colgate-Latin America

Steven E. Elliott VP, Thailand

Hector I. Erezuma
VP, International Taxes

James E. Farrell, Jr. VP, Legal

Guillermo M. Fernandez
VP. Mexico

James S. Figura
VP, Colgate-U.S.

Edward J. Filusch VP, Treasury

Stephen J. Fogarty
VP, Oral Care

Chester P.W. Fong
VP. Greater China

Abdul Gaffar VP, Research and

Development Robert Galan

VP, Philippines

Jill Garrity
VP, Colgate-Europe

James J. Gerchow VP, Colgate-Africa/ Middle East Nina D. Gillman

VP, Legal

Walter H. Golembeski VP, Colgate-Asia Pacific

Stefan S. Gorkin
VP. Labor Relation

David R. Groener

VP, Colgate-North America

Karen Guerra VP, France

Luis Gutierrez VP, Central America

Jack J. Haber VP, Chief Web Officer

Tarek S. Hallaba VP, Colgate-U.S.

Suzan F. Harrison VP. Colgate-U.S.

Richard F. Hawkins
President, Hill's-International

* *Brian J. Heidtke*VP. Finance and

Corporate Treasurer

Jean-Mathieu Hellich

VP, Colgate-Europe

* Dennis J. Hickey
VP, Corporate Controller

Sheila A. Hopkins VP, Colgate-U.S.

William A. Houlzet VP, Argentina

Stuart A. Hulke

VP, Technology *John J. Huston*

VP, Office of the Chairman

N. Jay Jayaraman VP, Oral Care Scott W. Jeffrey, Jr.

VP, Colombia

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Robert G. Kirkpatrick VP, Media

Betty M. Kong

VP, Technology

Yoshio Koshimura VP, Hill's-Asia Pacific

Leo Laitem
VP, Research and
Development

Daniel B. Marsili VP, Colgate-Latin America

Robert R. Martin VP, Global Demand Chain

Ronald T. Martin
VP, Human Resources

Steven G. Marton VP, Hill's-Europe

Robert F. Maruska VP, Colgate-U.S.

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Seamus E. McBride VP, Italy

Charles F. McGraw VP, Colgate-North America

* **Peter D. McLeod**VP, Manufacturing
Engineering Technology

Donna B. McNamara VP, Human Resources

Richard Mener VP, Global Export/ Middle East

Louis P. Mignone VP, Colgate-U.S.

Franck J. Moison
President, ColgateCentral Europe and Russia

Francis A. Morelli
VP, Global Systems

VP, Global Systems

Graeme B. Murray

VP, Canada Robert A. Murray

VP, Corporate Communications

James Napolitano
VP, Hill's Pet Nutrition

Jean-Marc Navez VP, Colgate-Asia Pacific

Rosemary Nelson VP, Colgate-U.S.

Alan Nimmey
VP, Technology

James Norfleet
VP, Research and
Development

Morgan J. O'Brien
VP, ColgateCentral Europe and Russia

Chris E. Pedersen
VP, South Pacific Region

Robert C. Pierce VP, Research and Development

Hans L. Pohlschroeder VP. Treasurv

Roger M. Pratt VP, Brazil

Ricardo Ramos VP, Greece

Friedrich Reinshagen VP, Germanic Countries

Grace E. Richardson VP, Consumer Affairs

Jill H. Rothman VP, Human Resources

Reuven M. Sacher VP, Research and Development **Jeff Salguero**VP, Advertising Production

Derrick E.M. Samuel
VP, South Asia Region

Raffy L. Santos VP, Hawley & Hazel Taiwan

Lim Kim Seng VP, China

* James M. Serafino VP, Deputy General Counsel

James H. Shoultz VP, Venezuela

Barry N. Simpson VP, Colgate-Asia Pacific

Leonard D. Smith
VP, Global Supply Chain

James W. Sparks VP, Hill's Pet Nutrition

* Barrie M. Spelling President, Global Oral Care

Malcolm L. Stokoe VP, Caricom Region

P. Dorset Sutton
President, Hill's Pet Nutrition

* *Michael J. Tangney* President, Colgate-Latin America

* Javier G. Teruel President, Colgate-Europe

Richard F. Theiler
VP, Research and
Development

Bina H. Thompson
VP, Investor Relations

Scott E. Thompson VP, Legal

Kathleen A. Thornhill
VP, Consumer Insights

* *John H. Tietjen* VP, Global Business Development

Heiko Tietke
VP. Personal Care

Edmund D. Toben
Chief Information Officer

Joseph A. Uzzolina
VP, Household Surface Care

Daniel A. Vettoretti
VP. Poland Region

J. Nicholas Vinke VP, Colgate Oral Pharmaceuticals

Anthony R. Volpe VP, Research and Development

* Robert C. Wheeler
Chief Executive Officer,
Hill's Pet Nutrition

Richard J. Wienckowski

VP, Hill's Pet Nutrition

David K. Wilcox

VP, Technology

Francis M. Williamson VP, Colgate-Latin America

Paul A. Witmond
VP, Dominican Republic

Gregory P. Woodson President, Fabric Care

Douglas R. Wright
VP, Environmental Affairs,
Occupational Health and
Safety

Seng Aun Yeoh VP, Malaysia

John E. Zoog VP, Human Resources

^{*} Corporate Officer



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dividend news and other
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available by calling the toll-free
number. The information will be
read to the caller and can also
be received by mail, fax or email.

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