2023 GRI INDEX TABLE

General Disclosures

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-1 Organizational Details	Legal Name: Kimberly-Clark Corporation Ownership and Legal Form: Large Public Multinational Corporation Address: P.O Box 619100, Dallas TX We are a global company focused on delivering products and solutions that provide better care for a better world, with manufacturing facilities in 33 countries, including our equity affiliates, and products sold in more than 175 countries and territories. Our principal executive office is located in the Dallas, Texas metropolitan area. We describe our business outside North America in two groups – Developing and Emerging Markets ("D&E") and Developed Markets. D&E Markets comprise Eastern Europe, the Middle East and Africa, Latin America and Asia-Pacific, excluding Australia and South Korea. Developed Markets consist of Western and Central Europe, Australia and South Korea.		
GRI 2-2 Entities included in the organization's sustainability reporting	The Corporation has organized one or more legal entities in most jurisdictions where sales occur. Thus, legal entities correspond in most instances to physical geography. Accounting records are prepared and maintained in these legal entities. Transactions from multiple reporting segments are included in the financial results of legal entities. Kimberly-Clark has created global business service (GBS) delivery centers for the uniform processing of transactions from several legal entities: The North America GBS, responsible for most North America accounting; the EMEA GBS, responsible for European and Middle Eastern and African accounting, the LAO GBS, responsible for Latin America accounting and certain European and North American capital asset transactions; and the Asia Pacific GBS, responsible for Asia Pacific accounting. There are several reporting entities (or "components") under the Kimberly-Clark umbrella based on the Company's Hyperion Financial Management (HFM) forms as of a given year. The identification of components is driven by the HFM reporting structure, which is the lowest level at which information is segregated for purposes of review and analysis by local and group management. The individual reporting entities under Kimberly-Clark operate as stand-alone entities, and each has a distinct ledger that maps to a distinct entity within the HFM consolidation structure.		
GRI 2-3 Reporting Period, Frequency and contact point	Sustainability Reporting occurs annually and the reporting period aligns with our financial reporting period. 2023 Report Period, Financial and Sustainability: January 1, 2023 - December 31, 2023 2023 Report Publication Date: June 4, 2024 For questions contact: sustainability@kcc.com		Principle 1

Kimberly-Clark has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023, with reference to the GRI Standards

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-4 Restatement of Information	GRI 403-9: Prior to 2022, Kimberly-Clark de Mexico, S.A.B. de C.V. (KCM) was included in Occupational Safety Metrics, but not in other KPIs addressed in this report. KCM is partially owned by the public, and its stock is publicly traded in Mexico. As of December 31, 2023, Kimberly-Clark's ownership interest in KCM was 47.9 percent. GRI 406-1, 407-1, 408-1, 409-1, and 414-2: Beginning in 2023, KCM, is excluded from Social Compliance Audit Results to remain consistent with the reporting boundary of this report. KCM is not included in any other current or historical environmental or social metrics.		
GRI 2-5 External Assurance	We engaged Deloitte as our external assurance provider. Deloitte provided limited assurance over GRI 302 (sections 1 and 3), GRI 303 (sections 3, 4, and 5), GRI 305 (sections 1, 2, 3 and 4), GRI 306 (sections 3,4, and 5), and GRI 403 (sections 9 and 10). Details for each section, and the Independent Accountant's Review Report, can be found in our Appendices at the end of this document.		
GRI 2-6 Activities, Value Chain and Other Business Relationships	Please see our 2023 Annual Report: https://www.kimberly-clark.com/-/media/kimberly/pdf/annual-report/kimberly-clark-2023-annual-report.pdf		Principle 1
GRI 2-7 Employees	See **People Data Tables** in the Appendices of this document. The data was pulled from Kimberly-Clark's HRIS system, with an effective date of 12/31/2023 for the entire company with no additional filters. The data is presented as headcount with the snapshot of 12/31/2023. Assumptions made: • Worker Type: Employee • Non-Guaranteed Hours Employees: Employee Type – Intermittent • Temporary Employees: We fill the needs for temporary work with contingent workers. • Full-Time/Part Time determined by Time Type • Age was derived from the employees' birthdate in the system and then grouped together. • The role levels were determined by mimicking the United States EEO classifications. This translated in using Kimberly-Clark's management level. CEO, GSLT, M4 -M7 are considered Executive Roles, M1 – M3 are considered Managers, and everyone else is considered an Individual Contributor. There was not a significant fluctuation in the number of employees in 2023, or between 2022 and 2023. The average headcount for the 2023 is 39,500 with a standard deviation of 543.73 which is approximately 1% of the population.	Information Unavailable: 2-7 d. information unavailable for select operations	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-8 Workers Who Are Not Employees	Contingent Workers 2023 EMEA: 1,291 Asia Pacific: 4,109 Latin America: 1,799 North America: 7,582 Total: 14,781 Most of our workers who are not employees are contract workers. They are employed by various agencies and generally work full-time for Kimberly-Clark. Our contractors work across the company: 57% work in manufacturing and distribution facilities, and 43% work in office settings. The data was compiled from Kimberly-Clark's HRIS system, with an effective date of 12/31/2023 for the entire company with no additional filters. The data presented is of headcount with the snapshot of 12/31/2023. Assumptions made: Worker Type Contingent. There was a 10% drop in the number of contingent workers between November and December of 2023 from 16,366 to 14,769.		
GRI 2-9 Governance Structure and Composition	See detailed description in Proxy Statement 2024, pages 4-7 and 11-46. Nominating and Corporate Governance Committee (including its Sustainability Subcommittee). Proxy Statement 2024, pages 16-17. Highest governance body is Board of Directors. See description in Proxy Statement 2024, pages 4-7. CEO Michael Hsu is only executive member. All others are non-executive. See Proxy Statement 2024, pages 4-7. CEO Michael Hsu is only non-independent member. All others are independent. See description in Proxy Statement 2024, page 12. Tenure ranges from 0 to 22 years, with median tenure of 4 years. See Proxy Statement 2024, page 5. Each director's other significant positions are described in Proxy Statement 2024, page 4 and pages 31-41. Seven of our 12 directors are female. See Proxy Statement 2024, page 5. Five of our 12 directors are ethnically diverse. See Proxy Statement 2024, page 5. Each director's competencies are described in Proxy Statement 2024, page 4 and pages 31-41. All directors are elected annually by the stockholders. We regularly conduct outreach efforts with our stockholders to solicit their views on a variety of topics. See Proxy Statement 2024, page 19 and pages 28-30.		
GRI 2-10 Nomination and Selection of the Highest Governance Body	All directors are elected annually by the stockholders. The Board of Directors is responsible for approving candidates for Board membership. The Board may receive recommendations for Board candidates from various sources, including our directors, management, and stockholders. The criteria used for nominating/selecting Board members are described in our proxy statement, as well as the competencies the Board considers important and the Board's focus on diversity and independence. Each of the Board and the Nominating and Corporate Governance Committee believes that diversity of backgrounds and viewpoints is a key attribute to include in the boardroom. See Proxy Statements 2024, pages 28-30.		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-11 Chair of the Highest Governance Body	Michael Hsu is Chairman of the Board and Chief Executive Officer for Kimberly-Clark Corporation. The Board's current view is that a combined Chairman and CEO position, coupled with a predominantly independent board and a proactive, independent Lead Director, promotes candid discourse and responsible corporate governance.		
GRI 2-12 Role of the Highest Governance Body in Overseeing the management of impacts	Our Board has established and approved the framework for our sustainability-related policies and procedures, including environmental stewardship, energy and climate, fiber sourcing, waste and water management, product safety, charitable contributions, human rights, labor, and inclusion, equity and diversity in employment. As part of their oversight roles, the Board and the Nominating and Corporate Governance Committee receive regular reports from management on these topics, our goals and our progress toward achieving them. Our Board oversees risk management, including risks related to environmental issues, including climate-related risks and opportunities, and social issues. The Board is focused on our long-term business strategy, including fostering sustainability-driven innovations, and incorporates our sustainability risks and opportunities into its overall strategic decision-making. Sustainability risk areas for our company include shifting customer and consumer preferences toward sustainable products, increasing regulation and mandates related to single-use plastics and climate emissions, supply chain risks related to water security and deforestation and the cost of the commodities and natural resources required to make and market our products. We maintain a Sustainability Subcommittee of the Nominating and Corporate Governance Committee of the Board to support the Committee in executing its oversight responsibilities for matters relating to sustainability, corporate social responsibilities and corporate citizenship and as we continue to incorporate related risks and opportunities into the Board's overall strategic decision-making. We continue to routinely engage our stockholders on the topic of sustainability through our governance engagement program and regular investor meetings. In these meetings, we discuss sustainability topics and priorities relevant to our business.		Principle 1
GRI 2-13 Delegation of Responsibility for Managing Impacts	Our Board has established and approved the framework for our sustainability-related policies and procedures, including environmental stewardship, energy and climate, fiber sourcing, waste and water management, product safety, charitable contributions, human rights, labor, and inclusion, equity, and diversity in employment. As part of their oversight roles, the Board and the Nominating and Corporate Governance Committee receive regular reports from management on these topics, our goals, and our progress toward achieving them. In addition, our Nominating and Corporate Governance Committee of the Board maintains a standing Sustainability Subcommittee to support the Committee in executing its oversight responsibilities for matters relating to sustainability, corporate social responsibilities and corporate citizenship and as we continue to incorporate related risks and opportunities into the Board's overall strategic decision-making as appropriate.		Principle 1

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-14 Role of the Highest Governance Body in Sustainability Reporting	Our Board of Directors has established and approved the framework for our sustainability-related policies and procedures, including those governing climate, energy, and environmental stewardship. Our Nominating and Corporate Governance Committee oversees these efforts, and both the committee and the full Board receive regular reports from management on these topics, our goals and our progress toward achieving them. As part of its focus on long-term business strategy, our Board also oversees management of climate-related risks and risk-mitigation strategies, including sustainability-driven innovation. The Board considers sustainability risks and opportunities as part of its overall strategic decision-making process. We maintain a Sustainability Subcommittee of the Nominating and Corporate Governance Committee of the Board to support the Committee in executing its oversight responsibilities for matters relating to sustainability, corporate social responsibilities and corporate citizenship and as we continue to incorporate related risks and opportunities into the Board's overall strategic decision-making. Kimberly-Clark's sustainability program is guided by our Sustainability Steering Committee, which includes members of our Executive Leadership Team. This committee meets at least quarterly to review and adjust the program's direction, address barriers to success, and assess the health of our long-term strategy. We established the Sustainability Reporting Disclosure Steering Committee to ensure that the Corporation has implemented and maintains internal procedures for the timely collection, evaluation, and disclosure (as appropriate) of information potentially subject to public disclosure under the legal, regulatory, and stock exchange requirements to which the Corporation is subject. The Committee is also responsible for providing consistent and ongoing oversight and direction for the Corporation's Sustainability program including its strategic projects, formal reporting and disclosure, materiality assessments as well as internal and external assurance activities. In addition, the Committee oversees governance processes to identify, assess, and respond to key sustainability risks and establish appropriate internal controls framework. Lastly, the Committee monitors compliance and remedial activities concerning control deficiencies over sustainability key controls. Climate-related initiatives are operationalized through our Sustainability function, which is led by our Chief Sustainability Officer. The function's team comprises global program leaders who work cross-functionally to coordinate the execution of programs supporting our climate, energy, environmental stewardship, fiber sourcing, water management, and other sustainability efforts. This team collaborates with Kimberly-Clark's business unit and sector teams and conducts quarterly reviews to assess team targets and align actions for each pillar of our 2030 sustainability ambitions.		Principle 1
GRI 2-15 Conflicts of Interest	Kimberly-Clark has a Code of Conduct that applies to all of our directors, executive officers and employees, including our CEO, Chief Financial Officer and Vice President and Controller. It is available in the Investors section of our website at www.kimberly-clark.com. There are no compensation committee interlocking cross-board relationships. There are no controlling shareholders. Our Board assesses potential related-party transactions, and we disclose these as required by SEC rules in our proxy statement, along with a description of our related processes.		Principle 1

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-16 Communication of Critical Concerns	The Audit Committee has established procedures for receiving, recording, and addressing any complaints we receive regarding accounting, internal accounting controls or auditing matters, and for the confidential and anonymous submission, by our employees or others, of any concerns about our accounting or auditing practices. Questions and concerns may also be raised via a variety of channels as communicated in our Code of Conduct, including our Compliance HelpLine which allows for anonymous reporting where permissible by law. Kimberly-Clark has a Code of Conduct that applies to all of our directors, executive officers and employees, including our CEO, Chief Financial Officer and Vice President and Controller. It is available in the Investors section of our website at www.kimberly-clark.com. The Board has established a process by which stockholders and other interested parties may communicate with the Board, including the Lead Director. That process can be found in the Investors section of our website at https://www.kimberly-clark.com/en-us/. Under our stockholder engagement policy, set forth in our Corporate Governance Policies, stockholders who wish to meet directly with members of our Board may send a meeting request to our Lead Director who will consider the request in consultation with the Corporate Secretary. Requests should include information about the requesting party (including the number of shares held), the reason for requesting the meeting and the topics to be discussed.	Confidentiality Constraints	
GRI 2-17 Collective Knowledge of the Highest Governance Body	Our Board is regularly briefed by management on sustainability matters and is periodically advised by external thought leaders who provide guidance on key governance, social and environmental issues.		
GRI 2-18 Evaluation of the Performance of the Highest Governance Body	The Board conducts annual self-evaluations to determine whether it and its committees are functioning effectively and whether its governing documents continue to remain appropriate. Each Board member is periodically evaluated on an individual basis. The process is designed and overseen by our Lead Director and our Nominating and Corporate Governance Committee, and the results of the evaluations are discussed by the full Board. Each committee annually reviews its own performance and assesses the adequacy of its charter and reports the results and any recommendations to the Board.		
GRI 2-19 Remuneration Policies	The Audit Committee of the Board of Directors compensation policies and practices for our Board and senior executives are described in detail in our 2024 Proxy Statement.		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-20 Process to Determine Renumeration	The independent Management Development and Compensation Committee of the Board of Directors oversees the process for determining remuneration. At our 2023 Annual Meeting, our executive compensation program received the support of approximately 94 percent of shares represented at the meeting. The Committee has considered the results of this vote and views this outcome as evidence of stockholder support of its executive compensation decisions and policies. Accordingly, the Committee has not made any substantial changes to its executive compensation policies for the current year. The Committee will continue to review the annual stockholder votes on our executive compensation program and determine whether to make any changes in light of the results. In 2023, we continued our focus on regularly engaging with investors to understand their perspectives on a variety of topics, including compensation. We reached out to stockholders representing approximately 49 percent of our common stock and engaged with stockholders representing approximately 29 percent of our common stock. We discussed many key topics, including our approach to our executive compensation program. The Management Development and Compensation Committee engaged an external independent consultant to assist it in determining the appropriate executive officer compensation in 2023. Consistent with the Committee's policy in which its independent consultant may provide services only to the Committee.		
GRI 2-21 Annual Total Compensation Ratio	In 2023, the ratio of our CEO's total compensation to the median employee total compensation was 324 to 1. We disclose how the data was compiled on page 99 of our 2024 Proxy Statement.		
GRI 2-22 Statement on Sustainable Development Strategy	A Message From Our Chairman and CEO – 2023 Sustainability Report		
GRI 2-23 Policy Commitments	Our Human Rights Policy and Code of Conduct establish Kimberly-Clark's ethical expectations, creating accountability across key issue areas. These expectations extend beyond our corporate walls to encompass our suppliers' employees and workplaces as well, as communicated through our Supplier Code of Conduct. Our policies guide our interactions with suppliers, partners, customers, and consumers worldwide, and are communicated through our Supplier Social Compliance Standards. Centered on our values, these standards are an extension of our commitments to our own people and are aligned with principles such as the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. Specifically, Kimberly-Clark's Human Rights Policy addresses core human rights issues including recognition of universal human rights on a global basis, the abolition of discriminatory laws and practices, freedom of association, prohibition of child labor, prohibition of forced labor, prohibition of physical or mental abuse, prohibition of discrimination, fair compensation and working hours, and a prohibition of retaliation for engaging in legally-protected activity. Our Human Rights Policy can be found at: https://www.kimberly-clark.com/en-us/esg/2030-ambition/esg-article/human-rights-and-social-compliance. Policy commitments for responsible business conduct are approved at the Executive Leadership level and apply to all of Kimberly-Clark's business activity. New or revised policies are communicated to employees, workers, business partners and suppliers globally through internal and external communication channels as well as in contract terms & conditions. For more information on varying policies and positions within Kimberly-Clark please visit Kimberly-Clark Newsroom.		Principle 1

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-24 Embedding Policy Commitments	Kimberly-Clark has a Code of Conduct that applies to all of our directors, executive officers and employees, including our CEO, Chief Financial Officer and Vice President and Controller. It is available in the Investors section of our website at www.kimberly-clark.com. Kimberly-Clark regularly provides Code of Conduct training to all Kimberly-Clark employees. Kimberly-Clark has adopted a Global Policy Management Program Policy as part of our commitment to operating with integrity around the world. This Policy providesa single approach to global policies that drives accountability throughout Kimberly-Clark. It establishes the approach to Kimberly-Clark's global policy lifecycle from creation, review, and approval to distribution, tracking, and updating.		Principle 1
GRI 2-25 Processes to Remediate Negative Impacts	Kimberly-Clark has various compliance programs in place to help identify, mitigate, and remediate risks in its operations and supply chain. Mechanisms for raising concerns regarding unethical or unlawful behavior are communicated in our Code of Conduct. Questions and concerns may be raised via a variety of channels including our Compliance HelpLine which allows for anonymous reporting where permissible by law. Kimberly-Clark policy prohibits retaliation for raising concerns or asking questions in good faith.		Principle 1
GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns	Mechanisms for raising concerns regarding unethical or unlawful behavior are communicated in our Code of Conduct. Kimberly-Clark policy prohibits retaliation for raising concerns or asking questions in good faith. Questions and concerns may be raised via a variety of channels including our Compliance HelpLine (www.KCHelpLine.com), an externally managed system that allows both identified and anonymous reports by phone or web intake. Other channels employees are encouraged to use include: their team leader or next level of leadership; functional teams (e.g. HR, Ethics & Compliance, Legal); and a HelpLine email inbox monitored by the Ethics & Compliance team. The Compliance HelpLine system and our HelpLine email address are also posted on our external website, making them available to our consumers, customers, vendors, and other stakeholders to ask questions or raise concerns.		Principle 1
GRI 2-27 Compliance with Laws and Regulations	Kimberly-Clark Annual Reports	Confidentiality Constraints	
GRI 2-28 Membership Associations	https://www.kimberly-clark.com/en-us/esg/memberships		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-29 Approach to Stakeholder Engagement	Stakeholders viewed as strategic partners are those who have a significant interest and/or impact on areas that are most material to our company. We engage with stakeholders in many ways on an ongoing basis – ranging from conducting customer and consumer research to engaging in dialogue and developing strategic partnerships with environmental and humanitarian organizations. In addition, we communicate progress to the shareholder and investment communities through our Annual 10-K, through investor and shareholder meetings, at analyst-sponsored conferences and through distribution of our sustainability reporting content. Our key stakeholder groups include, but are not limited to: • Investors • NGOs • Customers • Consumers • Employees • Potential employees • Suppliers • Local communities We also routinely engage our stockholders on the topic of sustainability through our governance engagement program and regular investor meetings. In these meetings, we often discuss sustainability topics relevant to our business, our priorities, and the impact to our business. Examples of engagement include, but are not limited to: • Annual meetings • One-on-one interviews • Engagement surveys • Education or marketing campaigns • Earning calls or shareholder resolutions • Risk assessments and audits • Volunteering programs • Media relations Within our ongoing stakeholder engagement, topics raised include, but are not limited to: • Our business practices • The environment • Operating context • People and community • Products and packaging • Sourcing • Climate change • Waste and recycling • Supply chain management. • Quality • Safety and health • Human rights • Cost reductions • Pricing • Organic growth and operating margins	Principle 3	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 2-30 Collective Bargaining Agreement	Across the globe K-C employees work at 197 K-C facilities. 52 of the facilities are at least partially covered by a Collective Bargaining Agreement (CBA). 43% of our global employees are covered by a CBA. Topics covered by Collective Bargaining Agreements will vary, but common subjects included in facility CBA's include administration of working hours, joint health and safety efforts, and working conditions. We respect freedom of association, and our policies are in line with our Code of Conduct commitments and K-C Human Rights Policy. See **People Data Tables** in the appendices of this document.		Principle 3
GRI 3-1 Process to Determine Material Topics	https://www.kimberly-clark.com/en-us/esg/2030-ambition/esg-article/materiality		
GRI 3-2 List of Material Topics	https://www.kimberly-clark.com/en-us/esg/2030-ambition/esg-article/materiality		
GRI 3-3 Management of Material Topics	Detailed disclosures on our strategy and approach to material topics can be found on https://www.kimberly-clark.com/en-us/esg/2030-ambition/esg-topics.		

Economic

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 415 Public Policy	Kimberly-Clark does not use corporate funds to contribute to any federal, state or local candidates, political parties, or other political committees. We also do not sponsor a corporate political action committee (PAC). Further, Kimberly-Clark's Code of Conduct and Anti-Corruption Policy prohibit employees and representatives from making contributions on behalf of Kimberly-Clark to candidates for political office or for other political campaigns absent preapproval from our Legal/Government Relations function. We have processes in place to support our compliance with applicable U.S. federal, state and local laws that require registration and reporting of lobbying activities and expenditures. Kimberly-Clark files six lobbying reports each year with Congress – four quarterly lobbying activity expense reports and two semiannual reports reflecting expenditures for the benefit of Congressional and Executive Branch officials. Our filings can be accessed in the U.S. Senate Lobbying Disclosure Act database at https://www.senate.gov/legislative/Public_Disclosure/LDA_reports.htm or U.S House database at http://lobbyingdisclosure.house.gov. In 2023, Kimberly-Clark reported $930,000 in federal lobbying activity expenses. This includes internal lobbying expenses, retained consultants' fees, and the portion of dues paid to trade associations that relate to their federal lobbying activities. We did not report/ disclose any expenditures benefitting federal officials in our 2023 semiannual reports. We also occasionally participate in the citizen legislative process by providing financial support to state or local ballot initiatives relating to specific issues that have a direct impact on our businesses. When we make these expenditures, they are publicly reported "as required to comply with legal requirements of the state or local jurisdiction. In 2023, we spent $0 on ballot initiatives. For more on Public Policy see: https://www.kimberly-clark.com/en-us/investors/corporate-governance		

Environmental

Climate Change

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 302-1 Energy Consumption within the Organization	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 302-2 Energy Consumption Outside of the Organization		Information Unavailable	
GRI 302-3 Energy Intensity	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 302-4 Reduction of Energy Consumption	See **Carbon Footprint Data Tables** at the end of this document. Our energy conservation and efficiency improvement actions and projects can/are expected to impact all energy types, including electricity, steam, heating & cooling, and all fuel types consumed by the Kimberly-Clark's facilities. Energy efficiency actions, from those in the idea phase to those in activation, are managed in our Kimberly-Clark's Sphera Cloud Corporate Sustainability (SCCS) database. The database is used by the central sustainability team and business units' energy and climate managers to track specific energy consumption changes (in giga-Joules), impacts on climate (in metric ton of carbon dioxide equivalent ($MTCO_2e$)) and basic financial indicators, such as cost and annual savings. Energy conservation and efficiency improvements have resulted from the execution of actions in the following two fundamental pillars of our Carbon Footprint program: • Conservation and Energy Efficiency: Implementation of energy best practices, mainly through capital investment projects such as variable frequency drives and high efficiency motors, compressed air systems upgrades, tissue machine drying system technology and control upgrades, vacuum system optimization, heat recovery systems, HVAC systems optimization, lighting retrofitting, process technology upgrades, energy supply systems optimization, steam and condensate systems upgrade, etc. • Lean Energy: An energy management system embedded into many of our facility's daily accountability processes with real-time consumption visualization tools which positions energy efficiency as a priority at the same level as safety, quality, delivery, and cost. The management of the energy conservation and efficiency improvement projects in the SCCS database allows for the breakdown by program pillar and year of activation. This feature and granularity make it possible to build the detailed table.		Principle 8,9
GRI 302-5 Reductions in energy requirements of products and services		Not Applicable: Kimberly-Clark products do not require energy for use.	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 305-1 Direct (Scope 1) GHG Emissions	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 305-2 Energy Indirect (Scope 2) GHG Emissions	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 305-3 Other Indirect (Scope 3) GHG Emissions	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 305-4 GHG Emissions Intensity	See **Carbon Footprint Data Tables** at the end of this document. See Assurance Statement at the end of the document.		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 305-5 Reduction of GHG Emissions	See **Carbon Footprint Data Tables** at the end of this document. Our energy conservation and efficiency improvement actions and projects are expected to impact all energy types, including electricity, steam, heating & cooling, and all fuel types consumed by the Kimberly-Clark's facilities. All energy efficiency actions, from those in the idea phase to those in activation, are managed in our Kimberly-Clark's Sphera Cloud Corporate Sustainability (SCCS) Database. SCCS is used by the central sustainability team and business units' energy and climate managers, to track specific energy consumption changes (in giga-Joules), impacts on climate (in MTCO2e) and basic financial indicators, such as cost and annual savings. The GHG emissions Reduction Calculations includes CO2, CH4 and N2O. Base Year for the Calculation In 2020, we announced that the Science Based Target initiative (SBTi) officially approved our GHG emissions reductions goals, where K-C seeks to reduce absolute Scope 1 and Scope 2 market based GHG emissions by 50% by 2030 from a 2015 base year. K-C also seeks to reduce absolute Scope 3 GHG emissions from Purchased Goods and Services and End of Life Treatment of Sold Products by 20% by 2030 from a 2015 base year. K-C selected 2015 as the base year. The timeframe of 15 years between 2015 and 2030 addresses the base and target year criteria of the "SBTi Criteria and Recommendations (Version 4.0)" where targets must cover a minimum of 5 years and a maximum of 15 years from the date the target is submitted to SBTi for official validation. 2015 was selected as our base year as it was the first year that K-C developed a full Scope 3 inventory along with external verification of Scope 1 and Scope 2 emissions by WSP Global. The GHG emissions reduction reported comes from the execution of actions in the following fundamental pillars of the Carbon Footprint program: • Conservation and Energy Efficiency: Implementation of energy best practices, mainly through capital investment projects such as variable frequency drives and high efficiency motors, compressed air systems upgrades, tissue machine drying system technology and control upgrades, vacuum system optimization, heat recovery systems, HVAC systems optimization, lighting retrofitting, process technology upgrades, energy supply systems optimization, steam and condensate systems upgrade, etc. • Lean Energy: An energy management system is embedded into many of our facility's daily accountability process, positioning energy efficiency as a priority at the same level as safety, quality, delivery, and cost. • Low Carbon Energy Supply: Projects include transition to lower emitting technologies and fuels such as with cogeneration and biomass boilers, onsite renewable energy generation using solar photo-voltaic panels and the procurement of bundled renewable energy credits (RECs) from direct and virtual Power Purchase Agreements (PPAs). The management of the GHG emissions reduction projects in the Kimberly-Clark's SCCS database allows the breakdown by category and year of activation. This feature and granularity make it possible to build the detailed table.		Principle 8, 9
GRI 305-6 Emissions of Ozone-depleting Substances (ODS)		Information Inapplicable. Emissions from Kimberly-Clark's refrigerant based air conditioning are immaterial.	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 305-7 Nitrogen oxides (NOx), Sulfur Oxides (Sox), and other significant air emissions	The approach followed to calculate the significant air emissions reported in the table is based on published emission factors, such as: U.S EPA AP-42 Compilation of Air Pollutant Factors, and only Beech Island uses a site-specific factor. See **Carbon Footprint Data Tables** at the end of this document.		
GRI 308-1 New Suppliers that were screened using environmental criteria	Kimberly-Clark does not presently track the number or percent of suppliers screened using environmental criteria. However, we deploy a targeted approach to addressing environmental impacts in our supply chain during initial supplier screening and ongoing category management activities. These approaches include, but are not limited to: • Kimberly-Clark's SupplierLINK portal provides a listing of applicable standards and requirements for raw materials and social responsibility Standards and Requirements (kimberly-clark.com). • Suppliers of fiber-based raw materials, packaging and manufactured products must disclose sources of fiber, including recycled content if applicable, upon request. • Suppliers are subject to periodic social compliance audits administered by our Supply Chain Human Rights program. • Contract manufacturers are reviewed through a multi-category due diligence process including environmental factors. • Risk assessments of new and existing suppliers are coordinated by our Procurement function and include environmental and social risk factors. • New chemical suppliers are required to disclose if the chemical they are supplying to Kimberly-Clark contains palm oil derivatives.	Information Incomplete	
GRI 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	Kimberly-Clark does not presently track the number or percent of suppliers screened using environmental criteria. However, we deploy a targeted approach to addressing environmental impacts in our supply chain during initial supplier screening and ongoing category management activities. These approaches include, but are not limited to: • Kimberly-Clark's SupplierLINK portal provides a listing of applicable standards and requirements for raw materials and social responsibility Standards and Requirements (kimberly-clark.com). • Suppliers of fiber-based raw materials, packaging and manufactured products must disclose sources of fiber, including recycled content if applicable, upon request. • Suppliers are subject to periodic social compliance audits administered by our Supply Chain Human Rights program. • Contract manufacturers are reviewed through a multi-category due diligence process including environmental factors. • Risk assessments of new and existing suppliers are coordinated by our Procurement function and include environmental and social risk factors. • New chemical suppliers are required to disclose if the chemical they are supplying to Kimberly-Clark contains palm oil derivatives.	Information Incomplete	

Water

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 303-1 Interactions with Water as a Shared Resource	See Water Use and Stewardship (kimberly-clark.com)		Principle 8

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 303-2 Management of Water Discharge-Related Impacts	Water Use and Stewardship (kimberly-clark.com).		Principle 8
GRI 303-3 Water Withdrawal	See **Water Footprint Data Tables** in the appendices of this document. See Assurance Statement at the end of the document.	303-3-ci. Information Unavailable; not collected by our software 303-3-cii. Information Unavailable; not collected by our software	
GRI 303-4 Water Discharge	See **Water Footprint Data Tables** in the appendices of this document. See Assurance Statement at the end of the document.	303-4-bi. Information Unavailable; not collected by our software 303-4-bii. Information Unavailable; not collected by our software 303-4-ci. Information Unavailable; not collected by our software 303-4-cii. Information Unavailable; not collected by our software	
GRI 303-5 Water Consumption	See **Water Footprint Data Tables** in the appendices of this document. See Assurance Statement at the end of the document.		

Deforestation

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 304-1 Operational Sites Owned, Leased, Managed in, or Adjacent to Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	See **Forest Footprint Data Tables** in the appendices of this document.	Information Unavailable	
GRI 304-2 Significant Impacts of Activities, products, and services on biodiversity	https://www.kimberly-clark.com/esg/2030-ambition/esg-article/forest-management		
GRI 304-3 Habitats Protected or Restored	https://www.kimberly-clark.com/esg/2030-ambition/esg-article/forest-management		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 304-4 Red List species and national conservation list species with habitats in areas affected by operations	In 2023, we completed a pilot nature footprint risk assessment of North America consumer tissue operations following guidance associated with the Taskforce for Nature Related Financial Disclosures (TNFD) framework. In this assessment, North America consumer tissue sites were assessed for proximity to IUCN Red List Species. Through this analysis, we identified operations proximity to 32 unique species identified on IUCN's Red List. Of those species, 3 were identified as Vulnerable, 22 were identified as Endangered, and 7 were identified as Critically Endangered.	Information Incomplete	

Post-Consumer Waste and Single-Use Plastics

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 301-1 Materials Used by Weight or Volume	See **Forest Footprint and Materials Data Tables** in the appendices of this document.		
GRI 301-2 Recycled Input Materials Used	See **Materials Data Tables** in the appendices of this document.		
GRI 301-3 Reclaimed Products and their Packaging Materials		Information Unavailable	
GRI 306-1 Waste Generation and Significant Waste-related Impacts	Environment Health and Safety (kimberly-clark.com)		
GRI 306-2 Management of Significant Waste-related impacts	Environment Health and Safety (kimberly-clark.com)		Principle 8
GRI 306-3 Waste Generated	See **Waste Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 306-4 Waste Diverted From Disposal	See **Waste Data Tables** at the end of this document. See Assurance Statement at the end of the document.		
GRI 306-5 Waste Directed to Disposal	See **Waste Data Tables** at the end of this document. See Assurance Statement at the end of the document.		

Social

Ethics, Culture, Values

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 205-1 Operations Assessed for Risks Related to Corruption	Kimberly-Clark's Code of Conduct establishes Kimberly-Clark's policy regarding conducting business in compliance with applicable anti-bribery and anticorruption laws. The Code of Conduct also describes mechanisms for reporting potentially unlawful or unethical behavior. We regularly assess our risk globally through regular trainings and business operations. For more information, see our Code of Conduct: https://www.kimberly-clark.com/en-us/investors/corporate-governance/code-of-conduct	Confidentiality Constraints	Principle 10
GRI 205-2 Communication and Training about Anti-Corruption Policies and Procedures	In 2023, we provided Code of Conduct training to all office-based Kimberly-Clark employees with computer access. The training required employees to read, understand, and agree to comply with the Code of Conduct, which has sections regarding preventing bribery and corruption. Based on our ongoing risk assessment, we also provided to select groups of employees specific training regarding anticorruption risks they may encounter in their roles.		Principle 10
GRI 205-3 Confirmed Incidents of Corruption and Actions Taken		Legal Prohibitions/ Confidentiality Constraints	
GRI 206-1 Legal Actions for Anti-competitive behavior, anti-trust, and monopoly practices	As a global company, we are subject to laws and governmental regulations across the countries in which we do business, including laws and regulations involving antitrust or competition. Kimberly-Clark's Code of Conduct establishes Kimberly-Clark's policy for conducting business fairly and in compliance with applicable competition laws, and we have internal programs in place to manage global compliance with the requirements of such laws. https://www.kimberly-clark.com/en-us/investors/corporate-governance/code-of-conduct The Code of Conduct also describes mechanisms for reporting potentially unlawful or unethical behavior.	Legal Prohibitions/ Confidentiality Constraints	Principle 10
GRI 401-1 New Employee Hires and Employees Turnover	Global Turnover Rate 2023: 19.2% See **People Data Tables** in the appendices of this document.		
GRI 401-2 Benefits Provided to full-time employees that are not provided to temporary or parttime employees	Kimberly-Clark is a global company with manufacturing facilities all over the world. The benefit programs vary by country due to local laws and regulations and are designed to be competitive and reflect local needs. Our core benefit programs include healthcare, life and disability retirement and savings plans and paid time off, supplementing government provided or statutory requirements as appropriate. https://www.careers.kimberly-clark.com/en/kimberly-clark/benefits	Information Unavailable	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 401-3 Parental Leave	Kimberly-Clark is committed to supporting families which is an important part of our caring culture and people strategy. Depending on the country, Kimberly-Clark's parental leave may augment other types of government mandated leaves such as maternity, paternity, and adoption. We believe that offering family-centric benefits allows parents the time to be there for the early stages of their child's development and are consistently reviewing our policies with this in mind - in 2024 for instance we increased our US parental leave policies from seven to eight weeks paid leave. https://www.careers.kimberly-clark.com/en/kimberly-clark/benefits	Information Unavailable	
GRI 402-1 Minimum Notice Periods Regarding Operational Changes	While Kimberly-Clark does not have a global policy regarding minimum notice periods in cases of operational changes, Kimberly-Clark is committed to treating employees with dignity and respect, including meeting or exceeding local notice requirements, as well as those provided for in collective bargaining agreements. The minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them varies based on country specific regulatory criteria, which Kimberly-Clark meets or exceeds. The notice period and provisions specified in collective bargaining agreements varies by location and is designed to be compliant with each relevant country's regulatory policy.		
GRI 404-1 Average Training Hours per Year per Employee		Information Unavailable	
GRI 404-2 Programs for Updating Employee Skills and Transition Assistance Programs	Training is available to employees in a variety of types and scopes. From the global talent team, our learning team does a needs analysis yearly, and learning is made available to employees that aligns with those global needs. Those programs are primarily in the areas of soft skill and leadership/management development. Learning programs can be self-paced, instructor led, in person classroom style, or webinar style. In addition, regions can offer other topics and types of training to their employees as they see fit. Outplacement services are available to eligible departing employees to assist them in transitioning smoothly and quickly back into the workforce. The services involve preparing them for interviews and job negotiations, improving or writing their resume, assisting with job searches, enriching their personal brand, and networking. The employee's current position and global location drive the level and length of services.		
GRI 404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews		Information Incomplete	
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Kimberly-Clark is transparent about how it processes personal data and uses technical, administrative, and organizational measures to protect it. For more information, see Kimberly-Clark's privacy policy at https://www.kimberly-clark.com/en-us/global-privacy-policy.	Confidentiality Constraints	

Occupational Health & Safety

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 403-1 Occupational health and safety management system	Kimberly-Clark has established an Environmental, Health & Safety (EHS) Management System and maturity model that applies to all Kimberly-Clark owned and operated facilities. • Our EHS Management System requires all sites to comply at a minimum to all local legal and regulatory expectations. • Kimberly-Clark's EHS Management System is structured to be consistent with recognized management system standards such as ISO 14001 and/or ISO 45001. Kimberly-Clark's EHS Management System applies to all full-time Kimberly-Clark employees and temporary and contract workers who Kimberly-Clark oversees on a day-to-day basis. Kimberly-Clark workplace activities include the manufacturing and distribution of consumer-packaged products and the administration of those operations. At this time, suppliers and third-party distribution operations that are not controlled by Kimberly-Clark or not operated within a Kimberly-Clark facility are not directly addressed by the EHS Management System.		Principle 1
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Kimberly-Clark's EHS Management System requires a Risk Inventory to be developed and maintained, at each in scope site, that includes safety hazards, associated risks, implemented controls following the hierarchy of controls, and an overall risk reduction/improvement plan. The quality of the Risk Inventory and associated components is assessed through a combination of the EHS Management System self-assessment process along with internal auditing and compliance audits. Kimberly-Clark expects all employees and temporary and contract workers to report all workplace injuries, illnesses, and hazards. The reporting process typically includes an electronic tool that enables teams to investigate and follow-up on reported events. In alignment with Kimberly-Clark's Code of Conduct, grievance mechanisms are in place to allow for reporting of any health and safety concern without fear of retaliation. All Kimberly-Clark employees and temporary and contract workers are expected to adopt and adhere to Kimberly-Clark's "3 Safety Obligations", which requires that they address any situation, condition or activity that may cause injury or illness to themselves or others. Incident investigations utilizing a Root Cause Analysis (RCA) process must be completed for all work-related fatalities and recordable injuries and illnesses. The outcomes of the RCA are used to develop corrective actions leveraging the hierarchy of controls to prevent reoccurrence of similar events.		Principle 1
GRI 403-3 Occupational Health Services	The Kimberly-Clark Global Occupational Health strategy defines goals, objectives, and priorities based on the Compliance and Caring pillars of our values. Compliance focuses on addressing relevant laws, regulations, and standards related to employee health and Safety, while Caring emphasizes the company's commitment to health promotion and occupational illness prevention by identifying, controlling, and mitigating potential occupational hazards, interconnecting with the EHS Management System. Kimberly-Clark conducts Medical Surveillance and Fitness to Work programs for employees categorized as at potential risk of exposure to a health hazard. The program scope is designed to comply with local regulations and implement appropriate control and mitigation measures. Under our policies, employee medical health data is to be managed and stored according to local laws and consistently with Kimberly-Clark's data privacy policy. Mandatory training in records privacy and retention is typically conducted for all employees who handle sensitive data on a yearly basis.		Principle 1

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	At Kimberly-Clark we have a combination of trade union and works council agreements that range from local to global. Health and safety is a common topic in these agreements, and subject to negotiation, consultation, or information sharing depending on country. Employee representatives are commonly engaged in these programs. Frequency of meetings and employee communications varies by location and agreement, and typically includes the organization's performance relative to health and safety.		
GRI 403-5 Worker training on Occupational Health and Safety	Kimberly-Clark's EHS Management System requires health and safety awareness training with regards to policies, risks, regulatory requirements, the employee's role in contributing to a safe work environment and the implications for not conforming to safety rules and procedures/practices. Furthermore, Kimberly-Clark's EHS Management System requires a documented training program that includes a training needs assessment that is used to identify and address key health and safety training required for Kimberly-Clark employees, temporary workers, contract workers who receive direction from Kimberly-Clark line leadership and visitors. Training specific to the job duties of employees, temporary workers, or contract workers who receive direction from Kimberly-Clark line leadership, includes controls for managing health and safety risks, standard operating procedures and emergency response.		
GRI 403-6 Promotion of Worker Health	Kimberly-Clark offers competitive pay and benefits to our employees and rewards excellence and performance. To promote a healthy work-life balance and support employees' total well-being, we offer compensation and benefits programs relevant to the current market across all of our geographies. We provide compensation through our salary, annual incentive and long-term incentive programs and robust benefits packages that are meant to promote employee well-being across their lives. Eligible employees are compensated for their contributions to our goals with both short-term cash incentives and long-term equity-based incentives. We also provide a variety of resources and services to help our employees plan for retirement. We believe the structure of our compensation packages provides the appropriate incentives to attract, retain and motivate our employees. Benefits vary between countries and regions and include comprehensive time off and leave policies that promote health and well-being of our employees and their families. Kimberly-Clark evaluates benefits on an on-going basis focused on supporting all employees' emotional, financial, physical, and social well-being. Related to physical well-being, we strive to maintain a safe environment and offer programs and tools that enable employees to lead a healthy lifestyle suited to them and their families. As it relates to emotional well-being, we offer opportunities and resources to support employees' emotional health and provide the psychological safety to ask for help. Financially, we offer tools and benefits to help employees achieve their financial health objectives and grow their financial literacy. Socially, we endeavor to promote a culture where employees have the opportunity to experience a sense of belonging, fostering connections in an environment based on trust. We offer all employees, regardless of affiliation, the opportunity to join Employee Resource Groups ("ERGs"). These groups foster professional development, social connectivity, and celebrate diversity throughout our company. Our ERGs promote career development by allowing all employees to connect with and learn from one another.		
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Kimberly-Clark's Supplier Social Compliance Standards and supporting supplier contract language set an expectation for adherence to all local laws and regulations, including those related to workplace health and safety and environmental control. In addition, remediation of health and safety findings identified in social compliance audits contributes to the mitigation of significant negative occupational health and safety risks with suppliers.		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 403-8 Workers covered by an occupational health and safety management system	• 100% of Kimberly-Clark employee and contract workers at Kimberly-Clark sites are covered by the Kimberly-Clark EHS Management System. • Kimberly-Clark's EHS Management System is not certified by an external party. The total number of Kimberly-Clark employees was determined by headcount figures during the reporting period. The number of contract workers was estimated by calculating total hours worked and dividing by 2,000 hours/worker to arrive at an approximate annual headcount.		
GRI 403-9 Work-related Injuries	See our **Health & Safety Data Tables** in the appendices of this document. The top three work-related injuries during the reporting period for both 403-9(a) and 403-9(b) are lacerations, fracture, and strain/sprain. Regrettably, there was one injury-related fatality involving a Kimberly-Clark contract employee in 2023 in our Kluang, Malaysia site. Working with the local health and safety regulator, a thorough investigation was conducted and comprehensive learnings have been incorporated into our ongoing efforts to prevent serious injuries. Kimberly-Clark uses a systematic risk assessment process to identify high-consequence injury hazards using several parameters including the severity / consequence of the hazards. The majority of the high-consequence injuries occurred from machine guarding and hazardous energy control related hazards. Overall, risk reduction efforts have been focused on fire, machine safeguarding, hazardous energy control and lacerations. Hierarchy of control guides development of risk control actions. We continue to focus on reduction of workplace hazards by addressing areas of highest risk identified through risk assessment and analysis of injury and illness rootcauses. In 2023, we refreshed and enhanced our standards for contractor management, working at heights and workplace transport to drive more specific control requirements in these operations. We also formalized our EHS CAPEX prioritization process – focusing on highest risks to mitigate following the hierarchy of controls with engineering solutions or greater. Total Recordable Incident Rate (TRIR) is aligned with the U.S. Occupational Safety & Health Administration (OSHA) standard for recordable injuries / illnesses and recordkeeping. Examples of reportable events include those that involve days away from work/lost time, medical treatment beyond first aid that is typically administered by a physician or other licensed health care professional, death, loss of consciousness and amputation. TRIR is calculated by taking the total number of reportable injuries and illnesses divided by the total number of hours worked and multiplying the quotient by 200,000. Kimberly-Clark measures TRIR on a monthly, year-to-date and rolling 12-month basis. The TRIR metric can help determine areas for safety improvement and measure progress in preventing work-related injuries and illnesses. No full-time or temporary workers have been excluded from this data. The data was compiled based on Kimberly-Clark's injury & illness reporting as defined by Kimberly-Clark's Event Reporting Standard. Kimberly-Clark calculated high-consequence injuries using the GRI definitions: all injuries/illnesses that resulted in 180 days lost or restricted time. Lost time concludes when the employee can return to their full duties. Full "recovery time" is currently not tracked by Kimberly-Clark. Injury numbers & rates are not broken down by worker demographics.		

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 403-10 Work-related Ill Health	See our **Health & Safety Data Tables** in the appendices of this document. All work-related illnesses reported in 2023 were confirmed hearing threshold shifts. Exclusions: Non-Kimberly-Clark workers whose workplaces Kimberly-Clark does not oversee are not included in the scope of Kimberly Clark's work-related illness prevention program. Kimberly-Clark's Occupational Health and Safety Performance Standard that addresses Industrial Hygiene, and requires a risk assessment process to inventory occupational hygiene hazards, associated risks, and existing controls. The work environment hazards evaluated have monitoring programs developed and implemented based on the needs identified through the site risk assessment. Exposure monitoring, control and medical surveillance are also part of this standard requirement. For noise hazard monitoring and control, Kimberly-Clark's hearing loss prevention global standard defines the requirements to control occupational noise exposure hazards in those facilities where the risk analysis contemplates it. Hazards are identified in Kimberly-Clark that may cause or contribute to workplace hearing loss cases through routine noise mapping assessments. Where noise levels are expected to exceed recommended thresholds, controls are to be put in place both through noise abatement to reduce the source exposure level, and also through comprehensive Personal Protection Equipment (PPE) policies in relevant operations. PPE is provided and used based on required protection levels to meet the exposure environment.	Information Unavailable: Non-Kimberly-Clark workers whose workplaces are not overseen on a day-to-day basis by the organization.	

Diversity & Inclusion

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 405-1 Diversity of governance bodies and employees	See 2024 Proxy Statement with data tables, including page 5 for Board of Director diversity information and pages 23-24 for employee diversity information. See **People Data Tables** in the appendices of this document.	Information Unavailable	

Human Rights

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 406-1 Incidents of Discrimination and Corrective Actions Taken	Our Code of Conduct and corporate policies prohibit discrimination based on protected characteristics or protected activities. Instances of potentially discriminatory actions may be brought to our attention through concerns raised to our Compliance HelpLine or our Legal or HR functions, formal legal complaints or charges, or potential issues identified as part of our social compliance audits. Instances of potentially discriminatory action are to be thoroughly reviewed per defined processes, and those that are confirmed are to be addressed through appropriate disciplinary and corrective actions in accordance with our Code of Conduct and corporate policies. Findings observed in social compliance audits are subject to corrective action and remediation requirements for both operating and supplier sites. Critical or major findings are to be addressed through escalation and governance processes that may ultimately result in termination of supplier relationships when unresolved. See **Social Compliance Data Tables** in the appendices of this document.		Principle 6
GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Findings observed in social compliance audits are subject to corrective action and remediation requirements for both operating and supplier sites. Critical or major findings are addressed through escalation and governance processes that may ultimately result in termination of supplier relationships when unresolved. See **Social Compliance Data Tables** in the appendices of this document.		Principle 3
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	Based upon the United States Bureau of International Labor Affairs list of goods made with Child Labor, Kimberly-Clark considers suppliers of cotton, thread or yarn or textiles produced in Bangladesh, China, India, Kazakhstan, Pakistan, Tajikistan, Turkey and Vietnam, suppliers of rubber from Indonesia, Cambodia and Vietnam as well as palm oil derived oleochemicals produced in Indonesia to be of elevated risk for being made with Child Labor. Findings observed in social compliance audits are subject to corrective action and remediation requirements for both operating and supplier sites. Critical or major findings are addressed through escalation and governance processes that may ultimately result in termination of supplier relationships when unresolved. See **Social Compliance Data Tables** in the appendices of this document.		Principles 1, 2 & 15

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based upon the United States Bureau of International Labor Affairs list of goods made with forced labor, Kimberly-Clark considers suppliers of cotton and garments produced in China, India, Kazakhstan, Tajikistan, Turkmenistan and Vietnam, suppliers of rubber gloves from Malaysia as well as palm oil derived oleochemicals produced in Indonesia to be of elevated risk of being made with forced labor. Additionally, Kimberly-Clark considers operations and suppliers located in China, Malaysia, Thailand, Taiwan, Saudi Arabia and Bahrain to be of elevated risk of forced labor. Findings observed in social compliance audits are subject to corrective action and remediation requirements for both operating and supplier sites. Critical or major findings are addressed through escalation and governance processes that may ultimately result in termination of supplier relationships when unresolved. Kimberly-Clark has a Supply Chain Human Rights program and grievance reporting mechanisms in place to help: • Identify and monitor potential human rights risks to our workers in our operations and supply chain • Mitigate the risk of modern slavery and other social and labor issues that may occur in our supply chain • Provide access to grievance mechanisms to allow for reporting without fear of retaliation Kimberly-Clark is a founding member of the Responsible Glove Alliance(1), an initiative of the Responsible Business Alliance, focused on the elimination of forced labor in Malaysia glove supply chains. See **Social Compliance Data Tables** in the appendices of this document.		Principles 1, 2 & 4
GRI 410-1 Security personnel trained in human rights policies or procedures	Security personnel who are Kimberly-Clark employees receive training on the Code of Conduct, which includes instructions on Kimberly-Clark's Human Rights policies. 100% of security personnel who are Kimberly-Clark employees have received Code of Conduct training. Third-party suppliers including third-party security personnel must abide by the standards set forth in the Kimberly-Clark Supplier Social Compliance Standards (SSCS). Failure of a third-party to comply with the SSCS will result in review, and possible termination, of the business relationship by Kimberly-Clark. Kimberly-Clark Code of Conduct https://www.kimberly-clark.com/en-us/responsibility/ethics-governance		Principles 1 & 2
GRI 411-1 Incidents of violations involving rights of indigenous peoples	We know of no material incidents involving rights of indigenous peoples.		Principles 1 & 2
GRI 414-1 New suppliers that were screened using social criteria	In 2023, 13 new external contract manufacturers, packaging and materials suppliers were audited as part of our Corporate Social Compliance Program prior to selection as suppliers. In addition, 55 new suppliers were screened through our vendor due diligence self-assessment for social compliance criteria. These suppliers represented just under 3% of all new suppliers who were processed through our vendor due diligence process.		Principles 1-6

(1) In April 2024, Kimberly-Clark entered into an agreement to sell the personal protective equipment business included in our K-C Professional business segment. The transaction includes both Kimtech and KleenGuard branded products, including, among other products, gloves. The transaction is subject to customary closing conditions, including regulatory approval, and is expected to close by the third quarter of 2024.

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 414-2 Negative social impacts in the supply chain and actions taken	Kimberly-Clark has various compliance programs in place to help identify, mitigate and remediate risks in its operations and supply chain. In 2023, Kimberly-Clark conducted social compliance audits of 188 Kimberly-Clark and supplier facilities. See **Social Compliance Data Tables** for identified significant actual and potential negative impacts that were identified (20.6% of our in-scope suppliers). In all cases, suppliers with major findings are required to provide improvement plans to resolve major findings. All such findings must be remediated by suppliers and verified as closed for a supplier to be considered compliant. If appropriate remediation of major or critical findings is not completed in a timely manner, Kimberly-Clark may choose to exit a supplier. In 2023, two supplier relationships were terminated due to the supplier's non-performance of required corrective actions, representing less than 1% of our in-scope suppliers. See **Social Compliance Data Tables** in the appendices of this document.		

Product Safety Assurance and Ingredients Transparency

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 416-1 Assessment of the health and safety impacts of product and service categories	It is the policy of Kimberly-Clark to provide products and services that recognize a sincere and proper regard for public safety. Kimberly-Clark's commitment to consumer safety remains an essential part of our business strategy and is expressed by our Product Safety Policy. It is the responsibility of all company employees to design, produce, and sell products in alignment with the principles of the Product Safety Policy. Kimberly-Clark has a Global Product Safety, Stewardship, and Medical Affairs organization of dedicated personnel to establish the company's product safety assurance processes and execute regular assessments of all products and services to ensure they meet current public safety expectations and applicable standards. The Kimberly-Clark Product Safety organization reports centrally to the Chief Quality Officer. For all Kimberly-Clark businesses and product categories, there is a Product Safety Management representative with direct responsibility for product safety assurance. 2023 Product Safety Assessments Performed: • Raw material assessments – 1,074 • Product safety assessments – 2,627 • Safety review of studies – 413 • Product Safety studies – 106 • Medical assessments – 218		Principle 7
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Confidentiality Constraints	

GRI STANDARDS	2023 TOPIC RESPONSE	OMISSION REASON	UNGC PRINCIPLE SUPPORT
GRI 417-1 Requirements of product and service information and labeling	Kimberly-Clark has an established set of internal procedures referred to as the Quality Management System. The Quality Management System is designed to be aligned with ISO9001 and ISO13485. Kimberly-Clark products are managed through a risk-based Quality Management System. Kimberly-Clark follows internal procedures in an effort to ensure products are launched in compliance with local labeling requirements for substances and safe use or service of Kimberly-Clark products is supported via use instructions where required. Disposal is to be labeled according to local requirements and is managed through the Design Control processes governed by the Quality Management System procedures. The sourcing of components of the product or related services are also managed through Kimberly-Clark Quality Management System procedures, where applicable. The Kimberly Clark Quality System is evaluated and assessed for effectiveness on a regular basis through internal and external audits. Product Quality & Safety (kimberly-clark.com).		
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	Our internal incident evaluation process provides functional and executive review. The internal process is tied to our Quality Management System, is reported monthly, is reviewed in Quality Management Reviews twice per year, and annually assessed within our metric tracking processes. Kimberly-Clark has not identified any non-compliance with regulations and/or voluntary codes during this reporting period.		
GRI 417-3 Incidents of non-compliance concerning marketing communications		Confidentiality Constraints	

Appendix A

Statement of Energy Consumption, Greenhouse Gas Emissions, Water and Effluents, Waste and Health and Safety

Management's Assertion

Management of Kimberly-Clark Corporation (the "Corporation" or "K-C") is responsible for the completeness, accuracy, and validity of the Corporation's Statement of Energy Consumption, Greenhouse Gas ("GHG") Emissions, Water and Effluents, Waste and Health and Safety (the "Statement"). Management is also responsible for the collection, quantification, and presentation of the disclosures included in the Statement and for the selection of the criteria, which management believes provide an objective bases for measuring and reporting. Management of the Corporation asserts that the specified information included in the accompanying Statement of Energy Consumption, GHG Emissions, Water and Effluents, Waste and Health and Safety for the year ended December 31, 2023, is presented in accordance with the criteria set forth in the Reporting Policies section below.

The table continues on the next page

Continuation of the table

Reporting Policy

The Statement of Energy Consumption, GHG Emissions, Water and Effluents, Waste and Health and Safety has been prepared based on a calendar reporting year covering January 1, 2023, to December 31, 2023, which is the same as the Kimberly-Clark financial reporting period. Organizational responsibility for our GHG emissions reporting rests with our Vice President of Safety, Sustainability, and Occupational Health.

The following specified information included in the Statement of Energy Consumption, GHG Emissions, Water and Effluents, Waste and Health and Safety for the year ended December 31, 2023, are presented in accordance with criteria outlined below:

SPECIFIC INFORMATION	CRITERIA
Greenhouse Gas (GHG) Emissions	Emissions Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) published by the World Resources Institute/ World Business Council for Sustainable Development
	Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting & Reporting Standard published by the World Resource Institute/World Business Council for Sustainable Development (collectively, the "GHG Protocol")
Emissions	Disclosure 305-1: Direct GHG emissions from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 305 Emissions 2016
	Disclosure 305-2: Energy indirect GHG emissions from the GRI Standard: 305 Emissions 2016
	Disclosure 305-3: Other direct GHG emissions from the GRI Standard: 305 Emissions 2016
	Disclosure 305-4: GHG emissions intensity from the GRI Standard: 305 Emissions 2016
Energy	Disclosure 302-1 Energy consumption within the organization from the GRI Standard: 302 Energy 2016
	Disclosure 302-3 Energy intensity from the GRI Standard: 302 Energy 2016

SPECIFIC INFORMATION	CRITERIA
Water and Effluents	Disclosure 303-3: Water withdrawal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Water and Effluents 2018
	Disclosure 303-4: Water discharge from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Water and Effluents 2018
	Disclosure 303-5: Water consumption from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Water and Effluents 2018
Waste	Disclosure 306-3: Waste generated from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Waste 2020
	Disclosure 306-4: Waste diverted from disposal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Waste 2020
	Disclosure 306-5: Waste directed to disposal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Waste 2020
Health & Safety	Disclosure 403-9: Work-Related Injuries generated from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 403 Occupational Health and Safety 2018
	Disclosure 403-10: Work-Related Ill Health generated from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 403 Occupational Health and Safety 2018

302-1 Energy Consumption Within the Organization

Energy (Trillion Joules)	2015 (BASELINE)	2021	2022	2023
Total Non-Renewable Fuels Consumed	**38,405**	**34,594**	**35,119**	**33,863**
Coal	5,478	126	122	148
Fuel Oil	264	99	24	52
Natural Gas	31,657	33,247	33,925	32,783
Propane Gas	802	318	1,046	878
Butane	1			
Liquified Petroleum Gas (LPG)	203	804	2	2
Total Renewable Fuels Consumed	**3,882**	**372**	**253**	**171**
Biofuel Purchased	3,882	372	253	171
Electricity , Heating, Cooling and Steam Purchased	**19,133**	**16,339**	**16,597**	**15,392**
Electricity Purchased	18,148	14,788	14,834	13,926
Renewable Electricity Purchased	8	514	604	583
Total Steam Purchased	977	1,023	1,149	875
Total Hot Water Purchased		14	10	8
Self-Generated Electricity, Heating, Cooling and Steam	**4**	**37**	**40**	**36**
Renewable Electricity Generated	4	28	33	34
Biofuel Generated for Steam		9	7	2

Energy (Trillion Joules)	2015 (BASELINE)	2021	2022	2023
Electricity Sold	922	542	587	559
Total Energy Consumption [1]	60,502	50,800	51,422	48,903

(1) The Total Energy Consumption is calculated as Total Non-Renewable Fuels + Total Renewable Fuels + Electricity, Heating, Cooling and Steam Purchased + Self-generated Electricity, Heating, Cooling and Steam – Electricity, Heating, Cooling and Steam Sold

Methodology

Energy data is reported directly by facilities into the Kimberly-Clark Sphera Cloud Corporate Sustainability (SCCS) Database, by the site energy leaders, based on monthly energy invoices and consumption reports. K-C facilities report energy in local energy units which are converted into joules for standard reporting purposes. These conversion factors are maintained and updated by Sphera.

Kimberly-Clark does not sell any heating, cooling and steam energy generated at our facilities. K-C sells excess self-generated electricity from combined heat and power equipment at 5 facilities to the local utility. In addition, K-C generates all cooling requirements on-site, therefore, K-C does not purchase external cooling energy.

Base Year for the Calculation

In 2020, we announced our Science Based Target Initiative (SBTi) officially approved our GHG emissions reductions goals, where K-C seeks to reduce absolute Scope 1 and Scope 2 market based GHG emissions by 50% by 2030 from a 2015 base year. K-C also seeks to reduce absolute Scope 3 GHG emissions from Purchased Goods and Services and End of Life Treatment of Sold Products by 20% by 2030 from a 2015 base year.

K-C selected 2015 as base year for setting of the new Carbon Footprint targets by 2030, which was approved by SBTi in 2020. The timeframe of 15 years between 2015 and 2030 is fulfilling the base and target year criteria of the “SBTi Criteria and Recommendations (Version 4.0)” where targets must cover a minimum of 5 years and a maximum of 15 years from the date the target is submitted to SBTi for official validation. 2015 was selected as our base year as it was the first year that K-C developed a full Scope 3 inventory along with external verification of Scope 1 and Scope 2 emissions by WSP Global.

302-3 Energy Intensity

Energy Intensity	2015 (BASELINE)[1]	2021	2022	2023
Energy Intensity (GJ/Metric Ton of production)	11.86	10.40	10.88	10.63

(1) Any information relating to periods prior to the year ended December 31, 2021, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information

Specific Metric Chose to Calculate the Ratio

This indicator includes only energy consumption within Kimberly-Clark. The numerator includes all energy types consumed by K-C facilities (electricity, non-renewable fuels, and renewable fuels). The denominator is metric tons of all good saleable product made by our assets in our global facilities. All good saleable product quantity and energy data is entered into Sphera on a monthly frequency by the site energy or environmental leader.

305-1 Direct (Scope 1) and 305-2 Indirect (Scope 2) GHG Emissions

Greenhouse Gas Emissions (Thousands $MTCO_2e$)	2015 (BASELINE)	2021	2022	2023
Total GHG Emissions: Scope 1 + Scope 2 Location Based	**4,928**	**3,504**	**3,317**	**3,289**
Direct GHG Emissions	2,230	1,772	1,783	1,720
Indirect GHG Emissions - Location Based	2,698	1,732	1,534	1,569
Breakdown by gases Scope 1+2 Location Based				
Carbon Dioxide (CO_2e)	4,903	3,491	3,305	3,277
Methane (CH_4 in CO_2e)	6	3	2	2
Nitrous Oxide (N_2O in CO_2e)	20	10	10	10
Carbon Dioxide (CO_2)	4,903	3,491	3,305	3,277
Methane (Thousands $MTCH_4$)	0.23	0.11	0.10	0.15
Nitrous Oxide (Thousands MTN_2O)	0.07	0.03	0.03	0.03

Greenhouse Gas Emissions (Thousands $MTCO_2e$)	2015 (BASELINE)	2021	2022	2023
Total GHG Emissions: Scope 1 + Scope 2 Market Based	**4,972**	**2,950**	**2,885**	**2,936**
Direct GHG Emissions	2,230	1,772	1,783	1,720
Indirect GHG Emissions - Market Based	2,742	1,178	1,102	1,216
Breakdown by gases Scope 1+2 Market Based				
Carbon Dioxide (CO_2e)	4,947	2,941	2,877	2,930
Methane (CH_4 in CO_2e)	6	2	2	2
Nitrous Oxide (N_2O in CO_2e)	19	5	6	4
Carbon Dioxide (CO_2)	4,947	2,941	2,877	2,930
Methane (Thousands $MTCH_4$)	0.22	0.09	0.08	0.11
Nitrous Oxide (Thousands MTN_2O)	0.06	0.02	0.02	0.02
Biogenic CO_2 Emissions (Scope 1+2)	**356**	**61**	**61**	**35**
Biogenic CO_2 Emissions Scope 1	327	26	20	15
Biogenic CO_2 Emissions Scope 2	29	35	41	20

Gases Included in the Calculation

The GHG emissions inventory includes the following gases: CO_2, CH_4 and N_2O.

According to the definition, industries and processes related to the emissions of these gases described in the Greenhouse Gas Protocol, the exclusions can be explained as follows:

- HFC emissions from air conditioning and refrigeration usage are excluded, since Kimberly-Clark estimated approximately 1,500 MTCO2e, which represents only 0.03% out of our total Scope 1 and 2 GHG emissions in the base year.
- PFC are excluded because these emissions are associated with the manufacturing of aluminum and other non-ferrous metals, which is not the nature of the products and processes in Kimberly-Clark.
- SF6 are excluded because Kimberly-Clark activities are not related to large scale generation and distribution of energy.
- NF3 are excluded because these emissions are related to semiconductors production, which is not the nature of the products and processes in Kimberly-Clark.

No facilities, activities, geographies, or operations are excluded from the Scope 1 and 2 GHG inventory except for Scope 1 GHG emissions from company owned vehicles and forklifts used in manufacturing, distribution, and administrative operations. The amount of fuel consumption and corresponding GHG emissions are not material compared to the fuel consumption and GHG emissions from primary sources of energy consumed in the manufacturing processes. The GHG emissions associated with company owned vehicles and forklifts are identified as "mobile combustion sources" and are estimated at 16,500 $MTCO_2e$ annually, which represents 0.3% out of the total Scope 1 and 2 GHG emissions in the 2015 base year.

Biogenic CO2 Emissions Included

Emissions from biologically sequestered carbon came from the amount of CO_2 generated from the on-site (direct) combustion of biofuel and the purchased steam from third parties (indirect) who use biomass as fuel source. Each manufacturing site reports their consumption of biomass or biomass-based steam into Sphera, then the proper emission factor is applied to calculate the corresponding GHG emissions.

The biogenic emissions of other types of GHG, such as CH_4 and N_2O, and biogenic emissions of CO_2 that occur in the life cycle of biomass other than from direct combustion or degradation, such as GHG emissions from processing or transporting, have been excluded from our Scope 1 emissions information presented above, and are instead reported separately as shown in the GRI 305-1 table above.

Recalculation of Base Year Emissions

On October 1, 2020, Kimberly-Clark acquired Softex Indonesia, a leader in the fast-growing Indonesian personal care market, increasing the manufacturing footprint of K-C. Following the guidelines of the GHG Protocol, the GHG emissions data of the new sites was added to the GHG emissions inventory from the baseline year of 2015 and for each year through 2021. For 2021, the three Softex sites submitted their energy data on a monthly cadence and their corresponding GHG emissions were calculated by Sphera based on the country emission factors defined by the International Energy Agency (IEA).

In 4Q 2023, Kimberly-Clark acquired 100% ownership of Thinx. Current and base year Scope 1, 2 and 3 GHG emissions have not been fully incorporated into our emissions inventories so are not included in this year's GRI data tables. Thinx emissions data will be included in next year's report.

Kimberly-Clark initiates a baseline recalculation for 100% of the facility footprint changes associated with mergers, acquisitions, and divestitures activities and outsourcing and insourcing of emitting activities. For changes in calculation methodology or improvements in the accuracy of emission factors or activity data that impacts the base year, we will maintain a threshold of 1% impact to total Scope 1 and 2 emissions and 5% impact to total Scope 3 emissions.

GHG Emissions Methodology

Scope 1 emissions: Kimberly-Clark's facilities worldwide both manufacture and convert products such as tissue, paper towels, diapers, feminine care products and other hygiene essentials that consume the following fuels: natural gas, renewable natural gas, propane, biomass wood waste, bituminous coal, and others.

Scope 2 emissions: Kimberly-Clark's facilities worldwide consume electricity, steam and hot water in the manufacturing and converting of our products. Scope 2 emissions and total energy consumption are calculated based on gross electricity purchases from the grid and includes self-generated energy. Scope 2 emissions and consumption amounts exclude generation sold back to the grid.

The Scope 2 market-based emissions are reduced by incorporating renewable energy certificates that are retained by K-C from wind and solar Renewable Electricity Power Purchase Agreements. When calculating market-based emissions, a zero-emission factor is used if renewable energy contracts meet the GHG Scope 2 market-based criteria. Otherwise, we consider the next available emissions factors per the market-based emission factors hierarchy. Available CO_2, CH_4, and N_2O residual mix factors were used as indicated below. For countries with no residual mix factors available, location-based factors were used. Kimberly-Clark does not trade GHG emissions through sales, purchases, transfers, or banking of allowances.

Scope	Emission Factor Source
Scope 1- All Fuels	US Environmental Protection Agency (EPA) – Center for Corporate Climate Leadership – Emission Factors for greenhouse gas inventories - 2022
Scope 2 – North America (Location and Market-Based)	US Environmental Protection Agency (EPA) eGrid Subregion Emission Factors - 2021
Scope 2 – International (Location-Based)	Based on the International Energy Agency (IEA) data from Emissions Factors 2023 – Data Product – IEA. The original values have been provided in gCO_2/kwh and have been converted to kgCO2/MJ by Sphera. Note that the value of GWP is not provided by IEA, it was calculated by Sphera as the sum of: $kgCO_2$, CH_4 in Kg CO_2e and N_2O in kg CO_2e, using the GWP from the IPCC Fourth Assessment Report (AR4 – 100 year)
Scope 2 – UK and EU (Market-Based)	The factor is extracted from the "AIB_2022Residual_Mix_Results" file (Version 1.0,2023-06-01) table 2, published by the Association of Issuing Bodies (AIB)
Scope 2 – Australia	National Greenhouse and Energy Reporting (Measurement) Amendment (2022 Update) Determination 2022, June 2022, "Part 6 – Indirect (Scope 2) emission factors from consumption of electricity purchased or lost from grid"
Scope 2 – Singapore	CO2 factors from Singapore Energy Market Authority : Electricity Grid Emissions Factors and Upstream Fugitive Methane Emission Factor 2005-2022, September 2022
Scope 3	Sphera's LCA GABi Service Pack 39, Library of emissions factors US GHG emissions and sinks: 1990-2018 (Feb 2020) Table VM-1 of the Federal Highway Administration Highway Statistics 2018 Bureau of Transportation Statistics, National Transportation Statistics for 2019 Quantis Suite 2.0 Scope 3 Evaluator Tool Department for Environment, Food & Rural Affairs (Defra), EFT v11.0 EPA Supply Chain GHG Emission Factors for US Industries (EEIO)

Global Warming Potential (GWP) Used

The source of GWP is the IPCC Fourth Assessment Report (AR4-100 year)

Gas	GWP
Carbon Dioxide (CO_2)	1
Methane (CH_4)	25
Nitrous Oxide (N_2O)	298

Consolidation Approach of Emissions

The Scope 1 and 2 GHG inventory boundary applies to all owned and leased facilities under Kimberly-Clark's operational control worldwide. There are no sources (e.g. facilities, specific GHGs, activities, geographies, etc) of Scope 1 and 2 emissions that are out of the selected reporting boundary.

Operational control was chosen because Kimberly-Clark has the full authority to introduce and implement operating policies at global manufacturing, distribution, and administrative locations. Under the operational control approach, Kimberly-Clark accounts for 100% of emissions from its operations. This assumption is fully aligned with the definition in Chapter 3, "Setting Organizational Boundaries" of the GHG Protocol.

305-3 Other Indirect (Scope 3) GHG Emissions

Greenhouse Gas Emissions (Thousands MTCO2e)	2015 (BASELINE)	2021	2022	2023
Total GHG Emissions: Scope 3	**13,200**	**12,591**	**11,172**	**10,169**
Category 1 - Purchased Goods & Services	7,162	7,425	6,717	5,850
Category 2 - Capital Goods	649	530	84	91
Category 3 - Fuel & Energy Related Activities	1,265	1,221	1,213	1,163
Categroy 4 - Upstream Transport and Distribution	1,283	1,212	965	793
Category 5 - Waste Generated in Operations	269	274	279	257
Category 6 - Business Travel	83	19	31	36
Category 7 - Employee Commuting	21	12	16	13
Category 12 - End of Life Treatment of Sold Products[1]	2,080	1,568	1,527	1,610
Category 15 - Investments	388	330	340	356

(1) In 2022, the 2015 baseline for Scope 3, Category 12 - End of Life Treatment of Sold Products was updated. Refer to discussion in the "Reclamation of Base Year Emissions" in Appendix A of the GRI Index.

Scope 3 Standards, Methodologies, Assumptions, and Calculation Tools Used

Scope 3 Category	Calculation Methodology Description	% Emissions Using Supplier Data
1. Purchased Goods & Services	For Purchased Goods, data is extracted from the SAP business management system for each regional business unit to generate consolidated reports showing material purchased volumes. All purchased goods volumes are converted into mass units. The mass data is entered into Sphera, where specific average Scope 3 emissions factors are applied for each of the material categories, based on Sphera's GaBi LCA Database, pack 39 ("GaBi Database"). GaBi Database is a comprehensive lifecycle assessment determined set of GHG emission factors built from industry data. For Purchased Services, data is extracted from the SAP business management system for each regional business unit showing detailed services spend broken-down by service type and annual spend. The spend data is entered into Sphera, where specific Scope 3 emissions factors are applied for each type of service, defined in the EEIO Database.	0%
2. Capital Goods	Data is extracted from the SAP business management system for each regional business unit. The purchased capital goods category is broken up by equipment, machinery, buildings, facilities, and vehicles by spend in US dollars. The spend data is entered into Sphera, where specific average Scope 3 emissions factors are applied for each of the capital goods categories, defined in the EEIO Database.	0%
3. Fuel and Energy Related Activities	The calculation of this category is automatically generated by Sphera, which uses actual fuels and energy purchased and consumed, including electricity, natural gas, LPG, steam, etc., reported by the K-C facilities worldwide. The corresponding Scope 3 FERA location-based emission factors are applied from the GaBi Database. Biogenic emissions related to Scope 1 and Scope 2 GHG emissions captured within this category and are reported separately within the GRI 305-1 table above.	0%
4. Upstream Transportation & Distribution	Upstream transportation is calculated using a combination of supplier emissions data and calculated haulage data which includes total weight shipped, distance traveled, and number of shipments. Emissions are calculated by multiplying haulage by the specific emission factor for each mode of transportation; Emissions = haulage * emissions factor. Supplier emissions data is used where available and is supplemented with calculated haulage data when supplier data is not available. Our regional business units with 100% visibility and availability of haulage data for each applicable mode of transportation, provide haulage and spend data for domestic and international operations for road, rail, ocean, and air. This data is generated from K-C data management software or in some cases manual workbooks managed by the sub-regional business units. Regional business units with incomplete data use estimated haulage based on spend data for each mode of transportation, through the application of internal spend to haulage conversion factors. The haulage data is entered into the Sphera, where average emission factors in the database library EPA v3.0 (2/2024) are selected from different sources, such as: • US GHG emissions and sinks: 1990-2021 (Apr 2023) • Table VM-1 of the Federal Highway Administration Highway Statistics 2024 • Bureau of Transportation Statistics, National Transportation Statistics for 2022	52%
5. Waste Generated in Operations	K-C's manufacturing facilities worldwide report on a monthly cadence the industrial waste generated by our manufacturing processes. Industrial waste is defined as the total volume of manufacturing, distribution, office and warehouse waste streams generated. Total waste includes all waste materials generated at the facility including materials that are reused, recycled and disposed. Sphera applies the appropriate average emission factors from the GaBi Database to the generated waste types to determine the Scope 3 GHG emissions for this category	0%

Scope 3 Category	Calculation Methodology Description	% Emissions Using Supplier Data
6. Business Travel	For the calculation of business travel, Kimberly-Clark uses travel services spend data extracted from the SAP business management system. Business travel spend is converted to emissions using a spend-to-emissions ratio calculated from the original base year emissions calculation and travel spend. The emissions are then entered into Sphera. The 2015 baseline emissions for this category were calculated using the Quantis Suite 2.0 Scope 3 Evaluator Tool.	0%
7. Employee Commuting	Employee Commuting calculation is an estimate based on the total number of employees at Kimberly-Clark as reported in the annual 10-K Report. The percent change in employee count between the prior year and the current year is multiplied by the prior year GHG emissions to determine the current year GHG emissions. For both 2020 and 2021, the COVID-19 pandemic impacted our office and manufacturing locations to various degrees around the world. To account for this, we applied a conservative 40% reduction to the standardized calculated employee commuting emissions for both years. The 2015 baseline emissions and emissions/ employee ratio for this category was calculated using the Quantis Suite 2.0 Scope 3 Evaluator Tool.	0%
8. Upstream Leased Assets	Not Applicable - Kimberly-Clark does not have any upstream leased assets Not Applicable 9.	Not Applicable
9. Downstream Transportation & Distribution	Not Applicable - Outbound transportation & distribution services are included in category 4 because Kimberly-Clark does not own the vehicles used for transportation and distribution of its products.	Not Applicable
10. Processing of Sold Products	Not Applicable - Kimberly-Clark does not sell intermediate products that require further processing, transformation, or inclusion into another product.	Not Applicable
11. Use of Sold Products	Not Applicable - Kimberly-Clark does not have products that directly or indirectly consume energy during use; fuels and feedstocks; or products that emit GHG emissions during use.	Not Applicable
12. End-of-Life Treatment of Sold Products	The End-of-Life Treatment of Sold Products includes emissions from the waste disposal and treatment of products and packaging sold by Kimberly-Clark. We utilize a World Bank study that provides the end-of-life treatment breakdown for landfilling, waste-to-energy and composting for each country and by product material category. For each country, we breakdown our manufactured products and our packaging into their plastics and forest fiber content and then allocate volumes going to landfill, waste-to energy and composting using the World Bank database. These allocated volumes are then multiplied by the appropriate emission factor from the GaBi pack 39 and Defra v12 database to determine the total emission in this category. The emission factors are divided into two categories, European Union and United States. United States factors are utilized for all countries outside the EU.	0%
13. Downstream Leased Assets	Not Applicable - Kimberly-Clark does not have any downstream leased assets.	Not Applicable
14. Franchises	Not Applicable - Kimberly-Clark does not have any franchises.	Not Applicable
15. Investments	Investments emissions include the direct and indirect GHG emissions of the Kimberly-Clark de Mexico industrial sites where Kimberly-Clark maintains a 49% of ownership. The energy data is reported directly into Sphera by each industrial facility of Kimberly-Clark de Mexico; and the GHG emissions inventory is calculated applying the corresponding Scope 1 and Scope 2 GHG emissions factors. Only 49% of the total Scope 1 and 2 GHG emissions of K-C de Mexico are included in this category.	0%

305-4 GHG Emissions Intensity

Greenhouse Gas Intensity ($MTCO_2e$/Metric Ton of production)	2015 (BASELINE)	2021	2022	2023
GHG Emissions Intensity Scope 1+ 2 - Market Based	**0.97**	**0.60**	**0.61**	**0.63**
GHG Emissions Intensity Scope 1	0.44	0.36	0.38	0.37
GHG Emissions Intensity Scope 2 - Market Based	0.54	0.24	0.23	0.26
GHG Emissions Intensity Scope 3	**2.66**	**2.58**	**2.36**	**2.21**

Specific Metric Chosen and Types of Emissions Included to Calculate the Ratio

Kimberly-Clark calculates two types of emissions intensity ratios: (1) total Scope 1 and Scope 2 market based GHG emissions over metric tons of production and (2) total Scope 3 emissions over metric tons of production. The GHG emissions intensity calculation includes CO_2, CH_4 and N_2O. The metric tons of production includes all good saleable product made in our global facilities. All good saleable product quantity and energy data is entered into Sphera on a monthly frequency by the site energy or environmental leaders.

303-3 Water Withdrawal

Water withdrawal - All Sites (Megaliters)	2021	2022	2023
Water Withdrawal by Source			
Surface Water (total)	42,711	42,012	39,668
Groundwater (total)	17,272	17,018	15,832
Third Party Water (total)	29,139	30,228	30,861
Total Water Withdrawal			
Surface Water (total) + Groundwater (total) + Third Party Water (total)	89,122	89,258	86,361

Water withdrawal - Water Stressed [1] (Megaliters)	2015 (BASE YEAR)	2021	2022	2023
Water Withdrawal by Source				
Surface Water (total)	5,332	2,932	2,790	1,896
Groundwater (total)	4,606	3,210	3,099	2,613
Third Party Water (total)	3,096	1,699	1,660	1,643
Total Water Withdrawal				
Surface Water (total) + Groundwater (total) + Third Party Water (total)	13,034	7,841	7,549	6,152

(1) "Water stress" refers to the ability, or lack thereof, to meet human and ecological demand for water. Compared to scarcity, water stress is a more inclusive and broader concept. It considers several physical aspects related to water resources, including water scarcity, but also water quality, environmental flows, and the accessibility of water. We use the World Resources Institute Aqueduct water tool to identify the regions of water stress. Further work with local internal Kimberly-Clark stakeholders is carried out to identify any additional site risk factors. Together this is used to identify if a facility is considered to be in a water stressed region.

Methodology

Data for water withdrawal from surface water and groundwater sources is directly collected from on-site water flow monitors at each of our sites. Data for third party water withdrawal is directly collected from the third party provider. Water withdrawal volumes from each site are collected monthly. The breakdown of the total water withdrawal from either freshwater or other water source based on total dissolved solids levels is not determined because that information was not collected for this reporting period.

Total water withdrawal is collected for all sites, some of which are designated as water stressed. The designation of water stressed for a site is based upon an evaluation of the watershed basin. The evaluation methodology uses a combination of local current water stress information and forecasted water stress scenarios provided by the World Resource Institute Aqueduct Water Risk Atlas (Aqueduct Tools | World Resources Institute (wri.org)).

Consolidation Approach for Water

The water inventory boundary applies to all Kimberly-Clark production facilities worldwide. Production facilities were chosen because Kimberly-Clark has the full authority to introduce and implement operating policies at global manufacturing locations. We do not currently collect water information from other owned and leased locations under our operational control (distribution centers, office locations, etc.) since water consumption levels are not material compared to our manufacturing locations.

303-4 Water Discharge

Water Discharge (Megaliters)	2021		2022		2023	
	All Areas	Area with Water Stress	All Areas	Area with Water Stress	All Areas	Area with Water Stress
Water Discharge by Destination						
Surface Water	71,488	X	73,178	X	69,095	X
3rd Party Water (total)	9,095	X	9,509	X	9,300	X
Total Water Discharge						
Surface Water + Groundwater + Seawater + Third Party Water (total)	80,583	5,418	82,687	4,953	78,395	4,159

Methodology

Data for water discharge is directly collected from on-site water flow monitors at the sites that discharge to surface water. For discharges to third-party water, a combination of flow monitors at the site and invoices are used to collect the data. No sites discharge to groundwater or seawater. The amount of water discharged from each site is collected monthly. The breakdown of the total water discharge to either freshwater or other water sources based on total dissolved solids levels is not determined. Water discharge is collected for all sites, some of which are designated as water stressed. The designation of water stressed for a site is based upon an evaluation of the watershed basin. The evaluation methodology uses a combination of local current water stress information and forecasted water stress scenarios provided by the World Resource Institute Aqueduct Water Risk Atlas (Aqueduct Tools | World Resources Institute (wri.org)).

Priority Substances of Concern

Our approach to setting discharge limits for priority substances of concern is that the sites must achieve both of the following:

(1) Meet local regulatory requirements regarding water discharge for priority substances of concern.

(2) Sites that have a direct discharge to surface waters must meet all of the following standards which represent best available technology limits for pollutants that are applicable to our manufacturing sites:

- BOD5: Monthly Daily Average of 2 kg/ BDMT and Daily maximum of 4 kg/ BDMT
- TSS: Monthly Daily Average of 2 kg/ BDMT and Daily Maximum of 4 kg/ BDMT
- Acute Aquatic Toxicity: Non-detect

There were six exceedances of discharge limits all of which were resolved.

303-5 Water Consumption

Water Consumption (Megaliters)	2021		2022		2023	
	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS
Total Water Consumption	8,539	2,422	6,572	2,596	**7,966**	**1,992**

Methodology

Water consumption is determined by calculating the difference between water withdrawn and water discharged at each site. The amount of water consumed from each site is collected monthly. None of the sites have water storage. Water consumption is collected for all sites, some of which are designated as water stressed. The designation of water stressed for a site is based upon an evaluation of the watershed basin. The evaluation methodology uses a combination of local current water stress information and forecasted water stress scenarios provided by the World Resource Institute Aqueduct Water Risk Atlas (Aqueduct Tools | World Resources Institute (wri.org)).

Recalculation of Base Year Water Usage

In 2020, we announced our 2030 water reductions goals, where K-C seeks to reduce our operational water footprint at K-C manufacturing sites located in areas experiencing water stress by 50% from a 2015 base year. Kimberly-Clark initiates a baseline recalculation for changes that impact the base year associated with mergers, acquisitions, and divestitures activities, and outsourcing and insourcing of water activities. For changes in calculation methodology or improvements in the accuracy of water data that impact the base year, we will maintain a threshold of 5% impact to total water withdrawals from areas with water stress.

306-3 Waste Generated

Waste by Composition (metric ton)	2021			2022			2023		
	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Waste Composition									
Paper	21,229	19,279	1,950	24,260	22,168	2,092	34,749	33,656	1,093
Wood	12,457	11,680	777	10,281	9,765	516	8,193	7,871	322
Corrugate	43,277	42,765	512	38,288	37,610	678	36,769	36,381	388
Sludge	619,396	595,920	23,476	635,093	585,743	49,350	529,646	469,639	60,007
Plastic	18,125	18,116	9	18,452	18,398	54	19,825	19,609	216
Mixed Plastic	47,716	44,698	3,018	41,190	39,173	2,017	41,903	40,700	1,203
Plastic/Cellulose	62,960	38,596	24,364	57,298	35,679	21,619	61,138	38,795	22,343
Metal	17,288	17,288	0	9,827	9,817	10	8,457	8,455	2
De-inking Trasher Rejects	27,718	11,743	15,975	29,462	12,169	17,293	27,363	4,339	23,024
Construction & Demolition Waste - Major	8,809	2,370	6,439	2,549	1,627	922	1,558	1,334	224
Other	31,018	9,869	21,149	40,975	11,702	29,273	33,791	6,929	26,862
Ash	2,316	1,401	915	1,567	894	673	1,593	906	687
Construction & Demolition Waste-Daily Operations	2,035	244	1,791	1,716	395	1,321	2,084	753	1,331
Non-Haz Liquid	646	448	198	1,170	315	855	2,482	265	2,217
Waste/Used Oil	3,780	3,677	103	217	116	101	249	107	142
Medical/Infectious	21,437	1	21,436	6,390	0	6,390	22	0	22
Hazardous Solid	1,484	61	1,423	728	99	629	584	78	506
Hazardous Liquid	902	23	879	1,233	77	1,156	1,177	156	1,021
Hazardous Semi-solid (Sludge)	9		9	30	25	5	60	44	16

Waste by Composition (metric ton)	2021			2022			2023		
	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Hazardous Contained Gas	0		0	0	0	0	0	0	0
Hazardous Universal Waste	42	11	31	61	4	57	12	9	3
Refrigerant							0	0	0
Total	**942,644**	**818,190**	**124,454**	**920,787**	**785,776**	**135,011**	**811,655**	**670,026**	**141,629**

Methodology

Data for waste generated is directly sourced from invoices to and from the providers that prepare for reuse, recycle, other recovery, incineration with energy recovery, incineration without energy recovery, landfilling, and other disposal operations of the wastes from the sites. The weights of waste generated are a combination of on-site and off-site weight scales and standardized volume to weight conversions. The weights for waste generated from each site are collected monthly. The waste generated amounts reported exclude effluents and are reported in metric tons (tonne), which is equal to 1,000 kilograms.

Consolidation Approach for Waste

The waste inventory boundary applies to all owned and leased facilities under Kimberly-Clark's operational control worldwide. Operational control was chosen because Kimberly-Clark has the full authority to introduce and implement operating policies at global manufacturing, distribution, and administrative locations. Under the operational control approach, Kimberly-Clark accounts for 100% of waste generated from its operations.

306-4 Waste Diverted from Disposal

Waste Diverted from Disposal by Recovery Operation (metric ton)	2021			2022			2023		
	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste									
Preparation for Reuse									
Recycling		95	95		205	205		288	288
Other Recovery Operations									
Total			**95**			**205**			**288**
Non-hazardous Waste									
Preparation for Reuse		32,588	32,588		34,330	34,330		38,615	38,615
Recycling		250,988	250,988		216,008	216,008		218,100	218,100
Other Recovery Operations		534,519	534,519		535,233	535,233		413,023	413,023
Total			**818,095**			**785,571**			**669,738**
Total Diverted From Disposal			**818,190**			**785,776**			**670,026**

Methodology

Data for both hazardous and non-hazardous waste diverted from disposal is directly sourced from invoices to and from the providers that prepare for reuse, recycle, and other recovery of the wastes from the sites. The weights of waste diverted from disposal are a combination of on-site and off-site weight scales and standardized volume to weight conversions. The weights for waste diverted from disposal are collected monthly. The waste diverted from disposal amounts reported exclude effluents and are reported in metric tons (tonne), which is equal to 1,000 kilograms. Kimberly-Clark utilizes recycled paper purchased from third party suppliers in the production of our products. Kimberly-Clark's methodology of calculating and removing water content for the various recycled types and third-party sources of waste used in production is still in development, so this data is not included in amounts reported for waste diverted from disposal.

306-5 Waste Directed to Disposal

Waste Directed to Disposal (metric ton)	2021			2022			2023		
	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste									
Incineration (with energy recovery)		0	0		0	0		0	0
Incineration (without energy recovery)		786	786		223	223		110	110
Landfilling		71	71		51	51		1	1
Other Disposal Operations [1]		1,484	1,484		1,573	1,573		1,434	1,434
Total			**2,341**			**1,847**			**1,545**
Non-hazardous Waste									
Incineration (with energy recovery)		57,544	57,544		70,888	70,888		80,879	80,879
Incineration (without energy recovery)		639	639		950	950		87	87
Landfilling		41,531	41,531		53,994	53,994		56,872	56,872
Other Disposal Operations		22,399	22,399		7,331	7,331		2,246	2,246
Total			**122,113**			**133,163**			**140,084**
Total Directed to Disposal			**124,454**			**135,010**			**141,629**

Methodology

Data for both hazardous and non-hazardous waste directed to disposal is directly sourced from invoices to and from the providers that provide incineration with energy recovery, incineration without energy recovery, landfilling, and other disposal operations of the wastes from the sites. The weights of waste directed to disposal are a combination of on-site and off-site weight scales and standardized volume to weight conversions. The weights for waste directed to disposal are collected monthly. The waste directed to disposal amounts reported exclude effluents and are reported in metric tons (tonne), which is equal to 1,000 kilograms

403-9 Work-Related Injuries & 403-10 Work-Related Ill Health

Employees - Health & Safety[1]	2023[2]
Fatalities	1
Fatality rate	0.002
# of Hours Worked	96,608,939
High Consequence related Injuries	6
High Consequence Rate	0.012
Recordable Injuries	225
Recordable Illnesses	18
TRIR (Total Recordable Incident Rate)	**0.50**
# Days Lost due to Injury [3]	4,068
LTRIR(Lost Time Recordable Incident Rate) [3]	**0.24**

(1) Kimberly-Clark follows OSHA standards for recordable injuries, illnesses and recordkeeping. Responses to this request include data for employees as well as temporary and contract workers who are not Kimberly-Clark employees whose work Kimberly-Clark oversees on a day-to-day basis.

(2) One injury-related fatality occurred involving a Kimberly-Clark contract employee in our Kluang, Malaysia site. Working with the local health and safety regulator, a thorough investigation was conducted and comprehensive learnings have been incorporated into our ongoing efforts to prevent serious injuries.

(3) LTRIR is not subject to external limited assurance

TRIR: Work-related events that result in fatalities, temporary or permanently disabling injuries, or illnesses, per 200,000 hours worked per annum.
LTRIR: Recordable injuries/illnesses that result in time away from work or restricted work, per 200,000 hours worked per annum.
Fatality Rate: Number of fatalities as a result of work-related injury per 200,000 hours worked per annum

Workers Who Are Not Employees - Health & Safety [1]	2023
Fatalities	0
Fatality rate	0.000
# of Hours Worked	31,713,371
High Consequence related Injuries	0
High Consequence Rate	0.000
Recordable Injuries	53
Recordable Illnesses	0
TRIR (Total Recordable Incident Rate)	**0.33**
# Days Lost due to Injury [2]	619
LTRIR(Lost Time Recordable Incident Rate) [2]	**0.18**

(1) Kimberly-Clark follows OSHA standards for recordable injuries, illnesses and recordkeeping. Responses to this request include data for workers who perform work at a Kimberly-Clark facility but whose work is overseen by their employer (not Kimberly-Clark) on a day-to-day basis.
(2) LTRIR is not subject to external limited assurance

Methodology

Data for Work-Related Injuries and Illnesses is sourced from (1) site safety event reporting in all sites, (2) through reporting of working hours from HR payroll systems and (3) contractors reporting working hours.

Total Recordable Incident Rate is an internally established lagging safety metric established for Kimberly-Clark global operations, which enables internal benchmarking and trending of work-related injuries/illnesses. Recordable injuries/illnesses are based on the U.S. Occupational Safety & Health Administration (OSHA) injury / illness recordkeeping requirements. Examples of recordable events include those that involve days away from work/lost time, medical treatment beyond first aid that is typically administered by a physician or other licensed health care professional, death, loss of consciousness and amputation. TRIR is calculated by taking the total number of recordable injuries and illnesses divided by the total number of hours worked and multiplying the quotient by 200,000. Kimberly-Clark measures TRIR on a monthly, year to date and rolling 12-month basis. The TRIR metric can help determine areas for safety improvement and measure progress in preventing work-related injuries and illnesses.

Appendix B

Independent Accountant's Review Report

Deloitte & Touche LLP
2200 Ross Avenue
Suite 1600
Dallas, TX 75201-6778
USA

Tel: +1 214 840 7000
www.deloitte.com

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

Management of Kimberly-Clark Corporation:

We have reviewed management of Kimberly-Clark Corporation's (the "Corporation") assertion that the specified information included in the accompanying Statement of Energy Consumption and Greenhouse Gas ("GHG") Emissions, Water and Effluents, Waste, and Health and Safety (the "Statement") for the fiscal year ended December 31, 2023 is presented in accordance with the criteria set forth in the Reporting Policies section within the Statement (the "Criteria"). The Corporation's management is responsible for its assertion. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C Section 210, *Review Engagements*. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with the *Code of Professional Conduct* issued by the AICPA. We applied the *Statements on Quality Control Standards* established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

The procedures we performed were based on our professional judgment. In performing our review, we performed analytical procedures and inquiries. For a selection of the specified information included in the Statement, we performed tests of mathematical accuracy of computations and compared the specified information to underlying records.

The preparation of the specified information included in the Statement requires management to interpret the criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect the reported information. Measurement of certain amounts includes estimates and assumptions that are subject to inherent measurement uncertainty resulting, for example, from accuracy and precision of greenhouse gas emission factors or estimation methodologies used by management. The selection by management of different but acceptable measurement methods, input data, or assumptions, may have resulted in materially different amounts or specified information being reported.

Any information relating to periods prior to the year ended December 31, 2021 was not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information. Also, any information relating to GRI 303: Water and Effluents 2018 and GRI 306: Waste 2020 relating to periods prior to the year ended December 31, 2022 and GRI 403: Occupational Health and Safety 2018 relating to periods prior to the year ended December 31, 2023 were not subject to our review and, accordingly, we do not express a conclusion or any form of assurance on such information.

Based on our review, we are not aware of any material modifications that should be made to management of the Corporation's assertion that the specified information included in the accompanying Statement of Energy Consumption and GHG Emissions, Water and Effluents, Waste, and Health and Safety for the year ended December 31, 2023 is presented in accordance with the criteria set forth in the Reporting Policies section within the Statement, in order for it to be fairly stated.

Deloitte & Touche LLP

June 4, 2024

Appendix C

2023 Global Sustainability Report

The table continues on the next page

Continuation of the table

People Data Tables

Employees 2023 (GRI 2-7)	FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
Number of Employees [1]	12,783	26,125	0	2,353	**41,261**
Number of Permanent Employees	12,778	26,121	0	2,353	**41,252**
Number of Temporary Employees	0	0	0	0	**0**
Number of Non-Guaranteed Hours Employees	5	4	0	0	**9**
Number of Full-Time Employees	12,490	26,002	0	2,353	**40,845**
Number of Part-Time Employees	293	123	0	0	**416**

(1) Temporary and contract workers are excluded from our total employee count. Temporary and contract workers are, however, included in Health & Safety metrics.

Employees 2023 (GRI 2-7)	ASIA-PACIFIC	EMEA	LATIN AMERICA	NORTH AMERICA	TOTAL
Number of Employees [1]	10,142	7,670	9,112	14,337	**41,261**
Number of Permanent Employees	10,134	7,670	9,112	14,336	**41,252**
Number of Temporary Employees	0	0	0	0	**0**
Number of Non-Guaranteed Hours Employees	8	0	0	1	**9**
Number of Full-Time Employees	10,107	7,557	8,871	14,310	**40,845**
Number of Part-Time Employees	35	113	241	27	**416**

(1) Temporary and contract workers are excluded from our total employee count. Temporary and contract workers are, however, included in Health & Safety metrics.

Employee Type by Age (GRI 2-7)	% OF POPULATION	<30 YEARS	30-50 YEARS	>50 YEARS
Managers	10.68%	0.22%	8.30%	2.16%
Individual Contributors	87.64%	15.89%	52.78%	18.97%
Executive Roles	1.68%	0.00%	1.02%	0.66%

Full-time Employee Diversity (GRI 405-1)	2021	2022	2023
Women [1]	30.8%	31.8%	**33.3%**
Women in management [1]	36.8%	37.6%	**39.2%**
Ethnic minorities (US) [2]	21.8%	22.8%	**23.7%**
Ethnic minorities in management (US) [2]	19.6%	21.9%	**22.4%**
Age Group (under 30 years old) [3]	N/A	N/A	**16.2%**
Age Group (30-50 years old) [3]	N/A	N/A	**61.8%**
Age Group (over 50 years old) [3]	N/A	N/A	**22.0%**

(1) This number does not include employee representation from Softex Indonesia and Thinx Inc. at this time.
(2) This number does not include employee representation from Thinx Inc. at this time.
(3) This number does not include employee representation from Softex Indonesia and Thinx Inc. at this time.

Board of Directors Diversity (GRI 405-1)	2021	2022	2023
Independent members	92.3%	91.6%	**91.7%**
Women	38.5%	50%	**58.3%**
Minority group membership	30.8%	33%	**41.7%**
Total Board members	13	12	**12**
Board of Directors of age 50+	12	11	**11**

Turnover (Global) (GRI 401-1)	2021	2022	2023
Total	19.5%	22.2%	**19.2%**
Voluntary	13.7%	16.7%	**13.8%**
Involuntary	5.8%	5.5%	**5.4%**

New Hires 2023 (GRI 401-1)		
REGION	# HIRES	HIRE RATE
Asia-Pacific	976	12.5%
EMEA	1,077	14.1%
Latin America	1,340	13.6%
North America	3,199	22.4%

AGE GROUP	# HIRES	HIRE RATE
<30	3,149	50.8%
30 - 50	3,019	12.3%
>50	424	4.8%

GENDER	# HIRES	HIRE RATE
Female	2,663	20.7%
Male	3,926	14.7%
Not declared	3	7.1%

Terminations 2023 (GRI 401-1)		
REGION	# TERMINATIONS	TURNOVER RATE
Asia-Pacific	1,060	13.6%
EMEA	502	6.6%
Latin America	2,814	28.6%

AGE GROUP	# TERMINATIONS	TURNOVER RATE
<30	2,415	38.9%
30 - 50	4,029	16.4%
>50	1,134	12.9%

GENDER	# TERMINATIONS	TURNOVER RATE
Female	2,711	21.0%
Male	4,862	18.2%
Not declared	5	11.9%

Union Membership [1] (GRI 2-30)	2021 [2]	2022 [2]	2023 [3]
Percentage of employees with union membership	24%	24%	43%

(1) In many countries, union membership is considered a private matter and may not be tracked for those countries. Furthermore, in some countries, employees who are not union members may nevertheless be subject to collective bargaining agreements.
(2) Data represents Kimberly-Clark's manufacturing and distribution operations employees in the U.S. and Canada.
(3) 2023 union membership % is representative of K-C's global headcount, excluding Softex and Thinx. 52 of 197 K-C facilities are at least partially covered by a CBA.

Employees - Health & Safety (GRI 403-9, 403-10) [1]	2021 [2] [4]	2022 [3] [4] [5]	2023 [6]
Fatalities	2	0	1
Fatality rate	0.003	0.000	0.002
# of Hours Worked	117,902,715	106,292,533	96,608,939
High Consequence related Injuries	4	4	6
High Consequence Rate	0.007	0.008	0.012
Recordable Injuries	119	109	225
Recordable Illnesses	3	7	18
TRIR (Total Recordable Incident Rate)	**0.23**	**0.22**	**0.50**
# Days Lost due to Injury [4]	2,051	2,915	4,068
LTRIR(Lost Time Recordable Incident Rate) [4]	**0.14**	**0.15**	**0.24**

(1) Kimberly-Clark follows OSHA standards for recordable injuries, illnesses and recordkeeping. Responses to this request include data for employees as well as temporary and contract workers who are not Kimberly-Clark employees whose work Kimberly-Clark oversees on a day-to-day basis.
(2) Kimberly-Clark de Mexico S.A.B. de C.V. (KCM) is included in Occupational Safety Metrics for 2021, but not in other KPIs addressed in the 2021 report. Both facilities occurred in KCM in 2021. KCM is partially owned by the public, and its stock is publicly traded in Mexico. As of December 31, 2021, Kimberly-Clark's ownership interest in KCM was 47.9 percent.
(3) Beginning in 2022, Kimberly-Clark de Mexico (KCM) is excluded from all metrics inside of this report.
(4) Information prior to 2023 and LTRIR were not subject to external limited assurance.
(5) Kimberly-Clark acquired Softex in 2020. The employees and contractors for Softex were integrated into K-C's reporting beginning in the 2022 reporting year.
(6) One injury-related fatality occurred involving a Kimberly-Clark contract employee in our Kluang, Malaysia site. Working with the local health and safety regulator, a thorough investigation was conducted and comprehensive learnings have been incorporated into our ongoing efforts to prevent serious injuries."
TRIR: Work-related events that result in fatalities, temporary or permanently disabling injuries, or illnesses, per 200,000 hours worked per annum.
LTRIR: Recordable injuries/illnesses that result in time away from work or restricted work, per 200,000 hours worked per annum.
Fatality Rate: Number of fatalities as a result of work-related injury per 200,000 hours worked per annum.

Workers Who Are Not Employees - Health & Safety (GRI 403-9, GRI 403-10) [1]	2021 [2]	2022 [2]	2023
Fatalities	0	0	0
Fatality rate	0.000	0.000	0.000
# of Hours Worked	44,349,626	33,362,681	31,713,371
High Consequence related Injuries	NA	0	0
High Consequence Rate	NA	0.000	0.000
Recordable Injuries	61	30	53
Recordable Illnesses	0	0	0
TRIR (Total Recordable Incident Rate)	**0.28**	**0.18**	**0.33**
# Days Lost due to Injury [2]	586	525	619
LTRIR(Lost Time Recordable Incident Rate) [2]	**0.16**	**0.15**	**0.18**

(1) Kimberly-Clark follows OSHA standards for recordable injuries, illnesses and recordkeeping. Responses to this request include data for workers who perform work at a Kimberly-Clark facility but whose work is overseen by their employer (not Kimberly-Clark) on a day-to-day basis.
(2) Information prior to 2023 and LTRIR were not subject to external limited assurance

Social Impact by Theme					
(Lives Impacted-Reportable) [1]	**2015-2020**	**2021**	**2022**	**2023**	**Total**
Access to sanitation	3,925,264	57,827	7,201,685	**320,073**	11,504,849
Helping children thrive	16,232,791	5,631,785	9,661,654	**25,394,791**	56,921,021
Empowering women & girls	3,206,053	8,291,169	30,384,577	**73,655,310**	115,900,315
COVID-19 / other	2,309,105	1,733,235	274,053	**2,424,846**	6,741,239
Total	25,673,213	15,714,016	47,521,969	**101,795,020**	191,067,424

1. Kimberly-Clark measures the impact of the following: (1) purpose-led communication or education initiatives to change public perception on stigmas or issues such as water, sanitation access, or neonatal and maternal health, (2) product donation for vulnerable and underserved people, (3) business innovation to address an unmet or underserved societal need, and (4) advocacy work that seeks to change policies connected to our purpose. Measurement factors reporting from partner agencies and non-profit organizations and quantifiable reach of communication, education, donation and advocacy beneficiaries.

Social Compliance Data Tables

Social Compliance Audit Results (GRI 406-1, 407-1, 408-1, 409-1, 414-2)	2021	2022	2023
Number of in-scope suppliers and Kimberly-Clark facilities [1]	**473**	**426**	**407** [2]
Total Facilities Audited	**171**	**238**	**188**
% of in-scope suppliers audited		**56%**	**46%**
Facility Ownership:			
KC Sites		36	**25**
Supplier Sites		202	**163**
Audit Methodology:			
K-C Specified [3]		127	**104**
Customer/Partner Specified [4]		111	**84**
Faciltiies with findings			
No findings noted	29	36	**21**
Findings noted (critical/major/minor)	142	202	**167**
Percentage (%) of in-scope facilities with findings	30%	47%	**41%**
Breakdown of all findings (critical, major, minor) by issue type (% of all findings, all facilities) [5]			
Health & Safety		66.80%	64.25%
Working Hours		11.20%	11.40%
Wages & Benefits		8.20%	8.19%
Freedom of Association		1.00%	1.42%
Environment		2.90%	2.07%
Potential Forced Labor Indicators		1.20%	1.57%
Employment Contracts		3.30%	2.78%
Discipline, Harassment or Abuse		0.50%	1.78%
Discrimination		0.70%	0.50%
Child Labor/Young Workers		0.00%	0.28%
Other		4.20%	5.77%

Social Compliance Audit Results (GRI 406-1, 407-1, 408-1, 409-1, 414-2)	2021	2022	2023
Critical or major findings by category (all facilities)			
Total Number of audited facilities with critical/major findings	83	107	**84**
Percentage (%) of in-scope facilities with critical/major findings	17.50%	25.10%	**20.60%**
Top 3 categories:			
Health and Safety	53 facilities 98 findings	81 facilities 146 findings	**69 facilities** **150 findings**
Hours of Work		24 facilities 26 findings	**18 facilities** **21 findings**
Wages & Benefits		36 facilities 53 findings	**34 facilities** **46 findings**
Selected Other Categories			
Potential Child Labor	0 facilities 0 findings	0 facilities 0 findings	**0 facilities**[9] **0 findings**
Potential Forced Labor Indicators	9 facilities 21 findings	14 facilities 21 findings	**16 Facilities** **20 findings**[6]
Freedom of Association	2 facilities 2 findings	1 facility 1 finding	**1 facility** **1 finding**[7]
Discrimination	1 facility 2 findings	8 facilities 8 findings	**7 facilities** **7 findings**[8]

(1) The scope of Kimberly-Clark's social compliance program (including the number and extent of audits) evolves with our supply chain and its associated risk profifile. When a supplier is found to be noncompliant with our supplier social compliance standards, Kimberly-Clark engages with thesupplier todevelop a corrective action plan. Depending on the concerns raised, corrective actions may include supplier investments in infrastructure, equipment, or training & development of new policies or procedures; or provision of remedy for affected workers. If needed, Kimberly-Clark may provide support to the supplier by sharing good practice examples, connecting them with consultants, encouraging engagement with human rights experts or other resources. We track completion of the agreed corrective action plans through evidence provided by the supplier and/or through a follow-up audit. If appropriate remediation is not completed in a timely manner, Kimberly-Clark may elect not to qualify a potential supplier or exit a current supplier. For additional information: Human Rights and Social Compliance (kimberly-clark.com).

(2) Beginning in 2023, Kimberly-Clark de Mexico, S.A.B. de C.V. (KCM) is excluded from Social Compliance Audit Results to remain consistent with the reporting boundary of this report. KCM stock is publicly-traded in Mexico. As of December 31, 2023, Kimberly-Clark's ownership interest in KCM was approximately 47.9 percent.

(3) K-C specifified audits are third-party conducted audits requested by K-C against an industry recognised methodology specifified by K-C.

(4) Customer/Partner specifified audits are audits requested or required by one of our customers or licencing partners against a methodology set by the customer/partner's social compliance requirements.

(5) The data represents all fifindings from audits conducted in 2023. Findings are classifified by the issue area in which they appear in audit reports and incorporate all severity categories (critical, major and minor). As described in footnote 1, Kimberly-Clark engages with the supplier to develop a corrective action plan and support remediation of all fifindings regardless of severity of category.

(6) At the time this statement was prepared, 6 findings were remediated, closed and verified as closed. 7 findings had been remediated and were pending a follow-up audit to verify closure. A further 4 findings were open pending remediation and closure in 2024. With respect to the final 3 findings (identified at one supplier site), the supplier committed to a remediation plan however Kimberly-Clark exited from the supplier in 2023 prior to the completion of remediation.

(7) As of the date of this report, this finding (1 site) has been remediated, closed and verified as closed

(8) Four findings (4 sites) have been remediated, closed and verified. For two findings (2 sites), K-C has received evidence of remediation and the sites are pending a follow-up audit to verify closure of the findings. With respect to the final finding, the site committed to a remediation plan, however Kimberly-Clark exited from the supplier in 2023 prior to the completion of remediation

(9) There were no major or critical findings for Potential Child Labor. The 0.28% represented in the prior Data Table represents minor violations of missing verification processes, which resulted in young worker policy improvement recommendations for sites with no observed young workers.

Environmental Data Tables

Forest Footprint

Fiber Purchases (million MT)[1] (GRI 301-1)	2011 (BASELINE)	2021	2022	2023
Virgin Fiber	**2.48**	**2.30**	**2.28**	**2.17**
Virgin Wood Baled Pulp (tissue products)		1.76	1.76	1.73
Virgin Wood Fluff Pulp (personal care products)		0.54	0.52	0.44
% of total	70.3%	80.7%	80.0%	82.0%
Recycled Fiber	1.05	0.55	0.57	0.47
% of total	29.7%	19.3%	20.0%	18.0%
Total fiber used	3.53	2.85	2.85	2.64

(1) Direct purchases.

Virgin Fiber Sourcing By Pulp Mill Country of Origin (%) (GRI 304)	2021	2022	2023
Brazil	46%	49%	**52%**
Canada	13%	14%	**14%**
Chile	3%	1%	**1%**
Finland	3%	2%	**2%**
Portugal	1%	1%	**1%**
South Africa	2%	2%	**2%**
Sweden	6%	6%	**5%**
United States	25%	25%	**23%**
China, New Zealand, Spain, Thailand	-	less than 1%	**less than 1%**

Virgin Fiber Sourcing By Pulp Mill Country of Origin (million MT) (GRI 304)	2021	2022	2023
Brazil	1.07	1.12	**1.14**
Canada	0.29	0.31	**0.3**
Chile	0.08	0.03	**0.01**
Finland	0.07	0.04	**0.04**
Portugal	0.03	0.03	**0.02**
South Africa	0.04	0.04	**0.04**
Sweden	0.14	0.13	**0.11**
United States	0.57	0.57	**0.5**
China, New Zealand, Spain, Thailand	-	0.01	**0**

Fiber Sourcing by Certification Type (%) (GRI 304)	2011 (BASELINE)	2021	2022	2023
Virgin fiber from environmentally responsible sources	100%	100%	100%	100%
Forest Stewardship Council (FSC)	47%	67%	70%	74%
Sustainable Forest Initiative (SFI)	30%	19%	23%	9%
Program for the Endorsement of Forest Certification (PEFC)	6%	5%	6%	9%
CERFLOR (Brazil)	6%	0%	0%	0%
Canadian Standards Association (CSA)	5%	0%	0%	0%
Forest Stewardship Council Controlled Wood (FSC-CW)	8%	8%	1%	8%
Not Certified	0%	0%	0%	0%

Environmentally-Preferred Tissue Fiber (% Global) (GRI 304)	2011 [1]	2021	2022	2023
Environmentally-Preferred Fiber	74%	87%	90%	91%
FSC chain-of-custody certified virgin wood fiber	39%	63%	65%	69%
Recycled fiber	35%	24%	25%	22%
Alternative non-wood fibers	0%	0%	0%	0%

(1) 2011 base year for 50% reduction target by 2025.

Environmentally-Preferred Tissue Fiber (% North America) (GRI 304)	2011	2021	2022	2023
Environmentally-Preferred Fiber	**84%**	**82%**	**86%**	**87%**
FSC chain-of-custody certified virgin wood fiber	56%	57%	60%	63%
Recycled fiber	28%	25%	26%	25%
Alternative non-wood fibers	0%	0%	0%	0%

Chlorine Free Wood Pulp Purchases	2011 (BASELINE)	2021	2022	2023
Elemental Chlorine Free (ECF)	97%	100%	100%	100%
Total Chlorine Free (TCF)	3%	0%	0%	0%

Natural Forest fiber use (MT)	2011 (BASELINE)	2021	2022	2023
Virgin fiber from Natural Forest sources	756,531	501,626	486,227	458,399
% Reduction of Natural Forest Fiber	N/A[1]	34%	36%	39%

(1) 2011 base year for 50% reduction target by 2025.

Natural Forest Fiber Sourcing By Country (%) (GRI 304) based on pulp mill country of origin	2021	2022	2023
Canada	59%	64%	66%
Finland	14%	10%	9%
Sweden	27%	26%	25%

FSC CoC Certified Natural Forest Fiber Sourcing By Country (%) (GRI 304) based on pulp mill country of origin	2021	2022	2023
Canada	77%	79%	78%
Finland	10%	9%	10%
Sweden	49%	70%	90%

Carbon Footprint

Energy (Trillion Joules) (GRI 302-1)	2015 (BASELINE)	2021	2022	2023
Total Non-Renewable Fuels Consumed	**38,405**	**34,594**	**35,119**	**33,863**
Coal	5,478	126	122	148
Fuel Oil	264	99	24	52
Natural Gas	31,657	33,247	33,925	32,783
Propane Gas	802	318	1,046	878
Butane	1			
Liquified Petroleum Gas (LPG)	203	804	2	2
Total Renewable Fuels Consumed	**3,882**	**372**	**253**	**171**
Biofuel Purchased	3,882	372	253	171
Electricity , Heating, Cooling and Steam Purchased	**19,133**	**16,339**	**16,597**	**15,392**
Electricity Purchased	18,148	14,788	14,834	13,926
Renewable Electricity Purchased	8	514	604	583
Total Steam Purchased	977	1,023	1,149	875
Total Hot Water Purchased		14	10	8
Self-Generated Electricity, Heating, Cooling and Steam	**4**	**37**	**40**	**36**
Renewable Electricity Generated	4	28	33	34
Biofuel Generated for Steam		9	7	2
Electricity Sold	**922**	**542**	**587**	**559**
Total Energy Consumption [(1)]	**60,502**	**50,800**	**51,422**	**48,903**

(1) The Total Energy Consumption is calculated as Total Non-Renewable Fuels + Total Renewable Fuels + Electricity, Heating, Cooling and Steam Purchased + Self-generated Electricity, Heating, Cooling and Steam – Electricity, Heating, Cooling and Steam Sold

Energy Intensity (GRI 302-3)	2015 (BASELINE)[1]	2021	2022	2023
Energy Intensity (GJ/Metric Ton of production)	11.86	10.40	10.88	10.63

(1) Any information relating to periods prior to the year ended December 31, 2021, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information

Reduction of Energy Consumption (GRI 302-4)				
Energy (Trillion Joules)	2015 (BASELINE)	2021	2022	2023
Reduction by conservation and efficiency initiatives	811	457	527	524

Energy Reduction (Trillion Joules) (GRI 302-4)				
Actions/Projects	2015 (BASELINE)	2021	2022	2023
Conservation	496	360	420	386
Lean Energy	315	97	107	138

Greenhouse Gas Emissions Scope 1 & 2 (Thousands MTCO$_2$e) (GRI 305-1, 305-2)	2015 (BASELINE)	2021	2022	2023
Total GHG Emissions: Scope 1 + Scope 2 Location Based	4,928	3,504	3,317	3,289
Direct GHG Emissions	2,230	1,772	1,783	1,720
Indirect GHG Emissions - Location Based	2,698	1,732	1,534	1,569
Breakdown by gases Scope 1+2 Location Based				
Carbon Dioxide (CO_2e)	4,903	3,491	3,305	3,277
Methane (CH_4 in CO_2e)	6	3	2	2
Nitrous Oxide (N_2O in CO_2e)	20	10	10	10
Carbon Dioxide (CO_2)	4,903	3,491	3,305	3,277
Methane (Thousands MTCH_4)	0.23	0.11	0.10	0.15
Nitrous Oxide (Thousands MTN_2O)	0.07	0.03	0.03	0.03

Greenhouse Gas Emissions Scope 1 & 2 (Thousands $MTCO_2e$) (GRI 305-1, 305-2)	**2015 (BASELINE)**	**2021**	**2022**	**2023**
Total GHG Emissions: Scope 1 + Scope 2 Market Based	**4,972**	**2,950**	**2,885**	**2,936**
Direct GHG Emissions	2,230	1,772	1,783	1,720
Indirect GHG Emissions - Market Based	2,742	1,178	1,102	1,216
Breakdown by gases Scope 1+2 Market Based				
Carbon Dioxide (CO_2e)	4,947	2,941	2,877	2,930
Methane (CH_4 in CO_2e)	6	2	2	2
Nitrous Oxide (N_2O in CO_2e)	19	5	6	4
Carbon Dioxide (CO2)	4,947	2,941	2,877	2,930
Methane (Thousands MTCH4)	0.22	0.09	0.08	0.11
Nitrous Oxide (Thousands MTN2O)	0.06	0.02	0.02	0.02
Biogenic CO2 Emissions (Scope 1+2)	**356**	**61**	**61**	**35**
Biogenic CO2 Emissions Scope 1	327	26	20	15
Biogenic CO2 Emissions Scope 2	29	35	41	20

Greenhouse Gas Emissions Scope 3 (Thousands $MTCO_2e$) (305-3)	2015 (BASELINE)	2021	2022	2023
Total GHG Emissions: Scope 3	**13,200**	**12,591**	**11,172**	**10,169**
Category 1 - Purchased Goods & Services	7,162	7,425	6,717	5,850
Category 2 - Capital Goods	649	530	84	91
Category 3 - Fuel & Energy Related Activities	1,265	1,221	1,213	1,163
Categroy 4 - Upstream Transport and Distribution	1,283	1,212	965	793
Category 5 - Waste Generated in Operations	269	274	279	257
Category 6 - Business Travel	83	19	31	36
Category 7 - Employee Commuting	21	12	16	13
Category 12 - End of Life Treatment of Sold Products[1]	2,080	1,568	1,527	1,610
Category 15 - Investments	388	330	340	356

(1) In 2022, the 2015 baseline for Scope 3, Category 12 - End of Life Treatment of Sold Products was updated. Refer to discussion in the "Reclamation of Base Year Emissions" in Appendix A of the GRI Index.

Greenhouse Gas Intensity ($MTCO_2e$/Metric Ton of production) (GRI 305-4)	2015 (BASELINE)	2021	2022	2023
GHG Emissions Intensity Scope 1+ 2 - Market Based	0.97	0.60	0.61	0.63
GHG Emissions Intensity Scope 1	0.44	0.36	0.38	0.37
GHG Emissions Intensity Scope 2 - Market Based	0.54	0.24	0.23	0.26
GHG Emissions Intensity Scope 3	2.66	2.58	2.36	2.21

Greenhouse Gas Emissions (Thousands $MTCO_2e$) (GRI 305-5)	2015 (BASELINE)	2021	2022	2023
GHG emissions reduction from actions, projects and initiatives	118	320	80	94

Greenhouse Gas Emissions (Thousands $MTCO_2e$) (GRI 305-5)	2015 (BASELINE)	2021	2022	2023
Actions/Projects				
Conservation	20	35	36	30
Lean Energy	17	8	8	11
Alternative Biomass	1	2	7	0
Alternative CHP	80	10	4	1
Renewables		265	25	52

Emissions (Thousand MT) (GRI 305-7)	2015 BASELINE	2021	2022	2023
NO_2	2.6	1.1	1.2	0.9
SO_2	1.9	0.2	0.2	0.2

Water Footprint

Water withdrawal - All Sites (Megaliters) (GRI 303-3)	2021	2022	2023
Water Withdrawal by Source			
Surface Water (total)	42,711	42,012	39,668
Groundwater (total)	17,272	17,018	15,832
Third Party Water (total)	29,139	30,228	30,861
Total Water Withdrawal			
Surface Water (total) + Groundwater (total) + Third Party Water (total)	89,122	89,258	86,361

Water withdrawal - Water Stressed (1) (Megaliters) (GRI 303-3)	2015 (BASE YEAR)	2021	2022	2023
Water Withdrawal by Source				
Surface Water (total)	5,332	2,932	2,790	1,896
Groundwater (total)	4,606	3,210	3,099	2,613
Third Party Water (total)	3,096	1,699	1,660	1,643
Total Water Withdrawal				
Surface Water (total) + Groundwater (total) + Third Party Water (total)	13,034	7,841	7,549	6,152

(1) "Water stress" refers to the ability, or lack thereof, to meet human and ecological demand for water. Compared to scarcity, water stress is a more inclusive and broader concept. It considers several physical aspects related to water resources, including water scarcity, but also water quality, environmental flows, and the accessibility of water. We use the World Resources Institute Aqueduct water tool to identify the regions of water stress. Further work with local internal Kimberly-Clark stakeholders is carried out to identify any additional site risk factors. Together this is used to identify if a facility is considered to be in a water stressed region.

Water Discharge (Megaliters) (GRI 303-4)	2021		2022		2023	
	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS
Water Discharge by Destination						
Surface Water	71,488	X	73,178	X	69,095	X
3rd Party Water (total)	9,095	X	9,509	X	9,300	X
Total Water Discharge						
Surface Water + Groundwater + Seawater + Third Party Water (total)	80,583	5,418	82,687	4,953	78,395	4,159

Water Consumption (Megaliters) (GRI 303-5)	2021		2022		2023	
	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS	ALL AREAS	AREA WITH WATER STRESS
Total Water Consumption	8,539	2,422	6,572	2,596	7,966	1,992

Waste

Waste by Composition (metric ton) (GRI 306-3)	2021			2022			2023		
	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL	WASTE GENERATED	WASTE DIVERTED FROM DISPOSAL	WASTE DIRECTED TO DISPOSAL
Waste Composition									
Paper	21,229	19,279	1,950	24,260	22,168	2,092	34,749	33,656	1,093
Wood	12,457	11,680	777	10,281	9,765	516	8,193	7,871	322
Corrugate	43,277	42,765	512	38,288	37,610	678	36,769	36,381	388
Sludge	619,396	595,920	23,476	635,093	585,743	49,350	529,646	469,639	60,007
Plastic	18,125	18,116	9	18,452	18,398	54	19,825	19,609	216
Mixed Plastic	47,716	44,698	3,018	41,190	39,173	2,017	41,903	40,700	1,203
Plastic/Cellulose	62,960	38,596	24,364	57,298	35,679	21,619	61,138	38,795	22,343
Metal	17,288	17,288	0	9,827	9,817	10	8,457	8,455	2
De-inking Trasher Rejects	27,718	11,743	15,975	29,462	12,169	17,293	27,363	4,339	23,024
Construction & Demolition Waste - Major	8,809	2,370	6,439	2,549	1,627	922	1,558	1,334	224
Other	31,018	9,869	21,149	40,975	11,702	29,273	33,791	6,929	26,862
Ash	2,316	1,401	915	1,567	894	673	1,593	906	687
Construction & Demolition Waste-Daily Operations	2,035	244	1,791	1,716	395	1,321	2,084	753	1,331
Non-Haz Liquid	646	448	198	1,170	315	855	2,482	265	2,217
Waste/Used Oil	3,780	3,677	103	217	116	101	249	107	142
Medical/Infectious	21,437	1	21,436	6,390	0	6,390	22	0	22
Hazardous Solid	**1,484**	**61**	**1,423**	**728**	**99**	**629**	**584**	**78**	**506**
Hazardous Liquid	**902**	**23**	**879**	**1,233**	**77**	**1,156**	**1,177**	**156**	**1,021**
Hazardous Semi-solid (Sludge)	**9**		**9**	**30**	**25**	**5**	**60**	**44**	**16**
Hazardous Contained Gas	**0**		**0**	**0**	**0**	**0**	**0**	**0**	**0**
Hazardous Universal Waste	**42**	**11**	**31**	**61**	**4**	**57**	**12**	**9**	**3**
Refrigerant							**0**	**0**	**0**
Total	**942,644**	**818,190**	**124,454**	**920,787**	**785,776**	**135,011**	**811,655**	**670,026**	**141,629**

Waste Diverted from Disposal by Recovery Operation (metric ton) (GRI 306-4)	2021			2022			2023		
	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste									
Preparation for Reuse									
Recycling		95	95		205	205		288	288
Other Recovery Operations									
Total			**95**			**205**			**288**
Non-hazardous Waste									
Preparation for Reuse		32,588	32,588		34,330	34,330		38,615	38,615
Recycling		250,988	250,988		216,008	216,008		218,100	218,100
Other Recovery Operations		534,519	534,519		535,233	535,233		413,023	413,023
Total			**818,095**			**785,571**			**669,738**
Total Diverted From Disposal			**818,190**			**785,776**			**670,026**

Waste Directed to Disposal (metric ton) (GRI 306-5)	2021			2022			2023		
	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL	ON-SITE	OFF-SITE	TOTAL
Hazardous Waste									
Incineration (with energy recovery)		0	0		0	0		0	0
Incineration (without energy recovery)		786	786		223	223		110	110
Landfilling		71	71		51	51		1	1
Other Disposal Operations [1]		1,484	1,484		1,573	1,573		1,434	1,434
Total			**2,341**			**1,847**			**1,545**
Non-hazardous Waste									
Incineration (with energy recovery)		57,544	57,544		70,888	70,888		80,879	80,879
Incineration (without energy recovery)		639	639		950	950		87	87
Landfilling		41,531	41,531		53,994	53,994		56,872	56,872
Other Disposal Operations		22,399	22,399		7,331	7,331		2,246	2,246
Total			**122,113**			**133,163**			**140,084**
Total Directed to Disposal			**124,454**			**135,010**			**141,629**

Materials

Material Consumption and Production (GRI 301-1)	2021	2022	2023
Total production volume (million MT of production)	**4.93**	**4.73**	**4.57**
Material used (million MT)	**5.2**	**5.34**	**4.84**
Fiber			
Virgin fiber - product	2.31	2.29	2.18
Recycled fiber	0.82	0.87	0.72
Fiber based Packaging	0.61	0.63	0.63
Plastic			
Plastic product materials	0.63	0.56	0.54
Plastic packaging materials	0.9	0.09	0.09
Chemicals			
Chemicals	0.15	0.26	0.13
Other			
Other Renewable - (i.e., core stock, pallets)	0.07	0.11	0.09
Other Non-renewable - (i.e., tape, adhesives, binders & absorbents)	0.52	0.48	0.46

Non-renewable materials used (GRI 301-1)	2021	2022	2023
Total Weight (metric tons)	1,392,288	1,393,146	1,221,098

Renewable materials used (GRI 301-1)	2021	2022	2023
Total Weight (metric tons)	3,810,168	3,904,038	3,616,918

We do not currently account for raw materials not purchased by Kimberly-Clark for purchased products.

We are currently unable to distinguish renewable plastic content with a % of other materials, the impact of these materials will not be assessed until appropriate solution is available.

Our fundamental assumptions are still being enhanced. Key external inputs are largely unstructured. Methodology is the same as previous years and continues to be refined.

Percentage of recycled input materials used to manufacture primary products and services (GRI 301-2)	2021	2022	2023
Total Weight of Materials (metric tons)	5,202,456	5,297,184	4,838,016
Total Recycled Input Materials (metric tons)	824,590	875,744	725,769
Percentage of recycled inputs used [%]	15.9%	16.5%	15.0%