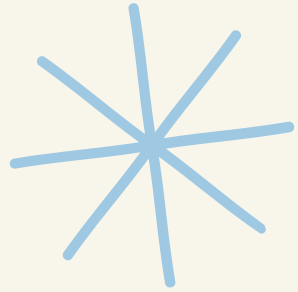
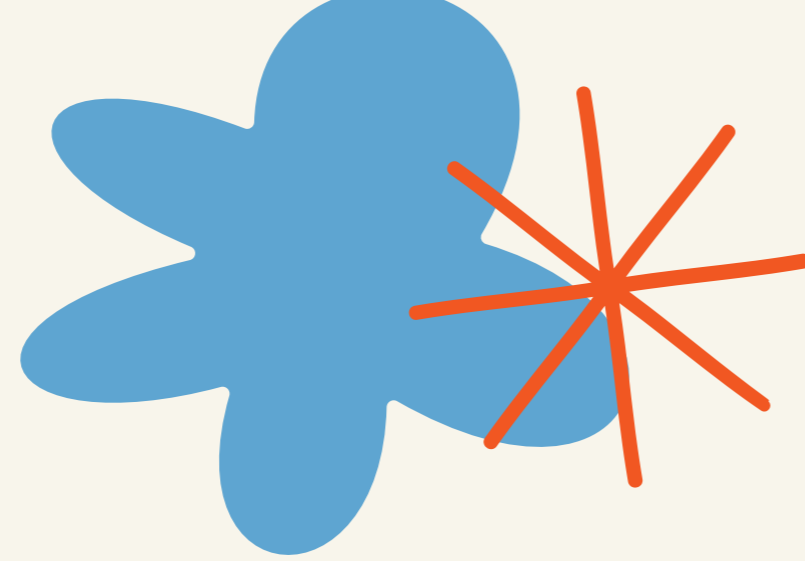


Responsible Innovation, Sustainable Value





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About this report

GRI 2-1, 2-2, 2-3, 2-4, 2-5

Through our 2024 Sustainability Report, Kimberly-Clark de México communicates to our stakeholders the results obtained during the year in the operational, labor, social, environmental and corporate governance areas.

This report details the activities of Kimberly-Clark de México (KCM), limiting its scope to internal information, thus excluding Kimberly-Clark's performance in other countries, other companies, entities, customers, suppliers or business partners. We include information on the performance of the same entities that are part of our Consolidated Financial Statements. Variations in the presentation of data compared to previous years are indicated in each case.

Kimberly-Clark de México has reported in accordance with the GRI Standards for the period from January 1st to December 31, 2024.

In addition, it considers the disclosures of the Sustainability Accounting Standards Board (SASB) relevant to the consumer goods industry, as well as some recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD), which allow us to assess our ability to manage risks and opportunities related to climate change and nature, respectively.

The preparation of this Sustainability Report has been possible thanks to different areas of the company, as well as the collaboration of our executives, who shared their vision on the most relevant topics and outstanding achievements of the year.

The KCM 2024 Sustainability Report was verified* by Galaz, Yamazaki, Ruíz Urquiza, S.C., a member firm of Deloitte Touche Tohmatsu Limited, an independent third party.



*The verification was carried out at certain indicators and under a limited assurance approach.

Letter from the Chief Executive Officer

GRI 2-22

In 2024, we celebrated another year of outstanding results, driving our purpose of improving people's lives every day, for a lifetime. Through responsible innovation, we strengthened our commitment to sustainability, generating value for our consumers, employees, communities and the environment.

Thanks to the talent and commitment of our team, we reached net sales of \$54,782 million Mexican pesos and a net profit of \$7,830 million Mexican pesos, both record figures for the third consecutive year. This performance translates into tangible benefits for our people, more than \$1,079 million Mexican pesos were distributed as profit-sharing, reaffirming our commitment to fair and shared compensation.

In line with our Sustainable Ambition by 2030, we achieved a 15% reduction in our Greenhouse Gases (GHG) emissions compared to the previous year and 50% of the water used in our operations came from post-consumer sources. We also more than doubled the use of electricity from clean sources, reaching 72% of total consumption.



Our products continue to evolve under circularity and efficiency criteria, 98% of our packaging is already recyclable, reusable or compostable. Additionally, 100% of the virgin fibers used in our products come from certified and sustainable sources, ensuring our production processes are free from deforestation.

In the social sphere, we exceeded our impact goal one year ahead of schedule, having benefited more than 31 million people through social programs and brand-led actions, from child development to women's health, inclusion and environmental protection. Our initiatives reflect KCM's commitment to the well-being of Mexican communities.

We continue strengthening the capabilities of our people through continuous training programs, promoting both professional and personal development. We fostered internal growth by filling more than 1,500 vacancies with in-house talent. In addition, 70% of our workforce actively participated in digital learning platforms, strengthening their technical and leadership skills.

Ethics, transparency and respect for human rights remain pillars of our corporate culture. In 2024, 100% of the reports received through our whistleblowing channels were addressed, with no significant incidents reported in terms of data privacy, corruption or anti-competitive practices. We conducted internal and external audits on key topics such as human rights, internal control and regulatory compliance, without detecting critical or major non-conformities. No sanctions, fines or non-compliance were recorded by authorities. These results reflect the strength of our Code of Ethics and the commitment to operating responsibly across every link of the value chain.

This year, we were included for the first time in the select group of companies with the best sustainability performance: the "Top 10%" in our industry worldwide, according to S&P Global's Corporate Sustainability Assessment (CSA).

This important recognition reflects the strength of our ESG strategy and confirms that we are moving in the right direction, achieving results that go beyond our borders.

This report reflects an organization that evolves responsibly, that listens, learns and acts with a long-term vision. At Kimberly-Clark de México, we continue to make the essential, extraordinary, with leadership, innovation, and passion.

Thank you for joining us on this journey.

Pablo R. González G.
Chief Executive Officer



2024 at a glance



Financial Results

**Net sales of
\$54,782**
million Mexican pesos

**Operating profit of
\$12,847**
million Mexican pesos

**EBT of
\$11,539**
million Mexican pesos

**Net profit of
\$7,830**
million Mexican pesos

**Net earnings
per share of
\$2.55**
Mexican pesos

**EBITDA of
\$14,895**
million Mexican pesos



Environmental Outcomes

**Water intensity of
12.38**
m³/ton produced

**Energy intensity of
8.48**
MMBTU/ton produced

18%
reduction in
GHG emissions
compared to 2023

324,712
tons
**of certified virgin
fiber used**

60%
of recycled fiber
consumed

72%
of electricity
**comes from
clean sources**



Social Outcomes

Employees and community impact

**Donations of
+\$16**
million Mexican pesos

**Profit sharing paid to
employees of
\$1,079**
million Mexican pesos

Security

+31
million people
**impacted by
social actions and
programs**

1,513
**internal
promotions**

0
significant penalties
arising from non-compliance
with laws or regulations

11,452
**training courses
delivered**

Profile

Kimberly-Clark de México has a legacy of innovation and quality, being a leader in the cleaning, hygiene and personal care products sector for more than six decades.

Our products are part of the daily life of Mexican families, reflecting our dedication to the well-being and trust of consumers.

The history of Kimberly-Clark de México (KCM) begins 65 years ago, as a Mexican company dedicated to the production, distribution and marketing of cleaning, hygiene and personal care products. Throughout our history, we have promoted employment, the well-being of our consumers and the growth of communities in the areas where we operate.

Our products have become part of the daily life of millions of people in our country, which motivates us to continue innovating with our extensive line of brands and products to meet their needs and be present in Mexican households.

Our products are present in 98% of Mexican households.

Our Purpose

Dedicated to making the essential, extraordinary. Every day, for a lifetime.

Our values

- > Leadership
- > Innovation
- > Passion
- > Achievements
- > Integrity

Relevant financial data¹

GRI 201-1

| Figures in millions of Mexican pesos | 2024 |
|--------------------------------------|--------|
| Net sales | 54,782 |
| Gross Profit | 22,383 |
| Operating Profit | 12,847 |
| Net Profit | 7,830 |
| Net Earnings Per Share (pesos) | 2.55 |
| EBITDA | 14,895 |

| | | 2024 | |
|---------------------------------------|---------------------|--------|--------|
| | Concept | (+) | (-) |
| Direct Economic Value Generated (EVG) | Net sales | 54,782 | |
| | Cost of Sales | | 32,399 |
| Economic Value Distributed (EVD) | Operating Expenses | | 9,536 |
| | Taxation | | 3,709 |
| | Payments to Funders | | 7,014 |
| Economic Value Retained | EVG-EVD | 2,124 | |

¹For more financial information, please see our 2024 Annual Report at: <https://www.kimberly-clark.com.mx/data/2025/KCMIA2025ENG.pdf>

Presence

GRI 2-1, 2-6
SASB CG-HP-000. B

1. Argentina
2. Australia
3. Bahamas
4. Belize
5. Bolivia
6. Canada
7. Chile
8. Colombia
9. Costa Rica
10. Ecuador
11. El Salvador
12. United States
13. Philippines
14. Guatemala
15. Honduras
16. Israel
17. Jamaica
18. Nicaragua
19. Mexico
20. Panama
21. Paraguay
22. Peru
23. Puerto Rico
24. Dominican Republic
25. Trinidad and Tobago
26. Uruguay
27. Venezuela



Facilities

1. **Bajío**
San Juan del Río, Querétaro
2. **Ecatepec**
Ecatepec, Estado de México
3. **Evenflo**
Cuautilán, Estado de México
4. **Indelpa**
Toluca, Estado de México
5. **Morelia**
Morelia, Michoacán
6. **Orizaba**
Orizaba, Veracruz
7. **PROSEDE**
Cuautilán, Estado de México
8. **Ramos Arizpe**
Ramos Arizpe, Coahuila
9. **Texmelucan**
San Martín Texmelucan, Puebla
10. **Tlaxcala**
Tlaxco, Tlaxcala



Logistics service

- a. **SODISA**
Tlalneapantla, Estado de México

We also have a solid network of **10 production plants** and **eight distribution centers** that allow us to efficiently reach our end customers through self-service stores, department stores, pharmacies, hospitals, wholesalers, retailers and through e-commerce platforms.

With **98%** of our production made in Mexico, we are committed to the economic development of the country and the satisfaction of the needs of our customers. In addition, our SODISA logistics service ensures a reliable and agile operation throughout the Mexican territory.



Distribution centers

- A. Culiacán, Sinaloa
- B. Guadalajara, Jalisco
- C. Mérida, Yucatán
- D. Metropolitano, Mexico City
- E. Monterrey, Nuevo León
- F. Tepetzotlán, Estado de México
- G. San Martín Obispo, Estado de México
- H. Villahermosa, Tabasco



Brands, products and ingredients

GRI 2-6, CG-HP-430a.1

Some of our most important brands are Cottonelle®, Depend®, Diapro®, Escudo®, Evenflo®, Huggies®, KleenBebé®, Kleenex®, Kotex®, Ludos®, Pétalo®, Suavel® and Vogue®, among others.

Kimberly-Clark de México's brands are internationally recognized for their commitment to personal and family care, inside and outside the home, offering solutions that accompany consumers at every stage of their lives with quality and dedication, every day, for a lifetime.



Babies

Diapers, pull-up training pants, swim diapers, wet wipes, shampoo, lotion, bar soap and feeding products.

Social Impact

Programs: *Abrazando su Desarrollo and Apapachos de Vida*

Environmental Attributes

- Eco protect®, biodegradable wipes.
- Recyclable diaper packaging.
- Our diapers were made with less plastic vs. 2023.
- Huggies® shampoo bottles made from recycled material.



Home

Toilet paper, napkins, facial tissue, and kitchen towels.

Social Impact

Alliance with the Casa Frida Project, LGBT+ Shelter, A.C.

Environmental Attributes

- FSC-certified² Kleenex® and Pétalo® products are made with fibers from responsible sources.
- Recyclable packaging for facial, toilets, towels and napkins.
- Compostable packaging for Kleenex®, Cottonelle® Eco.



Protection and cleaning

Sanitizing gel, disinfectant spray and masks.

Social Impact

En acción por su protección Program

Environmental Attributes

- Recyclable and recycled content in antibacterial gel and wet wipes containers.



Personal care

Liquid and bar soaps, hair care and skin care products.

Social Impact

En acción por su protección Program

Environmental Attributes

- Soaps made from sustainable palm oil (RSPO³).
- Recyclable bar soap packaging.
- Recyclable and recycled content in liquid soap containers.
- Our bar soaps are biodegradable.



Women

Pads, panty liners, tampons, wet wipes and menstrual cups.

Social Impact

Kotex® por Todas Program

Environmental Attributes

- Biodegradable Kotex® Cero pads and panty liners.
- Compostable packaging of Kotex® Cero pads.
- Kotex® Unika plastic-free digital tampons.
- Recyclable packaging for Kotex® pads.



Adults

Underwear, pre-folded diaper, towels, wet wipes and bedspreads.

Environmental Attributes

- Recyclable packaging for Depend® and DIAPRO®.
- Depend® Skin Care biodegradable incontinence wipes.
- Our products were made with less plastic vs 2023.



Professional

Dispensers, toilet paper, napkins, hand towels and rags for commercial and industrial use.

Environmental Attributes

- Kleenex® products are FSC® certified for being made from fibers from responsible sources.
- Recyclable facial packaging.
- Compostable hygienic packaging for Kleenex® Cottonelle® Professional.
- Recyclable and recycled content in Escudo® antibacterial gel and foam containers.



Pets

Shampoo, spray, repellent and cleanser.

Environmental attributes:

- Mats made from recycled materials.
- Shampoo bottles made with recycled resin and recycled content.



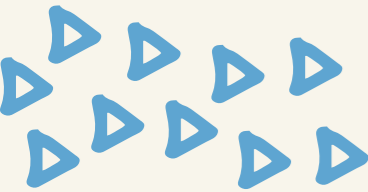
➤➤➤ To see our brands portfolio, visit our site: <https://www.kimberly-clark.com.mx/nuestras-marcas>

² Forest Stewardship Council(R) (FSC(R)) License FSC-C140370

³ Roundtable on Sustainable Palm Oil (RSPO).

Ingredients

GRI 2-27, 416-2
SASB CG-HP-250a.3



Our products are developed under strict quality standards, implementing continuous research and development efforts and are subjected to rigorous evaluations before their market launch to ensure their efficiency, environmental protection and the well-being of consumers.

For this reason, at KCM we guarantee the safety of our raw materials and products, as well as that of our consumers, communities and the environment, under a global, homogeneous and coherent approach, aligning ourselves with the Restricted Substances List (RSL)⁴ and with the Chemicals of Concern of our business partner Kimberly-Clark Corporation (KCC).

We restrict the use of ingredients such as parabens, formaldehyde, toluene, polyvinyl chloride, polyethylene microbeads, aldehydes and azo dyes, coal tars, lead, lead acetate, phthalates and triclosan, triclocarban and PFA's, among others. In addition, in response to the regulations of health authorities around the world, we updated our list of restricted substances, ensuring safer products for our consumers.

In 2024 we did not carry out any product recalls, an indicator of the quality and confidence in our offer.



With the same interest, our processes and products are designed to eliminate the need for animal testing, so they are cruelty-free.

Our specialized products such as menstrual cups, tampons, gels and antiseptic solutions, being considered medical devices, are duly registered with the Federal Commission for the Protection against Sanitary Risks (Cofepris, by its acronym in Spanish), so they comply with the applicable regulations.

In 2024, there were no reported violations of legal rules or regulations related to the health and safety of our products.

At KCM we ensure the safety of our raw materials and products, as well as that of our consumers, communities and the environment, so the management of restricted substances is of the utmost importance.

The management of restricted substances within KCM is based on the following principles:



- We adhere to RSL guidelines, preventing our products from containing restricted ingredients (limits set per product or material) and prohibited for Kimberly-Clark de México products.
- We formally review the substances and ingredients in our products, ensuring compliance with current regulatory requirements and public safety expectations.
- We proactively monitor and evaluate new ingredient information published from scientific research by regulatory agencies globally, including public concern, to ensure that the RSL is kept up to date.
- We conduct an active process for the identification, review, and communication of RSL to encourage the development of business strategies that eliminate and/or reduce specific chemicals, and instead promote safer alternatives, always above and beyond regulatory requirements.
- We work with our suppliers to reduce, eliminate or manage chemicals included in the RSL.
- We require our suppliers to adhere to the Kimberly-Clark RSL and to have processes and systems in place to ensure compliance.



⁴ See our Restricted Substances List (RSL) at: https://www.kimberly-clark.com/-/media/kimberly/pdf/ingredients/st-14665-kimberly-clark-restricted-substances-list_may-2024.pdf?la=en-us

Sustainability strategy









Sustainable Ambition by 2030

TCFD Metrics and Targets a), c)
TNFD Metrics and Targets b), c)

Our sustainable ambition reflects KCM's commitment to protecting the environment and well-being of our communities. Through clear and measurable goals towards 2030, we work on the proper management

of waste, reduction of emissions released into the atmosphere and the efficient use of natural resources, while promoting responsible and sustainable practices in all our operations.



| | Commitment | Progress by 2024 |
|---|---|------------------------------|
|  | ZERO waste sent to landfills as a result of our processes by 2030 ¹ . | 67% |
|  | 25% reduction in our fresh water consumption by 2030*. | 13.6%** |
|  | 50% reduction in our direct Greenhouse Gases emissions by 2030*. | 71.1%** |
|  | 100% of our virgin fibers will be sustainably sourced by 2022. | 100% achieved in 2022 |
|  | 100% of our packaging will be recycled or recyclable or reusable or compostable by 2025. | 98% |
|  | 25 million people positively impacted with direct actions and social programs by 2025. | +31 million |

*On baseline 2015.
**Intensive percentage.



These commitments allow us to be accountable to our stakeholders for our progress in sustainability.

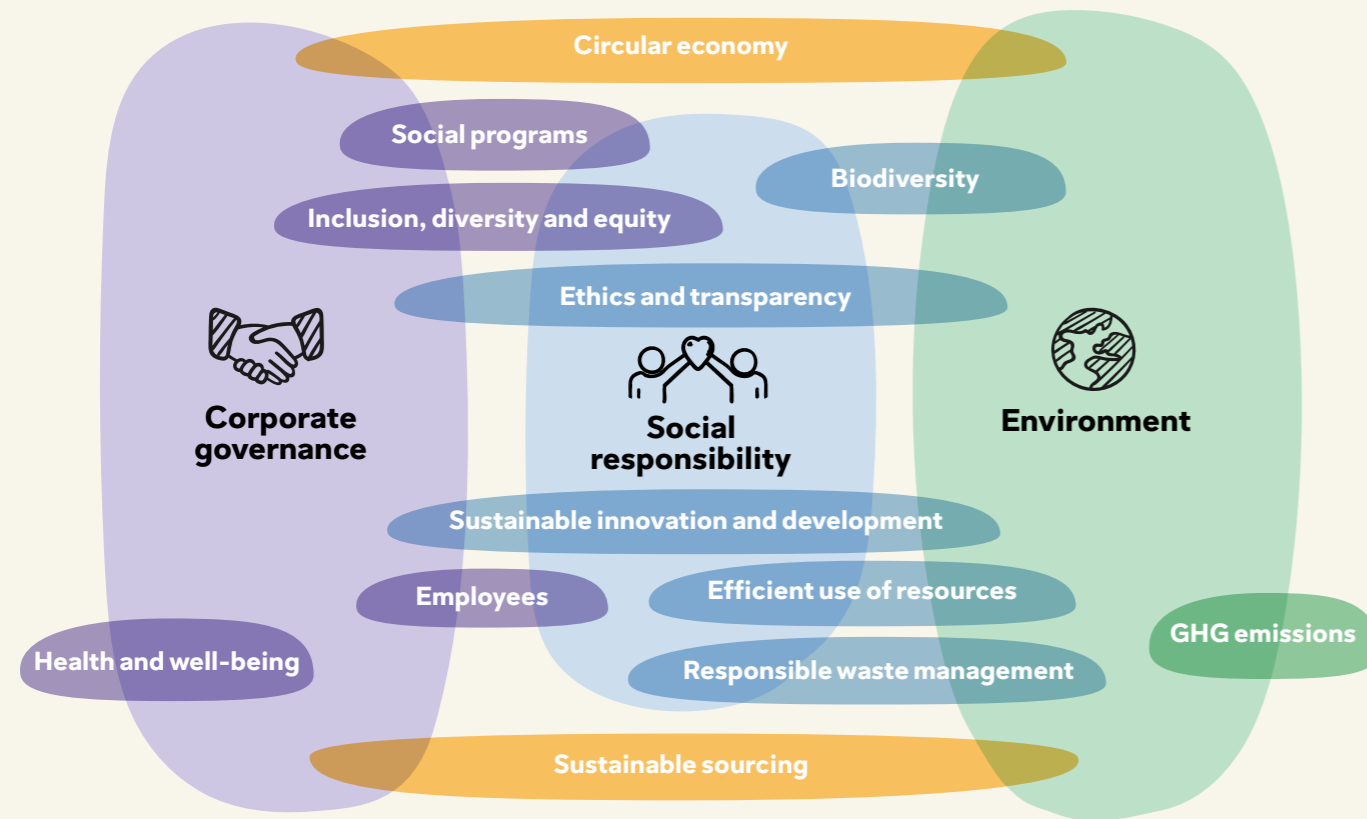
¹The fulfilment of this commitment has been redefined for the year 2030.

Pillars of the Sustainability Strategy

GRI 2-23, 2-24, 2-25

Our Sustainability Strategy is designed to address global challenges and meet the expectations of our stakeholders. It is based on three pillars: environment, social responsibility and corporate governance.

To ensure effective sustainable management, our Sustainability Strategy is overseen by the Board of Directors, the Senior Management and the Executive Sustainability Committee (ESC). The ESC assesses the progress of our commitments and communicates key findings to the Chief Executive Officer, ensuring consistent execution aligned with our strategic priorities.



Social responsibility

We are committed to the development and well-being of people, promoting a more equitable environment with greater opportunities for all. Through initiatives that promote the growth of our workforce and support communities, we seek to generate a positive impact on the quality of life of those who use our hygiene and personal care products, guaranteeing their accessibility and benefits for all.

Environment

We work to reduce our environmental impact by implementing responsible practices in the manufacture of our products. We focus on the efficient use of resources, responsible waste management and the development of sustainable solutions that minimize our environmental footprint, ensuring that our products and processes contribute to the conservation of the environment.

Corporate governance

We operate with the highest standards of ethics, transparency and responsibility, ensuring sustainable growth based on trust and commitment to our stakeholders. Through management aligned with best practices, we promote a culture of integrity that strengthens our relationships with suppliers, customers and consumers, guaranteeing the quality and safety of our products for home and personal care.

We constantly evaluate our initiatives to improve people's well-being and reduce our environmental impact.

Sustainable Development Goals

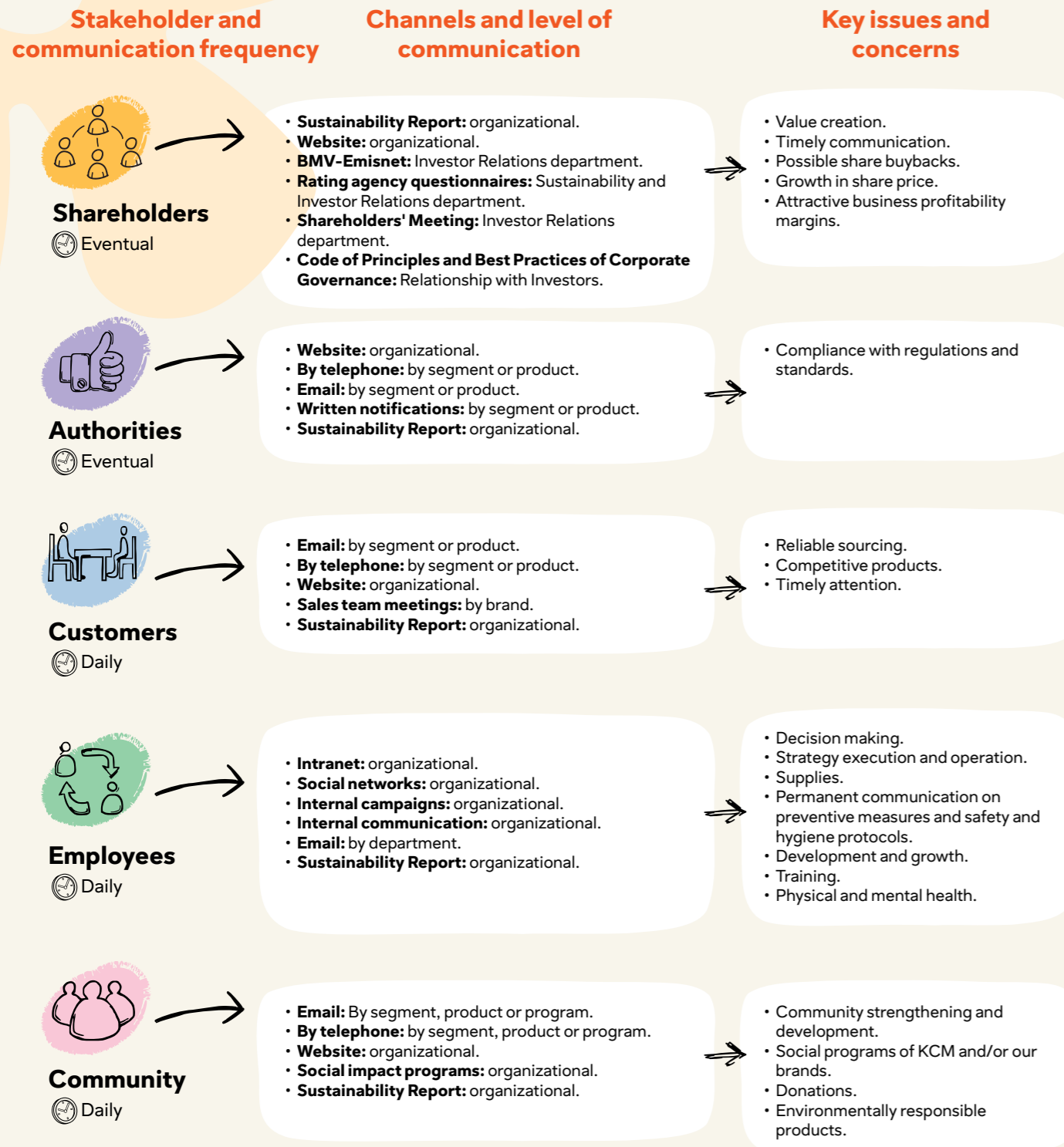
We align our actions with the Sustainable Development Goals (SDGs), contributing significantly to 12 of the 17 goals through our Sustainability Strategy and other initiatives that reinforce our commitment to a more inclusive and sustainable future.

| SDG | Objective | KCM contribution |
|--|---|--|
| Good health and well-being | Ensure healthy lives and promote well-being for everyone at all ages. | <ul style="list-style-type: none"> • <i>Abrazando su Desarrollo</i> by Huggies®. • <i>Apapachos de Vida</i> by KleenBebé®. • Kotex® por Todas. • Kotex® School Tour. • Health and Safety programs within our operations. |
| Quality education | Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. | <ul style="list-style-type: none"> • <i>Abrazando su Desarrollo</i> by Huggies®. • Kotex® School Tour. • <i>Jóvenes Construyendo el Futuro</i>. |
| Gender equality | Achieve gender equality and empower all women and girls. | <ul style="list-style-type: none"> • <i>Abrazando su Desarrollo</i> by Huggies®. • Kotex® por Todas. • <i>Jóvenes Construyendo el Futuro</i>. |
| Clean water and sanitation | Ensure the availability and sustainable management of water and sanitation for all. | <ul style="list-style-type: none"> • <i>En acción por tu protección</i> by Escudo® Antibacterial. • Through the efficient use of our production processes and high-tech treatments. |
| Decent work and economic growth | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. | <ul style="list-style-type: none"> • KCM Code of Ethics. • KCM Wellness. • KCM <i>Kuida tu Salud</i>. • <i>Jóvenes Construyendo el Futuro</i>. |
| Industry, innovation and infrastructure | Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation. | <ul style="list-style-type: none"> • Through our responsible manufacturing processes. • KCM Innovation, Technological Development, Quality and Sustainability. |
| Reduced inequalities | Reduce inequality within and among countries. | <ul style="list-style-type: none"> • KCM Code of Ethics. • KCM Equity, Diversity and Inclusion Committee. |
| Responsible production and consumption | Ensure sustainable consumption and production patterns. | <ul style="list-style-type: none"> • Through our responsible manufacturing processes. • KCM Innovation, Technological Development, Quality and Sustainability. • Sustainable products and packaging. • Circular economy programs. |
| Climate action | Adopt urgent action to combat climate change and its impacts. | <ul style="list-style-type: none"> • Through our responsible manufacturing processes. • KCM Innovation, Technological Development, Quality and Sustainability. • Reduction of Greenhouse Gases (GHG) emissions. • Circular economy programs. |
| Life on Land | Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss. | <ul style="list-style-type: none"> • Sustainable cellulosic fibre certifications. • Recycling of cellulosic fibres. • Reforestation campaigns. |
| Peace, justice and strong institutions | Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. | <ul style="list-style-type: none"> • KCM Code of Ethics. • Compensation and benefits to our employees, higher than those of the Law. |
| Partnerships to achieve the goals | Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development. | <ul style="list-style-type: none"> • Alliances with Chambers, Industry, Companies and NGOs. |

Stakeholders

GRI 2-12, 2-29

We recognize the importance of maintaining frequent, bilateral and long-term communication with our stakeholders, which are those organizations or entities that influence KCM's activities or those that we influence with our products, activities and operations. To do this, we have developed different channels that allow us to respond in a timely manner to their concerns and needs.




Consumers
Daily

- **Email:** By segment or product.
- **Website:** organizational.
- **Social networks:** organizational and by brand.
- **By telephone:** by segment or product.
- **Sustainability Report:** organizational.


- Innovative, safe, quality products that are environmentally responsible.
- Brands consistent with consumer values.
- Competitive prices.



Suppliers
Daily

- **By telephone:** by segment or product.
- **Commercial relationships:** by brand.
- **Website:** organizational.
- **Email:** by segment or product.
- **Sustainability Report:** organizational.

- Continuity of operation and supply.
- Timely payments.
- Strengthening and development of the commercial relationship.
- Compliance with specifications and quality parameters.



Other²
Eventual

- **Website:** organizational.
- **Email:** organizational.
- **Sustainability Report:** organizational.

- Timely communication.
- Financing.
- Timely response to requests for information.
- Donations.

Sustainable initiatives

We recognize that sustainability is an effort that requires collaboration with international organizations, strategic alliances and compliance with global standards. For this reason, we have joined various initiatives that promote sustainable development, responsible innovation and transparency in our business management.





United Nations Global Compact

For KCM, the commitment to adhere to the United Nations Global Compact, an initiative of which we have been part since 2010 through KCC and which we reinforced in 2021 from Kimberly-Clark de México, is of the most relevance. As a signatory company, we work under a global framework that guides our strategies in human rights, labor standards, the environment and anti-corruption policies.

To ensure compliance with the Ten Principles of the Global Compact, we implement business practices that promote ethics, equity and sustainability in all our areas of operation. Our Sustainability Report complements this adherence, detailing annually the progress and results of our initiatives in line with this commitment.

To learn more about our adherence to the Ten Principles of the Global Compact, see our Communication on Progress (COP) Report³.

Global Compact Principles

| | |
|---|--|
|  <p>Human Rights</p> | <ol style="list-style-type: none"> 1. Businesses should support and respect the protection of internationally proclaimed human rights. 2. Businesses should make sure that they are not complicit in human rights abuses. |
|  <p>Labour</p> | <ol style="list-style-type: none"> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. 4. Businesses should uphold the elimination of all forms of forced and compulsory labor. 5. Businesses should uphold the effective abolition of child labor. 6. Businesses should uphold the elimination of discrimination in respect of employment and occupation. |
|  <p>Environment</p> | <ol style="list-style-type: none"> 7. Businesses should support a precautionary approach to environmental challenges. 8. Businesses should undertake initiatives to promote greater environmental responsibility. 9. Businesses should encourage the development and diffusion of environmentally friendly technologies. |
|  <p>Anti-Corruption</p> | <ol style="list-style-type: none"> 10. Businesses should work against corruption in all its forms, including extortion and bribery. |

² Other stakeholders for KCM: NGOs, business chambers, brokerage houses, evaluation organizations, opinion leaders, media, academia, financial institutions and investors.

³ See our Communication on Progress Questionnaire at: https://cop-report.unglobalcompact.org/COPViewer/2024?responseId=R_1k7otDKpqa1Bkv7

Participation in stock indexes and environmental assessments

In addition to adhering to global initiatives, our sustainable performance is evaluated through different stock market indexes and evaluation agencies, which reflects the confidence of investors and stakeholders

in the business, strengthening our position as a company committed to ethics, transparency and sustainable development.



| 2024 S&P CSA Assessment | CDP Assessment 2024 |
|-------------------------|--|
| Rating 58 | <ul style="list-style-type: none"> Rated above the industry average. Forest Management: B Water Management: B Climate Change: B |

In 2024, Kimberly-Clark de México received the distinction of being part of the Top 10% in the industry for our score in the S&P Corporate Sustainability Assessment (CSA), ranking among the companies with the best sustainability performance within the Household Products industry.



⁴ Formerly the Sustainable Index of Prices and Quotations (CPI) of the BMV.

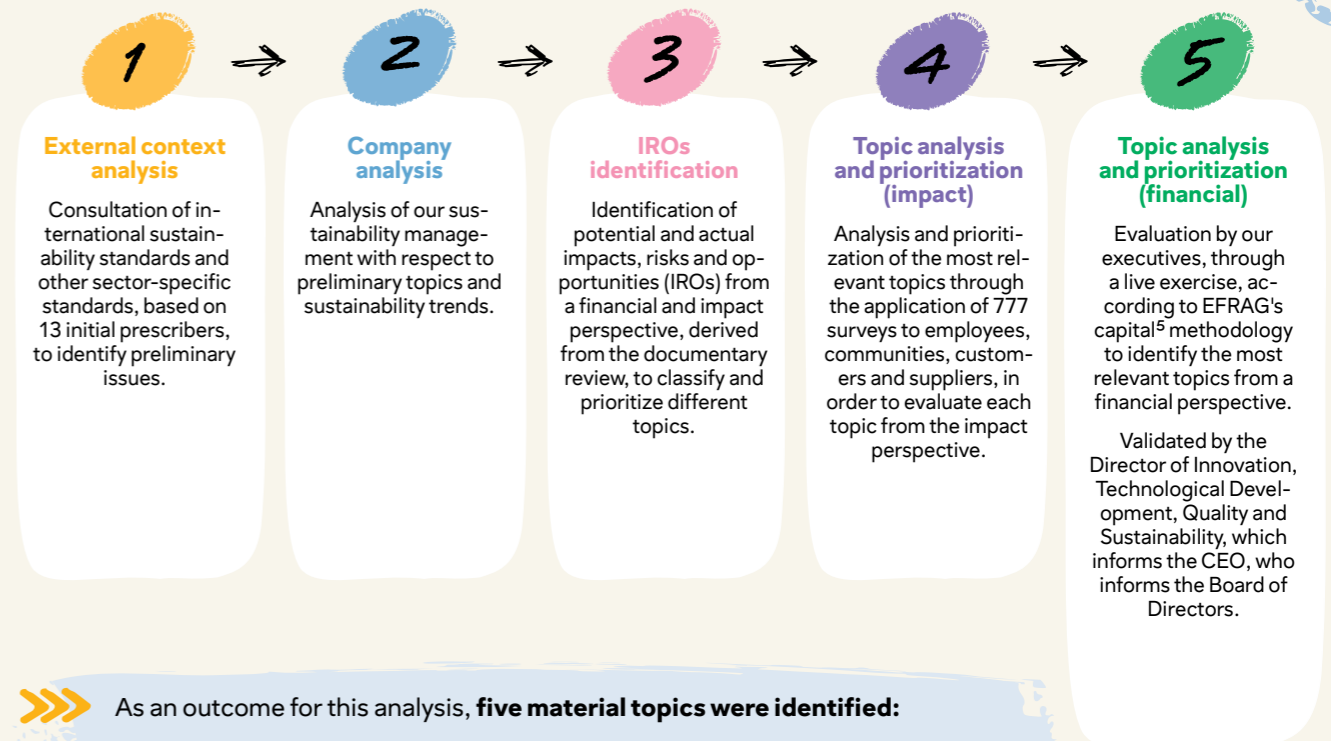
Double materiality

GRI 3-1, 3-2

Based on our double materiality analysis, we identified the key topics that impact our business and our stakeholders, as well as the relevant risks, opportunities and trends that influence our sustainability strategy and long-term value creation.

This analysis was carried out in accordance with the recommendations of the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the European Financial Reporting Advisory Group (EFRAG) and the International Financial Reporting Standards (IFRS), analyzing the most significant factors from two perspectives: their effect on the company and their impact on the social and environmental context.

Process of identification and prioritization of material topics



As an outcome for this analysis, **five material topics** were identified:

1. **Water management**
2. **Innovation and technology**
3. **Climate Strategy**
4. **Workforce well-being and development**
5. **Risk management**



⁵ EFRAG. Double materiality conceptual guidelines for standard-setting: <https://www.efrag.org/Assets/Download?assetUrl=/sites/webpublishing/SiteAssets/Appendix%202.6%20-%20WP%20on%20draft%20ESRG%201.pdf&AspxAutoDetectCookieSupport=1>

Top material topics

For the three top material topics, in addition to developing their business case, we have them linked to goals based on a baseline year and a target year, so that we can

measure their progress and integration into our sustainability initiatives, hand in hand with our teams.

| Material topic | Water management | Innovation and technology | Climate strategy |
|--|--|---|--|
| Business case | <ul style="list-style-type: none"> Water is a critical resource for the manufacture of our products and the operation of our facilities. Its efficient management is essential to reduce operating costs, increase profits and ensure the sustainability of our operations. In the event of a shortage, the continuity of the operation would be compromised. | <ul style="list-style-type: none"> Technological innovation is an opportunity along our value chain. It allows us to be sustainable and optimize product quality by implementing clean manufacturing solutions and advanced management systems. Through strategic investment in innovation, we stay on top of market trends, creating more sustainable products and enhancing the reputation of our brands, while complying with applicable environmental regulations. Therefore, investing in innovation not only allows us to remain competitive in an ever-changing market, but also to lead the way to a future of greater profitability for the business. | <ul style="list-style-type: none"> Risks arising from climate change can significantly impact the revenues and costs associated with our real estate assets. Exposure to extreme weather events, such as floods or storms, may result in additional costs related to repairing and maintaining our facilities. The depreciation of real estate assets or the loss of value of affected properties, derived from adverse weather phenomena, could directly impact our income. Extreme weather events can affect our supply chain infrastructure, resulting in disruptions to our operation and impact on our revenues. |
| Impact on the organization | <ul style="list-style-type: none"> Water scarcity represents a risk that would have a direct impact on the business's revenue. | <ul style="list-style-type: none"> The lack of a strategy focused on innovation and technology would affect KCM's competitiveness and directly impact the business's revenues and costs. | <ul style="list-style-type: none"> Increased physical and transition risks from climate change can affect business continuity and negatively impact business costs and revenues. |
| Impact on external stakeholders | <ul style="list-style-type: none"> The use of water in our production processes could generate a significant environmental and social impact both on the quality of the effluents and on the availability of the resource in the areas where our facilities are located. | <ul style="list-style-type: none"> Investment in innovation and technology generates significant positive impacts for our stakeholders, the use of advanced technologies in the design and manufacture of products translates into safe, sustainable solutions aligned with the needs of our customers. | <ul style="list-style-type: none"> The intensification of climate risks has a wide range of consequences, which directly impact the health and well-being of our stakeholders. |

| Material topic | Water management | Innovation and technology | Climate strategy |
|---|--|---|--|
| Business strategy and mitigation actions | <ul style="list-style-type: none"> Aware of the importance of this resource and its impact on our operations, we have made significant investments in advanced water treatment technologies, both influent and effluent, which have allowed us to use post-consumer wastewater, make more efficient use and reduce the use of fresh water. In addition, we have transparent environmental policies that go beyond what is required with compliance with the applicable environmental legislation and regulations in the country. | <ul style="list-style-type: none"> We have a strong Innovation, Research and Development (R&D) team, which works in coordination with the Innovation Centers of our business partner Kimberly-Clark Corporation. We continuously evaluate new technologies and innovative materials that are safe and sustainable, always prioritizing safety and effectiveness. This allows us to ensure that new products and processes are innovative, profitable, sustainable and ethical, in harmony with ESG criteria, helping to strengthen our position as market leaders and meet the demands of our stakeholders. | <ul style="list-style-type: none"> Our climate change mitigation strategy focuses on identifying, assessing and managing both the risks and opportunities related to climate change. We are committed to making more sustainable products, incorporating raw materials from sustainable sources and significantly reducing Greenhouse Gases (GHG) emissions in our operations. We are aware that extreme weather events can impact our supply chain, so we have implemented actions to strengthen its resilience. We quantify, report and verify our GHG emissions annually, complying with relevant regulations. We are constantly reviewing and improving our mitigation and adaptation strategies in which we operate. |
| Related goals | <ul style="list-style-type: none"> 25% reduction in our use of fresh water. | <ul style="list-style-type: none"> 100% of our packaging will be recycled or recyclable or reusable or compostable. 100% of our virgin fibers will be sustainably sourced by 2022. | <ul style="list-style-type: none"> 100% of our virgin fibers will be sustainably sourced. 50% reduction in direct Greenhouse Gases emissions. |
| Base year | • 2015 | • 2015 | • 2015 |
| Target year | • 2030 | • 2025 • 2022 | • 2022 • 2030 |
| Progress 2024 | • 13.6% | • 98% • 100% | • 100% • 71.1% |

Note. At the moment, the compensation of our Directors is not linked to the achievement of these goals, but we remain convinced of the relevance of these issues and their implementation will be sought in the future.

Risks and opportunities management

GRI 2-12, 3-3, 201-2

We are continually exposed to a variety of risks that, if not properly managed, could have a negative impact on our operations. In response to this, we developed a robust risk management process that allows us to effectively identify, mitigate and address risks with our organization's leadership. This process is applied on a consistent basis, while risk identification is done annually to ensure a timely and efficient response to adversities.

Through strategic planning and coordination between the areas of KCM involved in risk management, we achieved an improvement in our internal control process, an increase in our response capacity and we foster a culture of internal innovation, in which each employee actively participates in the process.

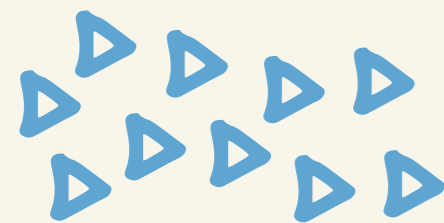
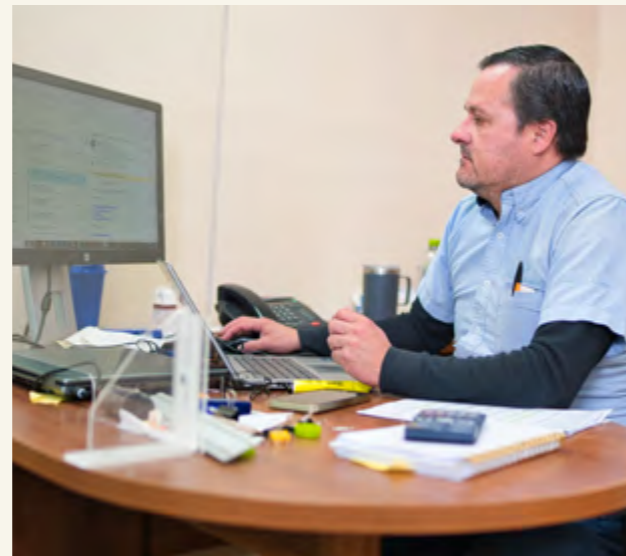
The Board of Directors plays a key role in risk management, with experts who monitor their potential impact and contribute to strategic decision-making. Our structured model guarantees efficient management at all levels of the organization, promoting a safe, sustainable operation prepared to face any challenge.

If the control process strategies implemented fail to eliminate risks completely, we consider additional measures such as strategic insurance and contingency plans. With the same interest, we analyze other types of risks and their external factors, to which we may be exposed, such as the effects of climate change, changes in regulations or standards, health, safety, economic, political, social and environmental risks, which could impact our operations if not properly managed.

To manage climate risks, we work with information from the National Center for Disaster Prevention (CENAPRED, by its acronym in Spanish), which allows us to identify the vulnerability of our facilities in Mexico. Based on this data, we define and apply mitigation, adaptation, and contingency measures to prevent impacts and reduce the possible effects of natural phenomena, such as: hurricanes, heavy rains, landslides, floods and droughts.

Internal control process

1. Risks identification through the Risk Management Department and key departments of each facility or corporate office, with the support of external professionals.
2. Risk assessment to determine their probability of occurrence, the severity and impact of the damages or losses they may cause.
3. Establishment of measures for the risk elimination or control where alternatives are analyzed to select responsibly and effectively the one that best suits the conditions.



Our risk management approach allows us to strengthen our operational resilience, protecting our facilities and ensuring business continuity in the face of various risk scenarios.

Alignment to TCFD and TNFD

We are aware of the need to prepare our organization to adapt to the effects of climate change. Understanding the risks, opportunities and interdependencies related to this phenomenon and nature is a key step to strengthen our strategic management, resilience and adaptive capacity.

For the fourth consecutive year, we have aligned our management and reporting with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and for the second time with those of the Task Force on Nature-related Financial Disclosures (TNFD), initiatives that allow us to responsibly manage climate and nature risks and strengthen transparency in information reporting.

Governance

GRI 2-23, 2-24

TCFD Governance a), b)

TNFD Governance a), b)

Risk governance at KCM is an integrated process that involves our entire company. Our Risk Management team is responsible for identifying and managing our governance risks. To determine specific risks, it collaborates with other areas of the organization, which are able to identify legal, political, environmental, technological, market and reputational risks, among others.

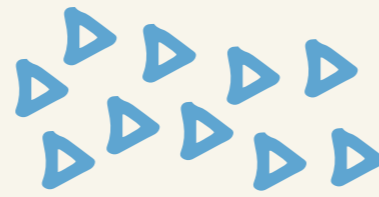
Manufacturing plants, meanwhile, are positioned to identify climate- and nature-related risks. This is done in conjunction with our Sustainability department, and then communicated to Risk Management, which oversees the corresponding action plan.

To integrate these analysis and reporting practices into our processes, the contribution of our Risk Management and Sustainability teams is essential. These teams work together to provide an integrated approach to sustainability risk management. This guides our actions in line with the company's objectives and the expectations of our stakeholders.



KCM's Sustainability department, led by the Director of Innovation, Technology Development, Quality and Sustainability, is responsible for implementing actions, efforts and initiatives related to climate and nature. In turn, the Board of Directors is responsible for overseeing risk management at KCM, including environmental risks. In this way, we reinforce our internal governance structure, where each area, management and leader play a crucial role in risk management.





Climate-related risks and opportunities

GRI 3-3, 201-2

TCFD Risk Management a)

| | | Level of communication and frequency of reporting | |
|------------------------------|-----------------------|---|---------------------------|
| Physical | Severe/acute | Senior Management | At least once a year |
| | Chronic | | As required |
| Transition | Legal/political | Senior Management | When the risk is detected |
| | Environmental | Operational Management | |
| | Technological | Senior Management | When the risk is detected |
| | Market | | |
| | Reputational | Board of Directors | As required |
| Opportunities | Resource efficiency | Senior Management | When the risk is detected |
| | Energy source | | |
| | Products and services | | |
| | Markets | | |
| | Resilience | | |
| Associated financial impacts | | Board of Directors | As required |

Strategy

TCFD Strategy a), b)

From our analysis, we identified three significant risks related to climate change with a short-term time horizon. Two of these are related to the impact of flooding, which can affect our inventories and disrupt product distribution.

We have also identified two opportunities with a short-term time horizon and one with a medium-term one, related to the reduction of fuel use and the increase in the use of post-consumption water in our operations.

We have evaluated these risks and opportunities to align them with our corporate goals, with the aim of continuing to strengthen our operations and supply chain.



Material climate change and nature risks

TCFD Risk Management a)

| Type | Description | Horizon | Probability | Magnitude |
|-----------------------|---|-------------------|-------------|-----------|
| Acute/severe physical | Damage to inventories due to flooding | Short (1-5 years) | Unlikely | Moderate |
| Acute/severe physical | Disruption in customer distribution activities due to floods/hurricanes | Short (1-5 years) | Very likely | Low |
| Acute/severe physical | Lack of natural gas supply due to climatic events | Short (1-5 years) | Unlikely | Moderate |

Material climate change and nature opportunities

| Type | Description | Horizon | Probability | Magnitude |
|------------|---|---------------------|----------------|-----------|
| Resilience | Increase in the use of post-consumption water in production processes | Short (1 - 4 years) | Almost certain | Evaluated |
| Efficiency | Reduction in fuel use | Medium (5-10 years) | Almost certain | Evaluated |

Products and services

- Our product catalog, in addition to adapting to the needs of our consumers, is produced in a sustainable way, promoting care for the environment, including a selection of raw materials from sustainable sources and the use of ingredients that are not harmful to the environment.
- We implement technologies and practices for the efficient use of water and energy.
- We have highly energy-efficient equipment and processes that reduce GHG emissions and manufacture products with greater durability and lower weight.
- We design recyclable packaging; in some cases, it is also recycled or compostable.

Supply chain and/or value chain

- We rely on renewable energy suppliers to increase clean energy consumption.
- We use water from post-consumption sources, which has allowed us to reduce the volume of freshwater used, avoiding the depletion of water bodies.
- We promote the efficient use of water and employ high-tech treatments for its reuse.

Mitigation and adaptation activities

- We adopt mitigation measures in operational facilities to increase resilience to extreme weather events.
- We improved our planning schemes in the supply of raw materials.

Investment in research and development

- We invest in product research and development to improve their environmental attributes.



We listen to our consumers who express their interest in purchasing products with less environmental impact.

Risk management

GRI 3-3, 201-2

TCFD Risk Management b), c)

TNFD Risk Management b), c)

Our risk management begins within each department of KCM, where we are responsible for identifying the risks to which the company is exposed in the short, medium and long term. These risks are classified into the categories of acute/severe physical, political, reputational, technological and market risks, which are integrated into a portfolio that details their mitigation measures.

Finally, we evaluate the portfolio year by year considering the probability of occurrence, as well as its magnitude of impact on the business. This allows us to create a risk matrix for each category, which is presented by the Finance Department to the Board of Directors.



Climate change and physical material risks

| Risk | Process description | Response actions |
|--|---|---|
| <p>1. Acute/severe physical</p> <ul style="list-style-type: none"> • Responsible department/ area: Risk Management • Period in which it could manifest: Short (1-5 years) | <ul style="list-style-type: none"> • The Risk Management department annually carries out an inventory of risks to the business and evaluates the financial impact and the frequency in which they may occur, if the financial impact is significant, the risks receive a treatment to be eliminated, reduced or controlled. • To identify acute physical risks, CENAPRED databases and risk atlases developed by international reinsurers are used. • In some cases, the opinion of the insurers' risk specialists is considered. | <ul style="list-style-type: none"> • Analysis of alternatives to insure the risk through an insurance policy and follow-up is carried out. |
| <p>2. Political</p> <ul style="list-style-type: none"> • Responsible department/ area: Sustainability, Environment and Legal • Period in which it could manifest: Short (1-3 years) | <ul style="list-style-type: none"> • The Sustainability and Environment departments carry out the detection of risks related to the environment (climate change and biodiversity included) for our operations. • We participate in Chambers and Confederations of industrialists where environmental regulatory issues are reviewed and discussed, such as the National Chamber of Pulp and Paper Industries, and in the Confederation of Industrial Chambers of the United Mexican States (CONCAMIN by its acronym in Spanish). • The Legal area monitors in parallel the legislative processes, both local and federal; participates in the analysis of initiatives with Chambers and Confederations of Industrialists for the monitoring and lobbying of these, in addition to being close to local and federal authorities. • We prioritize risks according to the number of operating facilities that may be affected and the financial impact they may have on the business derived from their impact or due to adaptations to the operation. | <ul style="list-style-type: none"> • Report risk at different operational levels for their attention and mitigation. |
| <p>3. Reputational</p> <ul style="list-style-type: none"> • Responsible department/ area: Institutional Communication • Period in which it could manifest: Short (1-1.5 years) | <ul style="list-style-type: none"> • The Institutional Communications area monitors daily the media, social networks and the comments made by consumers in journalistic articles relevant to KCM. • Risks are prioritized according to the impact they could have on the value of the brands and on the company's financial indicators. | <ul style="list-style-type: none"> • Activation of the KCM Crisis Committee to discuss and make decisions to respond to the problem, in case the risk may affect the company's financial indicators. |
| <p>4. Technological</p> <ul style="list-style-type: none"> • Responsible department/ area: Innovation, Research & Development and Operations • Period in which it could manifest: Short (1-5 years) and Medium (6-10 years) | <ul style="list-style-type: none"> • We identify industry trends in new technologies, materials, suppliers, and more through participation in Industry Chambers and by attending events organized by the North American and European Disposable Product Associations. • We carry out semi-annual market analyses and a benchmark with companies in the sector. We receive information on technology, products and global trends from Kimberly-Clark Corporation. | <ul style="list-style-type: none"> • Qualitative analysis of the potential risk or opportunity and decision-making based on the experience of the areas involved. |
| <p>5. Market</p> <ul style="list-style-type: none"> • Responsible department/ area: Innovation, Research and Development, Market Research and Marketing. • Period in which it could manifest: Short (1-5 years) | <ul style="list-style-type: none"> • We identify trends through the Innovation, Research and Development department, the Market Research department and the Marketing department. • We maintain close communication with our consumers through social networks, calls and in-store demonstrators. • The Marketing department analyzes trends in other industries, in brands at a national and global level, to review their feasibility of application at the national level. | <ul style="list-style-type: none"> • Identification of the trend, design of the project for subsequent feasibility analysis and possible risk mitigation or exploration of an opportunity. |

Metrics and objectives

TNFD Strategy a), b)

Monitoring progress in the implementation of our Sustainability Strategy is carried out through the Sustainability and Environment departments, which collect and consolidate information at the corporate level of our operations and related risks and opportunities. This allows us to generate and report absolute and intensity-based indicators to monitor our environmental performance in relation to the goals established in our Sustainable Ambition by 2030, as well as with the specific objectives of each department.

Some of our metrics have been tracked since 2015, including environmental indicators for water, GHG emissions, waste and sustainable raw materials.

To implement climate change adaptation or mitigation measures and plans, we rely on the support of the Finance department, which is in charge of budgeting the costs of each measure, the Purchasing department, which analyzes the prices of raw materials and the Manufacturing department, which leads the energy supply strategies.

Risks and opportunities

| Environment | | |
|--|--|---|
| Risk | Impact | Opportunity |
| Water | | |
| <ul style="list-style-type: none"> Low availability of fresh water. Poor quality of supplied fresh water. Regulatory changes (rate increases and/or changes in availability zones). Dependancy on third parties for discharge services. Non-compliance with discharge conditions. | <ul style="list-style-type: none"> Reduced production. Increased treatment, operation and maintenance costs. Reduced authorized water volumes. Economic penalties for non-compliance. Increased fees and charges. Possible harm to biodiversity due to discharges. Negative reputation for KCM. | <ul style="list-style-type: none"> Increased use of post-consumer water and search for new sources of post-consumer water. Participation in legal/technical working groups for the review and implementation of regulatory changes. Investments to improve wastewater treatment efficiency. Implementation of water efficiency and recycling practices within plants. Work toward obtaining water quality certificates for uncertified plants. Identification and improvement based on ESG questionnaires (CDP, CSA, TCFD). Implementation and monitoring of the Environmental, Health and Safety (EHS) management system. |
| Waste | | |
| <ul style="list-style-type: none"> Regulatory changes. Improper waste management. Environmental and health-related impacts. | <ul style="list-style-type: none"> Negative impact on KCM's image. Potential environmental contamination. Economic sanctions for non-compliance. Health risks for key stakeholders. | <ul style="list-style-type: none"> Waste separation for valorization. Reduction of waste sent to landfills. Follow-up on waste management plans. Sludge valorization from treatment plants in other processes. Participation in legal/technical working groups on regulatory updates. Identification and improvement based on ESG questionnaires (CDP, CSA, TCFD). Implementation and monitoring of the Environmental, Health and Safety (EHS) management system. |

| Environment | | |
|---|--|---|
| Risk | Impact | Opportunity |
| Energy | | |
| <ul style="list-style-type: none"> Scarcity of key energy sources (natural gas and electricity). Regulatory changes. Rising energy costs. Lack of clean energy sources. | <ul style="list-style-type: none"> Operational shutdowns. Imposition of GHG reduction targets. Increased production costs. Higher GHG emissions. | <ul style="list-style-type: none"> Identification and execution of energy efficiency projects and investments (energy management system). Increased use of clean electricity sources. Participation in legal/technical working groups for the review and implementation of regulatory changes. Identification and improvement based on ESG questionnaires (CDP, CSA, TCFD). Implementation and monitoring of the Environmental, Health and Safety (EHS) management system. |
| Forests | | |
| <ul style="list-style-type: none"> Reputational issues due to misinformation about deforestation. Lack of certified virgin fiber suppliers. Shortage of secondary fibers. | <ul style="list-style-type: none"> Negative impact on sales. Operational shutdowns. Increased operating costs. | <ul style="list-style-type: none"> Maintain use of virgin fibers from certified forests. Supervise and develop new suppliers (domestic and foreign). Increase the use of secondary fibers. Innovation in alternative sources of fibres (virgin and secondary). Identification and improvement based on ESG questionnaires (CDP, CSA, TCFD). Implementation and monitoring of the Environmental, Health and Safety (EHS). |
| Climate Change | | |
| <ul style="list-style-type: none"> Impacts on facilities, suppliers and/or infrastructure due to natural disasters. Regulatory changes to address climate change. Scarcity of natural resources (water and forests). | <ul style="list-style-type: none"> Operational shutdowns. Supply chain disruption. Increased production costs. Operational disruptions. Occupational health impacts on KCM employees. | <ul style="list-style-type: none"> Development of alternative suppliers. Identification of adaptation and mitigation actions. Participation in legal/technical working groups for regulatory reform. Capital investments to ensure regulatory compliance. Identification and improvement based on ESG questionnaires (CDP, CSA, TCFD). Implementation and monitoring of the Environmental, Health and Safety (EHS) management system. |



Risks and opportunities

| Social/Reputational | | |
|---|--|---|
| Risk | Impact | Opportunity |
| Risk factors related to Government, Media and Social Networks | | |
| <ul style="list-style-type: none"> Brands not aligned with consumer expectations. Fake news that misrepresent advertising and social programs. Negative media coverage. Political targeting. Poor reputation in the communities where we operate Inappropriate public conduct by current or former employees. | <ul style="list-style-type: none"> Loss of consumer trust. Decrease in sales volume. Market share loss. Loss of stakeholder credibility. Implementation and/or change of new regulations. | <ul style="list-style-type: none"> Code of Ethics training. Increased transparency. Greater outreach and engagement with stakeholders and communities. |

| Economic/Financial | | |
|---|--|--|
| Risk | Impact | Opportunity |
| <ul style="list-style-type: none"> Economic, political or social conditions in other countries affecting KCM's stock market value. Currency fluctuations (USD/MXN) impacting operations and financial results. Higher interest rates in Mexico rising financing costs. Significant price increases in raw materials, energy, transportation and other services or products. Damage to our reputation, that of our business partner KCC or the brands under which we sell our products. If our computer systems suffer interruptions, failures or breakdowns, we could face financial and reputational damage. | <ul style="list-style-type: none"> The reaction of investors to events in other countries may adversely affect the securities issued by Mexican companies and Mexican assets. Increased financial costs due to liabilities in foreign currencies. Reduced purchasing power of consumers, impacting demand and rising costs. Negative effects on financial costs. Price increases in raw materials reducing margins and profits. Operating costs increases redirecting resources away from business development. There may be disruptions in our ability to manage operations, as well as disclosures and misuse of our confidential and patented information. | <ul style="list-style-type: none"> KCM is constantly exploring new markets outside of Mexico. We keep conservative accounts to keep room for manoeuvre in case of changes in regulations. We maintain an important position of the cash in dollars, in addition to constantly evaluating options for hedging the exchange rate. We maintain a multichannel and multitier strategy, which allows us to serve consumers in all socioeconomic sectors. We evaluate interest rates in other countries when we need to raise capital through debt. The company has implemented different strategies and plans to mitigate these impacts. The company is evaluating new sources for some of its core commodities, as well as analyzing the use of financial instruments to hedge commodities. The company has a dedicated team that monitors and handles these types of situations. The company has a backup of its information system in a place other than the corporate one and the plants to safeguard the information. |



Environment

To leave a better planet for future generations, through sustainable production strategies and by supporting environmental conservation

Through our actions we contribute to the following SDGs:



Environmental management

At Kimberly-Clark de México we are aware of the importance of our actions in building a sustainable future. We are committed to generating a positive impact throughout our entire value chain, ensuring that each stage is managed sustainably.

This ranges from the selection of raw materials, such as certified cellulosic fibers that come from sustainable and traceable sources to the reduction in the use of plastic in our products and packaging by optimizing their design, to facilitate their disposal at the end of their useful life.

To further this commitment, strategies are continuously implemented within our manufacturing processes to reduce water use and energy consumption, through more efficient processes and advanced technology, which allow us to reduce our Greenhouse Gases (GHG) emissions, reducing our carbon footprint.

In addition, we prioritize the effective management and use of waste, promoting internal practices of reuse, separation, recycling and recovery, thus contributing to the circular economy.

We also make efforts for the conservation of biodiversity, respecting, protecting and supporting programs in the areas where we operate and in other spaces that we consider necessary.

In this way, we seek to minimize our impact on the environment, while offering innovative products that adapt to the changing needs of the market.

We constantly evaluate our environmental impact to identify areas of opportunity, set goals, and implement actions, resulting in product design improvements and material selection with lower environmental impact.



KCM's environmental management is underpinned by the execution of key policies¹ that define the day-to-day activities carried out in our company.

- Sustainability Policy
- Environment, Occupational Health and Safety Policy
- Efficient Water Use and Discharges Control Policy
- Biodiversity Policy
- Energy Efficiency and Greenhouse Gases Reduction Policy
- Waste Integral Management Policy
- Procurement of Sustainable Fibers Policy

The evaluation of our environmental management metrics and projects is carried out by the Executive Sustainability Committee (ESC),² which meets regularly for this purpose and communicates progress to the Senior Management and the Board of Directors.

¹ See our policies at: <https://www.kimberly-clark.com.mx/en/sustainability-codes-and-policies>

² Learn more about our Executive Sustainability Committee (ESC) in the Corporate Governance section.

Biodiversity

We recognize the importance of biodiversity, which is why our **Biodiversity Policy**³ reflects the commitments to protect and conserve ecosystems in the areas where we operate, as well as the possibility of developing specific programs to preserve biodiversity in key areas and identify risks and opportunities that allow us to take concrete actions in this area.

Committed to transparency and accountability in biodiversity, we continue to work in line with the recommendations of the **Taskforce on Nature-related Financial Disclosures (TNFD)**, which allows us to assess, manage and disclose nature-related risks and opportunities.

Our commitment to caring for biodiversity is also reflected in the **Procurement of Sustainable Fibers Policy**⁴, where we guarantee the use of fibers from certified forest plantations to control the impact on forests and at the same time give certainty to our customers that KCM products come from sustainable sources.

We continue to evolve our strategies to ensure that the growth of our business does not compromise the environment and biodiversity.



Sustainable sourcing

Our dedication to protecting the environment is not only reflected in our products, but also in the decisions we make throughout our supply chain.

We carry out strategies and practices that allow us to monitor and ensure that the materials we use come from environmentally friendly sources.

Materials used for production

GRI 301-1, 301-2, 301-3

Goal achieved

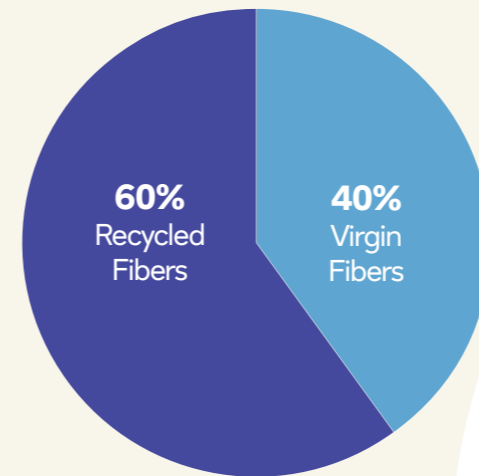
100% of our virgin fibers will come from sustainable sources by 2022⁵.



Currently, 100% of our virgin fibers come from sustainable sources. During 2024, we integrated 60% recycled fibers (secondary fibers), as a key alternative to reduce the demand for natural resources and reduce the rapid saturation of landfills by preventing paper and cardboard waste from reaching these sites, strengthening our commitment to the circular economy.

Our facilities located in Estado de México, Coahuila and Querétaro are equipped with advanced technology that allows the recycling and processing of secondary fibers efficiently.

Use of fibers in our processes



Our cellulosic fiber suppliers have at least one of the following sustainability certifications:

- Forest Stewardship Council® (FSC)®
- Sustainable Forestry Initiative
- Programme for the Endorsement of Forest Certification Schemes
- Canadian Sustainable Forest Management (CSFM)

In addition, several of our products have environmental certifications, such as:

- Ecologo®, which ensures that products minimize their environmental impact during their manufacture, use and disposal.
- Forest Stewardship Council® (FSC)® License FSC-C140370, which certifies the traceability of cellulosic fibers from their origin in forests to their final transformation.



³ See our Biodiversity Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Biodiversity_Policy.pdf

⁴ See our Procurement of Sustainable Fibers Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Procurement_of_Sustainable_Fibers_Policy.pdf

⁵ This goal was achieved in 2022 and we continue to meet it.

Positive environmental impacts of FSC® Certification in our supply chain

The Forest Stewardship Council (FSC)® is a global non-profit organization dedicated to promoting responsible forest management around the world.

The FSC® recognition of our products demonstrates our commitment to responsible forest management, by ensuring that the main raw material with which we make them (cellulosic fibers) is obtained responsibly, contributing to the maintenance of vital ecosystem services such as climate regulation, air and water purification and the prevention of soil erosion.

By having the Forest Stewardship Council® (FSC)® License FSC C140370 certification, we adhere to the requirements stated in policy FSC-POL-01-004 "Policy for Associating Organizations with FSC"®.

In addition, we have the following certifications: FSC® Mixed in some of our products, as evidence that they are made with a mixture of fiber from sustainable sources and recovered (recycled) fibers; and recycled FCS®, which certifies those products that are made with 100% recycled fibers.

Cellulosic fibers
Tons

| | 2022 | 2023 | 2024 |
|------------------|----------------|----------------|----------------|
| Virgin fiber* | 250,183 | 296,711 | 324,712 |
| Recycled fiber** | 512,951 | 484,494 | 480,418 |
| Total | 763,134 | 781,205 | 805,130 |

*The increase in virgin fiber consumption is due to the high production of premium products.
**These figures include cellulosic waste.

In addition to the use of cellulosic fibers, we use other materials to produce our hygiene and personal care products.

Other materials
Tons

| Material type | 2022 | 2023 | 2024 |
|--------------------------|--------|--------|--------|
| Nonwoven | 9,338 | 16,528 | 10,196 |
| Super-absorbent material | 44,758 | 46,136 | 46,044 |
| Polymeric resins | 39,190 | 41,332 | 35,186 |

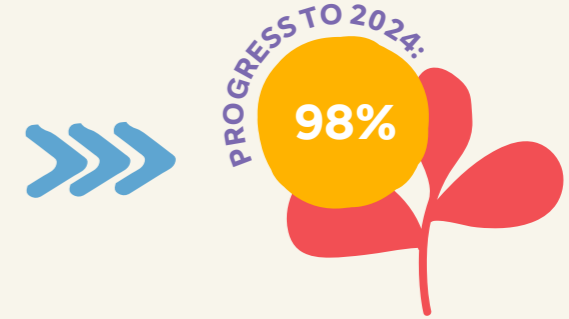


Plastics and packaging

SASB CG-HP-410a.2

2024 Commitment

100% of our packaging will be recycled or recyclable or reusable or compostable by 2024.



We strive to minimize the use of virgin materials and increase the use of recycled, recyclable and reusable materials and innovate in the incorporation of biodegradable and/or compostable materials. In addition, we launch new programs and initiatives and allocate resources for continuous improvement, as well as for research into new materials and technologies, with a special focus on reducing the volume and weight of our packaging.

Our commitment does not end here, we will continue to improve our processes, always maintaining the quality of our products and meeting the expectations of our consumers.



® See the Policy for Partnering Organizations with FSC® at: <https://connect.fsc.org/document-centre/documents/resource/368>

Circularity

We know that promoting the circular economy in our country requires a collective effort. At KCM, we are committed to this cause through our affiliation and active participation in different chambers, where we support sustainability initiatives focused on the care of natural resources.

We are members of the National Chamber of Pulp and Paper Industries (*Cámara del Papel*), an organization that brings together most of the national producers of paper, cardboard, corrugated and derived products. Within this Chamber, we play an active role in the implementation and development of the National Plan for the Management of Paper and Cardboard Waste in Mexico, which since 2012 has been registered with the Ministry of Environment and Natural Resources (SEMARNAT, by its acronym in Spanish).

In addition, we are participants of the Circular Economy Business Group (GEECI, by its acronym in Spanish), of the National Chamber of the Cosmetic Products Industry (CANIPEC, by its acronym in Spanish), to which we are affiliated.

From this group (GEECI), we contribute to the Plastic Waste Management Plan, which has various alliances with collectors and recyclers from different states of the country. In this way, in 2024, 227 tons of our discarded plastic containers were collected and recycled.

Through CANIPEC, KCM is part of the National Agreement for the New Plastics Economy, an initiative signed by 14 business organizations to establish objectives and goals for the collection and recycling of plastics, with special attention to the elimination of microplastics and the incorporation of post-consumer recycled material by 2030.

Circular solutions

Strategies adopted by KCM to develop circular solutions:

- Reduced use of materials in design and production.
- Product redesign and material selection to reduce resource intensity.
- Post-industrial and post-consumer waste collection, directing it towards processes that allow its recycling and recovery.
- Design of products considering their end of useful life, facilitating their reuse or recycling.

We believe that innovation is a fundamental pillar to develop circular solutions in products, processes, services and business models, ensuring a positive impact in the long term.



Water management

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5
SASB CG-HP-140a.1, CG-HP-140a.2

2030 Commitment:
25% reduction in our fresh water use.



Water use

Water is not only an essential resource for the permanence of our business, as it is a fundamental element in the manufacture of paper, it is also vital for the well-being and development of communities.

The water we use in our processes is mainly used to transport fibrous materials used in the manufacture of paper, as well as in the generation of steam for paper drying processes.

In line with our **Efficient Use of Water and Discharges Control Policy**⁷, KCM promotes responsible and efficient water use throughout our manufacturing operations. We make sure to comply with current legislation on the use of this resource.

To ensure continuity in our processes, we use a combination of water sources, including groundwater and surface water, highlighting that 50% of our use comes from post-consumer sources.

⁷ See our Efficient Use of Water and Discharges Control Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Efficient_Use_of_Water_and_Discharges_Control_Policy.pdf

Use of post-consumer water

In line with our goal to reduce fresh water use by 25% by 2030, we remain committed to using sustainable water sources, such as post-consumer water.

- At our Morelia and Ecatepec facilities, we use more than 90% post-consumption water.

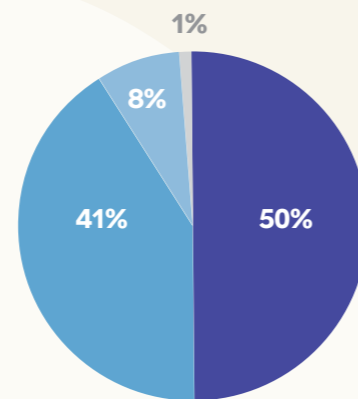
Volume of water used by supply sources

| Year | Surface Water | | | | Total |
|------|-------------------|-----------|---------------|-----------------|-------------------|
| | Fresh groundwater | Fresh | Post-consumer | Municipal water | |
| 2024 | 5,976,533 | 1,207,815 | 7,313,684 | 88,574 | 14,586,606 |
| 2023 | 5,471,278 | 1,148,521 | 6,894,912 | 84,223 | 13,598,934 |
| 2022 | 5,226,227 | 1,124,669 | 6,876,245 | – | 13,227,141 |

In 2024, KCM's water consumption was only 2,936.73 megaliters (2,936,731 m³), of which 79% came from areas with extremely high-water stress.

Percentage of water used by supply source

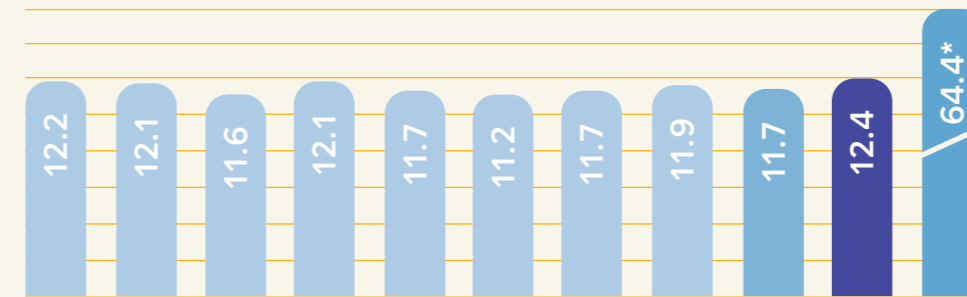
- Post-consumer surface water
- Groundwater or well water
- Fresh surface water
- Municipal water supply



Water intensity

| Description | Tissue | | | Personal care | | | KCM Global Index | | | |
|----------------------------|--------|-------|-------|---------------|------|------|------------------|-------|-------|-------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2015 | 2022 | 2023 | 2024 |
| Year | 14.40 | 14.77 | 15.05 | 1.04 | 1.28 | 1.07 | 12.21 | 11.89 | 11.74 | 12.38 |
| Water use per ton produced | | | | | | | | | | |

Water intensity



In 2024, the fresh water use index recorded was 12.38 m³/ton produced.

2015 2016 2017 2018 2019 2020 2021 2022 2023 2024

*Average water intensity of this industry in the United States according to a study conducted by the University of Michigan in 2021

Wastewater discharge

As part of our commitment to Mexican environmental regulations, the water used in our operations is subjected to rigorous treatments before its final discharge. We comply with regulations and standards such as NOM-001-SEMARNAT-2021, NOM-002-SEMARNAT-1996 and the *Ley Federal de Derechos*. This ensures that our water discharges meet established quality standards, minimizing environmental impact.

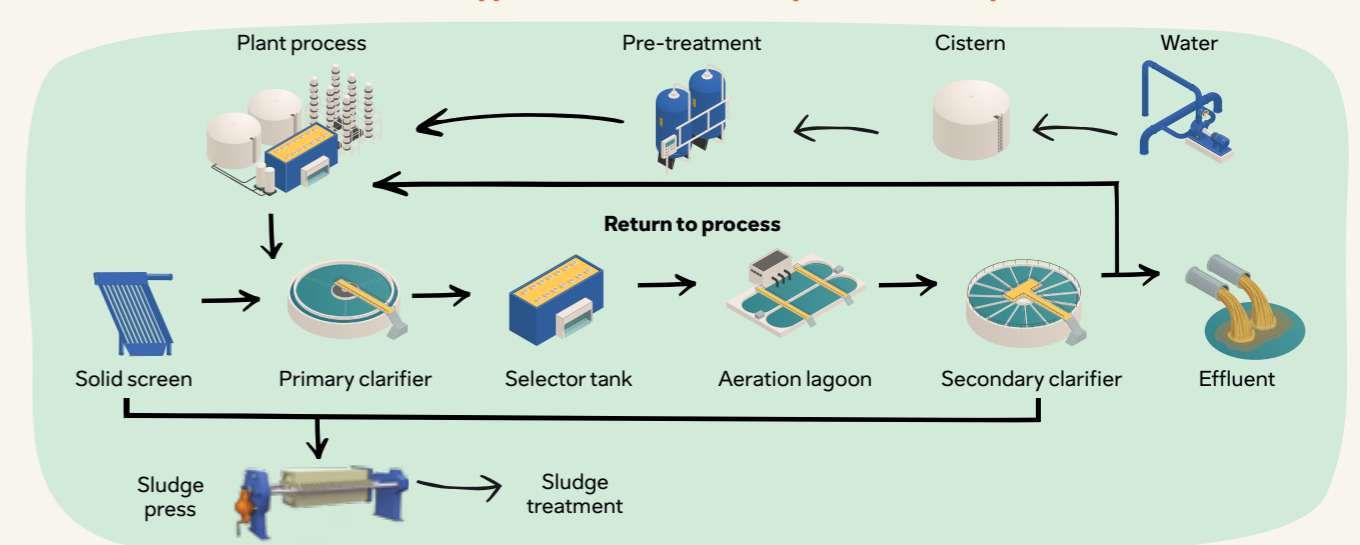
In addition, our facility located in San Juan del Río, Querétaro, maintained the Water Quality Certificate, granted by the National Water Commission, which guarantees that the water that is discharged meets the highest quality standards.

Volume of water discharged by destination

| | 2022 | 2023 | 2024 |
|---------------------------------|-------------------|-------------------|-------------------|
| Discharge to surface bodies | 11,665,334 | 11,698,938 | 12,071,766 |
| Discharge to underground bodies | 1,181,105 | 974,857 | 910,681 |
| Discharge to the municipal grid | – | 97,419 | 91,480 |
| Total | 12,846,439 | 12,771,214 | 13,073,927 |

Note. This includes the volumes generated by the operations that are transferred to a third party for treatment and discharge, as well as volumes from third parties treated and discharged by our operations. The volume discharged by KCM operations alone corresponds to 11,649,875 m³.

Water flow in typical water treatment process at our plants



Energy consumption

GRI 3-3, 302-1, 302-2, 302-3, 302-4

Energy efficiency is a key pillar in our sustainability strategy. The optimization of energy consumption not only improves the performance of our production processes but also drives the transition to a more responsible and efficient model.

At KCM, energy is central to our manufacturing and product distribution processes. To ensure a competitive and reliable energy supply, we carry out a detailed measurement of the energy consumption associated with fossil fuels, electricity and steam. This allows us to evaluate our opportunities for improvement and establish strategies that increase operational efficiency.

The **Energy Efficiency and Greenhouse Gases Reduction Policy⁸** guides our actions to optimize energy use in all operations, implement more efficient processes, reduce fossil fuel consumption and guarantee energy supply.

The use of advanced technology in our facilities allows us to improve energy management, ensuring more efficient processes.

In addition, we work hand in hand with renewable energy suppliers to increase the use of clean sources in our operations. Through these alliances, we seek to diversify our energy supply and strengthen our transition to a more sustainable model.



Fuel consumption 2024

GJ

| Type | Mobile sources | | |
|--------------------|------------------|------------------|------------------|
| | 2022 | 2023 | 2024 |
| LP gas | 110,468 | 107,600 | 111,461 |
| Gasoline* | 15,343 | 16,328 | 21,207 |
| Diesel | 3,943 | 3,594 | 3,899 |
| Total | 129,754 | 127,522 | 136,567 |
| Stationary sources | | | |
| LP Gas | - | - | 2,302** |
| Natural gas | 4,281,581 | 4,541,218 | 4,804,762 |
| Total | 4,281,581 | 4,541,218 | 4,807,064 |

*Includes the consumption of the vehicle fleet.

**As of 2024, LP gas used in employee diners is included.

Energy consumption by source 2024

| Source | 2022 | | 2023 | | 2024 | |
|-----------------------------|------------------|------------------|-------------------|------------------|-------------------|------------------|
| | GJ | MMBTU | GJ | MMBTU | GJ | MMBTU |
| Natural gas | 4,281,581 | 4,058,156 | 4,541,218 | 4,304,244 | 4,804,762 | 4,554,036 |
| Steam | 1,432,034 | 1,357,307 | 1,513,243 | 1,434,278 | 1,657,309 | 1,570,826 |
| Wind Energy | 35,130 | 33,297 | 24,468 | 23,191 | 230,603 | 218,569 |
| Electricity (CFE) | 2,413,898 | 2,287,937 | 2,771,376 | 2,626,758 | 1,156,103 | 1,095,774 |
| Electricity (CFE Qualified) | 0 | 0 | 570,423 | 540,657 | 1,070,505 | 1,014,643 |
| Electricity (cogeneration) | 1,457,518 | 1,381,461 | 643,555 | 609,972 | 1,623,228 | 1,538,523 |
| Total | 9,620,161 | 9,118,158 | 10,064,283 | 9,539,100 | 10,542,510 | 9,992,371 |

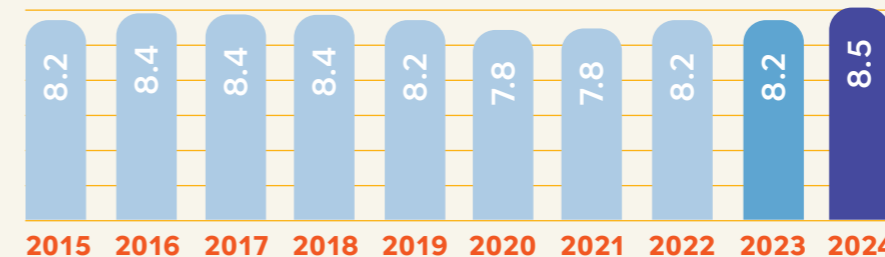
Energy intensity

MMBTU/ton produced

| Description | Tissue | | | Personal care | | | KCM Global Index | | |
|--|--------|-------|-------|---------------|------|------|------------------|------|------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 |
| Energy consumption per ton produced | 12.42 | 12.70 | 13.21 | 1.74 | 1.78 | 1.78 | 8.19 | 8.23 | 8.48 |

Energy intensity

MMBTU/ton produced



72% of the electrical energy used by KCM comes from clean sources*.

Note. From 2023 onwards, information on all operations is included.

*Percentage calculated based on the definition of Clean Energy in the Electricity Industry Law.

⁸ See our Energy Efficiency and Greenhouse Gases Reduction Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Energy_efficiency_and_greenhouse_gases_reduction_Policy.pdf

Emissions into the atmosphere

GRI 3-3, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7
TCFD Metrics and Targets b)

2030 Commitment:
50% reduction in our direct Greenhouse Gas (GHG) emissions.



At KCM we are committed to reducing our carbon footprint through strategies that optimize energy consumption and minimize GHG emissions.

GHG emissions are generated throughout our value chain, directly through our manufacturing processes, and indirectly through our subsidiaries, as well as in our distribution and transportation activities. As we deepen our understanding of the main sources of emissions, we can map out more efficient strategies to continue advancing the decarbonization of our operations.

While reducing our emissions is a challenge, it also opens opportunities for KCM, as it allows us to establish more efficient operating models and better adapt to the effects of climate change and the emerging low-carbon economy.

Although our strategy focuses on reducing direct emissions (scope 1) derived from the use of fuels in our operations, we also pay special attention to indirect emissions (scope 2), applying a comprehensive approach to address them, considering those generated by electricity consumption, from a market-based methodological perspective.

One example of this strategy is the participation of our Bajío Mill in the Emissions Trading System Test Program, promoted by SEMARNAT.

Every year, we report and verify our emissions under national and international standards, complying with the General Law on Climate Change and its regulations on the National Emissions Registry (RENE, by its acronym in Spanish). Through this process, we contribute to the generation of national decarbonization statistics and strategies.

In 2024, the consumption of electricity from renewable sources was 361,419 MWh.

In an exercise to measure and report scope 3 emissions, in 2024 we began measuring the emissions derived from the business trips made by our employees, recording emissions for a total of 564,142 tons of CO₂.

Total GHG emissions

Tons of CO₂e

| Type | 2022 | 2023 | 2024 |
|--|----------------|----------------|----------------|
| Direct emissions | 248,001 | 262,377 | 255,243 |
| Direct emissions by the vehicle fleet ⁹ | 987 | 1,063 | 1,403 |
| Indirect emissions ¹⁰ | 490,830 | 452,024 | 349,978 |
| Scope 3 emissions ¹¹ | 39,785 | 35,596 | 31,649 |
| Total | 779,603 | 751,060 | 638,273 |

Note. Reported emissions include the gases: CO₂, CH₄ and N₂O.

⁹ These emissions are not considered in the calculation of the corresponding sustainability target.

¹⁰ In accordance with SEMARNAT's guidelines on the use of the electric emission factor, our scope 2 emissions would result in 644,032.35 tCO₂e, however, under our methodology based on the IPCC the emissions correspond to those reported in the table.

¹¹ Scope 3 emissions are a partial measurement and only include emissions from SODISA.

Other air emissions

Tons

| Source | 2022 | 2023 | 2024 |
|--------|-------|-------|-------|
| NOx | 184.7 | 196.8 | 204.0 |
| SOx | 1.13 | 1.20 | 1.26 |
| TSP | 14.3 | 15.3 | 16.0 |
| VOC | 10.4 | 11.0 | 11.6 |

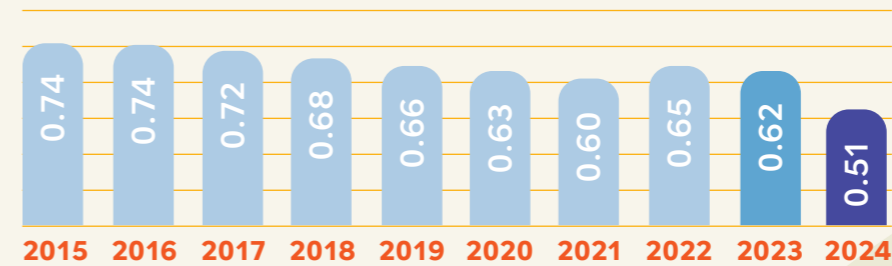
Emissions intensity*

tCO₂e/ton produced

| Description | Tissue | | | Personal care | | | KCM Global Index | | | |
|-----------------------------------|--------|------|------|---------------|------|------|------------------|------|------|------|
| | 2022 | 2023 | 2024 | 2022 | 2023 | 2024 | 2015 | 2022 | 2023 | 2024 |
| Emissions per ton produced | 0.96 | 0.93 | 0.78 | 0.21 | 0.17 | 0.14 | 0.74 | 0.65 | 0.62 | 0.51 |

Emissions Intensity*

tCO₂e/ton produced



*This index includes Scope 1 and 2 emissions.

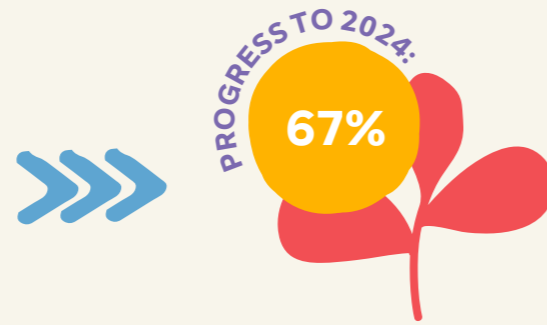
In 2024, KCM consumed 119% more clean energy than in 2023, which is reflected in the decrease in our emissions.



Waste management

GRI 306-1, 306-2, 306-3, 306-4, 306-5

2030 Commitment:
ZERO waste sent to landfills as a result of our processes.



We recognize the responsibility to comprehensively manage the waste we generate in our operations. Our strategy focuses not only on recycling and reducing waste sent to landfills, but also on the design of products and packaging with characteristics that allow their integration into a circular economy model.

Through our **Waste Integral Management Policy**¹², we ensure the proper management of the waste generated in our operations, prioritizing the reuse of materials within our processes, the recycling and recovery of waste to integrate it into new production chains, as well as the promotion of circularity in product development and materials management.

In 2024, we successfully reintegrated 66,510 tons of materials into our processes, which were recovered and recycled internally.

Our waste management is governed by national regulations, including the General Law for the Prevention and Integral Management of Waste (LGPGIR, by its acronym in Spanish) and its regulations, as well as the Official Mexican Standards NOM-161-SEMARNAT-2011, NOM-052-SEMARNAT-2005.

Currently, 67% of the waste generated in our operations is recovered for reuse and/or recycling. As part of this process, in the acquisition of post-consumer paper for recycling, additional waste such as packaging, wood, plastics and other materials are generated, which are not considered waste from our production, since they are waste from other processes prior to their entry into KCM.



Waste generated 2024

Tons

| Type of waste | Destination | | |
|----------------------------------|----------------|----------------|----------------|
| | Valorization | Landfill | Total |
| Sludge from wastewater treatment | 218,388 | 121,322 | 339,710 |
| Recycling reject* | 0 | 43,790 | 43,790 |
| Plastic | 4,174 | 4 | 4,178 |
| Mixed plastic | 7,938 | 114 | 8,052 |
| Mixed plastic with cellulose | 1,232 | 0 | 1,232 |
| Wood | 2,446 | 1 | 2,447 |
| Metal | 2,596 | 1 | 2,597 |
| Cardboard | 6,676 | 3 | 6,679 |
| Other | 3,921 | 900 | 4,821 |
| Total | 247,372 | 166,135 | 413,506 |

*This waste is not considered in the calculation of the corresponding sustainability objective.



¹² See our Waste Integral Management Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Waste_Integral_Management_Policy.pdf

Our employees



We promote the growth of our team, strengthening their development and well-being to build a more inclusive and sustainable future.

Through our actions we contribute to the following SDGs:



Our team

GRI 2-7, 401-1, 407-1

We are convinced that the success of our company is driven by the talent and dedication of our team. For this reason, we promote a work environment based on respect, security and professional development, where each person has opportunities to grow and contribute value.

At the end of 2024, our team was made up of 8,847 people (1,308 women and 7,539 men), our entire workforce works full-time. We do not have employees under non-guaranteed hours schemes¹, ensuring job stability in all our hires.

The commitment, talent and professionalism of our employees are the key to driving innovation and sustainable growth at KCM.

We promote a work environment based on respect where all people have freedom of association. In this sense, 69% of our workforce is affiliated to a trade union organization.

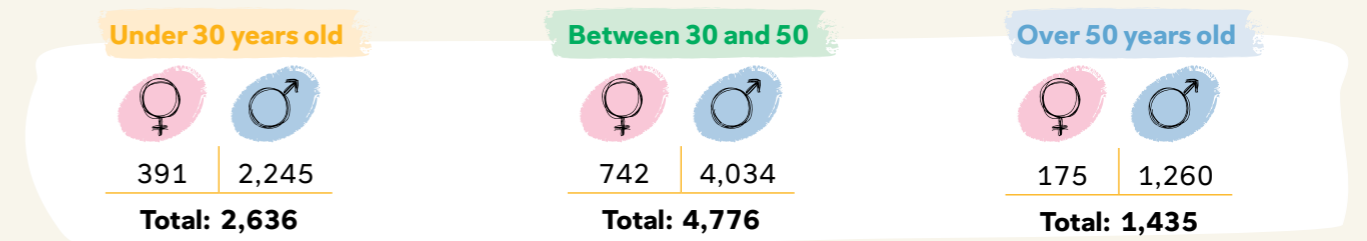
Workforce by contract type and gender

| Gender | Permanent contract | Temporary contract |
|---------------|--------------------|--------------------|
| Women | 1,167 | 141 |
| Men | 7,018 | 521 |
| Total: | 8,185 | 662 |

Unionized and non-unionized workforce by gender



Workforce by age and gender



Workforce by job category, gender and age

| Job category | Under 30 years old | | Between 30 and 50 years old | | Over 50 years old | |
|----------------|--------------------|--------------|-----------------------------|--------------|-------------------|--------------|
| | Women | Men | Women | Men | Women | Men |
| Directors | 0 | 0 | 2 | 0 | 0 | 8 |
| Executives | 12 | 7 | 93 | 195 | 26 | 115 |
| Administrative | 204 | 320 | 281 | 1,045 | 61 | 382 |
| Unionized | 175 | 1,918 | 366 | 2,794 | 88 | 755 |
| Total | 391 | 2,245 | 742 | 4,034 | 175 | 1,260 |

¹ Non-guaranteed hours refer to those employees who do not have a minimum or fixed schedule per day, week or month, but who must be kept available when the job requires it.

At KCM we have a **strong commitment to equal opportunities**, which is reflected in our recruitment, hiring and promotion processes, promoting neutrality and transparency in our decisions. We guarantee that every job opportunity is equal and without prejudice, without distinction of age, gender, origin, nationality, marital status, beliefs, opinions, religion, social or economic situation, sexual orientation or thought, among others. We firmly believe that diversity strengthens our team, bringing different perspectives that enrich the work environment.

We care about the development and growth of the communities where we operate, so we promote the hiring of local people to foster an optimal work-life balance. We also promote internal selection processes to fill vacancies, giving our people the possibility of advancing in their professional careers.

In 2024 we opened 4,062 vacancies, of which 1,513 were filled by internal employees, reaffirming our commitment to professional development within the company and 2,549 were new hires.

1,513 of the open vacancies in 2024 allowed our employees to achieve professional growth.



New hires by age and gender

| Gender | Age | | | Total new hires |
|--------------|--------------------|-----------------------------|-------------------|-----------------|
| | Under 30 years old | Between 30 and 50 years old | Over 50 years old | |
| Women | 222 | 274 | 15 | 511 |
| Men | 1,116 | 839 | 83 | 2,038 |
| Total | 1,338 | 1,113 | 98 | 2,549 |

Turnover by age and gender

| Gender | Age | | | Total turnover |
|--------------|--------------------|-----------------------------|-------------------|----------------|
| | Under 30 years old | Between 30 and 50 years old | Over 50 years old | |
| Women | 200 | 310 | 38 | 548 |
| Men | 884 | 849 | 231 | 1,964 |
| Total | 1,084 | 1,159 | 269 | 2,512 |

For various reasons, 2,512 people stopped working at KCM. Of the total turnover reported in 2024, 26% was voluntary.

Compensation and benefits

GRI 201-3, 401-2, 401-3

We recognize that the success of our company is directly linked to the well-being of our employees. In this sense, we strive to offer a work environment that provides security, economic stability and opportunities for growth. Through a comprehensive value proposition, **we provide benefits and compensation** that go beyond those required by law in Mexico, ensuring conditions that favor their quality of life and that of their families.

During 2024, we distributed more than \$1,079 million Mexican pesos in profit sharing, consistently being one of the highest distributions in the country.

Benefits for our workforce

- ✓ Profit sharing (and its advanced payment).
- ✓ Savings account.
- ✓ Cafeteria.
- ✓ Covenants.
- ✓ Preferential price on products.
- ✓ Saving fund.
- ✓ More days of Christmas bonus than those established by law.
- ✓ More holidays than required by law.
- ✓ Preferential interest loans for non-union employees.
- ✓ Health insurance.
- ✓ Life insurance.
- ✓ IMSS subsidy for incapacity.
- ✓ Vacations days and vacation bonus above what is established in the law.

For those who have family

- ✓ Support with leave days on occasions of immediate family members' death for unionized employees.
- ✓ Additional days to those indicated by law for maternity or paternity, in those cases where complications of pregnancy or birth occur, analyzing each of the situations.
- ✓ Leave to attend matters related to daycare centers and schools for children, in agreement with the direct supervisor and notifying Human Resources.
- ✓ Health insurance for spouse and children.
- ✓ Lactation rooms in all our facilities and corporate offices.

We have a **fair compensation plan** that determines each person's compensation and benefits based on their responsibilities and professional category. Our **Compensation Committee** annually reviews and approves salary increases and specific details of compensation programs, as well as modifications to benefit plans.

For our unionized employees, in addition to the right to retirement due to advanced age offered by the Mexican Institute of Social Security (IMSS, by its acronym in Spanish), the company supports them with a voluntary retirement higher than what is established by law, analyzing each case in particular.

During 2024, 319 employees were on parental leave.

Committed to the labor rights of our non-unionized employees, we offer a **Pension Plan** with benefits from the age of 65 and after 10 years of service in the company. The status of this plan, funded through a trust, is evaluated each year through an actuarial valuation to determine obligations and costs.

Training and development

GRI 3-3, 404-1, 404-2, 404-3

In 2024 we invested \$4,619,727 Mexican pesos in training and development of our workforce.

We know that the professional development of our employees is the key to maintaining our leadership. For this reason, we provide our workforce and external team² with continuous training to strengthen their skills and knowledge, ensuring their preparation for the challenges of the industry. These courses are taught in face-to-face or digital formats, adapting to the needs of each profile to ensure effective learning.

We offer a variety of courses to improve the well-being of our team, their families and their environment, as well as providing specialized training to strengthen and update technical skills aligned with our activities, operations and strategy.

In 2024 we provided a total of 11,452³ courses, on average each employee received 53.2 hours of training.

Key training programs

- **Quality.** Good manufacturing practices, Quality Management System and Control of process variables.
- **Safety.** Dissemination of the EHS Policy, People-Centered Safety and Safety Standards.
- **KCM Bienestar Program.** Talks on financial issues, health care and emotional care.
- **Diversity, Equity and Inclusion (DEI).** Talks and workshops focused on DEI.
- **Innovation and Sustainability Weeks.** Conferences and workshops focused on specific topics such as: Security, innovation, sustainability, equity, among others.
- **Programs for leaders and soft skills development.** Effective leadership, communication skills, and emotional intelligence.



We continuously train our team on the promotion and respect of human rights.

Workforce development programs

1 UBITS

It is an online platform that offers microlearning through more than 15,000 technical and soft skills training resources, accessible from any device*.

The main skills in which our team showed interest at UBITS were:

- ✓ Accountability.
- ✓ Emotional intelligence.
- ✓ Leadership.
- ✓ People management.
- ✓ Second language.
- ✓ Compliance.
- ✓ Teamwork.
- ✓ Wellness.
- ✓ Problem solving.
- ✓ Productivity.

In 2024 we recorded a 70% participation of our workforce in this platform, more than 13,265 resources were initiated and 11,923 were completed, which is equivalent to 4,179 hours of training. This achievement enabled us to meet our goal of efficiently addressing training needs and optimizing resource use.

During 2024, a 27% increase in the overall training hours was recorded through UBITS compared to 2023.

*The platform is available only to non-union employees.

2 KCC Cybersecurity

In an increasingly digitized world, information security has become a priority. Our platform is designed to provide employees with the knowledge and skills needed to identify, prevent and mitigate cyber threats through interactive courses, up-to-date materials and hands-on exercises.

Four mandatory courses are taught annually for our entire team (Danger Zone, Use of the *Phish Alert Button* – basic use with Microsoft Outlook, Defend your digital life and Social engineering warning signs). In addition, there are 25 optional courses that can be taken at any time.

In 2024, 89% of our employees participated in these courses.

Performance evaluation

As part of KCM's commitment to our team and other stakeholders, we have a comprehensive system for performance evaluation, using practices such as management by objectives and 360° evaluations. The frequency of these evaluations is once or twice a year, depending on the department and position of each employee.

Through these processes, we identify the strengths and areas of opportunity of our employees, which allows us to design tailored development and training plans to enhance their skills.

In 2024, we evaluated 95% of our workforce*.

*The rest of the employees were not evaluated due to their recent entry or promotion.

We recognize that for our team, compensation is a key element in ensuring their quality of life. In line with our Compensation philosophy, we determine salary increases by evaluating the performance of all members of our non-union team, ensuring equality by not making distinctions based on gender, age or other characteristics.

Salary increases are authorized by the **Compensation Committee**, which in turn reviews specific details of compensation programs and changes in benefit plans, with the purpose of promoting training, development and succession plans. These processes allow us to identify opportunities for improvement for each employee and area of KCM, based on the progress in our strategic plans and the achievement of goals and objectives. Thus, we give both KCM and our team the opportunity to maximize their growth potential and improve their purchasing power.

² Our external team includes interns, trainees, promoters, and agency staff.
³ These figures do not include training provided through UBITS.

Our weeks for communities

We foster a culture of inclusion, innovation, safety and sustainability through various initiatives that reinforce our commitment to the well-being of people and the planet.

Our theme weeks are spaces designed to raise awareness, promote learning and strengthen the participation of our team for the development of our organization and society.

| Initiative | Start of the initiative |
|------------------------|-------------------------|
| Sustainability Week | 2019 |
| Women's Week | 2020 |
| Innovation Week | 2008 |
| KCM Pride Week | 2021 |
| Health and Safety Week | 2008 |

Sustainability Week

For KCM, sustainability is a key pillar in our strategy. Through Sustainability Week, **we reinforce our commitment to the environment, community and responsible innovation.** This space seeks to raise awareness, promote learning and encourage the active participation of our employees in initiatives aligned with our sustainable objectives.

Women's Week

We celebrate the fifth annual edition of Women's Week, **a space dedicated to reflection and activism to challenge gender stereotypes.** Through different activities, we highlight the importance of creating environments in which women are valued for their knowledge, skills and competencies, allowing their professional growth on equal terms with men.

We promote women's empowerment and ensure their equitable remuneration, in line with our commitment to diversity, equity and inclusion in our workplace.



We recognize the diversity of our team as a unique strength that sets us apart and drives us to continue to grow to reach our full potential as an organization.



Innovation Week

We are aware that through innovation, research and development, we can create new products, use new materials, reduce operating costs, venture into new markets and meet the changing needs of our customers; therefore, for more than 15 years we have been carrying out the Innovation Week, **a space that seeks to stimulate creativity, proactivity and leadership among our employees, through different presentations and activities.**

During the week we enjoyed an exhibition of Innovative Projects carried out by different KCM teams, in which the advances in technology, the benefits and advantages of new materials, as well as innovations in logistics management, were shown, to improve our processes, materials and products and continue to be leaders in the market, *every day, for a lifetime.*

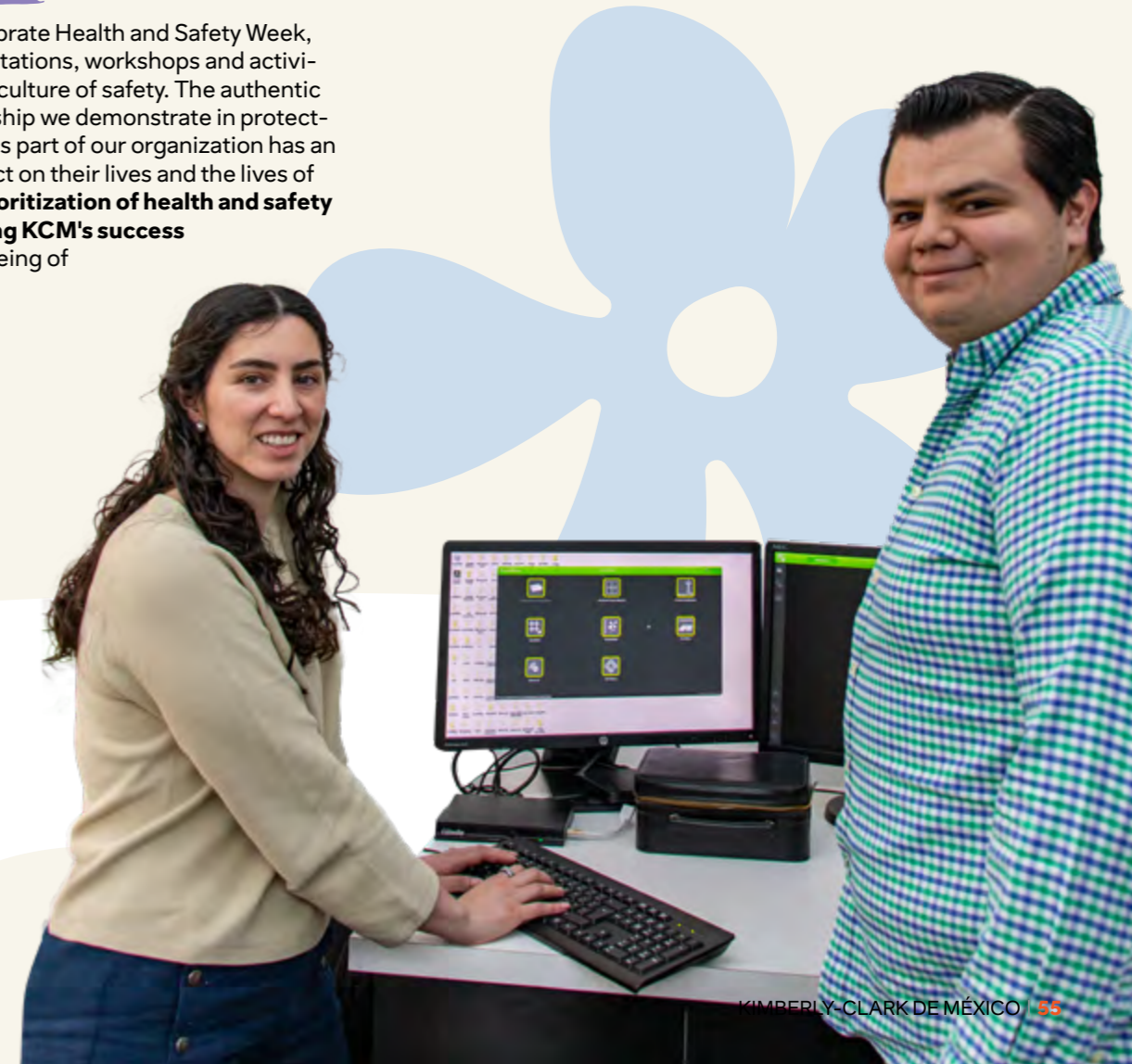
Health & Safety Week

As every year, we celebrate Health and Safety Week, where we offer presentations, workshops and activities to strengthen our culture of safety. The authentic and consistent leadership we demonstrate in protecting every person who is part of our organization has an obvious positive impact on their lives and the lives of their families. **This prioritization of health and safety is essential to ensuring KCM's success** and the holistic well-being of our people.

KCM Pride Week

At KCM **we seek to develop a community in which authenticity is empowered and diversity is embraced in all its forms,** deepening understanding and activating daily actions to promote inclusion within the company. We recognize that authenticity and diversity contribute significantly to a nurturing and dynamic work environment, where each person in our community feels valued and empowered to contribute fully with their talent and expertise.

Since 2021 we have been holding KCM Pride week to celebrate and respect diversity, equity and inclusion. Through different presentations we seek to promote an inclusive and welcoming business culture for people in the LGBT+ community, in this way we not only transform the business culture, but also positively impact the communities we serve.



Occupational health, safety and well-being

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

Through a culture of safety, we reinforce our commitment to health, accident prevention and the development of a safe work environment.

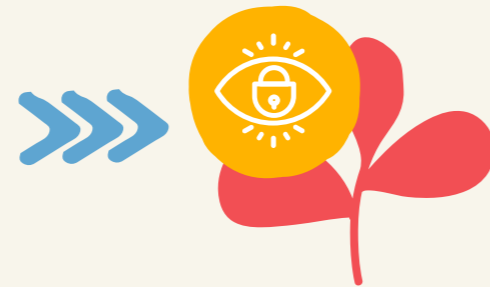
At Kimberly-Clark de México, the safety and health of our employees and business partners are a priority. We focus on creating safe workspaces, preventing risks and promoting healthy habits, ensuring an optimal work environment for everyone.

We have an EHS⁴ management system aligned with international initiatives such as ISO 45001 and ISO 14001, and in compliance with current national regulations. This system applies to all KCM manufacturing, logistics and subsidiary operations.

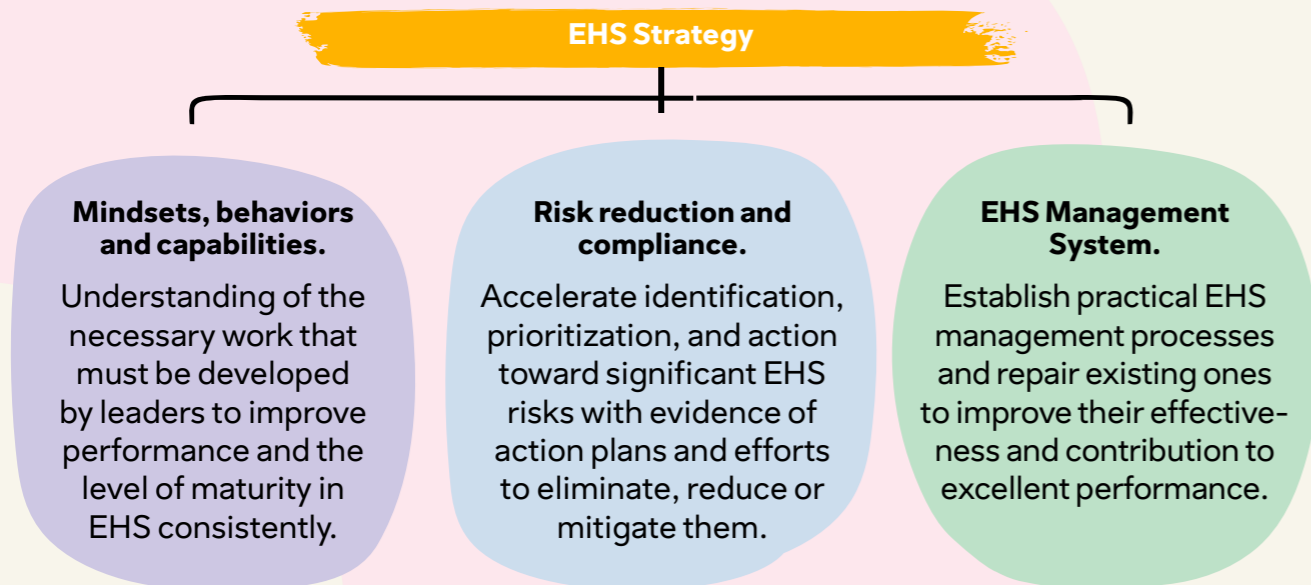
Likewise, in accordance with the Federal Labor Law, our team is represented in formal occupational health and safety committees, in charge of supervising the implementation of our **EHS Strategy**. These committees promote the improvement of our performance in these areas, setting objectives and assigning responsibilities.

With every person on our team represented on EHS committees, we demonstrate our commitment to the health, safety and well-being of our team.

Our goal in safety:
ZERO fatalities and injuries of any kind in all KCM operations.



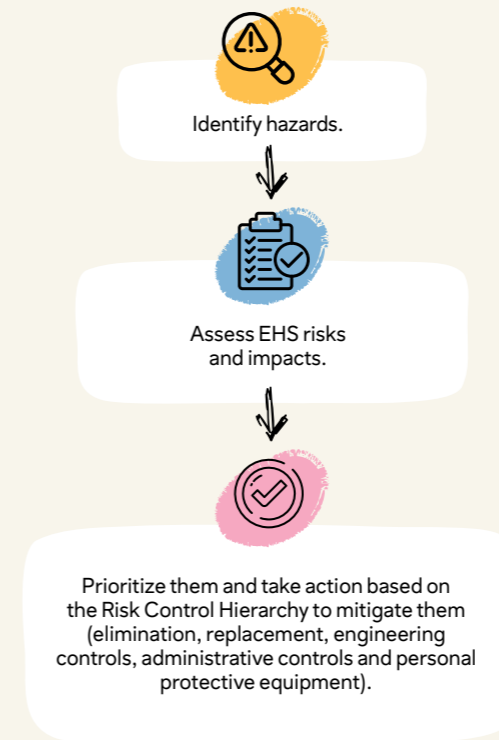
KCM's EHS strategy, known as the **Maturity Model**, focuses on three fundamental pillars and its objectives are: to enable better understanding and leadership, to prioritize and accelerate actions towards critical risks, and to establish a systematic approach to EHS improvement.



⁴ EHS: Environment, Health and Safety.

We continuously conduct internal audits at our facilities to ensure compliance with the EHS Strategy.

Risk Management and Compliance is one of the three pillars of the EHS Strategy at KCM, which directs us towards the elimination of fatalities and serious injuries. It also promotes the reduction of risk tolerance in all our operations through the application of systematic tools and/or processes to:



Safety Leadership Imperatives

1. Consistent EHS leadership.
2. Positive EHS interactions.
3. Reduce risk tolerance.
4. Empower employees and contractors.
5. Ensure consistency in safe work practices.
6. Aligned incentives and metrics.

To minimize the risks associated with operational activities, we implement prevention strategies, risk analysis and medical surveillance, ensuring a safe and healthy work environment. Given the nature of our operations, our team may be exposed to different risks⁵ that could result in injury. Each workplace has medical services and occupational hygiene programs, contributing to the well-being of the team.

We also promote the **Three Safety Responsibilities** initiative, which encourages our team to anonymously report any potential risk condition and take an active role in protecting their integrity and that of their colleagues.

To ensure an effective response, all observations and reports of occupational risks are documented for follow-up, facilitating the analysis of the information and the implementation of action plans to prevent the recurrence of incidents. Our corporate standard establishes the process to act appropriately in a risky situation that exposes your physical integrity and/or that of your colleagues and guarantee a safe and healthy work environment.

With the aim of consolidating ourselves as a benchmark in safety, hygiene and the work environment, we are directing our efforts towards meeting six safety leadership imperatives.



⁵ Some risks that our workforce may face are: fire, explosion, confined space risk, hazardous energy, electrical work, machinery and equipment, heights, heavy loads, road transport and operation of mobile equipment.

Within the reach of all people inside of our operations, we ensure the following services that contribute to the elimination of risks and the attention of minor incidents:

- ✓ Medical service.
- ✓ Medical surveillance and occupational hygiene programs.
- ✓ Corporate campaign "Kuida tu Salud" (monthly talks).
- ✓ Locality-led health campaigns.
- ✓ Continuous improvement equipment for corporate occupational hygiene standards.

Workplace injuries & accidents

In 2024, 142 injuries were recorded, of which 11 were work-related accidents with high consequences that resulted in amputations, trauma, wounds, contusions, fractures and sprains and 131 cases of recordable minor injuries. We did not record any fatalities resulting from workplace injuries.

In the case of external workers collaborating with KCM, 2 work injuries with major high were recorded. No fatalities or serious injuries were reported.

On the other hand, in our subsidiary SODISA (logistics service), 12 injuries were registered, of which 10 resulted in high consequences derived from trauma, wounds, contusions, fractures and sprains, 2 recordable minor injuries and unfortunately one death was registered due to an occupational accident.

Workplace accident injury rate 2024

| | Rate* of deaths resulting from work-related injuries | Rate* of workplace injuries with high consequences | Rate* of recordable work-related injuries | Hours worked |
|-------------|--|--|---|--------------|
| KCM | 0.00 | 0.51 | 6.59 | 21,563,439 |
| SODISA | 0.99 | 8.89 | 11.85 | 1,012,354 |
| Contractors | 0.00 | 0.21 | 0.21 | 9,509,380 |

*For one million hours worked.

We have and promote multiple channels that drive communication, participation and consultation on measures to promote the safety and protect the health of our team.

- **EHS campaigns.** Oriented to EHS Strategy topics, to reduce risks and improve specific aspects, in response to opportunities for improvement or incidents that have occurred.
- **Safety Week.** Annual event to promote and reinforce the importance of consolidating our safety culture as one of our core values.
- **Continuous improvement teams.** Spaces where we encourage the active participation of our team to accelerate the implementation of EHS management system standards, requirements and operational controls.
- **Standard leaders.** People in each plant with the skills necessary to lead continuous improvement teams, they are responsible for implementing EHS standards and their requirements. Meetings are continuously held to exchange best practices and calibrate strategies.
- **Team surveys.** We conducted surveys in compliance with NOM-035-STPS-2018, to identify psychosocial risk factors and define action plans for their elimination and improvement.



➤➤➤ **Safety Talks and EHS Committees.** In which our team actively participates to review performance and EHS-related aspects. In addition, we consider the participation of our employees in the safety and hygiene commissions established in each facility to ensure compliance with NOM-019-STPS-2011.

➤➤➤ **Communication.** The sites have various mechanisms to communicate key aspects of EHS such as: incident investigations, risk reports, EHS key performance indicators, communications made by mill management for the reinforcement of EHS aspects.

In compliance with the requirements of NOM-035-STPS-2018 on Psychosocial Risk Factors at Work, since 2020 we have been applying mandatory questionnaires on Severe Traumatic Events to all employees. During the

last application, 91% of the population participated, of which 96% of the respondents stated that they had not identified an adverse event to report, while the remaining 4% reported events or situations not related to work activities and occurred outside our facilities.

Regarding the questionnaire that evaluates the Organizational Environment in the company, applied every two years in accordance with the provisions of the Standard, a participation of 85% of the total KCM population was obtained.

The results of these surveys are aligned, since the indicators of Work Environment, Organizational Environment and Leadership were evaluated with Low or No Psychosocial Risk levels, according to the scale established in NOM-035-STPS-2018.

Results of NOM 035 – Reference Guide III, Organizational Environment

| Facility | 2020 | | 2022 | | 2024 | | |
|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Total sample | Progress | Total sample | Progress | Total sample | Progress | % Progress |
| Jaime Balmes | 638 | 399 | 667 | 419 | 731 | 462 | 63.20 |
| Bajío | 412 | 412 | 650 | 650 | 1,318 | 1,073 | 81.41 |
| Ecatepec | 411 | 406 | 750 | 557 | 1,660 | 1,423 | 85.72 |
| Evenflo | 195 | 189 | 260 | 257 | 296 | 250 | 84.46 |
| Morelia | 219 | 216 | 350 | 334 | 446 | 427 | 95.74 |
| Orizaba | 298 | 298 | 500 | 500 | 573 | 566 | 98.78 |
| Prosepe | 411 | 400 | 600 | 600 | 931 | 860 | 92.37 |
| Ramos Arizpe | 400 | 399 | 600 | 600 | 912 | 792 | 86.84 |
| Texmelucan | 300 | 299 | 350 | 313 | 470 | 448 | 95.32 |
| Tlaxcala | 305 | 285 | 550 | 532 | 851 | 778 | 91.42 |
| Total | 3,589 | 3,303 | 5,277 | 4,762 | 8,188 | 7,079 | 86.46 |
| CDM | 129 | 129 | 136 | 131 | 142 | 142 | 100 |
| Cedis Tepoztlán | N/A | N/A | 15 | 13 | 15 | 15 | 100 |
| Cedis GDL | 17 | 17 | 23 | 22 | 13 | 13 | 100 |
| Cedis MTY | 29 | 29 | 22 | 22 | 19 | 19 | 100 |
| Cedis Culiacán | N/A | N/A | N/A | N/A | 3 | 3 | 100 |
| Cedis Tepozotlán | N/A | N/A | N/A | N/A | 3 | 15 | 100 |
| Cedis Villahermosa | N/A | N/A | N/A | N/A | 13 | 13 | 100 |
| Sodisa | 200 | 200 | 350 | 300 | 407 | 217 | 53.32 |
| Total | 375 | 375 | 546 | 488 | 615 | 437 | 69.11 |
| TOTAL | 3,964 | 3,678 | 5,823 | 5,250 | 8,803 | 7,516 | 85.38 |



We annually provide general and specific courses on health and safety topics for our workforce, tailored to the needs of each job position.

General EHS training

- EHS Management System.
- EHS Risk Management.
- EHS Leadership.
- Incident investigation.
- People-centric safety.
- EHS Compliance.
- Firefighting and emergency response.
- Operational controls for high-risk activities (work at heights, confined spaces, hazardous energy control, fire prevention, electrical safety, hazardous waste, chemical handling, pedestrian and vehicle safety in the workplace, and machinery protection).

In addition, each of our facilities develops its own training program that includes specialized topics in safety, occupational health and the environment, in order to comply with both current legal regulations and KCM's specific EHS standards.

In the particular case of our logistics service provider SODISA, we provide specialized training in transport safety, reflecting our ongoing commitment to safety and accident prevention in the value chain.

Initiatives that promote safety and health care among our workforce

To strengthen the well-being and safety of our workforce, KCM implements various initiatives at all our sites, focusing on health prevention, monitoring and treatment. Among these actions, vaccination campaigns against influenza and tetanus stand out. In addition, **we promote early detection of diseases** through eye health campaigns, regular medical exams, breast and prostate cancer screenings. We also promote healthy habits through nutrition programs, ongoing medical consultations, and awareness campaigns about chronic degenerative diseases.



Inclusion, Diversity and Equity

GRI 405-1

At KCM we promote a culture of inclusion, diversity, gender equity and non-discrimination in all the groups and communities with which we collaborate.

At KCM, day by day we build and strengthen a diverse and inclusive culture in which each person we interact with is treated with respect and dignity, valuing their talent and experience. To drive this, we have the **Inclusion, Diversity and Equity Committee**, which helps us ensure that our initiatives and daily practices reflect our values of equity and respect for diversity at all our sites.

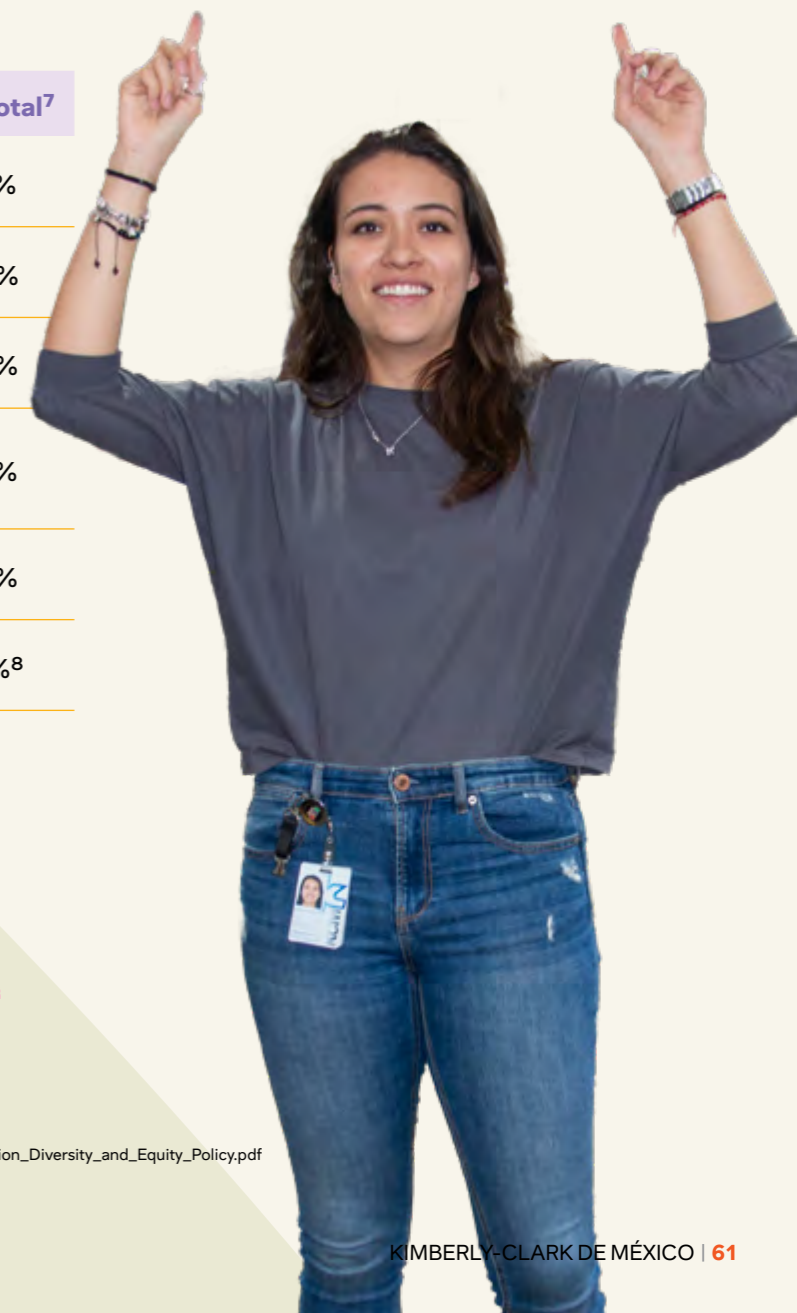
Our **Human Rights and the Inclusion, Diversity and Equity Policy**⁶ allows us to promote a culture of respect where all opinions and perspectives are valued to enrich

KCM's operations. In addition, as established by our **Code of Ethics**, we make sure to promote a respectful and inclusive work environment that is optimal for the development of each person.

We recognize the importance of STEM positions (science, technology, engineering and mathematics) for the promotion of innovation and continuous improvement necessary to differentiate ourselves in the market. For this reason, we value and support women's participation in these areas. We currently have 123 female employees in the STEM category, performing roles such as process engineers, superintendents, supervisors, planners, laboratory technicians, and research and development engineers. We also have 202 women in leadership positions and others who generate income for KCM.

Women in leadership positions

| | Number | % of total ⁷ |
|--|--------|-------------------------|
| Women on the workforce | 1,308 | 15% |
| Women in management positions | 2 | 20% |
| Women in executive management positions (Managers and Heads) | 73 | 30% |
| Women in junior executive management positions (Managers) | 58 | 28% |
| Women in revenue-generating positions (Sales) | 69 | 35% |
| Women in STEM positions | 123 | 27% ⁸ |



⁶ See our Human Rights and the Inclusion, Diversity and Equity Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Human_Rights_and_the_Inclusion_Diversity_and_Equity_Policy.pdf
⁷ This percentage is with respect to the total of each group of posts.
⁸ This percentage is with respect to the total number of women in leadership positions.

Business ethics

To generate business solutions that promote the economic progress through ethical and transparent practices.

Through our actions we contribute to the following SDGs:



Code of Ethics

GRI 2-23, 2-24

At KCM we operate our business with integrity, transparency and high ethical standards in all our business interactions with customers and suppliers, in addition, we promote and respect the human rights and freedoms of people.

The ethical culture of our organization is defined by the **KCM Code of Ethics**¹, which establishes the guidelines to promote responsible, upright and respectful work environments of human rights, without discrimination, equitable and inclusive.

It also establishes the expected behaviors of people who interact with and on behalf of the company, on issues of anti-corruption, bribery, commercial gratification, conflicts of interest, interaction with government officials, workplace harassment, confidentiality of information, responsible marketing, marketing and advertising, workplace safety, environmental protection and community participation.

KCM's Code of Ethics governs our actions in accordance with the principles of quality, service, and fairness. We are committed to acting in accordance with these ethical principles and values in all our operations and business relationships.

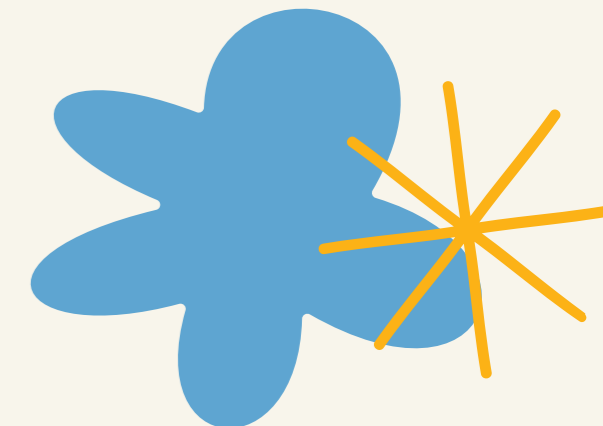
During the induction processes for new employees, we disseminate and ensure understanding of the Code of Ethics, its scope, applicability and mechanisms for reporting potential violations. A copy of it is provided to them so that they can refer to it at any time and it is available on the KCM website.

Annually, we offer training to strengthen the understanding of the Code of Ethics and promote awareness of the guidelines that mark the conduct that we must maintain with our different stakeholders.



Training on our Code of Ethics

| | 2024 |
|-----------------|-------|
| Trainings given | 54 |
| People impacted | 2,856 |



¹ See the KCM Code of Ethics at: <https://www.kimberly-clark.com.mx/data/2023/SOST/eng/CodeofEthics.pdf>

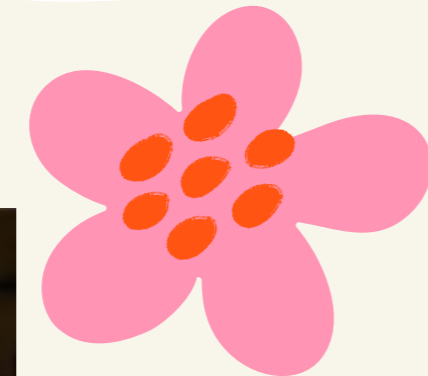
Human Rights

The promotion and respect of human rights is a fundamental pillar in our ethical business strategy. Through our **Human Rights and the Inclusion, Diversity and Equity Policy**², we are committed to ensuring respect for and promotion of human rights and equal opportunities for all people involved in our operations, including customers, suppliers and business partners.

This not only positively impacts the people directly linked to our operations, but it also reinforces our company's reputation as a responsible and ethical actor.

The inclusion of a dedicated human rights section in our Code of Ethics reflects our ongoing commitment to promoting ethical labor practices, respecting diversity, and safeguarding the well-being of all parties involved in our value chain. In this sense, we do not accept any activity related to exploitation and/or child labor, we reject all types of forced or compulsory labor and we oppose any act of discrimination, harassment, bullying and intimidation against any person because of their age, race, disability, nationality, political affiliation, marital status, religion, gender, gender identity, appearance, sexual or affective orientation.

At KCM we create safe, inclusive and respectful work environments with respect for human rights.



Our commitment to respect the Human Rights of all our employees is strengthened by KCM's adherence to the United Nations Global Compact³ and its Ten Principles.

Our workforce's core human rights commitments

- We recruit, hire, promote, and support their development, ensuring diversity and equity.
- We recognize their diverse skills and experiences, while accepting different perspectives they may have.
- We maintain a respectful workplace. We do not tolerate any form of harassment or intimidation.
- No one can force them to perform activities of any kind that are outside the work environment or activity for which they were hired for, much less if they are illegal activities or that put their physical integrity at risk.
- We make decisions related to job promotions based on their job qualifications and merit.
- We respect the right to freedom of worship and association in accordance with national laws.

Whistleblowing system

GRI 2-16, 2-25, 2-26, 205-3, 206-1, 406-1

To report behaviors and actions that go against our Code of Ethics or any of our policies, we offer our stakeholders various confidential channels to comment or report anonymously, while respecting the confidentiality of the information provided. Our employees may also approach their supervisor or the Human Resources, Legal or Internal Audit areas for assistance and guidance regarding any concerns.



Available and open channels for suggestions, comments, complaints and reports

- ✓ **Website:** <https://www.kimberly-clark.com.mx/conoce-kcm/reporte-de-etica>
- ✓ **Phone/WhatsApp:** 55 1849 2732
- ✓ **Suggestion boxes** physically located on our premises.
- ✓ **In person:** With the higher levels of leadership, or with the Legal, Human Resources and/or Internal Audit areas
- ✓ **By courier or postal mail:** Jaime Balmes No. 8 Level 9, Los Morales Polanco, Alcaldía Miguel Hidalgo, Zip Code 11510, Mexico City



² See our Human Rights and the Inclusion, Diversity and Equity Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Human_Rights_and_the_Inclusion_Diversity_and_Equity_Policy.pdf
³ KCM has been a member of this initiative since 2021.

When a complaint is received, the Internal Audit and Safety & Security department carry out a confidential and thorough investigation, determining the appropriate measures based on the severity of each case, this process always includes actions to safeguard the identity of those involved. At KCM we reject any form of retaliation and ensure that our employees do not suffer adverse consequences such as job loss, loss of benefits, demotion, suspension, harassment or discrimination, for expressing concerns, requesting information or reporting inappropriate conduct related to our Code of Ethics or any of our policies. This commitment also extends to those who serve as witnesses in such investigations.



Complaints received

| | |
|--|-----|
| Total complaints received during the period | 201 |
| Complaints closed in the period | 201 |
| Complaints that were not closed in the period and are in the process of being closed | 0 |
| Number of unsubstantiated allegations | 51 |

In 2024, we responded to 100% of the reports received through our reporting channels.

Complaints received by type

| Type of complaint | Number |
|--|------------|
| Inappropriate treatment of the employee | 134 |
| Inappropriate treatment of the supplier | 11 |
| Corruption, bribery or solicitation of gifts | 14 |
| Conflict of interest | 3 |
| Discrimination and harassment | 7 |
| Other | 32 |
| Total | 201 |

During this year, no cases were reported related to mismanagement, inappropriate treatment of customers, violation or misuse of private information, or money laundering. There were also no significant reports that required notification to the Board of Directors, however, as part of our good practices and commitment to information transparency, any violation of the Code of Ethics or any of our policies is reported quarterly to the Audit and Corporate Practices Committee.



Regulatory compliance

GRI 2-27, 207-1, 207-2, 207-3

At KCM we operate in strict compliance with laws, regulations and standards related to the company's activities, we are mindful of the social, environmental and economic impacts we generate for our stakeholders. We conduct periodic inspections to ensure that the prevention and control systems are functioning correctly in our production plants. We also have contingency plans in place to provide immediate responses in the event of any incidents.

To ensure our operations are ethical, transparent and in compliance with tax obligations, we adhere to a conservative tax philosophy and a framework for tax governance and control⁴. We also maintain fiscal strategy that is reviewed periodically, under the supervision of the Senior Management, with compliance responsibility assigned to the KCM's Financial Controller.

Over the course of this year, there were no regulatory breaches in any of our operations on environmental and social issues.



Audits

We conduct comprehensive audits of our operations and significant suppliers in key areas such as internal control, information systems, health and hygiene, safety, environment, human rights, Code of Ethics enforcement, anti-corruption and anti-bribery policies. During 2024, these audits revealed no human rights claims or risks within our operations.

Internal Control Audits

The Internal Audit area carried out 36 audits of our operations in matters of internal control, information systems and application of the Code of Ethics, of which 35 were planned and one was unplanned.

Quality Audits of Our Operations

At the same time, audits are carried out on our Quality Management System, which aim to evaluate the degree of compliance under the regulations or standards applicable to each manufacturing site. In this way, all KCM facilities are evaluated internally every year and are additionally audited by customers periodically and according to their own procedures and requirements. In 2024, 19 audits were carried out on our quality management system, 10 of them were internal, 3 external and 6 more for certification purposes and carried out by our customers.

Supplier Quality Audits

Similarly, we have an annual program of audits of suppliers considered critical. 15 suppliers were audited, of which 13 corresponded to existing suppliers and 2 to new suppliers. Depending on the outcome of the audit, one or up to two years can be exempted without carrying out another audit.

⁴ KCM does not allow the transfer of the value generated, everything related to the transfer of value to the tax jurisdiction, the use of tax structures tending to tax evasion, or the use of secret jurisdictions or the so-called tax havens.

Conflicts of interest

GRI 2-15, 205-1, 205-2

In order to prevent conflicts of interest on the part of our directors, employees and suppliers, we disseminate and promote the understanding of our **Conflict-of-Interest Policy**, which establishes that the improper or illegal use of our position or the company's resources for personal benefit is prohibited.

We guarantee an ethical and transparent business culture, so we prevent possible conflicts of interest on the part of our managers, employees and in the value chain.

We have established a conflict-of-interest management process in which our Internal Audit and Legal areas and the heads of each department participate. This process is evaluated by the Audit and Corporate Practices Committee, in order to ensure the prevention, control and effective monitoring of possible conflicts.

In line with our ethical commitment, it is important to note that KCM does not make financial contributions to political campaigns, organizations, lobbyists, tax-exempt entities, or other groups whose purpose is to influence political campaigns, public policies and legislation.

We also have specific procedures in place to address potential conflicts of interest arising from family relationships or in the supply chain. Through our Internal Audit team, we conduct systematic reviews of our operations, as well as relationships with strategic suppliers, to ensure compliance with policies related to internal control, human rights, anti-corruption and bribery prevention.



Cybersecurity

GRI 418-1

Information security has become an increasingly relevant, high-priority and crucial aspect in today's environment. In response to this evolution, we maintain high standards to protect our systems and ensure the continuity of our operations.

Kimberly-Clark de México (KCM) and Kimberly-Clark Corporation (KCC) maintain a close collaboration to ensure the protection of information and technological infrastructure throughout their operations. Both entities share information, security policies and practices that align with international standards and industry best practices.

KCC's Information Security Policy provides us with the framework to ensure that our information technology systems, networks, and applications operate optimally and securely. Meanwhile, **KCM's Information Security Policy**⁶ establishes that all our personnel are responsible for the care and protection of our technological

infrastructure. This policy promotes the proper handling of sensitive or confidential information, requiring that all employees with access to it are responsible for its safekeeping, use, disposition or destruction as part of their duties.

To support these policies, we have a solid **Information Security Strategy** supported by the Information Security team, made up of KCC specialists in cyber defense, risk technology, strategic planning and enterprise information security.

Our policies allow us to maintain a secure environment for our IT systems, networks, and applications to ensure optimal and reliable operation.

We take the necessary measures to ensure that the confidentiality, integrity and availability of our information are protected at all times. We apply a proactive approach on cybersecurity by conducting regular tests and continuously improving our protection measures in response to the latest threats and cybersecurity trends, so we are prepared in case of an incident⁶.

We also strictly comply with the proper safeguarding of the personal data of our employees, customers, suppliers and potential job candidates at KCM, in accordance with the requirements of the Federal Law on Protection of Personal Data Held by Private Parties (LFPDPPP, by its acronym in Spanish). Additionally, the data protection and privacy section of the Code of Ethics emphasizes the importance of managing information responsibly, establishes essential commitments to ensure proper handling of personal and confidential data.

Essential commitments in data protection and privacy

- ✓ We comply with applicable data protection and privacy laws.
- ✓ We protect personal data appropriately.
- ✓ We only collect and use personal data for legitimate business purposes and comply with our Data Privacy Policy.
- ✓ We share personal data within KCM according to the need-to-know principle, always taking care of their destination.
- ✓ We guarantee that third parties adhere to KCM's data protection and security standards.

In line with our commitment to information security, during 2024 we trained 88.7% of our employees through various trainings and courses provided by KCC.

We provide detailed information to the Board of Directors on the Information Security Strategy that is presented to the Audit Committee.

We maintain a proactive approach to cybersecurity, conducting regular tests and optimizing our protection measures against new threats and trends in this field to remain prepared in case of an incident.

In 2024, no cybersecurity incidents were reported in our operations. During this same period, no claims were reported related to customer privacy violations or data loss.



⁶ See our Information Security Policy at: https://www.kimberly-clark.com.mx/data/2024/Sostenibilidad/Eng/Information_Security_Policy.pdf

⁶ If a cybersecurity incident occurs, we have insurance coverage for information security breaches and other security-related incidents. This insurance is included in the global corporate insurance policy contracted by KCC specifically for this purpose.

Social responsibility

Building a sustainable future by seeking a positive impact on the value chain and communities where we operate.

Through our actions, we contribute to the following SDGs:



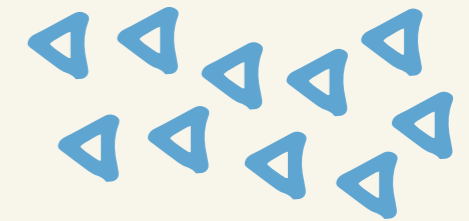
Responsible supply chain

GRI 2-6, 308-2, 414-2

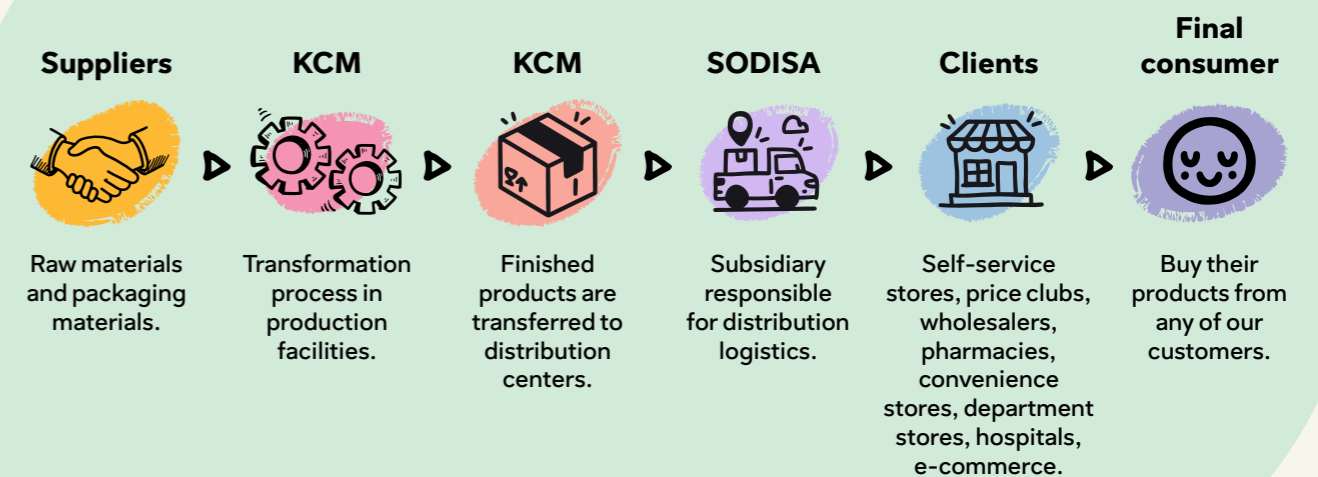
For KCM, an efficient, ethical and sustainable supply chain is key to ensuring the availability of our essential products. Our supply chain process covers everything from the procurement of raw materials to the delivery of finished products to our customers and end consumers. To achieve this, we integrate practices of innovation, transparency and sustainability, fostering responsible growth across our network of suppliers and distributors.

Together with our supply chain, we work to optimize the use of resources in a responsible way, through this collaboration we seek to reduce costs and minimize environmental impact, while ensuring the quality and safety of the products we offer. We encourage the exchange of best practices with our suppliers and promote joint initiatives for the acquisition, development and use of more sustainable and safer materials.

This strategic alliance reinforces our commitment to a more ethical, resilient supply chain aligned with global sustainability principles.



Simplified process for manufacturing and delivering KCM products



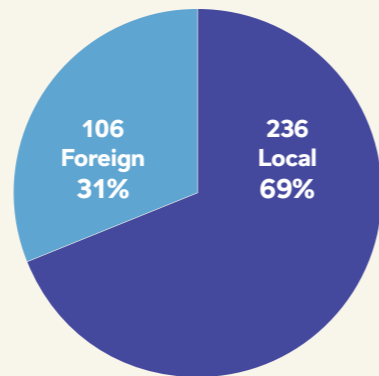
Our suppliers

GRI 204-1, 308-1, 414-1

Recognizing the importance of embedding a culture based of sustainability throughout our supply chain, we establish relationships with suppliers based on principles of social responsibility, business ethics and environmental care.

In 2024, we established commercial relationships with 44 new suppliers, representing 13% of our total supply chain. Over the year, we worked with a total of 342 suppliers, of which 236 are local and 106 foreign.

Suppliers by origin



Selection criteria and compliance standards

Our Code of Ethics establishes strict guidelines for selecting and evaluating suppliers, ensuring they comply with our standards on social responsibility, labor rights, and environmental management.

In addition, to guarantee practices aligned with our values, we follow the **Social Compliance Standards for Suppliers**¹.



Social guidelines and principles:

- ✓ Freedom of association and negotiation of collective agreements.
- ✓ Dignity and respect for our employees.
- ✓ Protection from child labor.
- ✓ Non-discrimination and equal opportunities.
- ✓ Working hours, salary and benefits.
- ✓ Safe and healthy workplace.



¹ See our Supplier Social Compliance Standards at: <https://www.kimberly-clark.com.mx/data/pdf/CumplimientoSocialIngles.pdf>



Ethical Guidelines and Principles:

- **Business Integrity**
 - ✓ Legal compliance.
 - ✓ Economic competition.
 - ✓ Prevention of bribery and corruption.
 - ✓ Conflicts of interest.
 - ✓ Competitor information.
 - ✓ Data privacy.
 - ✓ Confidentiality.



Environmental Guidelines and Principles:

- **Environment**
 - ✓ Water management.
 - ✓ Energy efficiency and reduction of Greenhouse Gases emissions.
 - ✓ Protection of biodiversity.
 - ✓ Solid waste management.
 - ✓ Sourcing sustainable fibres.
- **Sustainable development with our suppliers**

To verify compliance with these standards, we carry out regular audits—both strategic and random—of our suppliers. These evaluations not only allow us to monitor the quality and performance of suppliers but also provide with key information for the continuous improvement of our processes and business relationships.

Logistics Management System

Our subsidiary SODISA plays a fundamental role in the logistics and distribution of our products, ensuring they reach their destination efficiently and with minimal environmental impact. Through route optimization strategies, load consolidation and the incorporation of more efficient fleets, we seek to reduce costs and minimize our Greenhouse Gases emissions.



Logistics is a key element to reduce our environmental impact and improve efficiency in distribution, which is why we have implemented an effective Logistics Management System.

- Production close to distribution centers to reduce transportation distances.
- Strategic partnerships to optimize transportation usage, maximizing load capacity, always complying with weight and size restrictions.
- Incorporation of more efficient and sustainable fleets, with lower fuel consumption and reduced CO₂e emissions.
- Use of backhaul and fronthaul processes, ensuring trucks do not return empty after deliveries.
- Design of pallets that allow more products per truck, resulting in fewer trips.



Innovation

GRI 3-3

To generate greater added value in our products, focused on the needs of our consumers and seeking to be friendly to the environment.

At KCM, we have adopted a circular economy approach in the selection and responsible use of materials for the development of our products and their packaging, with particular focus on managing related waste, promoting reuse and recycling. In this regard, we are committed to offering our customers and consumers products with the lowest possible environmental impact.

By focusing on the needs of our consumers, we create added value in our products while aiming to be environmentally friendly.



Innovation is one of our core values, it allows us to develop high-quality and environmentally friendly products that meet the needs of our consumers. Our Innovation, Research and Development (R&D) team leads this effort by evaluating emerging technologies and the impact of new ideas, in collaboration with Kimberly-Clark Corporation's innovation centers.

Our innovation strategy blends quality, sustainability, and efficiency to transform the consumer experience.

In 2024, we invested 698 million Mexican pesos in R&D projects.

The integration of environmental, social and governance (ESG) criteria into each innovation project ensures that our solutions benefit not only consumers but also the environment and society.



Innovations 2024



Huggies® All Around

Known for being the first adjustable diaper in Mexico, it evolved to offer superior performance. The diaper was redesigned as a single piece, allowing the waistband and chassis to wrap around the baby's lower back. This new structure includes a high-protection double barrier to prevent leaks, ensuring the baby stays dry and comfortable for longer.



Depend® Skin Care

Specialized underwear for skin care through its innovative Derma Protect Technology in the inner barrier, enriched with minerals such as copper oxide, zinc and silver.



Kotex® Unika

This brand stands out for its superior technology, especially its cover with Turbo Dry® technology, which uses micro-cones to quickly capture and absorb menstrual flow.



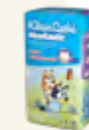
KleenBebé® Suavelastic®

New fruit-themed line, with zinc oxide and new heart-textured surface.



Kleenex® Cottonelle® Elegance

New hand towel made with TAD technology and 100% certified fibers from sustainable sources, offering greater absorption and wet strength.



KleenBebé® Movilastic®

Known for its disruptive product approach within the KleenBebé® family, this line now features Bluey characters on 100% recyclable packaging.



Kleenex® Cottonelle® Extra Comfort

New line offering superior softness and comfort. With triple-layer, extra-long and extra-wide sheets, plus a special embossing for added softness. Only certified sustainable fibers are used in its manufacture.



Kimberly-Clark Professional™

We launched the first and only dispensers made with 100% recycled plastic, aligning with the needs of our industry and the requirements of the customers we serve.



Evenflo®

New "Y" shaped nipple design that allows greater flow baby feeding.



Kleenex® Soaps

Body wash and bar soap made with biodegradable ingredients, enriched with oat and vitamin E for softness and skin care.



The Honeykeeper®

Wet wipes made with biodegradable, hypoallergenic, paraben-free ingredients, dermatologically tested.



Huggies® Ultra Confort®

New curved elastic system and wider anatomical back design to offer more coverage, gently adapting to the baby's waist. Longer tapes provide a better fit, comfort, and freedom of movement.

Our communities

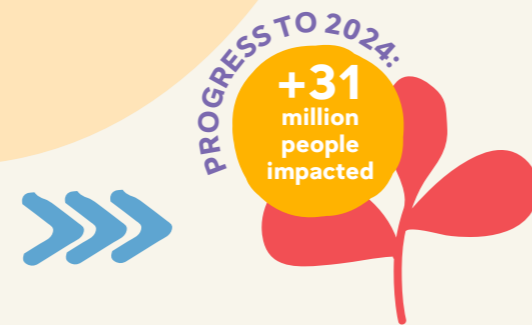
We strengthen our communities by creating opportunities for employees, customers, local communities and partner organizations, driving well-being, inclusion and sustainable development.

Corporate social programs

GRI 413-1, 413-2

2030 Commitment:

25 million people positively impacted with direct actions and social programs by 2025.



Corporate social responsibility is a key element to our operations and an intrinsic part of our business ethics and commitment to communities. We believe people are the heart and driving force of our company and we are dedicated to creating a sustainable future for all. Our mission is to improve people's quality of life through every product we offer.

At KCM, we are committed to creating value for all stakeholders, in this sense, our social impact strategy focuses on developing and implementing initiatives that improve quality of life. Through our brands and

partnerships with nonprofit organizations, we facilitate access to essential services and products that promote well-being and dignity.

Our social impact programs are designed to promote the well-being of people in vulnerable communities throughout Mexico.

KCM social programs



Abrazando su desarrollo By Huggies®

Program that aims to raise awareness about the importance of movement and emotional bonding in motor, cognitive and socio-emotional development during early childhood.

Through a digital platform, the program offers practical advice, exercises, and useful content for moms, dads, and caregivers involved in early childhood care.

Reach: 224,000 new users.

Presence: All states of the Mexican Republic.

For more information visit: <https://www.abrazandosudesarrollo.com.mx/>



Apapachos de Vida By KleenBebé®

Program to prevent and reduce infant mortality in rural communities across Mexico by providing care kits and professional health guidance that can reach any location, regardless of distance.

Alliances: Mexican Red Cross.

Reach: 5,520 impacts, including 3,000 mammograms.

Presence: Mexico City, Estado de México, Querétaro, Morelos and Chiapas.

For more information visit: <https://www.kleenbebe.com/apapachos-de-vida/>



Refugio LGBT+ with the support of KCM

Support for Casa Frida, Refugio LGBT+, A.C., a non-profit organization that provides immediate security and protection to people who are victims of violence related to their identity, orientations or gender expression.

Alliances: Casa Frida Refugio LGBT+, A.C.

Reach: 140 internal and 390 external individuals.

Presence: Mexico City.



En Acción por su Protección By Escudo® Antibacterial

A platform committed to protect Mexican families by building water towers to provide clean water to communities. It also delivers educational campaigns on the importance of handwashing to prevent illness and reduce school absenteeism.

Alliances: Planet Water Foundation.

Reach: 3,600 people.

Presence: Estado de México and Querétaro.



Kotex® por Todas

Platform that promotes the empowerment of vulnerable Mexican women or those striving to reach a goal.

The Kotex® por Todas run brings women together in sisterhood to rise and thrive.

The Kotex® School Tour is an educational and sexual health program for primary and middle schools, led by a psychologist. It includes fun, clear, and age-appropriate activities to teach about menstruation and debunk myths.

Alliances: Casa Gaviota un vuelo sin violencia, A.C., Fundación COI.

Reach: 7,961,879 people impacted by the podcast, Kotex® por Todas, 4,500 Kotex® por Todas run participants, and 193,968 girls benefited by the Kotex® School Tour program.

Presence: All Mexican states.

For more information, please visit: <http://www.kotexportodas.org/>



Contigo ganaremos la lucha con el apoyo de Kleenex®

Fundación COI works to reduce access gaps for cancer patients in vulnerable conditions, ensuring their right to quality and dignified healthcare.

Alliances: Fundación COI.

Reach: 3,100 people.

Presence: Mexico City, Guadalajara and Tijuana.



Ludos y Amor Sin Raza*

Program that aims to prevent animal abuse and abandonment through free vaccination, deworming and sterilization in underserved areas with high populations of stray dogs and cats. It also encourages adoption as an alternative for rescued animals.

Alliances: Amor Sin Raza.

Reach: 947 sterilizations and 437 multiple vaccinations.

Presence: Mexico City and Estado de México.

*This program was not audited.

We allocated more than 16 million Mexican pesos to support various social causes through our brand's social impact programs.

These programs reach all states of the Mexican Republic where we have a presence and are designed to generate a positive impact across all age groups, reflecting the purpose and core values of our brands.

Community contributions

| Type | Percentage |
|------------------------------|------------|
| Investments through programs | 60% |
| Donations | 40% |

Consumer Care and Attention Center

GRI 417-1, 417-2, 417-3

At KCM, ensuring the satisfaction and trust of our consumers is a priority. To this end, we have a Consumer Care and Attention Center, a communication channel designed to receive, manage and respond to consumer concerns, ensuring efficient and timely service.

Our approach is based on direct and proactive communication with consumers, helping us identify improvement opportunities in our products and processes. Through this channel, we handle inquiries related to complaints, compliments, suggestions, promotions, product information and sales requests. We also offer access to product launches and free samples.

When the reported product can be recovered, an additional inspection and validation process is included to reinforce quality controls.



Currently, we do not have a formal needs analysis, an established relationship management process, or a formal procedure for receiving complaints, comments, or recommendations related to our social impact programs. We recognize the importance of establishing these mechanisms to more effectively manage our social impact initiatives, and we are committed to developing and implementing these processes in the near future. We strive to maintain open communication from each of our brands and directly address concerns reported at our facilities, thereby reaffirming KCM's commitment to listening and responding to the needs of the communities we serve.

As part of our ongoing commitment to social development, we are constantly evaluating new ways to improve and strengthen our social impact programs to continue effectively addressing the evolving needs of communities.

Complaint handling and resolution processes

To ensure effective service, we follow a structured protocol that provides detailed tracking of each case:

- 1 First contact.** The consumer reaches out to the Consumer Care and Attention Center via available channels (telephone, email or social media).
- 2 Report registration.** A case number is created for tracking and shared with the consumer.
- 3 Internal analysis.** Quality, Production and Corporate Quality Assurance teams analyze the report and the product, if necessary.
- 4 Root cause assessment.** The issue is investigated, and an appropriate solution is identified.
- 5 Resolution and feedback.** The customer service team informs the consumer of the outcome and any corrective actions taken.
- 6 Follow-up and continuous improvement.** Insights of the analysis are used to improve processes and prevent future issues.

Consumer service channels

To facilitate communication with our customers and consumers, we offer multiple contact options:

- Telephone hotline:** 55 5282 7283
- Email:** kcm.customercare@kcc.com
- Social media:** official Kimberly-Clark de México channels

Thanks to this service infrastructure, in 2024 we received a total of **50,384** interactions across our various contact channels.

Interactions breakdown by category

| Category | Phone calls | Email | Social media | Total |
|---------------------|---------------|---------------|--------------|---------------|
| Children's products | 24,106 | 5,083 | 5,666 | 34,855 |
| Incontinence | 809 | 700 | 479 | 1,988 |
| Women's protection | 1,012 | 3,182 | 585 | 4,779 |
| Beauty care | 259 | 622 | 57 | 938 |
| Household products | 1,556 | 2,122 | 1,277 | 4,955 |
| Evenflo | 748 | 1,341 | 780 | 2,869 |
| Total | 28,490 | 13,050 | 8,844 | 50,384 |

On average, each case takes about three interactions to resolve, ensuring an efficient response aligned with consumer expectations.

As part of our commitment to transparency, we guarantee the protection of ARCO rights (Access, Rectification, Cancellation and Opposition) in the processing of personal data. Consumers have access to our Privacy Notice², available on the official websites of Kimberly-Clark de México and its brands.

Our communication strategy with consumers is guided by high ethical standards and aligns with the Corporate Site Communication, Brand Guidelines, and Social Media philosophy. This philosophy includes:

- ✓ Legality and truthfulness in product information.
- ✓ Respect for competition and comparative advertising practices.
- ✓ Commitment to sustainability, ensuring a responsible communication.
- ✓ Protection of brand image and social responsibility in advertising.

In 2024, there were no reported cases of non-compliance regarding marketing, labeling, or product information, ensuring adherence to applicable regulations and standards.

² See our Privacy Notice at: <https://www.kimberly-clark.com.mx/politica.htm>

Corporate Governance

We act responsibly, fairly, and transparently, supported by a solid corporate governance structure committed to ethics.

Through our actions we contribute to the following SDG:



Corporate Governance structure

GRI 2-9, 2-12

At Kimberly-Clark de México, we reaffirm our commitment to creating long-term sustainable value for all our stakeholders. Transparency and integrity in decision-making are fundamental pillars of our operations, actions supported by a strong corporate governance framework that drives responsible business growth.

We operate under the highest standards of ethics and integrity, ensuring responsible and transparent corporate governance.

KCM's Corporate Governance structure facilitates the supervision of our operations, ensuring efficiency and transparency while adapting to emerging market trends and executing our sustainable development strategy. This governance framework is aligned with well-recognized standards:

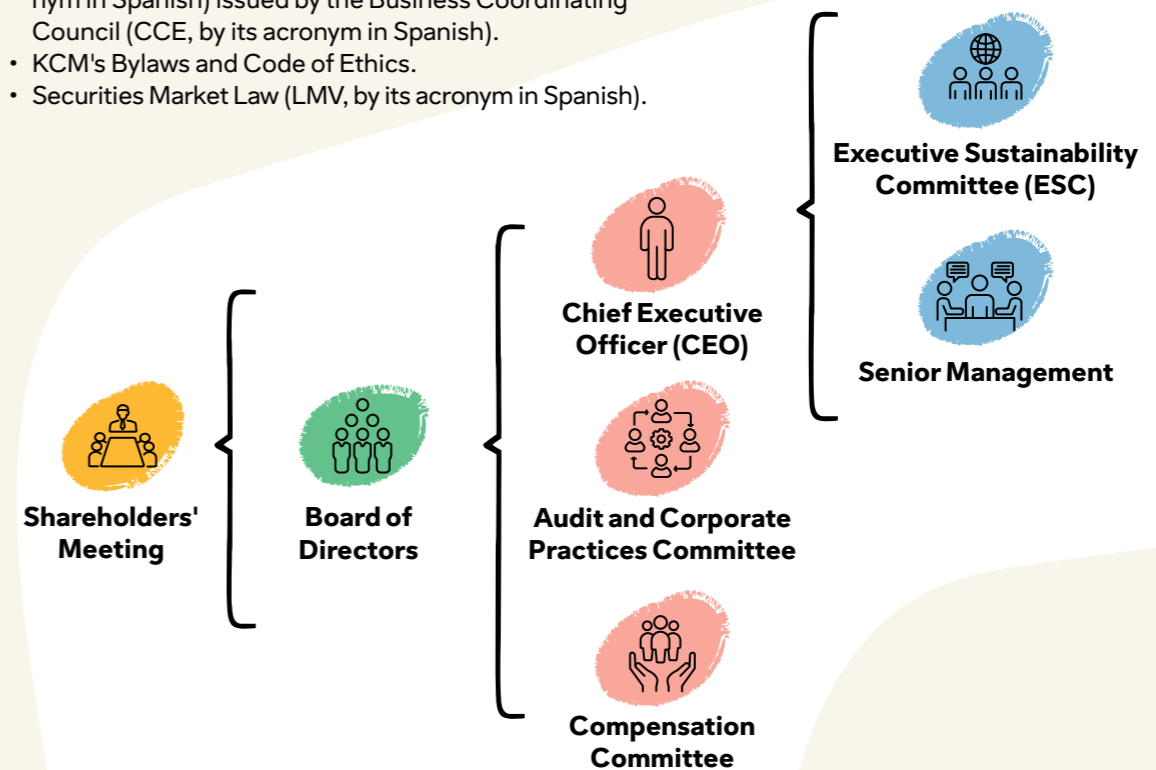
- Code of Best Corporate Practices (CMPC, by its acronym in Spanish) issued by the Business Coordinating Council (CCE, by its acronym in Spanish).
- KCM's Bylaws and Code of Ethics.
- Securities Market Law (LMV, by its acronym in Spanish).

- General Law of Commercial Companies (LGSM, by its acronym in Spanish).
- Other applicable legislation.

This approach allows us not only to operate with the highest standards of integrity and corporate responsibility, but also strengthens our sustainability commitment by promoting a positive impact across environmental, social and economic areas.

The **Board of Directors** KCM's highest governing, responsible for making key decisions, overseeing ESG management and appointing the CEO.

To support this decision-making, the Board of Directors relies on the **Audit and Corporate Practices Committee** and the **Compensation Committee**. It also works closely with the Senior Management, ensuring alignment with the company's values, vision and strategic objectives.



To strengthen our sustainability commitment, we have the **Executive Sustainability Committee (ESC)** and the Senior Management, both operating under the leadership of the CEO.

Our Corporate Governance structure promotes transparency, sustainability, and operational excellence, reinforcing our long-term business vision.

Shareholders' Meeting

GRI 2-10



The Shareholders' Meeting plays a key role in decision-making at KCM. It is responsible for approving and ratifying key operations, as well as electing members of the Board of Directors.

To ensure transparent management, the Shareholders' Meeting meets periodically in accordance with the Securities Market Law and the General Law of Commercial Companies, either in ordinary sessions or extraordinary ones when needed.

During the Annual Ordinary General Meeting held on February 27, 2025, the appointed proprietary and alternate board members were ratified and appointed, resulting in the incorporation of a new female Proprietary Director and the appointment of an Alternate Director as Proprietary Director, along with the appointment of three new Alternate Directors.

At the meeting, we achieved participation representing nearly 97.5% of the total outstanding shares.

Some of the matters approved by the Shareholders' Meeting:

- Approval of the report that, in compliance with Article 172 of the General Law of Commercial Companies, was presented to the Assembly by the CEO of Kimberly-Clark de México, during the fiscal year from January 1st to December 31, 2024.
- The Company's individual and consolidated Financial Statements as of December 31, 2024, were approved, as presented for the Shareholders' Meeting's consideration.
- Approval of the net profit for the fiscal year ended December 31, 2024, totaling \$7,830,290,654.00 M.N., including earnings from subsidiaries amounting \$1,403,590,879.00 M.N.
- Ratification of Mr. Emilio Carrillo Gamboa as Chairman of the Audit and Corporate Practices Committee.
- Approval of the report submitted to the Meeting by the Board of Directors through its Chairman regarding the Company's stock repurchase policy.
- Approval of a cash dividend payment of \$2.04 M.N. per share for Series "A" and "B", to be paid in four installments during 2025.

Board of Directors

GRI 2-9, 2-10, 2-11, 2-13, 2-15

The composition of KCM's Board of Directors responds to a rigorous and transparent selection process, focused on the candidates' experience and professional career.

Currently, the Board is made up of 12 members, six of whom are independent¹, providing an objective and balanced perspective. In addition, each director has an alternate, ensuring continuity in corporate governance.

To strengthen KCM's management, members of the Board are selected based on the following criteria:

- Experience and professionalism in their field.
- Diversity and independence in decision-making.
- Strategic competencies and professional reputation.

This approach ensures the company's leadership is aligned with the interests of KCM and its stakeholders, promoting an ethical governance model.

At KCM, we ensure that Board members act with full independence, free from personal, financial or economic conflicts of interest. Their responsibilities are governed by the LMV, the CMPC and our Code of Ethics.

The Chairman of the Board of Directors leads discussions around ESG matters during Board meetings and reviews progress reports presented by KCM executives on the company's sustainable initiatives. Quarterly, the Board evaluates financial performance, while strategic reviews on environmental and social matters take place throughout the year as needed.

The CEO also serves as a Board member and is responsible for communicating Board decisions to senior executives, these decisions guide the organization's strategic direction in economic, social and environmental matters. Based on this information, Senior Management plans and implements the necessary actions and initiatives for follow-up and communicates these decisions to all employees.

Meetings of the Board of Directors in 2024

In 2024, seven sessions were held in: January, February, March, April, July, October and December.

| | |
|-------------------------------------|-----|
| Average attendance of board members | 80% |
| Minimum attendance required | 70% |

Main functions of the Board of Directors

- Define the company's mission and strategic vision.
- Oversee compliance with applicable laws and regulations, as well as KCM's operation, ensuring sustainable value creation.
- Appoint and evaluate the Chief Executive Officer and senior executives.
- Ensure that shareholders are treated with dignity and have access to sufficient information.
- Meet the company's organizational objectives.
- Promote ethical business practices and transparency through effective control mechanisms.
- Establish policies and approve transactions with related parties.
- Ensure implementation of mechanisms for identifying, analyzing, managing, controlling and disclosing risks.
- Address stakeholder concerns regarding ESG topics and identified impacts.

Topics addressed at the Board of Directors meetings

1. Monitoring of the innovation and development processes that are being carried out to increase and improve the company's product offer.
2. Report on machinery and equipment investment to optimize and increase production capacity.
3. Report on the company's products performance in different markets.
4. Presentation of the Sustainability Report and 2025 Development Plan.
5. Review of health and safety actions for employees and their families.
6. Review of overall strategy and subsidiaries' performance.
7. Supervision of the company and its subsidiaries' general management.
8. Support for the work of the Audit and Corporate Practices Committee.

¹ KCM does not have a minimum quota of independent members; more information on the definition of independence can be found in Article 26 of the Securities Market Law.

| Proprietary Directors | Type | Date of designation | Gender | Age | Alternate Directors |
|--|-------------|---------------------|--------|-----|------------------------------------|
| Claudio X. González Laporte President | Related | December 13, 1961 | Male | 90 | Guillermo González Guajardo |
| Valentín Díez Morodo Vice President | Independent | April 21, 1983 | Male | 84 | Sergio Chagoya Díaz |
| Michael Hsu Vice President | Executive | February 27, 2014 | Male | 59 | Daniela Ruiz Massieu Salinas |
| Jorge Ballesteros Franco | Independent | February 28, 1997 | Male | 78 | Diego Ostos Guerresi |
| Emilio Carrillo Gamboa ² | Independent | February 26, 1981 | Male | 87 | Claudia Rodríguez Campos |
| Antonio Cosío Ariño | Independent | February 25, 1987 | Male | 89 | Antonio Cosío Pando |
| Pablo R. González Guajardo | Executive | February 25, 2010 | Male | 57 | Esteban Patricio González Guajardo |
| Nelson Urdaneta | Executive | March 2, 2023 | Male | 52 | Emilio Cadena Rubio |
| Tamera Fenske | Executive | February 27, 2025 | Female | 46 | Alicia María Enciso Cordero |
| Esteban Malpica Fomperosa | Independent | March 20, 1996 | Male | 75 | Roberto Fernández del Valle |
| Fernando López Guerra Larrea | Independent | February 27, 2020 | Male | 42 | Paola Morales Vargas |
| Russell Torres | Executive | March 2, 2022 | Male | 53 | Fernando Ruiz Sahagún |

Notes.
21% of the Board of Directors members are women (considering members and alternates).
The average tenure of the Board of Directors is 23 years.



² Continuously ratified, with the exception of 1998 when he served as Mexico's Ambassador to Canada.

Proprietary Directors

GRI 2-17

Claudio X. González Laporte

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on December 13, 1961 and continuously ratified thereafter. He is a Chemical Engineer and held the position of CEO of the Company until April 1, 2007. He serves in the Boards of Directors of: Fondo México, Grupo Carso, S.A.B. de C.V., Alfa, S.A.B. de C.V., Grupo México, S.A.B. de C.V. and is a Consultant to Fondo Capital. Additionally, he is Director Emeritus of General Electric Company, among other roles.

Jorge Ballesteros Franco*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 28, 1997 and continuously ratified thereafter. He is a Civil Engineer with a Master of Science from Stanford University and currently holds the position of Chairman of the Boards of Directors of: Grupo Mexicano de Desarrollo, S.A.B., Desarrollos Hidráulicas de Cancún, S.A. de C.V., Fondo Chiapas, S.A. de C.V. and Sociedad de Inversión de Capitales.

Valentín Díez Morodo*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on April 21, 1983 and continuously ratified thereafter. He has a degree in Administration. He is Chairman of the Board of Directors of Grupo Financiero Citibanamex, S.A. de C.V., Chairman of the Advisory Board of Grupo Modelo, S.A.B. de C.V., President of the Mexican Business Council for Foreign Trade, Investment and Technology, A.C. (COMCE, by its acronym in Spanish), President of the Mexican Institute for Competitiveness (IMCO, by its acronym in Spanish) and participates in the Boards of Directors of: Grupo Aeroméxico, S.A.B. de C.V., Grupo Kuo, S.A.B. de C.V., Grupo Dine, S.A.B. de C.V., ProMéxico, Zara México, S.A. de C.V., Telefónica México, S.A. de C.V., Instituto de Empresa, Madrid and Bodegas Vega Sicilia, S.A.

Emilio Carrillo Gamboa*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 26, 1981 and continuously ratified thereafter, except for the year 1988 when he served as Mexico's Ambassador to Canada. He has a degree in Law. He currently serves as a Founding Partner of the Carrillo Gamboa, S.C. Law Firm. He participates, among others, in the Boards of Directors of: Grupo Nacional Provincial, S.A.B., Grupo México, S.A.B. de C.V., Grupo Profuturo, S.A.B. de C.V., Southern Copper Corporation and The Mexico Fund, Inc.

Michael Hsu

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 27, 2014. He is President and Chief Executive Officer of Kimberly-Clark Corporation. Prior to becoming CEO in January 2019, he served as Chief Operating Officer, leading the day-to-day operations of Kimberly-Clark's business units, along with global innovation, marketing and supply chain functions. He previously held senior and executive leadership positions at Kraft Foods and H.J. Heinz, holding senior management positions. He began his career in the consumer products industry as a consultant for Booz Allen & Hamilton. He earned a bachelor's degree from Carnegie-Mellon University and a master's degree in management from the University of Chicago.

Antonio Cosío Ariño*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 25, 1987 and continuously ratified thereafter. He is a Civil Engineer and is currently Chairman of the Board of Grupo Hotelero Brisas, S.A. de C.V., Bodegas de Santo Tomas, S.A. de C.V., Espectáculos Deportivos Frontón México, S.A. de C.V., Elias Pando, S.A. de C.V., and CEO of Compañía Industrial de Tepeji del Río, S.A. de C.V., and Fábrica de Hilados y Tejidos Puente Sierra. S.A. de C.V.

*Independent Director.

Pablo R. González Guajardo

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 25, 2010. He has a degree in Law and a Master's Degree in Administration. He currently serves as Managing Director at Kimberly-Clark de México. He participates, among others, in the Boards of Directors of América Móvil, Grupo Sanborns and Grupo Lala, as well as various investment funds managed by The Capital Group and is part of the International Advisory Council of The Brookings Institution. He is a founding partner of Mexicanos Primero and Mexico, ¿Cómo vamos? and is President of the Education Commission of the Business Coordinating Council and President of the Council of the City and State of Mexico of UNETE.

Esteban Malpica Fomperosa*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on March 20, 1996 and continuously ratified thereafter. He is a Public Accountant and currently serves as Managing Partner of Praemia S.C. He participates, among others, in the Boards of Directors of: El Puerto de Liverpool, S.A.B. de C.V., and Hypermarcas, S.A. and OUL S.A. in Brazil.

Fernando López Guerra Larrea*

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 27, 2025. He was elected CEO of Grupo México Transportes in 2018. He has more than 14 years of experience at Ferromex leading areas such as sales, market and pricing analysis, customer services and railway fleet management. He previously served as Co-CEO and Chief Financial Officer of Cinemex from 2009 to 2012. He is a member of the Boards of Directors of Grupo México, Grupo México Transportes, Ferromex and Ferrosur. He has a degree in Business Administration from the Autonomous Technological Institute of Mexico (ITAM, by its acronym in Spanish).

Nelson Urdaneta

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on March 2, 2023. He joined Kimberly-Clark Corporation in April 2022 as Vice President and Chief Financial Officer, after having worked for 17 years at Mondelez International where he served as Vice President of Finance and a member of the Board.

Tamera Fenske

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on February 27, 2025. Since 2022 she has served as Chief Supply Chain Officer at Kimberly-Clark Corporation leading procurement, manufacturing, logistics, transportation, safety and sustainability, as well as the Global Nonwovens division. Previously, she was Vice President of Manufacturing and Supply Chain for 3M Company in the United States and Canada across all markets and business groups. For 22 years, she held 3M in a variety of positions leading manufacturing, supply chain and operations, as well as plant management. In addition, she has experience at Marathon Ashland Petroleum and Dow Chemical Company. She is a graduate of Michigan Technological University in Environmental Engineering.

Russell Torres

Was elected Proprietary Director by the Annual General Shareholders' Meeting held on March 2, 2022. Group President of Kimberly-Clark Professional (KCP). He joined Kimberly-Clark Corporation in 2021, coming from Newell Brands, where he had served as Group President. He spent more than a decade with Bain & Company and also served as Senior Vice President at Mondelez International. He holds a Master of Business Administration from Northwestern University's Kellogg School of Management and a Magna Cum Laude Bachelor's degree in Physics from Dartmouth College.

*Independent Director.



Board Evaluation

GRI 2-19, 2-20

The performance of the Board of Directors is evaluated based on professional achievements, fulfillment of specific goals and impact on the company's economic activities. This process ensures that the Board's governance remains aligned with KCM's strategic objectives and the expectations of its stakeholders.

The compensation of Board members is determined at the Annual General Shareholders' Meeting, based on a proposal submitted by the shareholders. This ensures a transparent remuneration scheme aligned with the responsibilities of the governing body.

Senior management

Pablo González Guajardo
Chief Executive Officer

Xavier Cortés Lascurain
Finance

Ommar H. Parra de la Rocha
Consumer Sales

Jorge Morales Rojas
Supply Chain and Execution

Cristina Pichardo López
Marketing, Baby, Incontinence and Pets

Regina Celorio Calvo
Marketing, Household Products & Feminine Protection

Armando Bonilla Ruiz
Soaps, Toiletries and Foreign Trade

Ernesto Reyes Díaz
Manufacturing and Personal Care Technology

Roberto García Palacios
Tissue Manufacturing

Carlos Franco Solís
Innovation, Technological Development, Quality and Sustainability

Alejandro Lascurain Curbelo
Human Resources

Javier Rosas Delint
HUB IO

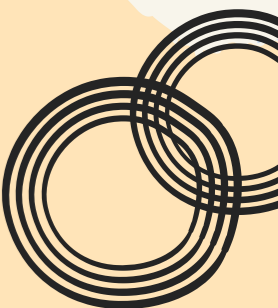
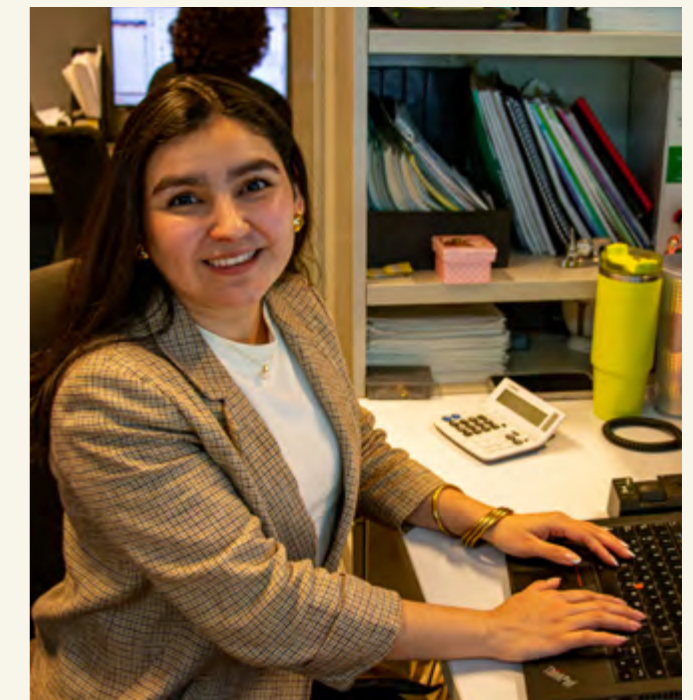
Yonatan Suárez Escamilla
Corporate Controller

Alejandro Argüelles de la Torre
General Counsel

Carlos Conss Curiel
Information Services

Salvador Escoto Barjau
Treasury and Investor Relations

Alonso Martínez Marmolejo
Corporate Communication
Digital Marketing



Support bodies

Audit and Corporate Practices Committee

The **Audit and Corporate Practices Committee** is responsible for ensuring that KCM operates under the highest standards of transparency, compliance and risk management. Its duties include supervising audits, risks assessment, and addressing stakeholder concerns, ensuring regulatory compliance and protecting the company's value.

Main responsibilities:

- Approve the monitoring, review and supervision of the internal and external audits.
- Manage risks.
- Appoint auditors and internal control systems.
- Monitor on legal and regulatory matters.
- Address matters related to corporate practices, the Code of Ethics, and compliance with the Shareholders' Meeting agreements and Board sessions.

Members of the Audit and Corporate Practices Committee

Emilio Carrillo Gamboa
President
Independent Director

Antonio Cosío Ariño
Member
Independent Director

Esteban Malpica Fomperosa
Member
Independent Director

Fernando Ruíz Sahagún
Member
Independent Alternate Director

Committee members are appointed by the Board of Directors, while the President is appointed and/or removed exclusively by the Shareholders' Meeting.

During 2024, the Committee held four sessions, in February, April, July and October, addressing the following:

- The company's main accounting policies were reviewed, analyzed and approved, based of the received information.
- The Chief Executive Officer's report on company activities during 2024 was received and approved.
- A report was received from the external auditor regarding the results of the external audit as of December 31, 2024, which concluded with no findings.
- The Committee evaluated the performance of both the legal entity providing external audit services and the Certified Public Accountant, and considered them satisfactory. Therefore, it recommended authorizing the engagement of the same firm to carry out external audit of the company's financial statements for the fiscal year from January 1st to December 31, 2024.
- Based on the external audit opinion, it was concluded that the Audited Consolidated Financial Statements as of December 31, 2024, are adequate and sufficient and thus recommended for approval and subsequent submission to the Shareholders' Meeting for final approval.
- The Committee reviewed and approved the information related to the management of the company's Internal Audit Department and approved the audit plan for the current fiscal year.

The Audit and Corporate Practices Committee plays an essential role in KCM's corporate governance, strengthening the integrity and reliability of our processes.

Compensation Committee

This Committee plays a key role in talent management and compensation at KCM. Its responsibilities include evaluating senior executives' performance and establishing fair and market-competitive compensation policies.

To that end, it conducts a comprehensive analysis of internal and external factors, including labor market competitiveness and the goal fulfilment, to ensure that the compensation packages offered are fair and attractive for our staff.

The Committee's decisions are based on accurate data and updated market compensation trends. It relies on an independent specialized consulting firm that provides statistical information on salary increases, bonuses and market projections. Additionally, it uses the HAY job evaluation system, which helps determine the value of each position within the organization and understand its corresponding market salary level.

Our approach ensures that compensation is competitive and aligned with the sector's best practices.

In 2024, the Committee met in January and the topics addressed were:

- Reviewed total market compensation for comparable roles and companies.
- Reviewed and approved increases in basic or fixed compensation for unionized personnel, employees, and administrative staff for 2024.
- Reviewed the basis and objectives for determining 2024 variable compensation, based on goal achievement for key administrative personnel, as well the long-term incentives.

Members of the Compensation Committee

Valentín Díez Morodo
President
Independent Director

Michael Hsu
Counselor

Independent Director³

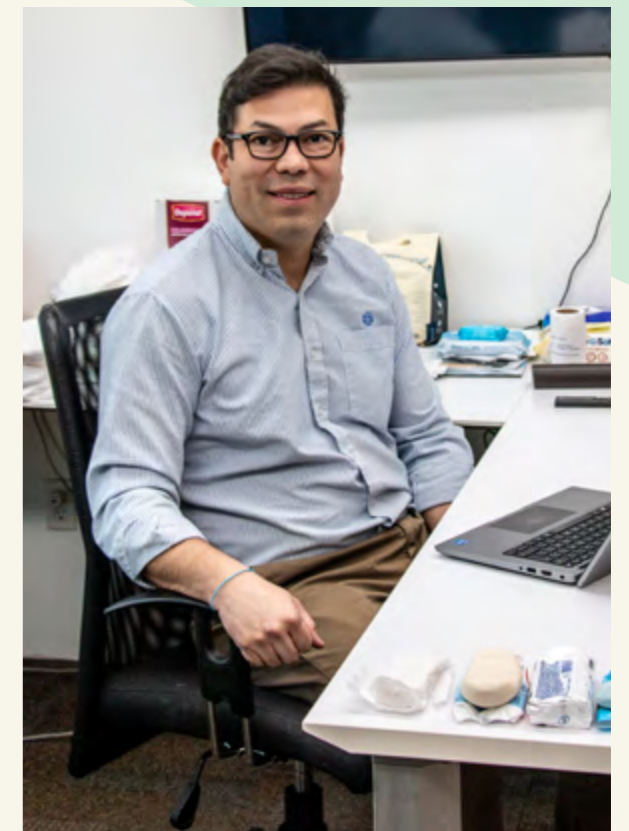
³ To be appointed before the next Compensation Committee meeting.

The longest performance period used to evaluate the CEO's variable compensation is three years. While the vesting period of the CEO's variable compensation rights is also three years.

In turn, compensation of KCM's senior executives considers their contribution to achieving specific objectives, including ESG-related goals, as well as their experience and knowledge relevant to the company's operations. Compensation is reviewed annually to ensure alignment with current market trends and standards.

»»» KCM's Senior Executives Compensation

- Fixed salary
- Christmas bonus
- Cash incentives
- Severance payments
- Pension plans
- Profit-sharing



Executive Sustainability Committee

GRI 2-12, 2-13, 2-14

The Executive Sustainability Committee (ESC) is the body responsible for designing, implementing and updating KCM's Sustainability strategy. This Committee also makes decisions and manages the company's environmental and community impacts. It is composed of representatives from various business areas, enabling ESG topics to be addressed comprehensively.

Under the direct supervision of the CEO, this committee operates with the support of the Innovation, Technological Development, Quality and Sustainability department.



The ESC approves activities that include the implementation and development of initiatives related to TCFD (climate-related financial disclosure) and TNFD (focused on nature and biodiversity).

Members of the Executive Sustainability Committee

Alejandro Argüelles
General Counsel

Alejandro Lascurain
Human Resources

Regina Celorio
Marketing, Household Products & Feminine Protection

Roberto García
Tissue Manufacturing

Salvador Escoto
Treasury and Investor Relations

Xavier Cortés
Finance

Ernesto Reyes
Manufacturing and Personal Care Technology

Cristina Pichardo
Marketing, Baby, Incontinence and Pets

Alonso Martínez
Corporate Communication / Digital Marketing

Carlos Franco
Innovation, Technological Development, Quality and Sustainability

The KCM Sustainability Report is prepared by the Sustainability department. This report is reviewed and approved by the ESC members and subsequently validated by an external auditor. In parallel, the document is submitted to the CEO for final approval, who also serves in the Board of Directors.

Memberships and Industry Associations

GRI 2-28



Cámara Nacional de las Industrias de la Celulosa y del Papel (CNICP)



Cámara Nacional de la Industria de Productos Cosméticos (CANIPEC)



Confederación de Cámaras Industriales de los Estados Unidos Mexicanos (CONCAMIN)



Consejo Coordinador Empresarial (CCE)



Consejo de la Comunicación (CC)



Consejo Mexicano de Negocios (CMN)



Comité de Sustentabilidad de la Bolsa Mexicana de Valores



Annexes



Sustainable Ambition by 2030



Product & Circular economy

Circular economy

Reducing our environmental footprint

- **Product strategy**
 - 50% reduction in the use of virgin plastics from fossil sources by 2030.
 - 15% reduction in the weight of our products by 2030.
- **Packaging strategy**
 - 100% of our packaging will be recycled or recyclable or reusable or compostable by 2025.
 - 20% recycled content in packaging by 2025.
 - 50% reduction in virgin plastic content from fossil sources by 2030.



Transparency

Increasing our commitment to product safety

- **Science-based decisions**
 - Internal and independent security assessment.
- **Increasing transparency**
 - Share our practices by providing consumers with clear and reliable information about ingredients and materials.
- **Improving our formulations**
 - Use consumer-preferred ingredients and materials.



Environment

Operations

- **Water**
 - 25% reduction in our fresh water use by 2030.
- **Fibres**
 - 100% of our virgin fibers will be sustainably sourced by 2022.
- **Climate Change**
 - 50% reduction in our direct Greenhouse Gases emissions by 2030.
- **Waste**
 - Generate zero waste that is sent to landfills as a result of our processes by 2030.



Community

Committed to Mexico and the world, we will support the United Nations Sustainable Development Goals (SDGs) through KCM's and its brands' programs and actions, with the goal of **positively impacting the lives of 25 million people by 2025.**

Performance Results

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|-------------|----------|----------|-----------|--------------|
| KCM Contributions | | | | | |
| Donations* | MXN Million | \$ 28.05 | \$ 37.50 | \$ 27.23* | - |
| Profit sharing paid to employees | MXN Million | \$ 717 | \$ 795 | \$ 1,079 | - |
| Salaries and benefits (including profit sharing) | MXN Million | \$ 4,172 | \$ 4,974 | \$ 5,254 | - |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|------------------------|------|------|------|------|--------------|
| Business ethics | | | | | |
| Complaints | No. | 39 | 88 | 201 | - |
| Complaints attended | % | 100% | 100% | 100% | - |
| Complaints resolved | % | 95% | 95% | 100% | - |
| Corruption cases | No. | 0 | 0 | 0 | 205-3 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|----------------------------------|------------|-----------|-----------|-----------|--------------|
| Internal control audits | | | | | |
| Well-controlled audits | No. | 14 | 11 | 17 | - |
| Generally well-controlled audits | No. | 23 | 19 | 14 | - |
| Audits not well-controlled | No. | 1 | 3 | 1 | - |
| Total | No. | 38 | 36 | 36 | - |
| Reports to be issued | No. | 0 | 3 | 4 | - |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|------|------|------|------|--------------|
| Information security and privacy | | | | | |
| Cybersecurity incidents | No. | 0 | 4 | 0 | S&P CSA |
| Claims for violations of customer privacy | No. | 0 | 0 | 0 | 418-1 |
| Claims for data loss | No. | 0 | 0 | 0 | 418-1 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|------|------|------|------|--------------|
| Compliance with regulations | | | | | |
| Fines or penalties for non-compliance with laws or regulations | No. | 0 | 0 | 0 | 2-27 |
| Fines or penalties for non-compliance with environmental legislation and regulations | No. | 0 | 0 | 0 | 307-1 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|------------|------------|------------|------------|--------------------|
| Supply chain | | | | | |
| Local suppliers | No. | 274 | 257 | 236 | - |
| Foreign suppliers | No. | 99 | 102 | 106 | - |
| Total suppliers | No. | 373 | 359 | 342 | - |
| Local suppliers | % | 73% | 72% | 69% | - |
| Foreign suppliers | % | 26% | 28% | 31% | - |
| Budget allocated to acquisitions from local suppliers | % | 46 | 42 | 46 | 204-1 |
| Budget allocated to acquisitions from foreign suppliers | % | 54 | 58 | 54 | S&P CSA |
| Total Tier-1 suppliers | No. | 92 | 58 | 56 | S&P CSA |
| Total Tier-1 significant suppliers | No. | 21 | 17 | 17 | S&P CSA |
| Budget allocated to significant Tier-1 suppliers | % | 88 | 80 | 80 | S&P CSA |
| Total non Tier-1 suppliers | No. | 281 | 301 | 286 | S&P CSA |

*16.38 million in cash and 10.85 in kind.

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|------|------|------|------|--------------|
| Supplier evaluation | | | | | |
| New suppliers evaluated and selected according to environmental criteria | No. | 27 | 30 | 44 | 308-1 |
| Suppliers evaluated in relation to environmental impacts | No. | 15 | - | 12 | 308-2 |
| Suppliers assessed on-site or through a questionnaire | No. | 27 | 30 | 25 | S&P CSA |
| Significant suppliers evaluated | % | 9 | 8 | 7 | S&P CSA |
| Suppliers evaluated with current or potential substantial negative impacts | No. | 0 | 0 | 0 | S&P CSA |
| Suppliers with actual or potential substantial negative impacts with corrective actions agreed upon | % | 0 | 0 | 0 | S&P CSA |
| Terminated supplier relationships with suppliers with actual or potential substantial negative impacts | No. | 0 | 0 | 0 | S&P CSA |
| Suppliers supported in the implementation of their corrective action plans | No. | 0 | 0 | 0 | S&P CSA |
| Suppliers with current or potential substantial negative impacts supported in the implementation of their corrective action plans | % | 0 | 0 | 0 | S&P CSA |
| Total suppliers in capacity building programs | No. | 0 | 0 | 0 | S&P CSA |
| Unique significant suppliers in capacity building programs | % | 0 | 0 | 0 | S&P CSA |
| Strategy and online customers | | | | | |
| Percentage of customers using online shopping services | % | 11 | 12 | 14 | S&P CSA |
| Percentage of revenue generated from online sales | % | 1.5 | 1.6 | 1.7 | S&P CSA |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|------------|----------------|----------------|----------------|--------------|
| Materials used in production (recyclable and/or recycled) | | | | | |
| Virgin fiber | Ton | 250,183 | 296,711 | 324,712 | 301-1 |
| Recycled fiber + cellulosic waste | Ton | 512,951 | 484,494 | 480,418 | 301-1 |
| Non-woven | Ton | 9,338 | 16,528 | 10,196 | 301-1 |
| Super-absorbent materials | Ton | 44,754 | 46,136 | 46,044 | 301-1 |
| Polymer resins | Ton | 39,190 | 41,332 | 35,186 | 301-1 |
| Total | Ton | 856,416 | 885,201 | 896,556 | 301-1 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|------------|---------------|---------------|---------------|--------------|
| Materials used in production (recycled internally) | | | | | |
| Cellulose waste | Ton | 54,544 | 56,920 | 59,292 | 301-2 |
| Non-woven | Ton | 4,179 | 4,877 | 5,400 | 301-2 |
| Diaper absorbent center | Ton | 1,397 | 944 | 1,818 | 301-2 |
| Total | Ton | 60,120 | 62,741 | 66,510 | 301-2 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|------------|---------------|---------------|---------------|-------------------------------|
| Materials used to wrap and package products | | | | | |
| Packaging films (LDPE) - Recyclable | Ton | 24,339 | 29,686 | 30,469 | 301-3 CG-HP-410a.1 |
| Wrapping paper - Recycled and recyclable | Ton | 1,887 | 2,317 | 3,802 | 301-3 CG-HP-410a.1 |
| Total | Ton | 26,226 | 32,003 | 34,271 | 301-3 CG-HP-410a.1 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|-----------------------------------|------------------|-------------------|-------------------|-----------------------|
| Volume of water used by supply source | | | | | |
| Fresh groundwater or well water | MI* | 5,226 | 5,471 | 5,977 | 303-3 CG-HP-140a.1 |
| Fresh surface water | MI | 1,125 | 1,149 | 1,208 | 303-3 CG-HP-140a.1 |
| Post-consumer surface water | MI | 6,876 | 6,895 | 7,314 | 303-3 CG-HP-140a.1 |
| Municipal network water | MI | - | 84 | 89 | 303-3 CG-HP-140a.1 |
| Total | MI | 13,227 | 13,599 | 14,588 | 303-3 CG-HP-140a.1 |
| Water intensity (water usage per ton produced) | | | | | |
| Tissue | m ³ /ton produced | 14.4 | 14.77 | 15.05 | - |
| Personal care | m ³ /ton produced | 1.04 | 1.28 | 1.07 | - |
| KCM Global Index | m³/ton produced | 11.89 | 11.74 | 12.38 | - |
| Volume of water discharged by destination | | | | | |
| Surface water | MI | 11,665 | 11,699 | 12,072 | 303-4 |
| Groundwater | MI | 1,181 | 975 | 911 | 303-4 |
| Municipal network water | MI | - | 97 | 91 | 303-4 |
| Total | MI | 12,846 | 12,771 | 13,074 | 303-4 |
| Fuel consumption by mobile sources | | | | | |
| LP Gas | GJ | 110,468 | 107,600 | 111,461 | 302-1 |
| Gasoline | GJ | 15,343 | 16,328 | 21,207 | 302-1 |
| Diesel | GJ | 3,943 | 3,594 | 3,899 | 302-1 |
| Total | GJ | 129,754 | 127,522 | 136,567 | 302-1 |
| Fuel consumption by stationary sources | | | | | |
| Natural gas | MMBTU | 4,058,156 | 4,304,244 | 4,554,036 | 302-1 |
| Natural gas | GJ | 4,281,581 | 4,541,218 | 4,804,762 | 302-1 |
| Energy consumption by source | | | | | |
| Natural gas | GJ | 4,281,581 | 4,541,218 | 4,804,762 | 302-1 |
| Steam | GJ | 1,432,034 | 1,513,243 | 1,657,309 | 302-1 |
| Wind energy | GJ | 35,130 | 24,468 | 230,603 | 302-1 |
| Electricity (CFE) | GJ | 2,413,898 | 2,771,376 | 1,156,103 | 302-1 |
| Electricity (CFE Qualified) | GJ | 0 | 570,423 | 1,070,505 | 302-1 |
| Electricity (Cogeneration) | GJ | 1,457,518 | 643,555 | 1,623,228 | 302-1 |
| Total | GJ | 9,620,161 | 10,064,283 | 10,542,510 | 302-1 |
| Natural Gas | MMBTU | 4,058,156 | 4,304,244 | 4,554,036 | 302-1 |
| Steam | MMBTU | 1,357,307 | 1,434,278 | 1,570,826 | 302-1 |
| Wind energy | MMBTU | 33,297 | 23,191 | 218,569 | 302-1 |
| Electricity (CFE) | MMBTU | 2,287,934 | 2,626,758 | 1,095,774 | 302-1 |
| Electricity (CFE Qualified) | MMBTU | 0 | 540,657 | 1,014,643 | 302-1 |
| Electricity (Cogeneration) | MMBTU | 1,381,461 | 609,972 | 1,538,523 | 302-1 |
| Total | MMBTU | 9,118,155 | 9,539,100 | 9,992,371 | 302-1 |

*MI (megaliters).

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|--------------------------------------|----------------|----------------|----------------|---------------------|
| Energy intensity (energy consumption per ton produced) | | | | | |
| Tissue | MMBTU/ton producida | 12.42 | 12.70 | 13.21 | 302-3 |
| Personal care | MMBTU/ton producida | 1.74 | 1.78 | 1.78 | 302-3 |
| KCM Global Index | MMBTU/ton produced | 8.19 | 8.23 | 8.48 | 302-3 |
| Total GHG emissions | | | | | |
| Direct emissions (Scope 1)* | tCO ₂ e | 248,001 | 263,440 | 256,646 | 305-1 |
| Indirect emissions (Scope 2) | tCO ₂ e | 490,830 | 452,024 | 349,978 | 305-2 |
| Indirect emissions (Scope 3) | tCO ₂ e | 39,785 | 35,596 | 31,649 | 305-3 |
| Total | tCO₂e | 778,616 | 751,060 | 638,273 | 305-1, 305-2, 305-3 |
| CO₂ emissions intensity (scope 1 & 2) | | | | | |
| Tissue | tCO ₂ e/ton produced | 0.96 | 0.93 | 0.78 | 305-4 |
| Personal care | tCO ₂ e/ton produced | 0.21 | 0.18 | 0.14 | 305-4 |
| KCM Global Index | tCO₂e/ton produced | 0.65 | 0.62 | 0.51 | 305-4 |
| Other air emissions | | | | | |
| NOx | Ton | 184.7 | 196.8 | 204.0 | 305-7 |
| SOx | Ton | 1.13 | 1.20 | 1.26 | 305-7 |
| PST | Ton | 14.3 | 15.3 | 16.0 | 305-7 |
| VOC | Ton | 10.4 | 11.0 | 11.6 | 305-7 |
| Waste generated (by destination) | | | | | |
| Sludge wastewater treatment - valorization | Ton | 344,517 | 343,355 | 218,388 | 306-3, 306-4 |
| Sludge wastewater treatment - landfill | Ton | 0 | 0 | 121,322 | 306-3, 306-5 |
| Recycling rejection - landfill | Ton | - | 29,462 | 43,790 | 306-3, 306-5 |
| Paper & Cardboard - valorization | Ton | 10,376 | 9,396 | 6,676 | 306-3, 306-4 |
| Paper & Cardboard - landfill | Ton | 9 | 3 | 3 | 306-3, 306-5 |
| Plastic - valorization | Ton | 17,171 | 4,151 | 4,174 | 306-3, 306-4 |
| Plastic - landfill | Ton | 12 | 5 | 4 | 306-3, 306-5 |
| Mixed plastic - valorization | Ton | 4,574 | 6,962 | 7,938 | 306-3, 306-4 |
| Mixed plastic - landfill | Ton | 106 | 116 | 114 | 306-3, 306-5 |
| Plastic mixed with cellulose - valorization | Ton | 775 | 924 | 1,232 | 306-3, 306-4 |
| Plastic mixed with cellulose - landfill | Ton | 0 | 0 | 0 | 306-3, 306-5 |
| Wood - valorization | Ton | 3,074 | 5,117 | 2,446 | 306-3, 306-4 |
| Wood - landfill | Ton | 1 | 1 | 1 | 306-3, 306-5 |
| Metal - valorization | Ton | 2,574 | 2,531 | 2,596 | 306-3, 306-4 |
| Metal - landfill | Ton | 1 | 1 | 1 | 306-3, 306-5 |
| Other - valorization | Ton | 1,829 | 2,142 | 3,921 | 306-3, 306-4 |
| Other - landfill | Ton | 7,869 | 673 | 900 | 306-3, 306-5 |
| Non-hazardous waste generated | | | | | |
| Valorization | Ton | 384,890 | 374,578 | 247,372 | 306-4 |
| Landfill | Ton | 7,997 | 30,262 | 166,135 | 306-5 |
| Total | Ton | 392,887 | 404,840 | 413,506 | 306-4, 306-5 |

*As of 2023, this data considers emissions from operations and from the vehicle fleet.

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|------------|--------------|--------------|--------------|--------------|
| Unionized and non-unionized employees by gender | | | | | |
| Women - unionized | No. | 552 | 649 | 629 | 2-7 |
| Women - non-unionized | No. | 619 | 659 | 679 | 2-7 |
| Men - unionized | No. | 5,543 | 5,411 | 5,467 | 2-7 |
| Men - non-unionized | No. | 2,034 | 2,041 | 2,072 | 2-7 |
| Total | No. | 8,748 | 8,760 | 8,847 | 2-7 |
| Directors staff by age and gender | | | | | |
| Women in their 40s | No. | 2 | 2 | 2 | 405-1 |
| Men in their 40s | No. | 1 | 1 | 0 | 405-1 |
| Men in their 50s | No. | 5 | 5 | 6 | 405-1 |
| Men in their 60s | No. | 2 | 2 | 2 | 405-1 |
| Employees by age and gender | | | | | |
| Women under 30 | No. | 371 | 394 | 391 | 405-1 |
| Women between 30 and 50 | No. | 683 | 749 | 742 | 405-1 |
| Women over 50s | No. | 117 | 165 | 175 | 405-1 |
| Men under 30 | No. | 2,606 | 2,280 | 2,245 | 405-1 |
| Men between 30 and 50 | No. | 3,889 | 3,927 | 4,034 | 405-1 |
| Men over 50s | No. | 1,082 | 1,245 | 1,260 | 405-1 |
| Women under 30 | % | 4 | 4 | 4 | 405-1 |
| Women between 30 and 50 | % | 8 | 9 | 8 | 405-1 |
| Women over 50s | % | 1 | 2 | 2 | 405-1 |
| Men under 30 | % | 30 | 26 | 25 | 405-1 |
| Men between 30 and 50 | % | 45 | 45 | 46 | 405-1 |
| Men over 50s | % | 12 | 14 | 14 | 405-1 |
| Employees by job category and gender | | | | | |
| Women - Directors | No. | 2 | 2 | 2 | 405-1 |
| Women - Executives | No. | - | 124 | 131 | 405-1 |
| Women - Administrative | No. | - | 533 | 546 | 405-1 |
| Women - Unionized | No. | 552 | 649 | 629 | 405-1 |
| Men - Directors | No. | 8 | 8 | 8 | 405-1 |
| Men - Executives | No. | - | 309 | 317 | 405-1 |
| Men - Administrative | No. | - | 1,724 | 1,747 | 405-1 |
| Men - Unionized | No. | 5,543 | 5,411 | 5,467 | 405-1 |
| Women - Directors | % | 0.02 | 0.02 | 0.02 | 405-1 |
| Women - Executives | % | - | 1.42 | 1.48 | 405-1 |
| Women - Administrative | % | - | 6.08 | 6.17 | 405-1 |
| Women - Unionized | % | 6.31 | 7.41 | 7.11 | 405-1 |
| Men - Directors | % | 0.09 | 0.09 | 0.09 | 405-1 |
| Men - Executives | % | - | 3.53 | 3.58 | 405-1 |
| Men - Administrative | % | - | 19.68 | 19.75 | 405-1 |
| Men - Unionized | % | 63.36 | 61.77 | 61.80 | 405-1 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|------------|--------------|--------------|--------------|--------------|
| Inclusion and diversity | | | | | |
| Women with disabilities* | No. | N.A. | N.A. | N.A. | S&P CSA |
| Men with disabilities* | No. | N.A. | N.A. | N.A. | S&P CSA |
| Female empowerment | | | | | |
| Women in administrative offices | % | 23% | 20% | 25% | - |
| Women in executive positions (managers and heads)** | % | 29% | 29% | 29% | S&P CSA |
| New hires | | | | | |
| Total number of new hires | No. | 2,471 | 2,483 | 2,549 | S&P CSA |
| Total number of open vacancies | No. | 3,001 | 2,963 | 4,062 | S&P CSA |
| Total vacancies filled by internal candidates | No. | 530 | 480 | 1,513 | S&P CSA |
| Positions filled by internal candidates | % | 18 | 16 | 37 | S&P CSA |
| Average cost of hire per employee | Pesos | \$ 6,133 | \$ 6,142 | \$ 5,985 | S&P CSA |
| New hires by age and gender | | | | | |
| Women under 30 years old | No. | 201 | 303 | 222 | 401-1 |
| Women between 30 and 50 years old | No. | 204 | 281 | 274 | 401-1 |
| Women over 50 years old | No. | 11 | 17 | 15 | 401-1 |
| Total Women | No. | 416 | 601 | 511 | 401-1 |
| Men under 30 years old | No. | 947 | 1,269 | 1,116 | 401-1 |
| Men between 30 and 50 years old | No. | 464 | 581 | 839 | 401-1 |
| Men over 50 years old | No. | 35 | 32 | 83 | 401-1 |
| Total Men | No. | 1,446 | 1,882 | 2,038 | 401-1 |
| Employee turnover by age and gender | | | | | |
| Global turnover | % | 21% | 26% | 28% | 401-1 |
| Voluntary turnover | % | 19% | 23% | 26% | S&P CSA |
| Women under 30 years old | No. | 123 | 218 | 200 | 401-1 |
| Women between 30 and 50 years old | No. | 186 | 250 | 310 | 401-1 |
| Women over 50 years old | No. | 18 | 17 | 38 | 401-1 |
| Total Women | No. | 327 | 485 | 548 | 401-1 |
| Men under 30 years old | No. | 847 | 884 | 884 | 401-1 |
| Men between 30 and 50 years old | No. | 489 | 649 | 849 | 401-1 |
| Men over 50 years old | No. | 143 | 152 | 231 | 401-1 |
| Total Men | No. | 1,479 | 1,685 | 1,964 | 401-1 |
| Employment stability | | | | | |
| Average seniority in years | No. | 8.80 | 8.81 | 8.62 | - |

* This information is not available as there is no record kept of personnel with disabilities.
** This percentage is with respect to the total of each group of positions.

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|--|------------|--------------|--------------|--------------|--------------|
| Parental leave by gender | | | | | |
| Employees who took parental leave - Women | % | 100 | 100 | 100 | 401-3 |
| Employees who took parental leave - Women | No. | 26 | 43 | 47 | 401-3 |
| Employees who returned to work during the reporting period - Women | No. | 20 | 43 | 30 | 401-3 |
| Return to work rate after parental leave - Women | % | 77% | 67% | 64% | 401-3 |
| Employees who took parental leave - Men | % | 100 | 100 | 100 | 401-3 |
| Employees who took parental leave - Men | No. | 294 | 301 | 272 | 401-3 |
| Employees who returned to work during the reporting period - Men | No. | 285 | 301 | 242 | 401-3 |
| Return to work rate after parental leave - Men | % | 97% | 94% | 89% | 401-3 |
| Training | | | | | |
| Total hours | No. | 463,756 | 607,748 | 470,821 | - |
| Training rate (hours per person) | Hours | 53.01 | 72.39 | 53.2 | - |
| Number of courses delivered | No. | 7,680 | 13,054 | 11,452 | - |
| Investment in training (paid to third parties) | MXN | \$ 3,018,753 | \$ 4,242,882 | \$ 4,619,727 | S&P CSA |
| Average amount invested in training per employee (paid to third parties) | MXN | \$ 345 | \$ 505 | \$ 522 | S&P CSA |
| Annual training hours per employee | | | | | |
| Unionized | No. | 55.58 | 66.01 | 67.37 | - |
| Non-unionized | No. | 47.12 | 33.99 | 46.79 | - |
| Training hours by job category and gender | | | | | |
| Management - Women | No. | 18 | 17 | 30 | 404-1 |
| Executive - Women | No. | 52 | 56 | 31 | 404-1 |
| Administrative - Women | No. | 25 | 26 | 18 | 404-1 |
| Administrative Site - Women | No. | 28 | 28 | 26 | 404-1 |
| Unionized - Women | No. | 54 | 53 | 60 | 404-1 |
| Management - Men | No. | 12 | 8 | 13 | 404-1 |
| Executives - Men | No. | 43 | 24 | 46 | 404-1 |
| Administrative - Men | No. | 24 | 23 | 26 | 404-1 |
| Administrative Site - Men | No. | 53 | 52 | 61 | 404-1 |
| Unionized - Men | No. | 56 | 68 | 45 | 404-1 |
| Performance evaluation by job category and gender | | | | | |
| Management - Women | No. | 2 | 2 | 2 | 404-3 |
| Executive - Women | No. | 209 | 124 | 236 | 404-3 |
| Administrative - Women | No. | 261 | 368 | 299 | 404-3 |
| Unionized - Women | No. | 552 | 529 | 629 | 404-3 |
| Total Women | No. | 1,024 | 1,023 | 1,166 | 404-3 |
| Management - Men | No. | 8 | 8 | 9 | 404-3 |
| Executives - Men | No. | 621 | 309 | 655 | 404-3 |
| Administrative - Men | No. | 1,141 | 1,702 | 1,112 | 404-3 |
| Unionized - Men | No. | 5,543 | 5,280 | 5,467 | 404-3 |
| Total Men | No. | 7,313 | 7,299 | 7,243 | 404-3 |

| | Unit | 2022 | 2023 | 2024 | ESG Standard |
|---|-------|------------|------------|------------|----------------|
| Health and safety indicators (employees) | | | | | |
| Fatalities as a result of work-related injuries | No. | 0 | 0 | 0 | 403-9 |
| High-consequence work-related injuries | No. | 10 | 10 | 11 | 403-9 |
| Recordable work-related injuries | No. | 117 | 118 | 142 | 403-9 |
| Hours worked | No. | 21,011,255 | 21,121,790 | 21,563,439 | 403-9 |
| Rate from fatalities as a result of work-related injuries | No. | 0 | 0 | 0 | 403-9 |
| Rate from high-consequence work-related injuries (not including fatalities) | No. | 0.48 | 0.47 | 0.51 | 403-9 |
| Rate of recordable work-related injuries | No. | 5.57 | 5.59 | 6.59 | 403-9 |
| Health and safety indicators (non-employee workers) | | | | | |
| Fatalities as a result of work-related injuries | No. | 0 | 0 | 0 | 403-9 |
| High-consequence work-related injuries | No. | 0 | 0 | 2 | 403-9 |
| Recordable work-related injuries | No. | 14 | 2 | 2 | 403-9 |
| Hours worked | No. | 8,444,575 | 10,031,978 | 9,509,380 | 403-9 |
| Health and safety indicators (SODISA) | | | | | |
| Fatalities as a result of work-related injuries | No. | 1 | 1 | 1 | 403-9 |
| High-consequence work-related injuries | No. | 7 | 6 | 10 | 403-9 |
| Recordable work-related injuries | No. | 8 | 7 | 12 | 403-9 |
| Hours worked | No. | 965,139 | 928,175 | 1,012,354 | 403-9 |
| Rate from fatalities as a result of work-related injuries | No. | 1.04 | 1.08 | 0.99 | 403-9 |
| Rate from high-consequence work-related injuries (not including fatalities) | No. | 7.25 | 6.46 | 8.89 | 403-9 |
| Rate of recordable work-related injuries | No. | 8.29 | 7.54 | 11.85 | 403-9 |
| Lost Time Injury Frequency Rate (LTIFR) | | | | | |
| KCM cases | No. | 10 | 10 | 11 | S&P CSA |
| Hour worked | Horas | 21,011,255 | 21,121,790 | 21,563,439 | S&P CSA, 403-9 |
| Employees (per million hours worked) | No. | 0.48 | 0.47 | 0.49 | S&P CSA |
| Contractor cases | No. | 14 | 2 | 2 | S&P CSA |
| Hours worked | Hours | 3,980,174 | 10,031,978 | 9,509,379 | S&P CSA, 403-9 |
| Contractors (per million hours worked) | No. | 3.51 | 0.19 | 0.31 | S&P CSA |
| Occupational Disease Frequency Rate (OIFR) | | | | | |
| Employees (per million hours worked) | No. | 0 | 0 | 0 | S&P CSA |
| Contractors (per million hours worked) | No. | 0 | 0 | 0 | S&P CSA |
| Health and safety indicators | | | | | |
| Number of occupational diseases | No. | 0 | 0 | 0 | 403-10 |
| Total accident frequency rate (LTIR) | % | 1.01 | 1.11 | 1.26 | S&P CSA |
| Severity index | % | 7.97 | 8.77 | 8.73 | - |
| Frequency rate of serious and severe accidents | % | 0.10 | 0.09 | 0.10 | - |
| Number of serious and severe accidents | No. | 10 | 10 | 11 | - |

GRI Index

Universal Standards

| GRI Standard | Content | Page | |
|--|---------|--|---|
| GRI 1 Foundation 2021 | | | |
| GRI 2 General Disclosures 2021 | | | |
| 1. The organization and its reporting practices | | | |
| GRI 2 General Disclosures 2021 | 2-1 | Organizational details. | 1, 7 |
| | 2-2 | Entities included in the organization's sustainability reporting. | 1 |
| | 2-3 | Reporting period, frequency and contact point. | 1 |
| | 2-4 | Restatements of information. | 1 |
| | 2-5 | External assurance. | 1 |
| 2. Activities and workers | | | |
| GRI 2 General Disclosures 2021 | 2-6 | Activities, value chain, and other business relationships. | 7, 8, 71 |
| | 2-7 | Employees. | 49, 98 |
| | 2-8 | Workers who are not employees. | All KCM collaborators are employees of the organization. |
| 3. Governance | | | |
| GRI 2 General Disclosures 2021 | 2-9 | Governance structure and composition. | 81, 83, 84 |
| | 2-10 | Nomination and selection of the highest governance body. | 82, 83 |
| | 2-11 | Chair of the highest governance body. | 83 |
| | 2-12 | Role of the highest governance body in overseeing the management of impacts. | 16, 22, 81, 90 |
| | 2-13 | Delegation of responsibility for managing impacts. | 83, 90 |
| | 2-14 | Role of the highest governance body in sustainability reporting. | 90 |
| | 2-15 | Conflicts of interest. | 68, 83 |
| | 2-16 | Communication of critical concerns. | 65 |
| | 2-17 | Collective knowledge of the highest governance body. | 85 |
| | 2-18 | Evaluation of the performance of the highest governance body. | Information not available. At the moment, the performance of KCM's Board of Directors is not evaluated. |
| | 2-19 | Remuneration policies. | 87 |
| | 2-20 | Process to determine remuneration. | 87 |
| | 2-21 | Annual total compensation ratio. | Confidential Information. To ensure the safety and confidentiality of employees, KCM keeps this information confidential. |
| 4. Strategy, policies and practices | | | |
| GRI 2 General Disclosures 2021 | 2-22 | Statement on sustainable development strategy. | 2 |
| | 2-23 | Policy commitments. | 14, 23, 63 |
| | 2-24 | Embedding policy commitments. | 14, 23, 63 |
| | 2-25 | Processes to remediate negative impacts. | 14, 65 |
| | 2-26 | Mechanisms for seeking advice and raising concerns. | 65 |
| | 2-27 | Compliance with laws and regulations. | 10, 67, 94 |
| | 2-28 | Membership associations. | 91 |

| 5. Stakeholder engagement | | | |
|-----------------------------------|------|---------------------------------------|---|
| GRI 2 General Disclosures 2021 | 2-29 | Approach to stakeholder engagement. | 16 |
| | 2-30 | Collective bargaining agreements. | 69% of our employees are covered by collective bargaining agreements. |
| GRI 3 Material Topics 2021 | | | |
| GRI 3 Material Topics 2021 | 3-1 | Process to determine material topics. | 19 |
| | 3-2 | List of material topics. | 19 |

Topic Standards

| GRI Standard | Content | Page | |
|--|----------------------------------|--|---|
| Material Topic: Water Management | | | |
| GRI 3 Material Topics 2021 | 3-3 | Management of material topics. | 39 |
| | GRI 303 Water and effluents 2018 | 303-1 | Interactions with water as a shared resource. |
| 303-2 | | Management of water discharge-related impacts. | 39 |
| 303-3 | | Water withdrawal. | 39, 96 |
| 303-4 | | Water discharge. | 39, 96 |
| 303-5 | | Water consumption. | 39 |
| Material topic: Innovation and technology | | | |
| GRI 3 Material Topics 2021 | 3-3 | Management of material topics. | 74 |
| Material topic: Climate strategy | | | |
| GRI 3 Material Topics 2021 | 3-3 | Management of material topics. | 42, 44 |
| GRI 302 Energy 2016 | 302-1 | Energy consumption within the organization. | 42, 96 |
| | 302-2 | Energy consumption outside of the organization. | 42 |
| | 302-3 | Energy intensity. | 42, 97 |
| | 302-4 | Reduction of energy consumption. | 42 |
| GRI 305 Emissions 2016 | 305-1 | Direct (Scope 1) GHG emissions. | 44, 97 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions. | 44, 97 |
| | 305-3 | Other indirect (Scope 3) GHG emissions. | 44, 97 |
| | 305-4 | GHG emissions intensity. | 44, 97 |
| | 305-5 | Reduction of GHG emissions. | 44 |
| | 305-6 | Emissions of ozone-depleting substances (ODS). | 44 |
| | 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions. | 44, 97 |

| GRI Standard | | Content | Page |
|--|-------|---|---|
| Material topic: Well-being and career development | | | |
| GRI 3 Material Topics 2021 | 3-3 | Management of material topics. | 52, 56 |
| GRI 404 Training and education 2016 | 404-1 | Average hours of training per year per employee. | 52, 100 |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs. | 52 |
| | 404-3 | Percentage of employees receiving regular performance and career development reviews. | 52, 100 |
| Material topic: Risk management | | | |
| GRI 3 Material Topics 2021 | 3-3 | Management of material topics. | 22, 24, 26 |
| GRI 201 Economic performance 2016 | 201-2 | Financial implications and other risks and opportunities due to climate change. | 22, 24, 26 |
| Other reported GRI Standards | | | |
| GRI 201 Economic performance 2016 | 201-1 | Direct economic value generated and distributed. | 6 |
| | 201-3 | Defined benefit plan obligations and other retirement plans. | 51 |
| GRI 202 Market presence 2016 | 202-2 | Proportion of senior management hired from the local community. | 100% of our executives were hired from the local community. |
| GRI 204 Procurement practices 2016 | 204-1 | Proportion of spending on local suppliers. | 72, 94 |
| GRI 205 Anti-corruption 2016 | 205-1 | Operations assessed for risks related to corruption. | 68 |
| | 205-2 | Communication and training about anti-corruption policies and procedures. | 68 |
| | 205-3 | Confirmed incidents of corruption and actions taken. | 65, 94 |
| GRI 206 Anti-competitive behavior 2016 | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices. | 65 |
| GRI 20 Tax 2019 | 207-1 | Approach to tax. | 67 |
| | 207-2 | Tax governance, control, and risk management. | 67 |
| | 207-3 | Stakeholder engagement and management of concerns related to tax. | 67 |
| GRI 301 Materials 2016 | 301-1 | Materials used by weight or volume. | 35, 95 |
| | 301-2 | Recycled input materials used. | 35, 95 |
| | 301-3 | Reclaimed products and their packaging materials. | 35, 95 |
| GRI 306 Waste 2020 | 306-1 | Waste generation and significant waste-related impacts. | 46 |
| | 306-2 | Management of significant waste-related impacts. | 46 |
| | 306-3 | Waste generated. | 46, 97 |
| | 306-4 | Waste diverted from disposal. | 46, 97 |
| | 306-5 | Waste directed to disposal. | 46, 97 |
| GRI 308 Supplier environmental assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria. | 72, 95 |
| | 308-2 | Negative environmental impacts in the supply chain and actions taken. | 71, 95 |
| GRI 401 Employment 2016 | 401-1 | New employee hires and employee turnover. | 49, 99 |
| | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees. | 51 |
| | 401-3 | Parental leave. | 51, 100 |
| GRI 402 Labor management relations 2016 | 402-1 | Minimum notice periods regarding operational changes. | At KCM there is no methodology for this issue, however, each case is handled in a particular way, it is complied with a reasonable deadline and in accordance with the law. |

| GRI Standard | | Content | Page |
|---|--------|---|---|
| Other reported GRI Standards | | | |
| GRI 403 Occupational health and safety 2018 | 403-1 | Occupational health and safety management system. | 56 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation. | 56 |
| | 403-3 | Occupational health services. | 56 |
| | 403-4 | Worker participation, consultation, and communication on occupational health and safety. | 56 |
| | 403-5 | Worker training on occupational health and safety. | 56 |
| | 403-6 | Promotion of worker health. | 56 |
| | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships. | 56 |
| | 403-8 | Workers covered by an occupational health and safety management system. | 56 |
| | 403-9 | Work-related injuries. | 56, 101 |
| | 403-10 | Work-related ill health. | 56, 101 |
| GRI 405 Diversity and equal opportunity 2016 | 405-1 | Diversity of governance bodies and employees. | 61, 84, 98 |
| | 405-2 | Ratio of basic salary and remuneration of women to men. | Confidential Information. To ensure the safety and confidentiality of employees, KCM keeps this information confidential. |
| GRI 406 Non-discrimination 2016 | 406-1 | Incidents of discrimination and corrective actions taken. | 65 |
| GRI 407 Freedom of association and collective bargaining 2016 | 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk. | 49 |
| GRI 408 Child labor 2016 | 408-1 | Operations and suppliers at significant risk for incidents of child labor. | During 2024 we did not identify operations or suppliers at risk of child labor. |
| GRI 409 Forced or compulsory labor 2016 | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor. | During 2024 we did not identify operations or suppliers with a risk of forced or compulsory labor. |
| GRI 411 Rights of indigenous peoples 2016 | 411-1 | Incidents of violations involving rights of indigenous peoples. | During 2024 we did not register cases of this type. |
| GRI 413 Local communities 2016 | 413-1 | Operations with local community engagement, impact assessments, and development programs. | 76 |
| | 413-2 | Operations with significant actual and potential negative impacts on local communities. | 76 |
| GRI 414 Supplier social assessment 2016 | 414-1 | New suppliers that were screened using social criteria. | 72 |
| | 414-2 | Negative social impacts in the supply chain and actions taken. | 71 |
| GRI 415 Public policy 2016 | 415-1 | Political contributions. | At KCM we do not make contributions to political parties and/or representatives. |
| GRI 416 Customer health and safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories. | We assess the impacts on consumer health and safety for 100% of our products. |
| | 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services. | 10 |
| GRI 417 Marketing and labeling 2016 | 417-1 | Requirements for product and service information and labeling. | 78 |
| | 417-2 | Incidents of non-compliance concerning product and service information and labeling. | 78 |
| | 417-3 | Incidents of non-compliance concerning marketing communications. | 78 |
| GRI 418 Customer privacy 2016 | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data. | 68, 94 |

SASB Index

Consumer Goods Industry

| SASB Standard | Metric | Page | |
|---|--------------|---|--|
| Activity metrics | CG-HP-000.A | Units of product sold, total weight of products sold. | - |
| | CG-HP-000.B | Number of manufacturing facilities. | 7 |
| Water management | CG-HP-140a.1 | Total water withdrawn and total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | 39, 96 |
| | CG-HP-140a.2 | Description of water management risks and discussion of strategies and practices to mitigate those risks | 39 |
| Product environmental, health and safety performance | CG-HP-250a.1 | Revenue from products containing substances of very high concern (SVHCs) under the REACH regulation. | During 2024 we did not receive revenue from this type of substances. |
| | CG-HP-250a.2 | Revenue from products containing substances on California's Toxic Substance Control Candidate Chemical (DTSC) list. | During 2024 we did not receive revenue from this type of substances. |
| | CG-HP-250a.3 | Analysis of the process of identification and management of new materials and chemical substances of interest. | 10 |
| | CG-HP-250a.4 | Revenue from products designed according to the principles of green or sustainable chemistry. | During 2024 we did not receive revenue from this type of substances. |
| Packaging lifecycle management | CG-HP-410a.1 | Total weight of packaging, percentage made from recycled or renewable materials, and percentage that is recyclable, reusable or compostable. | 95 |
| | CG-HP-410a.2 | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle. | 37 |
| Environmental and social impacts of palm oil supply chain | CG-HP-430a.1 | Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as Identity Preserved, Segregated, Mass Balance or Book & Claim. | 8 |

TCFD Index

| TCFD Category | Recommended disclosures | Page |
|----------------------------|--|---------------|
| TCFD - Governance | a) Describe the board's oversight of climate-related risks and opportunities. | 23 |
| | b) Describe management's role in assessing and managing climate-related risks and opportunities. | 23 |
| TCFD - Strategy | a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. | 24 |
| | b) Describe the impact of climate related risks and opportunities on the organization's businesses, strategy, and financial planning. | 24 |
| | c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | Not reported. |
| TCFD -Risk Management | a) Describe the organization's processes for identifying and assessing climate-related risks. | 24, 25 |
| | b) Describe the organization's processes for managing climate-related risks. | 26 |
| | c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | 26 |
| TCFD - Metrics and Targets | a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | 13 |
| | b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse Gases (GHG) emissions, and the related risks. | 44 |
| | c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | 13 |

TNFD Index

| TNFD Category | Recommended disclosures | Page |
|----------------------------|--|---------------|
| TNFD - Governance | a) Describe the board's oversight of nature-related dependencies, impacts, risks and opportunities. | 23 |
| | b) Describe management's role in assessing and managing nature-related dependencies, impacts, risks and opportunities. | 23 |
| | c) Describe the organisation's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organisation's assessment of, and response to, nature-related dependencies, impacts, risks and opportunities. | Not reported. |
| TNFD - Strategy | a) Describe the nature-related dependencies, impacts, risks and opportunities the organisation has identified over the short, medium and long term. | 28 |
| | b) Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organisation's business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place. | 28 |
| | c) Describe the resilience of the organisation's strategy to nature-related risks and opportunities, taking into consideration different scenarios. | Not reported. |
| | d) Disclose the locations of assets and/or activities in the organisation's direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations. | Not reported. |
| TNFD - Risk Management | a) "I. Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its direct operations. II. Describe the organisation's processes for identifying, assessing and prioritising nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s)." | Not reported. |
| | b) Describe the organisation's processes for managing nature-related dependencies, impacts, risks and opportunities. | 26 |
| | c) Describe how processes for identifying, assessing, prioritising and monitoring nature-related risks are integrated into and inform the organisation's overall risk management processes. | 26 |
| TNFD - Metrics and Targets | a) Disclose the metrics used by the organisation to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process. | Not reported. |
| | b) Disclose the metrics used by the organisation to assess and manage dependencies and impacts on nature. | 13 |
| | c) Describe the targets and goals used by the organisation to manage nature-related dependencies, impacts, risks and opportunities and its performance against these. | 13 |

Independent Practitioner's Limited Assurance Report for selected sustainability information of Kimberly-Clark de México, S.A.B. de C.V.

Information subject to the assurance engagement

We have been engaged by the Management of Kimberly-Clark de México, S.A.B. de C.V. ("Kimberly-Clark de México" or the "Entity") to perform a limited assurance engagement on selected sustainability information included in the 2024 Sustainability Report for the year ended December 31, 2024.

Our work was performed by an independent and multidisciplinary team including assurance practitioners and sustainability specialists.

Our limited assurance engagement was performed solely in respect of the selected sustainability information included in Appendix A. Our assurance report does not extend to information from previous periods or other information included in the 2024 Sustainability Report, including other information related to such report that may contain images, audio, or videos.

Criteria used for the preparation of the information subject to the assurance engagement ("Criteria")

The selected sustainability information, included in Appendix A, has been prepared and presented by the Management of Kimberly-Clark de México in accordance with the guidelines of Global Reporting Initiative ("GRI") and Sustainability Accounting Standards Board ("SASB").

Kimberly-Clark de México responsibility in relation to the selected sustainability information

The Management of Kimberly-Clark de México is responsible for the preparation of the selected sustainability information in accordance with GRI and SASB. This responsibility includes the design, implementation, and execution of internal controls over the relevant information for the preparation of the selected information that is free from material misstatements, whether due to fraud or error.

Inherent limitations to the assurance engagement

The selected sustainability information is subject to inherent uncertainty due to the use of non-financial information, which is subject to greater inherent limitations than financial information, given the nature of the methods used to determine, calculate, sample, or estimate such information. In preparing the selected information, the Entity makes qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.

Our independence and quality control

We have complied with the independence and ethical requirements of the Code of Ethics for Public Accountants issued by the International Ethics Standard Board for Accountants ("IESBA"), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our Firm applies the International Standard on Quality Management 1 ("ISQM 1") and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.



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Kimberly-Clark de México, S.A.B. de C.V.

Limited assurance report for selected sustainability information included in the 2024 Sustainability Report for the year ended December 31, 2024.



Our responsibility

Our responsibility is to express a limited assurance conclusion on selected sustainability information for the year ended December 31, 2024, based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), assurance engagements other than audits or reviews of historical financial information ("ISAE 3000"), issued by the International Auditing and Assurance Standards Board ("IAASB"). This standard requires that we plan and perform this engagement to obtain limited assurance about whether the selected sustainability information is free from material misstatements.

A limited assurance engagement undertaken in accordance with ISAE 3000 implies assessing the suitability in the circumstances of Kimberly-Clark de México use of methodologies in accordance with GRI and SASB as the basis for the preparation of the selected sustainability information, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluation of the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures described above, we:

- Performed inquiries through which we obtained an understanding of the Entity's internal policies related to the selected sustainability information.
- Performed inquiries through which we obtained an understanding of Kimberly-Clark de México control environment and information systems relevant to the preparation of selected sustainability information; nevertheless, we did not evaluate the design of particular control activities, obtain evidence about their implementation, or test operating effectiveness.
- Evaluated whether Kimberly-Clark de México methods for developing estimates are appropriate and had been consistently applied in the preparation of the selected sustainability information.
- Performed substantive tests on the selected sustainability information referred in this report, to corroborate that the data has been adequately measured, recorded, compiled, and reported through:
 - Inspection;
 - Observation;
 - Confirmation;
 - Re-calculations.
- Comparison of the contents presented by the Management with what is established in the section of Criteria of this report.

The procedures performed in a limited assurance engagement vary in nature and opportunity, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Kimberly-Clark de México selected sustainability information has been prepared, in all material aspects, in accordance with the guidelines provided by GRI and SASB.

We consider that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

**Limited assurance conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability information for the year ended December 31, 2024, was not prepared in all material aspects, in accordance with the Criteria section of this report.

Restriction on use and distribution

Our report is intended solely for the Management of Kimberly-Clark de México, S.A.B. de C.V., in accordance with the terms of our engagement letter and should not be used for any other purpose, or distributed to any other party.

Galaz, Yamazaki, Ruiz Urquiza, S.C.
Affiliated of a member firm of Deloitte Touche Tohmatsu Limited

C.P.C. David Alejandro Solano Zúñiga
Mexico City, Mexico
May 29, 2025



Appendix A

The following include the GRI and SASB indicators subject to limited assurance defined by the Management of Kimberly-Clark de México for the period ended December 31st, 2024.

| GRI Indicators | Metrics |
|--|--|
| 2-12 Role of the highest governance body in overseeing the management of impacts | Qualitative review of the functions performed by the Board of Directors. |
| 301-1 Materials used by weight or volume | Recyclable and/or recycled: <ul style="list-style-type: none"> • 324,712 tons of virgin fiber • 480,418 tons of recycled fiber + cellulose waste • 10,196 tons of non-woven • 46,044 tons of superabsorbent materials • 35,186 tons of polymer resins Internally recycled: <ul style="list-style-type: none"> • 59,292 tons of cellulose waste • 5,400 tons of non-woven • 1,818 tons of diaper absorbent center |
| 301-2 Recycled input materials used | <ul style="list-style-type: none"> • 60% recycled input materials used (using 480,418 tons of recycled secondary fiber / total fiber of 805,130 tons) |
| 302-1 Energy consumption within the organization | <ul style="list-style-type: none"> • 113,762 Gigajoules of LP gas consumed • 21,207 Gigajoules of gasoline consumed • 3,899 Gigajoules of diesel consumed • 4,804,762 Gigajoules of natural gas consumed • 1,657,309 Gigajoules of steam consumed • 230,603 Gigajoules of wind energy consumed • 1,156,103 Gigajoules of electricity (CFE) consumed • 1,070,505 Gigajoules of electricity (Qualified CFE) consumed • 1,623,228 Gigajoules of electrical energy (cogeneration) consumed |
| 303-3 Water withdrawal | <ul style="list-style-type: none"> • Water withdrawal of 14,587 megaliters |
| 303-4 Water discharge | <ul style="list-style-type: none"> • Total water discharge of 13,074 megaliters • Water discharge only from Kimberly-Clark de México of 11,650 megaliters |
| 305-1 Direct (scope 1) GHG emissions | <ul style="list-style-type: none"> • Total emissions of 256,646 tCO2e from fuel consumption |
| 305-2 Energy indirect (scope 2) GHG emissions | <ul style="list-style-type: none"> • Total emissions of 349,978 tCO2e from electricity consumption |
| 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | <ul style="list-style-type: none"> • 204.05 tons of NOx emissions • 1.26 tons of SOx emissions • 15.96 tons of TSP emissions • 11.55 tons of VOC emissions |
| 306-3 Waste generated | <ul style="list-style-type: none"> • Total special handling waste generated of 413,506 tons |
| 306-4 Waste diverted from disposal | <ul style="list-style-type: none"> • Total special handling waste diverted from disposal of 247,372 tons |
| 306-5 Waste directed to disposal | <ul style="list-style-type: none"> • Total special handling waste directed to disposal of 166,135 tons |
| 403-9 Work-related injuries | Employees (KCM): <ul style="list-style-type: none"> • 0 fatalities as a result of work-related injury • Fatality rate as a result of work-related injury of 0.0 • 11 high-consequence work-related injuries • Rate of high-consequence work-related injuries (excluding fatalities) of 0.51 • 142 recordable work-related injuries • Rate of recordable work-related injuries of 6.59 • 21,563,439 hours worked* Employees (SODISA): <ul style="list-style-type: none"> • 1 fatality as a result of work-related injury • Fatality rate as a result of work-related injury of 0.99 • 10 high-consequence work-related injuries |
| *The total hours worked (employees and contractors) used to calculate rates include estimates made by the Management of Kimberly-Clark de México | |

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| | <ul style="list-style-type: none"> • Rate of high-consequence work-related injuries (excluding fatalities) of 8.89 • 12 recordable work-related injuries • Rate of recordable work-related injuries of 11.85 • 1,012,354 hours worked* Contractors: <ul style="list-style-type: none"> • 0 fatalities as a result of work-related injury • Fatality rate as a result of work-related injury of 0.0 • 2 high-consequence work-related injuries • Rate of high-consequence work-related injuries (excluding fatalities) of 0.21 • 2 recordable work-related injuries • Rate of recordable work-related injuries of 0.21 • 9,509,380 hours worked* |
| 405-1 Diversity of governance bodies and employees | <ul style="list-style-type: none"> • Woman – Management level (number and percentage): 2 - 0.02% • Man – Management level (number and percentage): 8 - 0.09% • Woman – Executive level (number and percentage): 131 - 1.48% • Man – Executive level (number and percentage): 317 - 3.58% • Woman- Administrative level (number and percentage): 546 - 6.17% • Man – Administrative level (number and percentage): 1,747 - 19.75% • Woman – Unionized (number and percentage): 629 - 7.11% • Man – Unionized (number and percentage): 5,467 - 61.79% • Women under 30 years old (number and percentage): 391 - 4.42% • Men under 30 years old (number and percentage): 2,245 - 25.38% • Women between 30 - 50 years old (number and percentage): 742 - 8.39% • Men between 30 - 50 years old (number and percentage): 4,034 - 45.60% • Women over 50 years old (number and percentage): 175 - 1.98% • Men over 50 years old (number and percentage): 1,260 - 14.24% |
| 413-1 Operations with local community engagement, impact assessments, and development programs | Qualitative and quantitative review of operations with implemented local community engagement and development programs*. <ul style="list-style-type: none"> • 6 implemented local community engagement programs • National presence of 100% with its local community engagement programs |
| | *Qualitative and quantitative review of the impact evaluations was not conducted. |

| SASB indicators | Metrics |
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| CG-HP-140a.1. (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress | <ul style="list-style-type: none"> • 83% of water withdrawal in regions with extremely high water stress (using total water withdrawal in regions with extremely high water stress of 12,040,565 m3 / total water withdrawal 14,586,606 m3) • 79% of water consumption in regions with extremely high water stress (using total water consumption in regions with extremely high water stress of 2,329,639 m3 / total water consumption 2,936,731 m3) |





KCM Sustainability

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Listed Markets

Mexican Stock Exchange (BMV)
United States (ADR'S-OTC)

Ticker Symbol

BMV: KIMBER

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