

GRI Index Appendices A & B

2022 Global Sustainability Report



2022 GRI INDEX TABLE

General Disclosures

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-1 Organizational Details	<p>Legal Name: Kimberly-Clark Corporation Ownership and Legal Form: Large Public Multinational Corporation Address: P.O Box 619100, Dallas TX</p> <p>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.</p> <p>https://www.kimberly-clark.com/-/media/kimberly/pdf/kimberly-clark-2022-annual-report.pdf</p>		
GRI 2-2 Entities included in the organization's sustainability reporting	<p>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.</p> <p>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.</p> <p>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.</p>		
GRI 2-3 Reporting Period, Frequency and contact point	<p>Sustainability Reporting occurs annually. 2022 Report Period, Financial and Sustainability: January 1, 2022 - December 31, 2022 2022 Report Publication Date: June 5, 2023 For questions contact: sustainability@kcc.com</p>		Principle 1

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-4 Restatement of Information	There are no restatements for 2022.		
GRI 2-5 External Assurance	We have 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), and GRI 306 (sections 3, 4 and 5). See Deloitte's Independent Accountants' Review Report in Appendix B		
GRI 2-6 Activities, Value Chain and Other Business Relationships		Information Unavailable	Principle 1
GRI 2-7 Employees	See People Data Tables 2-7c: The data was pulled from Kimberly-Clark's HRIS system, with an effective date of 12/31/2022 for the entire company with no additional filters. The data is presented as headcount with the snapshot of 12/31/2022. 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 2-7d: Kimberly-Clark does not have another selection for gender options at this time. 2-7e: There are no significant fluctuations in the number of employees. The average headcount for the year is 44,000 with a standard deviation of 25.28.		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
<p>GRI 2-8 Workers who are not employees</p>	<p>Contingent Workers: Asia Pacific: 4,385 EMEA: 1,325 Latin America: 2,269 North America: 7,966 Total: 15,945</p> <p>Most of our workers who are not employees are contract workers. They are employed by various agencies and work full-time for Kimberly-Clark. Our contractors work in all aspects of the company: 45% work in manufacturing and distribution facilities, 55% work in office settings.</p> <p>The data was compiled from Kimberly-Clark’s HRIS system, with an effective date of 12/31/2022 for the entire company with no additional filters. The data presented is of headcount with the snapshot of 12/31/2022. Assumptions made: Worker Type Contingent.</p>		
<p>GRI 2-9 Governance Structure and Composition</p>	<p>See detailed description in Proxy Statement 2023, pages 5-6 and 9-34.</p> <p>Nominating and Corporate Governance Committee (including its Sustainability Subcommittee). Proxy Statement 2023, page 14.</p> <p>Highest governance body is Board of Directors. See description in Proxy Statement 2023 pages 5-6.</p> <p>CEO Michael Hsu is only executive member. All others are non-executive. See Proxy Statement 2023 pages 5-6.</p> <p>CEO Michael Hsu is only non-independent member. All others are independent. See description in Proxy Statement 2023 page 10.</p> <p>Tenure ranges from 1 to 21 years, with median tenure of 4 years. See Proxy Statement 2023 page 6.</p> <p>Each director’s other significant positions are described in Proxy Statement 2023 pages 5-6 and 26-31.</p> <p>Six of our 12 directors are female. See Proxy Statement 2023 page 6.</p> <p>Four of our 12 directors are ethnically diverse. See Proxy Statement 2023 page 6.</p> <p>Each director’s competencies are described in Proxy Statement 2023, pages 5-6 and 26-31.</p> <p>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 2023 pages 16 and 24.</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-10 Nomination and Selection of the Highest Governance Body	<p>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 2023 pages 24-25.</p>		
GRI 2-11 Chair of the Highest Governance Body	<p>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. Mr. Hsu serves as Chairman of the Board and CEO.</p>		
GRI 2-12 Role of the Highest Governance Body in Overseeing the management of impacts	<p>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.</p> <p>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.</p> <p>At the end of 2022, we formed a new 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.</p> <p>In setting our sustainability priorities and implementing our programs, we were previously supported by an independent Sustainability Advisory Board of external thought leaders who provided guidance on key governance, social and environmental issues. The support from the Sustainability Advisory Board concluded as of December 31, 2021. 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 often discuss sustainability topics and priorities relevant to our business.</p>		Principle 1
GRI 102-13 Delegation of Responsibility for Managing Impacts	<p>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.</p>		Principle 1

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-14 Role of the Highest Governance Body in Sustainability Reporting	<p>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.</p> <p>At the end of 2022, we formed a new 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.</p>		Principle 1
GRI 2-15 Conflicts of Interest	<p>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.</p> <p>There are no compensation committee interlocking cross board relationships.</p> <p>There are no controlling shareholders.</p> <p>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.</p>		Principle 1
GRI 2-16 Communication of Critical Concerns	<p>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.</p> <p>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.</p> <p>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 www.kimberly-clark.com.</p> <p>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.</p>		
GRI 2-17 Collective Knowledge of the Highest Governance Body	<p>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.</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-18 Evaluation of the Performance of the Highest Governance Body	<p>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.</p> <p>Each committee annually reviews its own performance and assesses the adequacy of its charter, and reports the results and any recommendations to the Board. The Nominating and Corporate Governance Committee oversees and reports annually to the Board its assessment of each committee’s performance evaluation process.</p>		
GRI 2-19 Remuneration Policies	<p>The compensation policies and practices for our Board and senior executives are described in detail in our proxy statement.</p>		
GRI 2-20 Process to Determine Remuneration	<p>The independent Management Development and Compensation Committee oversees the process for determining remuneration.</p> <p>At our 2022 Annual Meeting, our executive compensation program received the support of approximately 93 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 2022, 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 50 percent of our common stock and engaged with stockholders representing approximately 28 percent of our common stock. We discussed many key topics, including our approach to our executive compensation program.</p> <p>The Management Development and Compensation Committee engaged Semler Brossy Consulting Group as its independent consultant to assist it in determining the appropriate executive officer compensation in 2022. Consistent with the Committee’s policy in which its independent consultant may provide services only to the Committee, Semler Brossy had no other business relationship with Kimberly-Clark and received no payments from us other than fees and expenses for services to the Committee.</p>		
GRI 2-21 Annual Total Compensation Ratio	<p>In 2022, the ratio of our CEO’s total compensation to the median employee total compensation was 341 to 1. We disclose how the data was compiled on page 89 of our proxy statement.</p>		
GRI 2-22 Statement on Sustainable Development Strategy	<p>Mike Hsu CEO Letter 2022 Sustainability Report</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 2-23 Policy Commitments	<p>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.</p> <p>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.</p> <p>Policy commitments 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.</p> <p>For more information on varying policies and positions within Kimberly-Clark please visit Kimberly-Clark Newsroom.</p>		Principle 1
GRI 2-24 Embedding Policy Commitments	<p>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.</p> <p>Kimberly-Clark has adopted a Global Policy Management Program Policy as part of our commitment to operating with integrity around the world. This Policy ensures a single approach to global policies that drives accountability throughout Kimberly-Clark. It establishes the approach to Kimberly-Clark’s global policy life cycle from creation, review, and approval to distribution, tracking, and updating.</p>		Principle 1
GRI 2-25 Processes to Remediate Negative Impacts	<p>Kimberly-Clark has various compliance programs in place to identify, mitigate and remediate risks in its operations and supply chain.</p> <p>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.</p>		Principle 1
GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns	<p>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.</p>		Principle 1

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GRI 2-27 Compliance with Laws and Regulations	See our Annual Report .		
GRI 2-28 Membership Associations	https://www.kimberly-clark.com/en-us/esg/memberships		
GRI 2-29 Approach to Stakeholder Engagement	<p>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.</p> <p>Our key stakeholder groups include, but are not limited to:</p> <ul style="list-style-type: none"> • Investors • NGOs • Customers • Consumers • Employees • Potential employees • Suppliers • Local communities • Government agencies and entities • Trade and industry associations • Academia <p>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.</p> <p>Other examples of engagement include, but are not limited to:</p> <ul style="list-style-type: none"> • 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 <p>Within our ongoing stakeholder engagement, topics raised include, but are not limited to:</p> <ul style="list-style-type: none"> • Our business practices • The environment • Operating context • People and community • Products and packaging • Quality • Safety and health • Human rights • Cost reductions • Pricing • Organic growth and operating margins • Sourcing • Climate change • Waste and recycling • Supply chain management. 		
GRI 2-30 Collective Bargaining Agreement	Approximately 24% of our employees in the United States and Canada who work in manufacturing facilities are covered by collective bargaining agreements. 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.		Principle 3

Economic

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
<p>GRI 415 Public Policy</p>	<p>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).</p> <p>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.</p> <p>We comply with all 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.</p> <p>2021 Disclosure</p> <p>In 2022, Kimberly-Clark reported \$690,000 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 have any expenditures benefitting federal officials in our 2022 semiannual reports.</p> <p>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 in compliance with legal requirements of the state or local jurisdiction. In 2022, we spent \$0 on ballot initiatives.</p>		
	<p>kimberly-clark-2022-government-relations--political-activity-disclosure.pdf</p>		

Environmental

Climate Change

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GRI 302-1 Energy Consumption within the Organization	See Carbon Data Tables See Appendix A at the end of the document																																						
GRI 302-2 Energy Consumption Outside of the Organization		Information Unavailable																																					
GRI 302-3 Energy Intensity	See Carbon Data Tables See Appendix A at the end of the document																																						
GRI 302-4 Reduction of Energy Consumption	<table border="1"> <thead> <tr> <th>Energy (Trillion Joules)</th> <th>2015 (baseline)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Reduction by conservation and efficiency initiatives</td> <td>811</td> <td>1,203</td> <td>620</td> <td>457</td> <td>527</td> </tr> </tbody> </table> <p>Energy conservation and efficiency improvement actions and projects impact all energy types, including electricity, steam, heating & cooling, and all fuel types consumed by the Kimberly-Clark facilities. All energy efficiency actions, from those in the idea phase to those in activation, are managed in our Kimberly-Clark Sustainability Database (Sphera). Sphera tracks specific energy consumption changes (in giga-Joules), impacts on climate (in MTCO₂e) and financial impacts.</p> <p>Energy conservation and efficiency improvements result from the execution of actions in the following two fundamental pillars of our Carbon Footprint program:</p> <ul style="list-style-type: none"> • Conservation and Energy Efficiency: Implementation of energy best practices, mainly through capital investment projects such as variable frequency drives, compressed air systems upgrades, tissue machine drying system upgrades, vacuum system optimization, heat recovery systems, HVAC systems optimization, 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. <p>The management of the energy conservation and efficiency improvement projects in Sphera allows for the breakdown by program pillar and year of activation. This feature and granularity make it possible to build the detailed table.</p> <table border="1"> <thead> <tr> <th>Energy Reduction (Trillion Joules)</th> <th>2015 (baseline)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Actions/Projects</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Conservation</td> <td>496</td> <td>983</td> <td>480</td> <td>360</td> <td>420</td> </tr> <tr> <td>Lean Energy</td> <td>315</td> <td>220</td> <td>140</td> <td>97</td> <td>107</td> </tr> </tbody> </table>	Energy (Trillion Joules)	2015 (baseline)	2019	2020	2021	2022	Reduction by conservation and efficiency initiatives	811	1,203	620	457	527	Energy Reduction (Trillion Joules)	2015 (baseline)	2019	2020	2021	2022	Actions/Projects						Conservation	496	983	480	360	420	Lean Energy	315	220	140	97	107		Principle 8,9
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GRI 302-5 Reductions in energy requirements of products and services	Not Applicable: Kimberly-Clark products do not require energy for use.														
GRI 305-1 Direct (Scope 1) GHG Emissions	See Carbon Data Tables See Appendix A at the end of the document														
GRI 305-2 Energy Indirect (Scope 2) GHG Emissions	See Carbon Data Tables See Appendix A at the end of the document														
GRI 305-3 Other Indirect (Scope 3) GHG Emissions	See Carbon Data Tables See Appendix A at the end of the document														
GRI 305-4 GHG Emissions Intensity	See Carbon Data Tables See Appendix A at the end of the document														
GRI 305-5 Reduction of GHG Emissions	<table border="1"> <thead> <tr> <th data-bbox="587 1171 919 1225">Greenhouse Gas Emissions (Thousands MTCO₂e)</th> <th data-bbox="1216 1171 1407 1193">2015 (baseline)</th> <th data-bbox="1640 1171 1704 1193">2019</th> <th data-bbox="1927 1171 1991 1193">2020</th> <th data-bbox="2228 1171 2291 1193">2021</th> <th data-bbox="2515 1171 2579 1193">2022</th> </tr> </thead> <tbody> <tr> <td data-bbox="587 1250 1066 1304">GHG emissions reduction from actions, projects and initiatives</td> <td data-bbox="1366 1250 1407 1272">118</td> <td data-bbox="1663 1250 1704 1272">211</td> <td data-bbox="1950 1250 1991 1272">188</td> <td data-bbox="2237 1250 2279 1272">320</td> <td data-bbox="2547 1250 2588 1272">80</td> </tr> </tbody> </table> <p>GHG emissions reduction initiatives include actions and projects that impact both Scope 1 and 2 emissions. All energy efficiency and GHG emission reduction actions are managed in our Kimberly-Clark Sustainability Database (Sphera) from ideation to final activation. Sphera tracks specific energy (giga-Joules), climate (MTCO₂e) and financial impacts.</p> <p>The GHG emissions reduction reported comes from the execution of actions in the following fundamental pillars of the Carbon Footprint program:</p> <ul style="list-style-type: none"> • Conservation and Energy Efficiency Investments: Implementation of energy best practices through capital projects such as variable frequency drives, compressed air systems upgrades, tissue machine drying system upgrades vacuum system optimization, heat recovery systems, and HVAC systems optimization. • 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. 	Greenhouse Gas Emissions (Thousands MTCO ₂ e)	2015 (baseline)	2019	2020	2021	2022	GHG emissions reduction from actions, projects and initiatives	118	211	188	320	80		Principle 8, 9
Greenhouse Gas Emissions (Thousands MTCO ₂ e)	2015 (baseline)	2019	2020	2021	2022										
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	<p>• Alternative and Renewable Energy: 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).</p> <p>The management of the GHG emissions reduction projects in the Kimberly-Clark Sustainability database, allows the breakdown by category and year of activation. This feature and granularity make possible to build the detailed table.</p> <p>Greenhouse Gas Emissions (Thousands MTCO₂e)</p> <table border="1"> <thead> <tr> <th>Actions/Projects</th> <th>2015 (baseline)</th> <th>2019</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Conservation</td> <td>20</td> <td>76</td> <td>36</td> <td>35</td> <td>36</td> </tr> <tr> <td>Lean Energy</td> <td>17</td> <td>21</td> <td>16</td> <td>8</td> <td>8</td> </tr> <tr> <td>Alternative Biomass</td> <td>1</td> <td></td> <td>1</td> <td>2</td> <td>7</td> </tr> <tr> <td>Alternative CHP</td> <td>80</td> <td>54</td> <td>110</td> <td>10</td> <td>4</td> </tr> <tr> <td>Renewables</td> <td></td> <td>60</td> <td>25</td> <td>265</td> <td>25</td> </tr> </tbody> </table>	Actions/Projects	2015 (baseline)	2019	2020	2021	2022	Conservation	20	76	36	35	36	Lean Energy	17	21	16	8	8	Alternative Biomass	1		1	2	7	Alternative CHP	80	54	110	10	4	Renewables		60	25	265	25		
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Renewables		60	25	265	25																																		
<p>GRI 305-6 Emissions of Ozone-depleting Substances (ODS)</p>		<p>Information Inapplicable. Emissions from Kimberly-Clark's refrigerant based air conditioning are immaterial.</p>																																					
<p>GRI 305-7 Nitrogen oxides (NO_x), Sulfur Oxides (SO_x), and other significant air emissions</p>	<table border="1"> <thead> <tr> <th>Emissions (Thousand MTCO₂e)</th> <th>2015 (baseline)</th> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>NO_x</td> <td>2.6</td> <td>1.2</td> <td>1.1</td> <td>1.2</td> </tr> <tr> <td>SO₂</td> <td>1.9</td> <td>0</td> <td>0.2</td> <td>0.2</td> </tr> </tbody> </table> <p>The approach followed to calculate the significant air emissions reported in the table is based on published emission factors, such as:</p> <ul style="list-style-type: none"> • US EPA AP – 42 Compilation of Air Pollutant Factors • Only Beech Island Mill uses site-specific factor 	Emissions (Thousand MTCO ₂ e)	2015 (baseline)	2020	2021	2022	NO _x	2.6	1.2	1.1	1.2	SO ₂	1.9	0	0.2	0.2																							
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SO ₂	1.9	0	0.2	0.2																																			

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
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:	Information Unavailable	UNGC Principle Support
GRI 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken	<ul style="list-style-type: none"> • 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 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 Unavailable	UNGC Principle Support

Water

GRI Standards	2022 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 303-2 Management of Water Discharge-Related Impacts	See Water Use and Stewardship (kimberly-clark.com)		Principle 8
GRI 303-3 Water Withdrawal	See Water Data Tables See Appendix A at the end of this document	303-3-b. Information Unavailable; data not collected 303-3-ci. Information Unavailable; data not collected 303-3-cii. Information Unavailable; data not collected	UNGC Principle Support
GRI 303-4 Water Discharge	See Water Data Tables See Appendix A at the end of this document	303-4-bi. Information Unavailable; data not collected 303-4-bii. Information Unavailable; data not collected 303-4-ci. Information Unavailable; data not collected 303-4-cii. Information Unavailable; data not collected	UNGC Principle Support
GRI 303-5 Water Consumption	See Water Data Tables See Appendix A at the end of this document		UNGC Principle Support

Deforestation

GRI Standards	2022 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	https://www.kimberly-clark.com/esg/2030-ambition/esg-article/forest-management	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	Information Unavailable	
GRI 304-3 Habitats Protected or Restored	https://www.kimberly-clark.com/esg/2030-ambition/esg-article/forest-management	Information Unavailable	
GRI 304-4 Red List species and national conservation list species with habitats in areas affected by operations	https://www.kimberly-clark.com/esg/2030-ambition/esg-article/forest-management	Information Unavailable	

Post-Consumer Waste and Single-Use Plastics

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 301-1 Materials Used by Weight or Volume	See Materials Data Tables		
GRI 301-2 Recycled Input Materials Used	See Materials Data Tables		
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 See Appendix A at the end of this document		
GRI 306-4 Waste Diverted From Disposal	See Waste Data Tables See Appendix A at the end of this document		
GRI 306-5 Waste Directed to Disposal	See Waste Data Tables See Appendix A at the end of this document		

Social

Ethics, Culture, Values

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 205-1 Operations Assessed for Risks Related to Corruption	<p>Kimberly-Clark's Code of Conduct establishes Kimberly-Clark's policy regarding conducting business in compliance with applicable anti-bribery and anti-corruption laws.</p> <p>https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct</p> <p>The Code of Conduct also describes mechanisms for reporting potentially unlawful or unethical behavior. We continually assess our risk globally through regular trainings and business operations.</p>		Principle 10
GRI 205-2 Communication and Training about Anti-Corruption Policies and Procedures	<p>In 2022, we provided Code of Conduct training to all office-based Kimberly-Clark employees with computer access. This training included content regarding conducting business with third parties, including the giving or receiving of business gratuities. The training also required employees to read, understand, and comply with the Code of Conduct, which has sections regarding preventing bribery and corruption.</p>		Principle 10
GRI 205-3 Confirmed Incidents of Corruption and Actions Taken		Legal Prohibitions	
GRI 206-1 Legal Actions for Anti-competitive behavior, anti-trust, and monopoly practices	<p>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.</p> <p>https://www.kimberly-clark.com/en/investors/corporate-governance/code-of-conduct</p> <p>The Code of Conduct also describes mechanisms for reporting potentially unlawful or unethical behavior.</p>	Legal Prohibitions	Principle 10
GRI 401-1 New Employee Hires and Employees Turnover	Global Turnover in 2022: 22.2%		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 401-2 Benefits Provided to full-time employees that are not provided to temporary or parttime employees	<p>Kimberly-Clark is a global company with manufacturing facilities all over the world. As a result of this diversity in operational locations, benefits vary between countries and regions.</p> <p>Across all locations, Kimberly-Clark strives to provide a market-competitive benefits package to employees within their specific location, which may include access to government-provided benefits where applicable.</p> <p>https://www.careers.kimberly-clark.com/en/our-careers/benefits</p>		
GRI 401-3 Parental Leave	<p>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. https://www.careers.kimberly-clark.com/en/our-careers/benefits.</p>		
GRI 402-1 Minimum Notice Periods Regarding Operational Changes	<p>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.</p> <p>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.</p> <p>The notice period and provisions specified in collective agreements varies by location and is compliant with country regulatory policy.</p>		
GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>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 and our privacy values at https://www.kimberly-clark.com/en-us/privacy-values.</p>	<p>Confidentiality Constraints</p>	

Occupational Health & Safety

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 403-1 Occupational health and safety management system	<p>Kimberly-Clark has established an Environmental, Health & Safety (EHS) Management System and maturity model that applies to all Kimberly-Clark owned and operated facilities.</p> <ul style="list-style-type: none"> • Our EHS Management System requires all sites to comply at a minimum to all local legal and regulatory expectations, as well as established Kimberly-Clark best-practices where those practices may be greater. • Kimberly-Clark’s EHS Management System is structured consistent with recognized management system standards such as ISO 14001 and/or ISO 45001. <p>Kimberly-Clark’s EHS Management System applies to all full-time Kimberly-Clark employees and temporary and contract workers under Kimberly-Clark supervision. 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 owned by Kimberly-Clark or not operated within a Kimberly-Clark facility are not directly addressed by the EHS Management System.</p>		Principle 1
GRI 403-2 Hazard identification, risk assessment, and incident investigation	<p>Kimberly-Clark’s EHS Management System requires a Risk Inventory to be developed and maintained 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 diagnostics.</p> <p>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.</p> <p>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 reportable 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.</p>		Principle 1
GRI 403-3 Occupational Health Services	<p>The Global Occupational Health strategy, goals, and priorities are based on two interrelated pillars: Compliance and Caring. This includes Standards to identify, control, and mitigate risks, and ensure a safe work environment that also promotes the health of our employees.</p> <p>Kimberly-Clark conducts Medical Surveillance for those employees categorized as at potential risk of exposure to a health hazard. This is aligned to local regulations and ensuring that as-needed control and mitigation measures are implemented.</p> <p>Employee medical health data is managed and stored consistent with local laws and consistently with Kimberly-Clark’s data privacy policy. Mandatory training in records privacy and retention is conducted for all employees on a yearly basis.</p>		Principle 1

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 403-4 Worker participation, consultation, and communication on Occupational Health and Safety	<p>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.</p>		
GRI 403-5 Working training on Occupational Health and Safety	<p>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.</p> <p>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.</p>		
GRI 403-6 Promotion of Worker Health	<p>Across the company, employees have multiple means of access to healthcare benefits, mental well-being, and physical wellness programs. Some examples are:</p> <ul style="list-style-type: none"> • Work-life balance, mental and physical health and well-being initiatives include Family Days at Kimberly-Clark sites, Employee Assistance Programs and communications campaigns to encourage healthy habits. • Employees can access healthcare through insurance coverage, which may vary by country or facility. • Immunization support against flu, COVID-19 and other occupational schemas is defined by country and based on local availability and risk exposure. • All personal and medical information is managed confidentially by the local health staff only and in line with Kimberly-Clark Data Privacy Policy and local regulations. 		
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>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.</p>		
GRI 403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> • An estimated 98% of Kimberly-Clark employee and contract workers at Kimberly-Clark sites are covered by the Kimberly-Clark EHS Management System. • Kimberly-Clark’s management system is not audited or certified by an external party. <p>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. The percentage of the total worker population not covered by Kimberly-Clark’s management system is estimated by taking the average of contractor hours at Kimberly-Clark owned distribution centers that are under Kimberly-Clark’s EHS management system and applying that average to those distribution centers not under Kimberly-Clark’s Management System. This number of hours is then used to estimate the percentage of the workforce not covered by Kimberly-Clark’s Management System.</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
<p>GRI 403-9 Work-related Injuries</p>	<p>For all employees:</p> <ul style="list-style-type: none"> • 0 Fatalities / 0.00 Fatality Rate • 4 high-consequence work-related injuries / 0.008 high-consequence rate • 112 Kimberly-Clark Reportable injuries / 0.21 Rate • Lacerations, Strain/Sprain and Bruise/Contusion were the top three injuries for the reporting period • 106,292,533 = number of hours worked <p>For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> • 0 Fatality / 0.00 Fatality Rate • 0 high-consequence work-related / 0.00 high-consequence rate • 30 Kimberly-Clark Reportable injuries / 0.18 Rate • Lacerations, Bruise/Contusion and Abrasions were the top three injuries for the reporting period • 33,362,681 = number of hours worked <p>Kimberly-Clark is using 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.</p> <p>Total Reportable 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. 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. COVID illnesses and hearing loss are not currently included in Kimberly-Clark TRIR calculations, but are monitored separately.</p> <p>LTRIR: Reportable injuries/illnesses that result in time away from work or restricted work, per 200,000 hours worked per annum.</p> <p>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 EHS Management System Standard.</p> <p>Kimberly-Clark calculates 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.</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 403-10 Work-related Ill Health	Reporting period: January 1, 2022- December 31, 2022 Employees: <ul style="list-style-type: none"> • 0 Fatalities / 0.000 fatality rate • 1 confirmed recordable case illness associated with food-related illness • 4 potential infectious disease exposures due to COVID-19, not definitively work-place related. Potential COVID-19 work-related transmission cases are recorded separately for tracking purposes but not included in Kimberly-Clark’s internal TRIR metric due to the non-specific/non-definitive nature of infectious disease transmission. These cases have been reported externally consistent with regulatory reporting requirements (such as OSHA 300 logs, HSE RIDDOR Standards etc.) • 6 hearing shift cases. Current internal Kimberly-Clark reporting practice does not include hearing shift cases in our TRIR metrics. These illnesses have been reported externally consistent with regulatory requirements (such as OSHA 300 logs). Exclusions: Non-Kimberly-Clark workers whose workplaces are not controlled by the organization.		

Diversity & Inclusion

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 405-1 Diversity of governance bodies and employees	See 2022 Proxy Statement with data tables - I&D metrics begin on page 23 . See People Data Tables		

Human Rights

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 406-1 Incidents of Discrimination and Corrective Actions Taken	<p>Through our social compliance audits, we identified 8 potential instances of Discrimination findings in 2022.</p> <p>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.</p> <p>As of the publication date of this report, findings at five supplier facilities have been remediated and closed. Two suppliers have provided evidence of remediation and are pending a follow-up audit to confirm closure of the findings. A finding at one supplier facility is in open status and is expected to be remediated and closed.</p> <p>See Social Compliance Data Tables</p>		Principle 6
GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>Through our social compliance audits, we identified 1 Freedom of Association finding in 2022.</p> <p>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.</p> <p>As of the publication date of this report, this finding has been remediated and closed.</p> <p>See Social Compliance Data Tables</p>		Principle 3
GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	<p>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 China, India, Kazakhstan, Pakistan, Tajikistan, Turkey and Vietnam as well as palm oil derived oleochemicals produced in Indonesia to be of elevated risk of Child Labor.</p> <p>Through our social compliance audits, we identified no suppliers or Kimberly-Clark site operations with incidents or significant risk of incidents of child labor or young workers exposed to hazardous work in 2022.</p> <p>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.</p> <p>See Social Compliance Data Tables</p>		Principles 1, 2 & 5

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
<p>GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>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, and Vietnam, as well as palm oil derived oleochemicals produced in Indonesia to be of elevated risk of 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.</p> <p>Through our social compliance audits, we identified 14 findings of potential forced labor indicators.</p> <p>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.</p> <p>As of the publication date of this report, findings at seven facilities have been remediated and closed. Findings at four supplier facilities have been remediated and are pending a follow-up audit to confirm closure. With respect to the findings at three supplier facilities that are in open status, Kimberly-Clark has elected not to qualify one potential supplier and will exit from two suppliers.</p> <p>Kimberly-Clark has a Supply Chain Human Rights program and grievance reporting mechanisms in place to:</p> <ul style="list-style-type: none"> • 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 occurring in our supply chain • Provide access to grievance mechanisms to allow for reporting without fear of retaliation <p>Kimberly-Clark is a founding member of the Responsible Glove Alliance, an initiative of the Responsible Business Alliance, focused on the elimination of forced labor in Malaysia glove supply chains.</p> <p>See 2022 Sustainability Report - page 36</p> <p>See Social Compliance Data Tables</p>		<p>Principles 1, 2 & 4</p>
<p>GRI 410-1 Security personnel trained in human rights policies or procedures</p>	<p>Security personnel who are Kimberly-Clark employees receive training on the Code of Conduct, which includes instructions on Kimberly-Clark’s Human Rights policies.</p> <p>100% of security personnel who are Kimberly-Clark employees have received Code of Conduct training. Code of Conduct training does not apply to third-party organizations including third-party security personnel; however suppliers must abide by the standards set forth in the Kimberly-Clark Supplier Code of Conduct. Failure of a third-party to comply with the Supplier Code of Conduct will result in review, and possible termination of, the business relationship by Kimberly-Clark.</p> <p>Kimberly-Clark Code of Conduct</p> <p>https://www.kimberly-clark.com/en-us/responsibility/ethics-governance</p>		<p>Principles 1 & 2</p>

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 411-1 Incidents of violations involving rights of indigenous peoples	We know of no incidents involving rights of indigenous peoples.		Principles 1 & 2
GRI 414-1 New suppliers that were screened using social criteria	In 2022, two new external contract manufacturers were audited as part of our Corporate Social Compliance Program prior to selection as suppliers. In addition, 131 new suppliers were screened through our vendor due diligence self-assessment for social compliance criteria. These suppliers represented 5% of all new suppliers who were processed through our vendor due diligence process.		Principles 1-6
GRI 414-2 Negative social impacts in the supply chain and actions taken	<p>Kimberly-Clark has various compliance programs in place to identify, mitigate and remediate risks in its operations and supply chain.</p> <p>In 2022, Kimberly-Clark conducted social compliance audits of 238 Kimberly-Clark and supplier facilities. Of those audited facilities, 107 were found to have at least one major finding of a significant actual or potential negative social impact. See Social Compliance Data Tables for identified significant actual and potential negative impacts that were identified (25.1% of our in-scope suppliers).¹</p> <p>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 2022, one supplier relationship was terminated due to the supplier's non-performance of required corrective actions, representing less than 1% of our in-scope suppliers.</p> <p>See Social Compliance Data Tables</p>		

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 profile. As COVID-19 restrictions eased in 2022, we increased the number of audits in high-risk geographies and industries and introduced enhanced protocols, resulting in additional findings year-over-year. A site may have more than one finding. When a supplier is found to be noncompliant with our supplier social compliance standards, Kimberly-Clark engages with the supplier to develop 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).

Product Safety and Ingredients Transparency

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
<p>GRI 416-1 Assessment of the health and safety impacts of product and service categories</p>	<p>The Kimberly-Clark Product Safety Manual provides the corporation, its employees, and customers with a written description of the company from a product safety assurance perspective. Kimberly-Clark’s commitment to consumer safety remains an essential part of our business strategy and is expressed by the Corporation’s Product Safety Policy:</p> <p>It is the policy of Kimberly-Clark to provide products and services that recognize a sincere and proper regard for public safety.</p> <p>Along with QM-00001 Kimberly-Clark Corporation Quality Manual, this manual documents Kimberly-Clark’s commitment to the safety of its products and services and identifies the core principles and safety management system structures necessary to meet this commitment and comply with the Product Safety Policy.</p> <p>It is the responsibility of all company employees to design, produce, and sell products in alignment with the principles of the Product Safety Policy. The Kimberly-Clark Product Safety & Medical Scientific Affairs function provides the dedicated personnel for establishment of the company’s product safety assurance processes, execution of regular assessments of all products and services to ensure they meet current public safety expectations and applicable standards, and governance of safety clearance approval to ensure product integrity.</p> <p>The Kimberly-Clark Product Safety Assurance 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.</p> <p>2022 Assessments:</p> <ul style="list-style-type: none"> • New raw material assessments – 1,503 • Product safety assessments – 2,238 • Safety assessment of design changes – 1,108 • Safety review of studies – 328 • Product Safety studies – 90 (clinical and non-clinical) • Medical assessments – 211 		Principle 7
<p>GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</p>	<p>Kimberly-Clark is not aware of incidents of non-compliance with regulations concerning the health or safety of products which resulted in a fine, penalty, or warning. Kimberly-Clark is not aware of incidents of non-compliance with voluntary codes concerning the health and safety of products.</p>		

GRI Standards	2022 Topic Response	Omission Reason	UNGC Principle Support
GRI 417-1 Requirements of product and service information and labeling	<p>Kimberly-Clark has an established set of internal procedures referred to as the Quality System. The Quality System is aligned with ISO9001 and ISO13485.</p> <p>Kimberly-Clark follows internal procedures to ensure products are launched in compliance with local labeling requirements and to appropriately address mislabeling issues that may inadvertently occur.</p> <p>Sourcing of components is managed via Kimberly-Clark Quality System procedures.</p> <p>Safe use of Kimberly-Clark products is ensured via use instructions where required. Instructions are managed through Quality System controls and procedures.</p> <p>Disposal is labeled according to local requirements and is managed through the Design Control processes managed by the Quality System procedures.</p> <p>All Kimberly-Clark products are managed through a risk-based Quality System. (Percentage of products or service categories covered by and assessed for compliance with such procedures.)</p> <p>Product Quality & Safety (kimberly-clark.com)</p>		
GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	<p>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.</p> <p>Kimberly-Clark is aware of one incident of inadvertent non-compliance with the Philippine regulations associated with product labeling which resulted in a warning letter from the Philippines regulator. All observations from the Philippine regulator were appropriately addressed and there are no outstanding issues. This incident did not result in a fine or penalty. This incident was not quality or safety related.</p>		
GRI 417-3 Incidents of non-compliance concerning marketing communications	<p>Kimberly-Clark has not identified incidents of non-compliance with regulations or voluntary codes that resulted in a fine, penalty or warning for marketing materials. Kimberly-Clark follows internal procedures to ensure marketing materials comply to local regulations.</p>		

APPENDIX A

▶ The table continues on the next page ▷ Continuation of the table

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

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, and Waste (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 and Waste for the year ended December 31, 2022, is presented in accordance with the criteria set forth in the Reporting Policies section below.

Reporting Policies

The Statement of Energy Consumption, GHG Emissions, Water and Effluents, and Waste has been prepared based on a calendar reporting year covering January 1, 2022, to December 31, 2022,

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, and Waste for the year ended December 31, 2022, are presented in accordance with criteria outlined below:

Specified Information	Criteria
Greenhouse Gas (GHG) 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

Specified Information	Criteria
Water and Effluents	Disclosure 303-3: Water withdrawal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Emissions 2018 Disclosure 303-4: Water discharge from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Emissions 2018 Disclosure 303-5: Water consumption from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 303 Emissions 2018
Waste	Disclosure 306-3: Waste generated from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Emissions 2020 Disclosure 306-4: Waste diverted from disposal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Emissions 2020 Disclosure 306-5: Waste directed to disposal from the Global Reporting Initiative Sustainability Reporting Standards ("GRI Standard"): 306 Emissions 2020

302-1 Energy Consumption Within the Organization

Energy (Trillion Joules)	2015 (baseline) ¹	2020 ¹	2021	2022
Total Non-Renewable Fuels Consumed	38,405	34,972	34,594	35,119
Coal	5,478	189	126	122
Fuel Oil	264	255	99	24
Natural Gas	31,657	33,291	33,247	33,925
Propane Gas	802	298	318	1,046
Butane	1			
Liquified Petroleum Gas (LPG)	203	939	804	2
Total Renewable Fuels Consumed	3,882	483	372	253
Biofuel Purchased	3,882	483	372	253
Electricity , Heating, Cooling and Steam Purchased	19,133	17,802	16,339	16,597
Electricity Purchased	18,148	16,324	14,788	14,834
Renewable Electricity Purchased	8	220	514	604
Total Steam Purchased	977	1,245	1,023	1,149
Total Hot Water Purchased		13	14	10
Self-Generated Electricity, Heating, Cooling and Steam	4	26	37	40
Renewable Electricity Generated	4	18	28	33

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.

Energy (Trillion Joules)	2015 (baseline) ¹	2020 ¹	2021	2022
▶ Biofuel Generated for Steam		8	9	7
Electricity Sold	922	573	542	587
Total Energy Consumption²	60,502	52,710	50,800	51,422

Methodology

Energy data is reported directly by facilities into the Kimberly-Clark Sustainability Database, ("Sphera"), by the site energy leaders, based on monthly energy invoices and consumption reports. K-C facilities report energy in local energy units which is 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.¹

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.

2. 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

302-3 Energy Intensity

Energy Intensity	2015 (baseline) ¹	2020 ¹	2021	2022
Energy Intensity (GJ/Metric Ton of production)	11.86	10.46	10.40	10.88

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 Chosen 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 leaders.

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

Greenhouse Gas Emissions (Thousands MTCO ₂ e)	2015 (baseline) ¹	2020 ¹	2021	2022
Total GHG Emissions: Scope 1 + Scope 2 Location Based	4,928	3,686	3,504	3,317
Direct GHG Emissions	2,230	1,800	1,772	1,783
Indirect GHG Emissions - Location Based	2,698	1,886	1,732	1,534
Breakdown by gases Scope 1+2 Location Based				
Carbon Dioxide (CO ₂)	4,903	3,672	3,491	3,305
Methane (CH ₄ in CO ₂ e)	6	3	3	2
Nitrous Oxide (N ₂ O in CO ₂ e)	20	12	10	10
Carbon Dioxide (CO ₂)	4,903	3,672	3,491	3,305
Methane (Thousands MTCH ₄)	0.23	0.13	0.11	0.10
Nitrous Oxide (Thousands MTN ₂ O)	0.07	0.04	0.03	0.03

Greenhouse Gas Emissions (Thousands MTCO₂e)

 2015 (baseline)¹

 2020¹

2021

2022

Total GHG Emissions: Scope 1 + Scope 2 Market Based

4,972

3,342

2,950

2,885

Direct GHG Emissions

2,230

1,800

1,772

1,783

Indirect GHG Emissions - Market Based

2,742

1,542

1,178

1,102

Breakdown by gases Scope 1+2 Market Based

 Carbon Dioxide (CO₂)

4,947

3,331

2,941

2,877

 Methane (CH₄ in CO₂e)

6

2

2

2

 Nitrous Oxide (N₂O in CO₂e)

19

5

5

6

 Carbon Dioxide (CO₂)

4,947

3,331

2,941

2,877

 Methane (Thousands MTCH₄)

0.22

0.10

0.09

0.08

 Nitrous Oxide (Thousands MTN₂O)

0.06

0.02

0.02

0.02

Biogenic CO₂ Emissions (Scope 1+2)

356

90

61

61

 Biogenic CO₂ Emissions Scope 1

327

32

26

20

 Biogenic CO₂ Emissions Scope 2

29

58

35

41

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.

Gases Included in the Calculation

The GHG emissions inventory includes the following gases: CO₂, CH₄ and N₂O.

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 emissions 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 emissions 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 MTCO₂e 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 CO₂ 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 CH₄ and N₂O, and biogenic emissions of CO₂ 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 2018, Kimberly-Clark updated its calculation methodology for Scope 3, Category 12 – End of Life Treatment of Sold Products. However, at this time, emissions factors were unavailable to update the base year information. In 2022, Kimberly-Clark updated the Scope 3, Category 12 – End of Life Treatment of Sold Products using available emissions factors to fully align with the methodology change implemented in 2018. This update resulted in 352,000 metric ton of CO₂e reduction to the 2015 baseline.

There have been no events that have triggered a recalculation of base year emissions for Scope 1 and Scope 2 GHG emissions in 2022.

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 CO₂, CH₄ and N₂O 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 - 2020
Scope 2 – International (Location-Based)	Based on the International Energy Agency (IEA) data from IEA 2022 Emission Factors database, IEA 2022, https://www.iea.org/data-and-statistics/data-product/emission-factors-2022 . The original values have been provided in gCO ₂ /kwh and have been converted to kgCO ₂ /MJ by Sphera.
Scope 2 – UK and EU (Market-Based)	The factor is extracted from the “AIB_2021_Residual_Mix_Results” file (Version 1.0,2022-05-31) 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	CO ₂ factors from Singapore Energy Market Authority : Electricity Grid Emissions Factors and Upstream Fugitive Methane Emission Factor 2005-2020, September 2021
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) V1.1

Global Warming Potential (GWP) Used

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

Gas	GWP
Carbon Dioxide (CO ₂)	1
Methane (CH ₄)	25
Nitrous Oxide (N ₂ O)	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 Scope 3 (Thousands MTCO₂e)

	2015 (baseline) ¹	2020 ¹	2021	2022
Total GHG Emissions: Scope 3	13,200	13,177	12,591	11,172
Categories				
Category 1 - Purchased Goods & Services	7,162	7,674	7,425	6,717
Category 2 - Capital Goods	649	664	530	84
Category 3 - Fuel & Energy Related Activities	1,265	1,287	1,221	1,213
Category 4 - Upstream Transport and Distribution	1,283	1,261	1,212	965
Category 5 - Waste Generated in Operations	269	268	274	279
Category 6 - Business Travel	83	54	19	31
Category 7 - Employee Commuting	21	13	12	16
Category 12- End of Life Treatment of Sold Products ²	2,080	1,595	1,568	1,527
Category 15 - Investments	388	361	330	340

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.

2. In 2022, the 2015 baseline for Scope 3, Category 12 – End of Life Treatment of Sold Products was updated. Refer to discussion in the "Recalculation of Base Year Emissions" in Appendix A of the 2022 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	<p>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.</p> <p>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.</p>	0%
2. Capital Goods	<p>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 GaBi Database.</p>	0%
3. Fuel and Energy Related Activities	<p>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.</p>	0%
4. Upstream Transportation & Distribution	<p>Upstream transportation is calculated using a combination of actual 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.</p> <p>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.</p> <p>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.</p> <p>The haulage data is entered into the Sphera, where average emission factors in the database library EPA v3.0 (12/2021) are selected from different sources, such as:</p> <ul style="list-style-type: none"> • 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 	0%
5. Waste Generated in Operations	<p>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.</p> <p>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.</p>	0%

Scope 3 Category	Calculation Methodology Description	% Emissions Using Supplier Data
6. Business Travel	<p>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 the original base year emissions calculation and travel spend. The emissions are then entered into Sphera.</p> <p>The 2015 baseline emissions for this category were calculated using the Quantis Suite 2.0 Scope 3 Evaluator Tool.</p>	0%
7. Employee Commuting	<p>Employee Commuting calculation is an estimate based on the total number of employees at Kimberly-Clark as reported in the annual 10-K Report.</p> <p>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.</p> <p>The 2015 baseline emissions and emissions/employee ratio for this category was calculated using the Quantis Suite 2.0 Scope 3 Evaluator Tool.</p>	0%
8. Upstream Leased Assets	Not Applicable - Kimberly-Clark does not have any upstream leased assets	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	<p>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 Database to determine the total emission in this category.</p> <p>The emission factors are divided into two categories, European Union and United States. United States factors are utilized for all countries outside the EU.</p>	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	<p>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.</p> <p>Only 49% of the total Scope 1 and 2 GHG emissions of K-C de Mexico are included in this category.</p>	0%

305-4 GHG Emissions Intensity

Greenhouse Gas Intensity (MTCO₂e/ Metric Ton of Production)

	2015 (baseline) ¹	2020 ¹	2021	2022
GHG Emissions Intensity Scope 1+2 - Market Based	0.97	0.66	0.60	0.61
GHG Emissions Intensity Scope 1	0.44	0.36	0.36	0.38
GHG Emissions Intensity Scope 2 - Market Based	0.54	0.31	0.24	0.23
GHG Emissions Intensity Scope 3	2.66	2.61	2.58	2.36

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 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 CO₂, CH₄ and N₂O. 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)	2020 ¹	2021 ¹	2022
Water Withdrawal by Source			
Surface Water (total)	40,792	42,711	42,012
Groundwater (total)	18,645	17,272	17,018
Third Party Water (total)	28,151	29,139	30,228
Total Water Withdrawal			
Surface water (total) + Groundwater (total) + Third Party Water (total)	87,588	89,122	89,258

Water Withdrawal - Water stressed (Megaliters)	2015 (base year) ¹	2020 ¹	2021 ¹	2022
Water Withdrawal by Source				
Surface Water (total)	5,332	2,658	2,932	2,790
Groundwater (total)	4,606	4,311	3,210	3,099
Third Party Water (total)	3,096	2,031	1,699	1,660
Total Water Withdrawal				
Surface water (total) + Groundwater (total) + Third Party Water (total)	13,034	9,000	7,841	7,549

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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)

	2020 ¹		2021 ¹		2022	
	All Areas	Area with Water Stress	All Areas	Area with Water Stress	All Areas	Area with Water Stress
Water Discharge by Destination						
Surface Water (total)	68,697	X	71,488	X	73,178	X
3rd Party Water (total)	9,390	X	9,095	X	9,509	X
Total Water Discharge						
Surface water (total) + Groundwater (total) + Third Party Water (total)	78,087	6,749	80,583	5,418	82,687	4,953

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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 was one notice of violation issued for non-compliance with discharge limits that was resolved in 2022.

303-5 Water Consumption

Water Consumption (Megaliters)

	2020 ¹		2021 ¹		2022	
	All Areas	Area with Water Stress	All Areas	Area with Water Stress	All Areas	Area with Water Stress
Total Water Consumption	9,501	2,250	8,539	2,422	6,571	2,596

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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)).

306-3 Waste Generated

Waste by Composition (metric ton)	2020 ¹			2021 ¹			2022		
	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	19,919	17,772	2,147	21,229	19,279	1,950	24,260	22,168	2,092
Wood	11,502	10,402	1,100	12,457	11,680	777	10,281	9,765	516
Corrugate	40,818	40,439	379	43,277	42,765	512	38,288	37,610	678
Sludge	616,610	594,739	21,871	619,396	595,920	23,476	635,093	585,743	49,350
Plastic	16,557	16,540	17	18,125	18,116	9	18,452	18,398	54
Mixed Plastic	47,482	43,593	3,889	47,716	44,698	3,018	41,190	39,173	2,017
Plastic/Cellulose	62,556	42,155	20,401	62,960	38,596	24,364	57,298	35,679	21,619
Metal	11,914	11,914	0	17,288	17,288	0	9,827	9,817	10
De-inking Trasher Rejects	26,252	8,174	18,078	27,718	11,743	15,975	29,462	12,169	17,293
Construction & Demolition Waste - Major	5,685	1,911	3,774	8,809	2,370	6,439	2,549	1,627	922
Other	31,128	8,761	22,367	31,018	9,869	21,149	40,975	11,702	29,273
Ash	3,593	3,083	510	2,316	1,401	915	1,567	894	673
Construction & Demolition Waste - Daily Operations	2,491	687	1,804	2,035	244	1,791	1,716	395	1,321
Non-Haz Liquid	333	157	176	646	448	198	1,170	315	855
Waste/Used Oil	10,347	10,233	114	3,780	3,677	103	217	116	101

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

Waste by Composition (metric ton)

	2020 ¹			2021 ¹			2022		
	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
Medical/Infectious	189	2	187	21,437	1	21,436	6,390	0	6,390
Hazardous Solid	675	75	600	1,484	61	1,423	728	99	629
Hazardous Liquid	604	32	572	902	23	879	1,233	77	1,156
Hazardous Semi-solid (Sludge)	9		9	9		9	30	25	5
Hazardous Contained Gas	1		1	0		0	0		0
Hazardous Universal Waste	17	11	6	42	11	31	61	4	57
Refrigerant	0		0						
Total	908,682	810,680	98,002	942,644	818,190	124,454	920,787	785,776	135,011

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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)

	2020 ¹			2021 ¹			2022		
	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Hazardous Waste									
Preparation for Reuse									
Recycling		117	117		95	95		205	205
Other Recovery Operations									
Total			117			95			205
Non-hazardous Waste									
Preparation for Reuse		40,517	40,517		32,588	32,588		34,330	34,330
Recycling		241,578	241,578		250,988	250,988		216,008	216,008
Other Recovery Operations		528,468	528,468		534,519	534,519		535,233	535,233
Total			810,563			818,095			785,571
Total Diverted from Disposal			810,680			818,190			785,776

Methodology

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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 Waste Directed to Disposal (metric ton)

	2020 ¹			2021 ¹			2022		
	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)		409	409		786	786		223	223
Landfilling		140	140		71	71		51	51
Other Disposal Operations		638	638		1,484	1,484		1,573	1,573
Total			1,187			2,341			1,847
Non-hazardous Waste									
Incineration (with energy recovery)		56,851	56,851		57,544	57,544		70,888	70,888
Incineration (without energy recovery)		900	900		639	639		950	950
Landfilling		38,970	38,970		41,531	41,531		53,994	53,994
Other Disposal Operations		94	94		22,399	22,399		7,331	7,331
Total			96,815			122,113			133,163
Total Directed to Disposal			98,002			124,454			135,011

1. Any information relating to periods prior to the year ended December 31, 2022, was not subject to Deloitte's review and, accordingly, Deloitte does not express a conclusion or any form of assurance on such information.

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.

APPENDIX B

Independent Accountant's Review Report

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, and Waste (the "Statement") for the fiscal year ended December 31, 2022 is presented in accordance with the criteria set forth in 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, was 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 Kimberly-Clark's assertion that the specified information included in the accompanying Statement of Energy Consumption and GHG Emissions, Water and Effluents, and Waste for the fiscal year ended December 31, 2022 is presented in accordance with the criteria set forth in Reporting Policies section within the Statement, in order for it to be fairly stated.

Deloitte : Touche LLP

June 15, 2023

—  **Kimberly-Clark** —

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