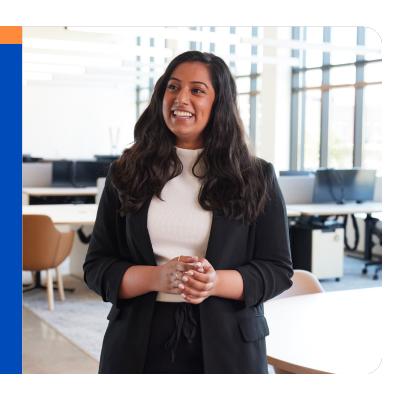
Kimberly-Clark Benefits

SUPPORTING YOUR OVERALL WELLBEING

The value of working for K-C goes well beyond a paycheck. K-C provides a comprehensive benefits program and numerous resources designed to support your overall financial, emotional, and physical wellbeing.



| Health | |
|------------------------|---|
| Medical Insurance | K-C's employees will automatically be covered under our Group Medical insurance at no cost to you |
| | Cover includes - Insurance cover (family floater) of 5 Lakhs covering self, spouse (Live in partner/ LGBTQ), 2 dependent children (up to 25 years of age) and dependent parents |
| Annual Health Check up | Ensuring we support the health and well-being of our employees we provide regular health checkups. |
| | Employees are covered for 1 annual health check up with a K-C appointed provider |
| | As an additional benefit, family members of employee can make use of a health check up with the same provider at corporate rates. |
| | Tele counseling /Doctor online available for employees 6 days a week, 8am to 7pm |
| Protection | |
| Personal accident | K-C will provide protection for you following an accident. Coverage of 3 times fixed salary (AGC) |
| Term Life | Life insurance gives financial support to your family if the worst were to happen. Coverage of 3 times fixed salary (AGC) |
| Financial | |
| Day Care | Employees (female) are eligible to claim up to INR 10,000/month for support with day care expenses occurred for up to 2 children between 6 months – 6 years of age |
| Mobile phone allowance | Employees can have some of their mobile costs reimbursed (amount dependent on role) |
| Time off | |

Time Away From Work

- Privilege Leave
- Casual Leave
- Sick Leave
- Relocation leave
- Bereavement leave
- Maternity/Adoption Leave
- Paternity/Adoption leave

To support your well-being, we recognize that you need time away from work

- 24 days of privilege leave per calendar year
- 8 days of casual leave per calendar year
- Sick leave on a need basis
- Relocation leave of 3 days
- Bereavement leave of 5 days
- Maternity leave of up to 26 weeks paid & up to 20 weeks Adoption leave
- 15 days of paternity leave

Well-Being

| Employee Assistance Program (EAP) | K-C's EAP provides access to wellbeing support both in-person and virtually. |
|-----------------------------------|--|
| | Administered by TELUS HEALTH the confidential EAP provides 6 free counseling sessions per situation per member each year including for up to 5 household members. |
| | Additionally, online resources & tools can be accessed via an app or web application. |
| Well-Being | K-C provides an internal well-being hub in line with their THRIVE Well-being pillars, supporting employees with some tools regarding social, financial, physical and emotional well-being. |
| | Further financial, social, emotional and physical learning and engagement sessions will be offered throughout the year |





Learn More

The benefits listed on this flyer are just the beginning. For more information on all of the great benefits K-C offers, visit KC&ME.

This document is a summary of the governing Plan documents and policies. It's intended to be a brief description and cannot present all the details of the Plan provisions.

Kimberly-Clark reserves the right to make changes to its benefits programs at any time.

***Kimberly-Clark**