

- ☒ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

- ☒ Direct operations
- ☒ Upstream value chain

(4.6.1.4) Explain the coverage

Kenvue maintains environmental policies that apply across our organization and that cover: environmental, health & safety; impacts of pharmaceuticals and personal care products on the environment; responsible materials management; responsible palm oil sourcing; responsible wood fiber sourcing; and sustainable sourcing. In addition, our Supplier Code of Conduct (the "Code") sets forth the values, principles, and expectations regarding the ethical, social and environmental conduct we expect from our suppliers. All relevant environmental policies are linked to at the end of this section.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to comply with regulations and mandatory standards

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- ☒ Yes, in line with the Paris Agreement
- ☒ Yes, in line with another global environmental treaty or policy goal, please specify :UN Global Plastics Treaty

(4.6.1.7) Public availability

Select from:

- ☒ Publicly available

(4.6.1.8) Attach the policy

Kenvue Environmental Policies_09.03.2025.pdf

[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☒ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

- | | |
|---|--|
| ☒ Race to Zero Campaign | ☒ Science-Based Targets Initiative (SBTi) |
| ☒ Forest Stewardship Council (FSC) | ☒ Ellen MacArthur Foundation Global Commitment |
| ☒ Alliance for Water Stewardship (AWS) | ☒ Global Reporting Initiative (GRI) Community Member |
| ☒ Sustainable Forestry Initiative (SFI) | ☒ Task Force on Climate-related Financial Disclosures (TCFD) |
| ☒ Roundtable on Sustainable Palm Oil (RSPO) | ☒ Programme for the Endorsement of Forest Certification (PEFC) |
| ☒ Other, please specify :Consumer Goods Forum's Coalition of Action on Plastic Waste (PWCoA); Business Coalition for a Global Plastics Treaty | |

(4.10.3) Describe your organization's role within each framework or initiative

Kenvue is participating in several collaborative frameworks, initiatives and commitments related to environmental issues: Alliance for Water Stewardship: Kenvue's manufacturing location in Bangkok, Thailand was certified to the Alliance for Water Stewardship (AWS) International Water Stewardship Standard v2.0 in 2022, successfully completed its surveillance audit in 2024, and plans to seek recertification in 2025 Business Coalition for a Global Plastics Treaty: Kenvue joined this coalition in 2024 in support of the development of the UN's global treaty to end plastic pollution. Consumer Goods Forum's Coalition of Action on Plastic Waste (PWCoA): Kenvue is a member of PWCoA; has signed up to the Golden Design Rules (GDR 1,2,5,6 & 7); and actively participates in PWCoA steerco workstream calls. Kenvue reports progress annually against the Golden Design Rules to the coalition. Ellen MacArthur Foundation: Kenvue is a member of the Ellen MacArthur Foundation and has committed to 100% recyclable plastic packaging and a 25% reduction in virgin plastic packaging by 2025 (vs 2020 baseline). We publicly report progress annually against our goals. Forests Stewardship Council (FSC®): Kenvue sources FSC®-certified paper for its packaging and has committed to increasing its percentage of certified material. Global Reporting Initiative (GRI) Community Member: Kenvue's Healthy Lives Mission report is guided by the Global Reporting Initiative (GRI) standards. Race to Zero Campaign: Through our affiliation with SBTi, Kenvue has joined the RTZC. Roundtable on Sustainable Palm Oil (RSPO): Kenvue is a member of RSPO and discloses our palm sourcing through the Annual Commitment on Progress (APOC) and in our annual Healthy Lives Mission report. Science-Based Targets Initiatives (SBTi): Kenvue had its SBTi officially verified in April 2024. Sustainable Forestry Initiative (SFI): Kenvue sources SFI-certified paper for its packaging. Task Force on Climate-related Financial Disclosure (TCFD): In 2024 Kenvue published our first climate risk assessment in accordance with the TCFD framework.

[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

- ☒ Yes, we engaged directly with policy makers
- ☒ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

- ☒ No, but we plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

- ☒ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

- ☒ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

As a publicly traded global corporation, Kenvue's public policy priorities can be grouped under four domains: Public Health, ESG and Sustainability, Corporate Tax and Trade, and Supply Chain policy. Our Global Public and Government Affairs team works to understand this landscape, prioritize Kenvue's engagements on the topics of greatest relevance to our business, and ensure those engagements are aligned with Kenvue's policies and positions. On ESG and Sustainability matters, this includes Kenvue's Healthy Lives Mission and policies on sustainable sourcing, the impact of pharmaceuticals and personal care products on the environment, human rights, responsible palm oil sourcing and responsible wood fiber sourcing. All external engagement activities with government officials are carried out by Government Affairs professionals. Together, our Global, Regional and Local Government Affairs teams follow our external engagement process of monitoring, prioritization and deep cross-functional coordination to ensure aligned action and results.

[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Urban Wastewater Treatment Directive (EU)

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☒ Water

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Low-impact production and innovation

☒ Technology requirements

☒ Water use and efficiency

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☒ Regional

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☒ EU27

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☒ Support with minor exceptions

(4.11.1.7) Details of any exceptions and your organization's proposed alternative approach to the policy, law, or regulation

Kenvue supports the establishment of a fair, well-designed Extended Producer Responsibility (EPR) scheme for micropollutants, based on the polluter pays principle. We therefore advocated for a sector-agnostic scheme, ensuring all contributors of micropollutants are financially responsible for their removal from wastewater treatment plants. We also advocated for harmonized implementation of the EPR scheme across EU Member States to avoid fragmentation and regulatory complexity.

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☒ Participation in working groups organized by policy makers

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Micropollutant removal is a key environmental challenge, and ensuring that all contributors share responsibility through a sector-agnostic Extended Producer Responsibility (EPR) scheme supports the principle of polluter pays and promotes fairness.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☒ Sustainable Development Goal 6 on Clean Water and Sanitation

☒ Another global environmental treaty or policy goal, please specify :Sustainable Development Goal 12 on Responsible Consumption and Production

[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :AIM - European Brands Association

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

AIM states that "climate change is one of the greatest challenges we face, as society and as businesses. Tackling the accelerating pace of climate change requires transformational changes to the broader systems in which brands operate. As brands we are committed to mitigate climate change by reaching the global consumer goods industry's goal of driving down carbon emissions through innovation in our production processes, our supply chains and our products. We also need government policies that create the right context for change and business action to advance the goal of the Paris Agreement to limit global temperature rises to 1.5 degrees by the end of the century. Only by working together with all concerned stakeholders, in full transparency and with a long-term view, can we embrace what we believe to be the essential purpose of corporations: to improve our society, where CEOs are truly committed to meeting the needs of all stakeholders, not only primary shareholders." This position is in line with Kenvue's Healthy Lives Mission commitments on climate change.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :FHCP - Food Health & Consumer Products of Canada

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

FHCP states that it is "committed to supporting policies and initiatives that keep plastics in the economy, and out of the environment. We are closely engaged with federal and provincial governments on regulations focused on plastic and plastic packaging such as single-use plastics, mandatory recycled content thresholds, recyclability and composability labeling, a national plastics registry, reusable and refillable packaging, and a pollution prevention plan. These policies directly intersect and rely on the success of provincial EPR programs. Simply put, there cannot be recycled content without effective recycling programs, and you cannot recycle materials that are not recyclable, or that are not captured by recycling programs." This position and related advocacy activity aligns with our Kenvue Healthy Lives Mission commitments on plastics and our Ellen MacArthur Foundation New Plastics Economy Global Commitment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Another global environmental treaty or policy goal, please specify :Ellen MacArthur Foundation Plastics Economy Global Commitment

Row 3

(4.11.2.1) Type of indirect engagement

Select from:

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Consumer Goods Forum (CGF)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☒ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Kenvue is a member of the Consumer Goods Forum's Plastic Waste Coalition of Action (PWCoA), a group of companies with a common vision of a world where no plastic ends up in nature. Kenvue endorsed and promotes the coalition's position on optimal EPR to help drive up circularity of packaging. This position is aligned with Kenvue's Healthy Lives Mission plastic commitments and our Ellen MacArthur Foundation New Plastics Economy Global Commitment.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Another global environmental treaty or policy goal, please specify :Ellen MacArthur Foundation Plastics Economy Global Commitment

Row 4

(4.11.2.1) Type of indirect engagement

Select from:

- ☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

Select from:

- ☒ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

Business Coalition for a Global Plastics Treaty

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

- ☒ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

- ☒ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

- ☒ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

The Business Coalition for a Global Plastics Treaty advocates for an ambitious, legally binding global agreement to end plastic pollution. It supports harmonized regulations on key elements, including phase outs of problematic plastic products and chemicals of concern, product design and EPR. This is fully consistent with Kenvue's Healthy Lives Mission commitments and our aim for harmonized rules on plastics and packaging across jurisdictions. We have engaged through coalition briefings, events and on-the-ground presence during the International Negotiating Committee (INC) negotiations to strengthen collective industry advocacy.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☒ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☒ Another global environmental treaty or policy goal, please specify :Ellen MacArthur Foundation Plastics Economy Global Commitment; UN Environmental Assembly mandate for a global treaty to end plastic pollution

[\[Add row\]](#)

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☒ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

- ☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

- ☒ ESRS
☒ GRI
☒ TCFD
☒ Other, please specify :SASB

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☒ Climate change
☒ Forests
☒ Water
☒ Biodiversity

(4.12.1.4) Status of the publication

Select from:

- ☒ Complete

(4.12.1.5) Content elements

Select all that apply

- | | |
|---|---|
| ☒ Strategy | ☒ Risks & Opportunities |
| ☒ Governance | ☒ Value chain engagement |
| ☒ Emission targets | ☒ Dependencies & Impacts |
| ☒ Emissions figures | ☒ Content of environmental policies |
| ☒ Commodity volumes | |

(4.12.1.6) Page/section reference

(4.12.1.7) Attach the relevant publication

healthy-lives-mission-report-2024.pdf

(4.12.1.8) Comment

On June 26th, 2025 Kenvue Inc. (NYSE: KVUE), the world's largest pure-play consumer health company by revenue, released its second Healthy Lives Mission (HLM) Report. The data in this report, unless otherwise indicated, relates to the calendar year ending December 31, 2024, and includes information on Kenvue-owned and/or -operated manufacturing facilities, research and development centers, and administrative sites globally, and the products and brands we market. Throughout the report, we guide readers to additional sources of information on our corporate website, along with other external website references which are provided for convenience only. The content on the referenced websites is not incorporated into this report, nor does it constitute a part of this report, and we assume no liability for any third-party content contained on the referenced websites. Our reporting is guided by key voluntary sustainability reporting frameworks, including the GRI Sustainability Reporting Standards, SASB Household and Personal Products Standard, the TCFD recommendations, and aspects of the ESRS. Independent third-party limited assurance was conducted by Environmental Resources Management Certification Verification Services (ERM CVS) for certain data included in this report and can be found on [kenvue.com](https://www.kenvue.com). This report should be read in conjunction with our most recent Annual Report on Form 10-K, our subsequent Quarterly Reports on Form 10-Q, and other filings made with the SEC.

Row 2

(4.12.1.1) Publication

Select from:

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☒ TCFD

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Dependencies & Impacts

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

(4.12.1.6) Page/section reference

Kenvue's 2023 TCFD report is available on the Kenvue website at <https://www.kenvue.com/task-force-on-climate-related-financial-disclosures-2023-report>

(4.12.1.7) Attach the relevant publication

task-force-on-climate-related-financial-disclosures-2023-report.pdf

(4.12.1.8) Comment

On September 23rd 2024, Kenvue Inc. (NYSE: KVUE), released its first Task Force on Climate-related Financial Disclosures (TCFD) report. The report outlines the Company's approach to identifying climate-related risks and opportunities, informed by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Highlights of the report include our strategic initiatives, governance oversight, and continuous efforts to manage climate-related risks and leverage opportunities throughout the organization. Independent third-party limited assurance was conducted by Environmental Resources Management Certification Verification Services (ERM CVS) for certain data included in this report and can be found on [kenvue.com](https://www.kenvue.com). This report should be read in conjunction with our most recent Healthy Lives Mission 2023 Report, Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, and other filings made with the U.S. Securities and Exchange Commission (SEC).

Row 3

(4.12.1.1) Publication

Select from:

☒ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☒ Climate change

(4.12.1.4) Status of the publication

Select from:

☒ Complete

(4.12.1.5) Content elements

Select all that apply

☒ Strategy

☒ Dependencies & Impacts

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

(4.12.1.6) Page/section reference

Kenvue's Form 10-K is available on the Kenvue website at <https://investors.kenvue.com/financials-reports/sec-filings/default.aspx> Please see pages 28 and 29.

(4.12.1.7) Attach the relevant publication

107a2772-02b0-4b95-b299-42451cee3950.pdf

(4.12.1.8) Comment

Kenvue includes information on our climate-related risks in our annual 10-K report. Please see pages 28 and 29.

[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every two years

Forests

(5.1.1) Use of scenario analysis

Select from:

☒ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☒ Not an immediate strategic priority

(5.1.4) Explain why your organization has not used scenario analysis

Our sustainability management approach is designed to effectively govern and manage impacts and risks while also enabling us to identify opportunities that accelerate innovation and growth and drive business value for all our stakeholders. Our Healthy Lives Mission, which includes public goals and commitments, is intended to position our brands as healthy choices for both people and the planet and to better manage ESG-related impacts, risks, and opportunities. Kenvue's

Healthy Lives Mission is our call for everyday care in action and is supported by three pillars: nurture Healthy People, enrich a Healthy Planet, and maintain Healthy Practice. Within these three pillars, we are focused on nine priority areas for which we have established goals and commitments to hold ourselves accountable and demonstrate progress. As Kenvue continues to develop its sustainability strategy, aligned with our double materiality assessment, we intend to conduct a biodiversity impact assessment to understand our impacts on and dependencies with nature.

Water

(5.1.1) Use of scenario analysis

Select from:

☒ Yes

(5.1.2) Frequency of analysis

Select from:

☒ Every two years

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA STEPS (previously IEA NPS)

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Reputation

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2025

☒ 2030

☒ 2040

☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☒ Changes to the state of nature

☒ Changes in ecosystem services provision

☒ Speed of change (to state of nature and/or ecosystem services)

☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☑ Cost of capital
- ☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☑ Consumer sentiment
- ☑ Impact of nature footprint on reputation
- ☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☑ Global regulation
- ☑ Level of action (from local to global)
- ☑ Global targets

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Stated Policies Scenario (STEPS) explores how the energy system evolves if governments retain current policy settings. This includes the latest policy measures adopted by governments around the world, such as the Inflation Reduction Act in the United States. This scenario results in an expected temperature rise of 2.5°C by 2100.

(5.1.1.11) Rationale for choice of scenario

The transition to a lower-carbon economy may present policy, legal, market, technology, and reputational risks as well as business opportunities. To assess the potential impacts of these transition risks and opportunities, we used two scenarios, including a 2°C or lower global warming trajectory as recommended by TCFD. The scenarios used were modeled by the International Energy Agency (IEA) World Energy Outlook (WEO) 2023. The IEA's WEO is an annual report that provides a detailed analysis of the global energy landscape and offers scenarios for the future. It examines key trends and developments including energy demand, supply, investments, and government policies. The two IEA WEO scenarios we used are the Stated Policies Scenario (STEPS) and the Net Zero Emissions Scenario (NZE).

Water

(5.1.1.1) Scenario used

Water scenarios

☒ WRI Aqueduct

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Number of ecosystems impacted
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☒ Cost of capital
- ☒ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☒ Impact of nature footprint on reputation
- ☒ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☒ Global targets

Direct interaction with climate

- ☒ On asset values, on the corporate

Macro and microeconomy

- ☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2024, as part of our TCFD climate-related risk assessment, we evaluated physical risks related to water, including water stress, rainfall, and river and coastal flooding at 41 Kenvue operational sites and 30 key external manufacturer and supplier sites. We also mapped these sites against water-stressed areas. The assessments utilized the World Resources Institute's (WRI) Aqueduct screening tool, which helps businesses and organizations assess, understand, and respond to water-related risks. Our analysis showed that several of our sites may be exposed to high risks, including water stress, and identified locations that may benefit from additional water assessments.

(5.1.1.11) Rationale for choice of scenario

The WRI Aqueduct screening tool is one of the leading and most well-used tools for corporate water risk assessments. It uses open-sourced and peer-reviewed data to map water risks.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☒ RCP 7.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP3

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- ☒ 3.5°C - 3.9°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Number of ecosystems impacted
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☒ Cost of capital
- ☒ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☑ Impact of nature footprint on reputation
- ☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☑ Global targets

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

High emissions scenario (SSP3-7.0) assumes global emissions double current levels and global warming exceeds 3.5°C by the end of the century. This scenario implies little change from the global economy's current trajectory of the usage of fossil fuels as its main energy source.

(5.1.1.11) Rationale for choice of scenario

Our assessment of physical risks utilized climate modeling projections based on the latest standards approved by the United Nations (U.N.) Intergovernmental Panel on Climate Change (IPCC). These projections are categorized into prescribed GHG emissions scenarios known as Shared Socioeconomic Pathways (SSPs). Each SSP combines qualitative narratives of potential societal developments with assumed measures influencing the trajectories of global emissions and subsequent global temperature changes.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

- ☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☒ SSP1

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☒ 2025

☒ 2030

☒ 2040

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☑ Changes to the state of nature
- ☑ Number of ecosystems impacted
- ☑ Changes in ecosystem services provision
- ☑ Speed of change (to state of nature and/or ecosystem services)
- ☑ Climate change (one of five drivers of nature change)

Finance and insurance

- ☑ Cost of capital
- ☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☑ Impact of nature footprint on reputation
- ☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☑ Global targets

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Low emissions scenario (SSP1-2.6) assumes carbon emissions are significantly reduced to reach net zero after 2050 and maintain warming below 2°C by 2100. To achieve this, society shifts from a focus on economic growth toward lower resources and fossil fuel usage.

(5.1.1.11) Rationale for choice of scenario

Our assessment of physical risks utilized climate modeling projections based on the latest standards approved by the United Nations (U.N.) Intergovernmental Panel on Climate Change (IPCC). These projections are categorized into prescribed GHG emissions scenarios known as Shared Socioeconomic Pathways (SSPs). Each SSP combines qualitative narratives of potential societal developments with assumed measures influencing the trajectories of global emissions and subsequent global temperature changes.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☒ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Number of ecosystems impacted
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☒ Cost of capital
- ☒ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☒ Consumer sentiment
- ☒ Impact of nature footprint on reputation
- ☒ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☒ Global targets

Direct interaction with climate

☒ On asset values, on the corporate

Macro and microeconomy

☒ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The Net-Zero Scenario (NZE) shows a pathway for the global energy sector to achieve net zero emissions by 2050, with advanced economies achieving net zero prior to others. This scenario also meets key energy-related Sustainable Development Goals (SDGs), in particular universal energy access by 2030 and major improvements in air quality. It limits global temperature rise to 1.5°C.

(5.1.1.11) Rationale for choice of scenario

The transition to a lower-carbon economy may present policy, legal, market, technology, and reputational risks as well as business opportunities. To assess the potential impacts of these transition risks and opportunities, we used two scenarios, including a 2°C or lower global warming trajectory as recommended by TCFD. The scenarios used were modeled by the International Energy Agency (IEA) World Energy Outlook (WEO) 2023. The IEA's WEO is an annual report that provides a detailed analysis of the global energy landscape and offers scenarios for the future. It examines key trends and developments including energy demand, supply, investments, and government policies. The two IEA WEO scenarios we used are the Stated Policies Scenario (STEPS) and the Net Zero Emissions Scenario (NZE).

Water

(5.1.1.1) Scenario used

Water scenarios

☒ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- ☒ Business activity

(5.1.1.5) Risk types considered in scenario

Select all that apply

- ☒ Acute physical
- ☒ Chronic physical
- ☒ Policy
- ☒ Reputation

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

- ☒ 2025
- ☒ 2030
- ☒ 2040
- ☒ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

- ☒ Changes to the state of nature
- ☒ Number of ecosystems impacted
- ☒ Changes in ecosystem services provision
- ☒ Speed of change (to state of nature and/or ecosystem services)
- ☒ Climate change (one of five drivers of nature change)

Finance and insurance

- ☑ Cost of capital
- ☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

- ☑ Impact of nature footprint on reputation
- ☑ Impact of nature service delivery on consumer

Regulators, legal and policy regimes

- ☑ Global targets

Direct interaction with climate

- ☑ On asset values, on the corporate

Macro and microeconomy

- ☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

In 2024, as part of our TCFD climate-related risk assessment, we evaluated physical risks related to water, including water stress, rainfall, and river and coastal flooding at 41 Kenvue operational sites and 30 key external manufacturer and supplier sites. We also mapped these sites against water-stressed areas. The assessments utilized the World Resources Institute's (WRI) Aqueduct screening tool, which helps businesses and organizations assess, understand, and respond to water-related risks. Our analysis showed that several of our sites may be exposed to high risks, including water stress, and identified locations that may benefit from additional water assessments. To address these potential risks, we have begun to develop a strategic water risk and mitigation strategy that will prioritize action at high-risk sites. This includes better understanding how much water we consume at these sites, as well as identifying opportunities to optimize usage. We are also further evaluating water risk at Kenvue operational sites using the WWF Water Risk Filter to support risk mitigation planning. To strengthen our overall global water management framework, we are updating our environmental, health, and safety standards for water, wastewater, and pharmaceuticals and personal care products in the environment (PiE) and conducting trainings to improve internal capabilities and capacity.

(5.1.1.11) Rationale for choice of scenario

The WWF Water Risk Filter is a leading tool used to help assess and manage water-related risks. This tool was used to conduct a follow up assessment based on the initial work, which used the WRI Aqueduct tool and was part of our TCFD assessment.

[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Our strategy for climate action is centered on a transition toward net zero and is built on a portfolio of initiatives aimed at reducing our carbon footprint across our value chain, enhancing operational efficiency, and building resilience in the face of climate-related risks. We've built 21 fully operational onsite solar power systems in 15 countries, including four systems that came online in 2024. This is foundational to building the Company's climate resilience and risk management strategy as we continue to take thoughtful steps on where to focus our efforts and strengthen our resilience against a changing climate, including through our climate scenario analysis, our biodiversity assessment, and our water risk assessment. The TCFD assessment and scenario analysis provided us with insights on how climate change may impact our business, which is informing our climate action and transition planning. By assessing three time frames and different climate scenarios, we considered the unpredictable nature of climate-related risks and opportunities and their potential impacts on our business strategies across different planning horizons. Recognizing the potential impacts of physical damage and operational disruptions from climate-related natural threats, our management has implemented site-hardening measures, resilience building design and construction, and maintains insurance coverage. These initiatives are intended to help safeguard our operations, minimize potential downtime, and accelerate recovery from disruptions. We are actively building resilience to transition risks, including the rising costs of raw materials and the implications of carbon pricing. We are diversifying our supply chains and securing long-term contracts when possible and necessary, to further stabilize material pricing and reduce dependency on any single source. By investing in innovative product design that requires fewer materials, identifying alternative materials, introducing alternate suppliers and supplier locations, optimizing supply chain efficiency, and enhancing relationships with key suppliers, we can better manage costs and navigate price volatility. We have set near-term targets for Scope 1, 2 and 3 GHG emissions which have been validated by the Science-Based Targets initiative (SBTi). Our commitment to set a net-zero target will further align Kenvue with global climate goals and better prepare us for forthcoming regulations. As part of our near-term targets, we're working to reduce our emissions through investments in renewable energy, energy efficiency, better fugitive emissions management, fleet decarbonization projects, and our Supplier Climate Action Program.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

- ☒ Risk and opportunities identification, assessment and management
- ☒ Strategy and financial planning
- ☒ Resilience of business model and strategy
- ☒ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

In 2024, as part of our TCFD climate-related risk assessment, we evaluated physical risks related to water, including water stress, rainfall, and river and coastal flooding at 41 Kenvue operational sites and 30 key external manufacturer and supplier sites. We also mapped these sites against water-stressed areas. The assessments utilized the World Resources Institute's (WRI) Aqueduct screening tool, which helps businesses and organizations assess, understand, and respond to water-related risks. Our analysis showed that several of our sites may be exposed to high risks, including water stress, and identified locations that may benefit from additional water assessments. To address these potential risks, we have begun to develop a strategic water risk and mitigation strategy that will prioritize action at high-risk sites. This includes better understanding how much water we consume at these sites, as well as identifying opportunities to optimize usage. We are also further evaluating water risk at Kenvue operational sites using the WWF Water Risk Filter to support risk mitigation planning. To strengthen our overall global water management framework, we are updating our environmental, health, and safety standards for water, wastewater, and pharmaceuticals and personal care products in the environment (PiE) and conducting trainings to improve internal capabilities and capacity.

[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☒ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☒ Other, please specify :In 2023 we prioritized our SBTi goal development and the completion of a climate scenarios analysis to inform our TCFD and climate action plan. In 2025 we will begin work on our climate transition plan.

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

Kenvue's onsite energy efficiency and decarbonization assessments, net-zero planning, TCFD report, and CDP disclosures provide a framework for the development of a climate transition action plan (CTAP). We plan to formalize our CTAP in 2025 and use an iterative approach to update it regularly from there on to help Kenvue meet current and future regulatory disclosure requirements pertaining to climate change.

[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☒ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☒ Products and services

☒ Upstream/downstream value chain

☒ Investment in R&D

☒ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Some agricultural-based commodities are used in the formulation of our products, and disruptions due to long-term climatic changes (i.e., heatwaves or drought) or extreme weather events (i.e., severe storms or flooding) may affect the growing conditions, availability, and cost of raw materials such as palm oil and soy. Fluctuations in agricultural output may also result in increased costs to secure limited resources during supply shortages, potentially impacting profit margins and requiring strategic partnerships or alternative sourcing strategies to mitigate potential risks. We are actively building resilience to transition risks, including the rising costs of raw materials and the implications of carbon pricing. We are diversifying our supply chains and securing long-term contracts when possible and necessary, to further stabilize material pricing and reduce dependency on any single source. By investing in innovative product design that requires fewer materials, identifying alternative materials, introducing alternate suppliers and supplier locations, optimizing supply chain efficiency, and enhancing relationships with key suppliers, we can better manage costs and navigate price volatility.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Kenvue may face potential impacts from both physical and transition risks on multiple fronts. Physical damages to Kenvue-owned facilities from climate-related extreme weather events can disrupt operations, which could require repairs that may have financial impact and disrupt production schedules. These disruptions may require strategic adjustments like increasing production capacity at unaffected backup facilities or maintaining safety stock to address customer satisfaction and market competitiveness. The application of carbon pricing on plastics and chemicals under Scope 3 emissions could mean that Kenvue may face increased costs associated with the full product lifecycle, spanning the extraction, production, transportation, and end-of-life phases. Such policy changes may necessitate a strategic reassessment and potential redesign of our supply chain to reduce emissions, focusing on lower-carbon feedstocks and sustainable sourcing, efficient production methods, and technological upgrades. We have set near-term targets for Scope 1, 2 and 3 GHG emissions which have been validated by the Science-Based Targets initiative (SBTi). Our commitment to set a net-zero target will further align Kenvue with global climate goals and better prepare us for forthcoming regulations. As part of our near-term targets, we're working to reduce our emissions through investments in renewable energy, energy efficiency, better fugitive emissions management, fleet decarbonization projects, and our Supplier Climate Action Program. We have key metrics to measure and track our processes for managing climate-related risks and opportunities, such as our reduction targets for GHG emissions.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

- ☒ Risks
- ☒ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Innovation is at the heart of our commitment to enabling a healthier future, one that prioritizes both human health and well-being, as well as environmental responsibility. At Kenvue, we are advancing sustainable product innovation by integrating leading-edge science with responsible design, so that our products meet the highest standards of safety, efficacy, and sustainability. From reducing our environmental footprint through smarter packaging and ingredient choices to exploring new ways to enhance product circularity, we are working to create meaningful change. By continuously evolving our product formulations, packaging, and manufacturing processes, we are creating innovative solutions that not only help improve lives today and deliver everyday care but also help protect the planet for future generations.

Operations

(5.3.1.1) Effect type

Select all that apply

☒ Risks

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☒ Climate change

☒ Forests

☒ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Our strategy for climate action is centered on a transition toward net zero and is built on a portfolio of initiatives aimed at reducing our carbon footprint across our value chain, enhancing operational efficiency, and building resilience in the face of climate-related risks. We've built 21 fully operational onsite solar power systems in 15 countries, including four systems that came online in 2024. This is foundational to building the Company's climate resilience and risk management strategy as we continue to take thoughtful steps on where to focus our efforts and strengthen our resilience against a changing climate, including through our climate scenario analysis, our biodiversity assessment, and our water risk assessment. Recognizing the potential impacts of physical damage and operational disruptions from climate-related natural threats, our management has implemented site-hardening measures, resilience building design and construction, and maintains insurance coverage. These initiatives are intended to help safeguard our operations, minimize potential downtime, and accelerate recovery from disruptions. We are actively building resilience to transition risks, including the rising costs of raw materials and the implications of carbon pricing. We are diversifying our supply chains and securing long-term contracts when possible and necessary, to further stabilize material pricing and reduce dependency on any single source. By investing in innovative product design that requires fewer materials, identifying alternative materials, introducing alternate suppliers and supplier locations, optimizing supply chain efficiency, and enhancing relationships with key suppliers, we can better manage costs and navigate price volatility. We have set near-term targets for Scope 1, 2 and 3 GHG emissions which have been validated by the Science-Based Targets initiative (SBTi). Our commitment to set a net-zero target will further align Kenvue with global climate goals and better prepare us for forthcoming regulations. As part of our near-term targets, we're working to reduce our emissions through investments in

renewable energy, energy efficiency, better fugitive emissions management, fleet decarbonization projects, and our Supplier Climate Action Program. We have key metrics to measure and track our processes for managing climate-related risks and opportunities, such as our reduction targets for GHG emissions.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

- ☒ Capital expenditures
- ☒ Capital allocation

(5.3.2.2) Effect type

Select all that apply

- ☒ Risks

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- ☒ Climate change
- ☒ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Physical damages to Kenvue-owned facilities from climate-related extreme weather events can disrupt operations, which could require repairs that may have financial impact and disrupt production schedules. These disruptions may require strategic adjustments like increasing production capacity at unaffected backup facilities or maintaining safety stock to address customer satisfaction and market competitiveness. Similarly, weather-related business interruptions may affect both Kenvue-owned facilities and external manufacturers and may lead to supply disruptions, affecting the timely delivery of products to customers. This may result in revenue loss and potential reputational damage if not managed effectively through contingency plans and insurance coverage. Some agricultural-based commodities are used in the formulation of our products, and disruptions due to long-term climatic changes (i.e., heatwaves) or extreme weather events (i.e., severe storms) may affect the

growing conditions, availability, and cost of raw materials such as palm oil and soy. Fluctuations in agricultural output may also result in increased costs to secure limited resources during supply shortages, potentially impacting profit margins and requiring strategic partnerships or alternative sourcing strategies to mitigate potential risks. Climate change regulations aimed at reducing GHG emissions may impose additional costs on agricultural producers, who may need to adopt more sustainable farming practices or invest in carbon inset and/ or offset programs. These regulations can influence the cost structure of agricultural products, potentially leading to higher prices for raw materials if producers pass on compliance costs to downstream buyers like Kenvue. Carbon pricing under Scope 1 and 2 emissions regulations may result in new costs in certain jurisdictions, requiring expenditures for emissions assessment, monitoring systems, and potentially higher operational costs. Beyond compliance costs, the transition may require strategic investments in emissions reduction initiatives and renewable energy sources, and financial planning to balance short-term financial considerations with our long-term sustainability goals. The application of carbon pricing on plastics and chemicals under Scope 3 emissions could mean that Kenvue may face increased costs associated with the full product lifecycle, spanning the extraction, production, transportation, and end-of-life phases.

[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition
	Select from: ☒ No, but we plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:

☒ No, but we plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

☒ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

Our sustainability management approach is designed to effectively govern and manage impacts and risks while also enabling us to identify opportunities that accelerate innovation and growth and drive business value for all our stakeholders. We are continuing to build foundational sustainability practice areas that are aligned with emerging trends including sourcing due diligence, climate-resilience and decarbonization of operations, products and value chain, and managing the impacts we create and dependencies on nature.

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Forests

☒ Water

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ No, but we plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☒ Not an immediate strategic priority

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Our sustainability management approach is designed to effectively govern and manage impacts and risks while also enabling us to identify opportunities that accelerate innovation and growth and drive business value for all our stakeholders. Kenvue's Healthy Lives Mission is our call for everyday care in action and is supported by three pillars: nurture Healthy People, enrich a Healthy Planet, and maintain Healthy Practice. Within these three pillars, we are focused on nine priority areas for which we have established goals and commitments to hold ourselves accountable and demonstrate progress. As Kenvue continues to develop its sustainability strategy, aligned with our double materiality assessment, we intend to evaluate landscape projects as part of our palm oil sourcing and paper and wood fiber approaches, which often includes engaging with smallholders.

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

☒ Climate change

☒ Forests

☒ Water

☒ Plastics

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Plastics

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- ☒ Yes

(5.11.2) Environmental issues covered

Select all that apply

- ☒ Climate change
- ☒ Forests
- ☒ Plastics

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

- ☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

In accordance with the Science-Based Targets Initiative (SBTi), we are targeting Kenvue suppliers that represent 75% of our suppliers by emissions to SBTs by year-end 2028. If we are successful, 75% of our suppliers by emissions covering Purchased Goods & Services (C1), and Upstream Transportation & Distribution (C4), will have SBTs by the end of 2028. In developing our target, Kenvue considered its entire supply base as a first step to determine which suppliers were in scope for inclusion.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

222

Forests

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☒ Impact on deforestation or conversion of other natural ecosystems

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☒ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

For wood fiber, our sourcing principles apply to all paper and wood-fiber products that we purchase directly, and we verify compliance with our sourcing principles for 100% of our direct spend on cartons, corrugates, and leaflets by means of our annual Wood Fiber Assessment. To ensure that our palm derivatives suppliers are compliant with our Responsible Palm Oil Sourcing and No Deforestation, No Peat and No Exploitation positions we assess our suppliers using the Sustainable Palm Index.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☒ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

144

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☒ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change
- ☒ Material sourcing
- ☒ Procurement spend
- ☒ Strategic status of suppliers

(5.11.2.4) Please explain

To advance our transition toward net zero, we must support our value chain partners in setting and achieving their own ambitious science-based climate goals. Our supplier engagement program allows us to customize the way we engage with our value chain partners based on their climate maturity, carbon footprint and long-term decarbonization strategies. In accordance with SBTi, we will work towards 75% of our suppliers by emissions — covering purchased goods and services, and upstream transportation and distribution — set science-based targets by 2028.

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- ☒ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- ☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests
- ☒ Material sourcing

(5.11.2.4) Please explain

Kenvue prioritizes engagement with suppliers of products with substantive environmental impacts relating to Forests, specifically paper, wood-fiber products, and palm oil. Kenvue is committed to the responsible sourcing of palm oil, palm kernel oil and palm-based derivatives, which includes removing commodity-driven deforestation from our supply chain and respecting human rights in our business relationships. Our sourcing principles apply to all paper and wood-fiber products that we purchase directly, and we verify compliance with our sourcing principles for 100% of our direct spend on cartons, corrugates and leaflets. Our due diligence process includes an additional focus on suppliers located in regions with a heightened risk for deforestation.

[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Our Supplier Climate Action Program allows us to customize the way we engage with our value chain partners based on their climate maturity, carbon footprint and long-term decarbonization strategies. As the program was recently launched, we do not yet have a formal policy in place for non-compliance, but will continuously evolve the program elements. We do, however, have some contractual elements in place for environmental compliance and some policies in place for addressing non-compliance among suppliers for our Environmental, Health, and Safety program.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☒ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

We monitor supplier and producer performance to verify conformance to our responsible palm oil sourcing principles using a wide range of partners and technologies, with a preference for use of independent third-party verification methods where available. When an instance of nonconformance to our sourcing principles occurs, we take specific actions depending on the nature and severity of the nonconformance, where a producer falls in our supply chain, and the amount of commercial influence and leverage we may have to correct the behavior. Our primary approach is to engage and to give nonconforming producers the opportunity to improve their practices and to conform with our sourcing principles. In cases where there is insufficient progress against time-bound corrective action plans (CAP) or a lack of responsiveness to our request to correct the nonconformance, as a last resort, we may make the decision to cease purchasing palm oil source material from nonconforming producers. We continually qualify alternative sources to promote sustained supply chain resiliency.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☒ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

(5.11.5.3) Comment

We verify supplier environmental performance through on-site audits, including EcoVadis supplier scans of our suppliers' operations and wastewater management programs, to ensure compliance. Suppliers shall Comply with all relevant laws and regulations pertaining to the treatment and safe disposal of water and waste; Encourage environmental stewardship by implementing programs, where relevant to their business, to identify and mitigate issues related to water management;

Where relevant to their business, commit to controlling the concentrations of active pharmaceutical ingredients or other relevant substances that may enter the environment from manufacturing plants, and managing waste responsibly through generation, collection, storage, transportation, and disposal.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

- ☒ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ First-party verification
☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☒ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☒ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 76-99%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

As part of Kenvue's Supplier Climate Action Program and Kenvue's commitment to ensure 75% of suppliers by emissions set science-based targets by 2028, priority suppliers are required to report annual environmental data to Kenvue via EcoVadis or CDP and have their science-based targets validated by the Science Based Targets Initiative (SBTi) by 2028.

Forests

(5.11.6.1) Environmental requirement

Select from:

- ☒ Compliance with an environmental certification, please specify :RSPO certification for palm oil

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Certification
- ☒ Geospatial monitoring tool
- ☒ Grievance mechanism/ Whistleblowing hotline
- ☒ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

- ☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

(5.11.6.12) Comment

We monitor supplier and producer performance to verify conformance to our responsible palm oil sourcing principles using a wide range of partners and technologies, with a preference for use of independent third-party verification methods where available. We except require our suppliers to ensure their sources of palm oil are from a legal source, where the principles and criteria of the Roundtable on Sustainable Palm Oil (RSPO) are met, or where a recognized equivalent certification has been implemented. In addition, we require suppliers to ensure palm oil is not sources from areas that have not been cleared of natural forest since December 31, 2020. When an instance of nonconformance to our sourcing principles occurs, we take specific actions depending on the nature and severity of the nonconformance, where a producer falls in our supply chain, and the amount of commercial influence and leverage we may have to correct the behavior. Our primary approach is to engage and to give nonconforming producers the opportunity to improve their practices and to conform with our sourcing principles. In cases where there is insufficient progress against time-bound corrective action plans (CAP) or a lack of responsiveness to our request to correct the nonconformance, as a last resort, we may make the decision to cease purchasing palm oil source material from nonconforming producers. We continually qualify alternative sources to promote sustained supply chain resiliency.

Forests

(5.11.6.1) Environmental requirement

Select from:

☒ Compliance with an environmental certification, please specify :FSC® certification or recycled wood-based material

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- ☒ Certification
- ☒ Second-party verification
- ☒ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

- ☒ 1-25%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

- ☒ 100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

- ☒ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

- ☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☒ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☒ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

(5.11.6.12) Comment

Kenvue is committed to zero deforestation and to ensuring the paper-based packaging we purchase directly originates from low-risk sources. In addition, we require suppliers to ensure wood fiber is not sourced from areas that have not been cleared of natural forest since December 31, 2020. This aligns with Kenvue's goal to achieve 100% certified or verified recycled paper and wood fiber packaging by 2025. Certification schemes that are accepted by Kenvue for this goal include FSC® or PEFC chain of custody standard only when FSC® is not available. Our sourcing principles apply to all paper and wood-fiber products that we purchase directly, and we verify compliance with our sourcing principles for 100% of our direct spend on cartons, corrugates and leaflets. With the support of a third-party validator, we conduct an annual supplier risk assessment to maintain supply chain transparency, validate supplier product claims, materials certifications, and verify conformance to our sourcing principles and commitments. When an instance of nonconformance to our responsible paper and wood-fiber product sourcing requirements is reported to or identified by Kenvue, we require our direct supplier to develop and implement a time-bound corrective action plan (CAP), approved by Kenvue. In cases where there is insufficient progress against a CAP, as a last resort, we may make the decision to cease purchasing the product from nonconforming producers.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☒ Provide training, support and best practices on how to make credible renewable energy usage claims

☒ Provide training, support and best practices on how to measure GHG emissions

- ☒ Provide training, support and best practices on how to mitigate environmental impact
- ☒ Provide training, support and best practices on how to set science-based targets

Information collection

- ☒ Collect GHG emissions data at least annually from suppliers
- ☒ Collect targets information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 26-50%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

- ☒ 51-75%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Our Supplier Climate Action Program is dedicated to helping our target suppliers build the capabilities needed to set their science-based targets. The program defines actions for Kenvue and our suppliers, including that they map their environmental footprint; measure emissions aligned with the GHG emissions protocol; define base year and operating boundaries; set reduction goals; align reduction targets to the SBTi. Institute actionable and measurable plans to set and achieve targets and establish a process to measure performance and track progress. We ask our prioritized suppliers to participate in third-party accountability, capability building, and transparency programs, such as CDP and EcoVadis. To date, 69% of prioritized suppliers have a valid CDP scorecard, on which 20% have scored an A. In addition, 69% of prioritized suppliers have a valid EcoVadis scorecard. As part of this program, Kenvue plans to support supplier capability-building through offering training and resources, customized to meet different levels of maturity.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Setting a science-based emissions reduction target

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Forests

(5.11.7.1) Commodity

Select from:

☒ Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:

☒ No deforestation and/or conversion of other natural ecosystems

(5.11.7.3) Type and details of engagement

Information collection

☒ Other information collection activity, please specify :We collect data on certified source materials.

(5.11.7.4) Upstream value chain coverage

Select all that apply

☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☒ 1-25%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

☒ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We work with Supply Shift and Preferred by Nature to implement our wood fiber assessment which collects traceability and transparency data from our suppliers. Our wood fiber assessment is delivered via an online data collection platform to gather supply chain information including details on product, certification, recycled content, country of origin for wood fiber materials for packaging. Suppliers must provide supporting documentation along with their completed questionnaires to support their sustainability claims. This documentation includes proof of certification relevant invoices country of harvest recycled content declarations and other chain of custody documentation. Preferred by Nature validates supplier responses by reviewing supplier documents provided with their questionnaires Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :Our Palm Oil Policy and our Position on Responsible Wood Fiber Sourcing can be found at <https://www.kenvue.com/policies-positions>

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

Forests

(5.11.7.1) Commodity

Select from:

☒ Palm oil

(5.11.7.2) Action driven by supplier engagement

Select from:

- ☒ No deforestation and/or conversion of other natural ecosystems

(5.11.7.3) Type and details of engagement

Information collection

- ☒ Other information collection activity, please specify :We collect data from our palm oil derivatives suppliers to gain visibility into our supply chain and engage them on the benefits of purchasing certified material.

(5.11.7.4) Upstream value chain coverage

Select all that apply

- ☒ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- ☒ 1-25%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:

- ☒ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

Kenvue evaluates supply chain compliance with its No Deforestation, No Peat, No Exploitation (NDPE) commitments through an annual industry assessment of suppliers through a shared industry assessment tool, the Sustainable Palm Index. Kenvue also participates with fellow ASD members in dynamic mapping and monitoring for deforestation in areas of Southeast Asia linked to our palm oil derivatives supply chain by leveraging the Nusantara Atlas satellite monitoring platform. In 2023, 30% of our disclosure volume of palm oil was certified RSPO mass balance, the remaining 70% of our directly procured palm oil is covered by RSPO Book

and Claim Credits. Manufacturers and retailers can buy RSPO Credits and RSPO Independent Smallholder Credits from RSPO certified growers, crushers, and independent smallholders. By purchasing RSPO Credits buyers encourage the production of Certified Sustainable Palm Oil.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☒ Yes, please specify the environmental requirement :RSPO

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☒ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information about your products and relevant certification schemes

☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Align your organization's goals to support customers' targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with our customers on climate to help them support the achievements of their scope 3 -related targets. It also helps us enhance our enterprise reputation and advance towards being a vendor of choice among our customers.

(5.11.9.6) Effect of engagement and measures of success

Our customers reduce their scope 3-related emissions and work towards achieving their goals and commitments. We can also secure preferred merchandising and promotional support for sustainable products.

Forests

(5.11.9.1) Type of stakeholder

Select from:

☒ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

- ☒ Share information about your products and relevant certification schemes
- ☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

- ☒ Align your organization's goals to support customers' targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with our customers on forests-related matters to help them support the achievements of their environmental ambitions. It also helps us enhance our enterprise reputation and advance towards being a vendor of choice among our customers.

(5.11.9.6) Effect of engagement and measures of success

Our customers work towards achieving their environmental goals and commitments. We can also secure preferred merchandising and promotional support for sustainable products.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information about your products and relevant certification schemes

☒ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☒ Align your organization's goals to support customers' targets and ambitions

(5.11.9.3) % of stakeholder type engaged

Select from:

☒ Unknown

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☒ Unknown

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Investor decisions are informed by their perceptions of Kenvue's ability to adequately manage ESG related risks and opportunities.

(5.11.9.6) Effect of engagement and measures of success

We see a high level of off-season engagement on ESG topics and an increase in consideration for inclusion in ESG-related funds.
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

For the purposes of setting inventory organizational boundaries, Kenvue is utilizing the Operational Control Approach. These boundaries include facilities where Kenvue has, at least, a controlling interest from an operational perspective or at best, the facility is owned entirely by Kenuve. In addition, operational control includes all leased facilities used for manufacturing and/or research and development, and leased, non-manufacturing and or non-research and development facilities greater than 50,000 square feet. This approach is consistent with the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) GHG Protocol and general sustainability reporting protocols and guidance.

Forests

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

For the purposes of setting inventory organizational boundaries, Kenvue is utilizing the Operational Control Approach. These boundaries include facilities where Kenvue has, at least, a controlling interest from an operational perspective or at best, the facility is owned entirely by Kenuve. In addition, operational control includes all leased facilities used for manufacturing and/or research and development, and leased, non-manufacturing and or non-research and development facilities greater than 50,000 square feet. This approach is consistent with the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) GHG Protocol and general sustainability reporting protocols and guidance.

Water

(6.1.1) Consolidation approach used

Select from:

☒ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

*This is Kenvue’s first year disclosing Water data. All data applies to 27 Kenvue-owned manufacturing sites as well as 2 research and development sites.
[Fixed row]*

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☒ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☒ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☒ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

- ☒ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- ☒ The Greenhouse Gas Protocol: Scope 2 Guidance
- ☒ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	<i>Select from:</i> ☒ We are reporting a Scope 2, location-based figure	<i>Select from:</i> ☒ We are reporting a Scope 2, market-based figure	<i>Kenvue calculates and reports both market-based and location-based Scope 2 emissions in alignment with The Greenhouse Gas Protocol: Scope 2 Guidance.</i>

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

- ☒ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

73841

(7.5.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

158307

(7.5.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO₂e)

136832

(7.5.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015).

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO₂e)

2644220

(7.5.3) Methodological details

C1 includes emissions from all upstream impacts (cradle to gate) from Kenvue's supply chain related to goods (such as external manufacturing, chemicals, packaging) and services (media, marketing, research services). This also includes Forest, Land and Agriculture (FLAG) emissions from cotton, palm oil, and timber. Annual emissions are calculated using company spend in the report year paired with appropriate economic input/out (IO) Supply Chain Greenhouse Gas Emissions

Factors. 2022 and 2023 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.2 NAICS-6. 2024 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.3 NAICS-6. Emissions associated with intercompany transactions between Kenvue entities have been excluded. These emissions are already captured in the Scope 1 and 2 inventories of the supplying entities and/or in the upstream Scope 3 emissions of the original procurement. This treatment aligns with the GHG Protocol's principle of avoiding duplication across scopes and entities within the same organizational boundary.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

18063

(7.5.3) Methodological details

C2 includes emissions from all upstream impacts (cradle to gate) for categories designated as capital goods under Kenvue's financial accounting (capital equipment, construction, and facility services). Annual emissions are calculated using company spend in the report year paired with appropriate economic input/output (IO) Supply Chain Greenhouse Gas Emissions Factors. 2022 and 2023 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.2 NAICS-6. 2024 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.3 NAICS-6. Emissions associated with intercompany transactions between Kenvue entities have been excluded. These emissions are already captured in the Scope 1 and 2 inventories of the supplying entities and/or in the upstream Scope 3 emissions of the original procurement. This treatment aligns with the GHG Protocol's principle of avoiding duplication across scopes and entities within the same organizational boundary.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

71127

(7.5.3) Methodological details

C3 includes upstream emissions associated with the production of fuels, electricity, steam, chilled water, and district heat consumed by Kenvue. This includes well-to-tank (WTT)—GHG emissions from the production, transportation, transformation and distribution of the fuel used to power vehicles, transmission and distribution (T&D)—GHG emissions associated with distributing electricity from a utility to the end user, and WTT and T&D loss—upstream GHG emissions associated with the production, transportation, transformation and distribution of the fuel used to power electricity that is lost in the transmission and distribution process. Emissions were calculated using IEA loss factors for electricity and DEFRA WTT emission factors for fuels and electricity.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

696046

(7.5.3) Methodological details

C4 includes emissions from air, rail, road, and marine transportation, and storage of products produced in the reporting year. This can be between an organization's tier 1 suppliers and its own operations, or for all inbound or outbound logistics purchased by the reporting organization from a third-party. Reporting includes all inbound and outbound third-party logistics and warehousing paid for by Kenvue.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

2314

(7.5.3) Methodological details

C5 includes emissions from waste generated in Kenvue-owned facilities where Kenvue has operational control, used for manufacturing and/or research and development. Emissions were calculated for both non-hazardous and hazardous waste using DEFRA's emissions factors for waste. 2024 waste emissions were

calculated using DEFRA's newest emissions factors, published July 8, 2024. These updated factors decreased by 70% when compared to 2023 factors. This decrease is reflected by the significant emission reduction from 2023.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

23512

(7.5.3) Methodological details

C6 includes emissions from the transportation of employees for business-related activities, including air, rail, and automobile travel including well-to-wheel (WTW) emissions (emissions produced throughout a fuel's entire lifecycle, from its production to its use). Hotel stays are considered optional for reporting to the SBTi and are not reported. Travel related emissions from reimbursements were excluded. Data reported in 2023 reflects an adjustment to the methodology using DEFRA's emissions factors for air travel. Data reported in 2024 reflects an updated calculation methodology that 1) calculates emissions associated with seat class, 2) calculates air travel purchased outside of Kenvue's travel portal. Air travel purchased outside of Kenvue's travel portal was extracted from Kenvue's 2024 spend data and was excluded from Category 1: Purchased goods and services.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

28208

(7.5.3) Methodological details

C7 includes emissions from the transportation of employees for business-related activities, including air, rail, and automobile travel including well-to-wheel emissions and was calculated based on employee home and office locations and average work from home as well as commuting behaviors.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

4745

(7.5.3) Methodological details

C8 includes emissions from upstream leased assets and was calculated for sites that do not meet the criteria of Kenvue's Scope 1 and 2 emissions: Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

18082

(7.5.3) Methodological details

C9 includes emissions from the transportation and distribution of sold products. This only includes emissions from after the point of sale when transportation of the product is not paid for by Kenvue. In general, most of the outbound transportation from Kenvue's operations to customers is paid for by Kenvue and reported in C4. Upon transfer of goods to Kenvue's customers, products are distributed/stored downstream from retailers' warehouses to their retail locations and reported in C9 and was calculated using activity-based data using DEFRA emissions factors. The large emissions reduction from 2023 to 2024 is due to improved data collection in APAC, specifically the use of increased primary transaction data from suppliers.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Kenvue does not sell intermediate products that require downstream processing so this category is not relevant to our organization.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

1129

(7.5.3) Methodological details

C11 and C12 include direct emissions from the use of sold products and the end-of-life treatment of sold products was calculated using sales volumes for all Kenvue products combined with lifecycle assessment (LCA) models where sales volumes could be obtained; where they could not be obtained, sales revenues and average unit prices were used to estimate volumes. Due to the size of our product portfolio, LCAs were not performed for every Kenvue product, so products were placed into LCA categories, and a representative product LCA was applied.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

(7.5.3) Methodological details

C11 and C12 include direct emissions from the use of sold products and the end-of-life treatment of sold products was calculated using sales volumes for all Kenvue products combined with lifecycle assessment (LCA) models where sales volumes could be obtained; where they could not be obtained, sales revenues and average unit prices were used to estimate volumes. Due to the size of our product portfolio, LCAs were not performed for every Kenvue product, so products were placed into LCA categories, and a representative product LCA was applied.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Kenvue does not have downstream leased assets, so this category is not relevant to our organization.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Kenvue does not have franchises, so this category is not relevant to our organization.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

735

(7.5.3) Methodological details

Emissions were calculated using a spend-based model US EPA EEIO and Kenvue's percent equity in portfolio companies.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Kenvue does not report other upstream emissions.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2022

(7.5.2) Base year emissions (metric tons CO2e)

(7.5.3) Methodological details

Kenvue does not report other downstream emissions.

[Fixed row]

(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

56538

(7.6.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries. Fleet emissions are reported as CO2e and include CO2, CH4, and N2O.

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

62919

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO₂e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries. Fleet emissions are reported as CO₂ and do not include other greenhouse gas emissions.

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO₂e)

71982

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO₂e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries. Fleet emissions are reported as CO₂ and do not include other greenhouse gas emissions.

Past year 3

(7.6.1) Gross global Scope 1 emissions (metric tons CO₂e)

(7.6.2) End date

12/31/2021

(7.6.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries. Fleet emissions are reported as CO2 and do not include other greenhouse gas emissions.

Past year 4**(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)**

73841

(7.6.2) End date

12/31/2020

(7.6.3) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 1 emission factors are sourced from a variety of reputable public sources which includes emission factors for fuel sources which are multiplied by the associated global warming potential (GWP) and added

together to determine the total CO₂e. Scope 1 emissions are defined as from sources that are owned or controlled by Kenvue and occur on-site within its operational boundaries. Fleet emissions are reported as CO₂ and do not include other greenhouse gas emissions.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO₂e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO₂e)

152261

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO₂e)

76262

(7.7.4) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 2 emission factors are sourced from a variety of reputable public sources which includes emission factors for purchased electricity sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO₂e. Scope 2 emissions are defined as indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by Kenvue.

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO₂e)

146245

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO₂e)

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 2 emission factors are sourced from a variety of reputable public sources which includes emission factors for purchased electricity sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO₂e. Scope 2 emissions are defined as indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by Kenvue.

Past year 2**(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO₂e)**

154554

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO₂e)

113934

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from

Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 2 emission factors are sourced from a variety of reputable public sources which includes emission factors for purchased electricity sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 2 emissions are defined as indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by Kenvue.

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

146693

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

133505

(7.7.3) End date

12/31/2021

(7.7.4) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 2 emission factors are sourced from a variety of reputable public sources which includes emission factors for purchased electricity sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 2 emissions are defined as indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by Kenvue.

Past year 4

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

158307

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

136832

(7.7.3) End date

12/31/2020

(7.7.4) Methodological details

Applies to all Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet and where Kenvue has operational control. The 2020 baseline and all subsequent reporting years include all facilities aligned to Kenvue's structure upon separation from Johnson & Johnson in 2023 and do not include any operational or organizational exclusions. The inventory was compiled in accordance with the World Resource Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol – A Corporate Accounting and Reporting Standard (Revised Edition 2013) including the amendment to this protocol, GHG Protocol Scope 2 Guidance (2015). Scope 2 emission factors are sourced from a variety of reputable public sources which includes emission factors for purchased electricity sources which are multiplied by the associated global warming potential (GWP) and added together to determine the total CO2e. Scope 2 emissions are defined as indirect emissions from the generation of purchased or acquired electricity, steam, heating, or cooling consumed by Kenvue.

[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

2097178

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C1 includes emissions from all upstream impacts (cradle to gate) from Kenvue's supply chain related to goods (such as external manufacturing, chemicals, packaging) and services (media, marketing, research services). This also includes Forest, Land and Agriculture (FLAG) emissions from cotton, palm oil, and timber. Annual emissions are calculated using company spend in the report year paired with appropriate economic input/out (IO) Supply Chain Greenhouse Gas Emissions Factors. 2022 and 2023 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.2 NAICS-6. 2024 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.3 NAICS-6. Emissions associated with intercompany transactions between Kenvue entities have been excluded. These emissions are already captured in the Scope 1 and 2 inventories of the supplying entities and/or in the upstream Scope 3 emissions of the original procurement. This treatment aligns with the GHG Protocol's principle of avoiding duplication across scopes and entities within the same organizational boundary.

Capital goods

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO₂e)

17511

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C2 includes emissions from all upstream impacts (cradle to gate) for categories designated as capital goods under Kenvue's financial accounting (capital equipment, construction, and facility services). Annual emissions are calculated using company spend in the report year paired with appropriate economic input/output (IO) Supply Chain Greenhouse Gas Emissions Factors. 2022 and 2023 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.2 NAICS-6. 2024 emissions were calculated using the US EPA's Supply Chain Greenhouse Gas Emissions Factors v1.3 NAICS-6. Emissions associated with intercompany transactions between Kenvue entities have been excluded. These emissions are already captured in the Scope 1 and 2 inventories of the supplying entities and/or in the upstream Scope 3 emissions of the original procurement. This treatment aligns with the GHG Protocol's principle of avoiding duplication across scopes and entities within the same organizational boundary.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

61294

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C3 includes upstream emissions associated with the production of fuels, electricity, steam, chilled water, and district heat consumed by Kenvue. This includes well-to-tank (WTT)—GHG emissions from the production, transportation, transformation and distribution of the fuel used to power vehicles, transmission and distribution (T&D)—GHG emissions associated with distributing electricity from a utility to the end user, and WTT and T&D loss—upstream GHG emissions associated with the production, transportation, transformation and distribution of the fuel used to power electricity that is lost in the transmission and distribution process. Emissions were calculated using IEA loss factors for electricity and DEFRA WTT emission factors for fuels and electricity.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

346127

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C4 includes emissions from air, rail, road, and marine transportation, and storage of products produced in the reporting year. This can be between an organization's tier 1 suppliers and its own operations, or for all inbound or outbound logistics purchased by the reporting organization from a third-party. Reporting includes all inbound and outbound third-party logistics and warehousing paid for by Kenvue.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

497

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C5 includes emissions from waste generated in Kenvue-owned facilities where Kenvue has operational control, used for manufacturing and/or research and development. Emissions were calculated for both non-hazardous and hazardous waste using DEFRA's emissions factors for waste. 2024 waste emissions were calculated using DEFRA's newest emissions factors, published July 8, 2024. These updated factors decreased by 70% when compared to 2023 factors. This decrease is reflected by the significant emission reduction from 2023.

Business travel

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

38665

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

C6 includes emissions from the transportation of employees for business-related activities, including air, rail, and automobile travel including well-to-wheel (WTW) emissions (emissions produced throughout a fuel's entire lifecycle, from its production to its use). Hotel stays are considered optional for reporting to the SBTi and are not reported. Travel related emissions from reimbursements were excluded. Data reported in 2023 reflects an adjustment to the methodology using DEFRA's emissions factors for air travel. Data reported in 2024 reflects an updated calculation methodology that 1) calculates emissions associated with seat class, 2) calculates air travel purchased outside of Kenvue's travel portal. Air travel purchased outside of Kenvue's travel portal was extracted from Kenvue's 2024 spend data and was excluded from Category 1: Purchased goods and services.

Employee commuting

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

33633

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C7 includes emissions from the transportation of employees for business-related activities, including air, rail, and automobile travel including well-to-wheel emissions and was calculated based on employee home and office locations and average work from home as well as commuting behaviors.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

8080

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Site-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

30

(7.8.5) Please explain

C8 includes emissions from upstream leased assets and was calculated for sites that do not meet the criteria of Kenvue's Scope 1 and 2 emissions: Kenvue-owned facilities where Kenvue has operational control, regardless of building type; all leased facilities used for manufacturing and/or research and development; and leased, non-manufacturing and/or non-research and development facilities where the facility is greater than 50,000 square feet. The percentage of emissions calculated using data obtained from suppliers or value chain partners corresponds to emissions from facilities where actual electricity consumption data was provided by the landlord. Data reported in 2024 reflects an improved data methodology, resulting in a more accurate percentage.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

12822

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C9 includes emissions from the transportation and distribution of sold products. This only includes emissions from after the point of sale when transportation of the product is not paid for by Kenvue. In general, most of the outbound transportation from Kenvue's operations to customers is paid for by Kenvue and reported in C4. Upon transfer of goods to Kenvue's customers, products are distributed/stored downstream from retailers' warehouses to their retail locations and reported in C9 and was calculated using activity-based data using DEFRA emissions factors. The large emissions reduction from 2023 to 2024 is due to improved data collection in APAC, specifically the use of increased primary transaction data from suppliers.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Kenvue does not sell intermediate products that require downstream processing, so this category is not relevant to our organization.

Use of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

764

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Average product method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C11 and C12 include direct emissions from the use of sold products and the end-of-life treatment of sold products was calculated using sales volumes for all Kenvue products combined with lifecycle assessment (LCA) models where sales volumes could be obtained; where they could not be obtained, sales revenues and average unit prices were used to estimate volumes. Due to the size of our product portfolio, LCAs were not performed for every Kenvue product, so products were placed into LCA categories, and a representative product LCA was applied.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

149773

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

C11 and C12 include direct emissions from the use of sold products and the end-of-life treatment of sold products was calculated using sales volumes for all Kenvue products combined with lifecycle assessment (LCA) models where sales volumes could be obtained; where they could not be obtained, sales revenues and average unit prices were used to estimate volumes. Due to the size of our product portfolio, LCAs were not performed for every Kenvue product, so products were placed into LCA categories, and a representative product LCA was applied.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Kenvue does not have any downstream leased assets, so this category is not relevant to our organization.

Franchises

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Kenvue does not have any franchises, so this category is not relevant to our organization.

Investments

(7.8.1) Evaluation status

Select from:

☒ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

41

(7.8.3) Emissions calculation methodology

Select all that apply

☒ Investment-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions were calculated using a spend-based model (US EPA EEIO) and Kenvue's percent equity in portfolio companies.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Kenvue does not report other upstream emissions.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☒ Not relevant, explanation provided

(7.8.5) Please explain

Kenvue does not report other downstream emissions.

[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2519417

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

21474

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

64867

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

549345

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

2063

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

25901

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

34692

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

5958

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

18406

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

817

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

166869

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

551

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Kenvue's Scope 3 emissions have a base year of 2022.

Past year 2

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2644220

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

18063

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

71127

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

696046

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

2314

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

23514

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

28208

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

4745

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

18082

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

1129

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

143995

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

735

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Kenvue's Scope 3 emissions have a base year of 2022.

[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> ☒ Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> ☒ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☒ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.1.4) Attach the statement

limited-assurance-statement-2024.pdf

(7.9.1.5) Page/section reference

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Kenvue to provide limited assurance in relation to Scope 1 emissions. For an overview of the assured performance indicators, please refer to pages 1 to 3 of the Independent Limited Assurance Report.

(7.9.1.6) Relevant standard

Select from:

☒ ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☒ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☒ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☒ Limited assurance

(7.9.2.5) Attach the statement

limited-assurance-statement-2024.pdf

(7.9.2.6) Page/ section reference

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Kenvue to provide limited assurance in relation to Scope 2 location-based emissions. For an overview of the assured performance indicators, please refer to pages 1 to 3 of the Independent Limited Assurance Report.

(7.9.2.7) Relevant standard

Select from:

☒ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☒ Scope 2 market-based