

Kimberly-Clark Statement on 2023 EEO-1 Consolidated Report

At Kimberly-Clark, we believe our business success is intricately tied to creating workplaces, communities, and experiences where inclusion, equity, and diversity are evident and thriving. We prioritize the need to cultivate a workforce where all are included and empowered to do their best work. Employing people with diverse experiences and perspectives amplifies our ability to gather insights, foster innovation, and understand the culture, context, and mindset of consumers around the world. As a company who serves consumers and communities, we seek to make progress towards an inclusive, equitable, and diverse workforce that encompass the wide variety of diverse experiences and perspectives of the people who use our products – now and in the future.

As such, we support workforce inclusion, equity, and diversity and consider it a fundamental business strategy. Read more about Kimberly-Clark's inclusion and diversity strategies in our latest [Global Sustainability Report](#) and on [Kimberly-Clark.com](#).

We are publicly disclosing our Employer Information Report (EEO-1) submitted to the Equal Employment Opportunity Commission. The EEO-1 Report is a compliance survey mandated by U.S. federal statute and regulations. The report provides a snapshot of our U.S workforce demographics as of December 31, 2023, based on standardized race/ethnicity, gender and job categories. Please note that these prescribed categories are different from how we organize our workforce and our jobs and how we apply our inclusion, equity, and diversity objectives and initiatives. We organize our workforce to meet the specific needs of our business. Also, our inclusion, equity, and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
1385241

EMPLOYER NAME

KIMBERLY-CLARK CORPORATION

ADDRESS

351 PHELPS DRIVE

CITY/TOWN

DALLAS

STATE

TX

ZIP CODE

75248

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)

390394230

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) **NO** (Employer Is Not Eligible to File) **EMPLOYER NO LONGER IN BUSINESS**

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): **390394230**

YES (Single-Establishment Employer is Federal Contractor) **YES** (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) **YES** (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

322120 - Paper Mills

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	15	29	183	10	27	0	2	4	126	7	18	0	0	2	423
First/Mid-Level Officials and Managers	41	0	470	35	38	1	2	6	287	28	18	1	3	8	938
Professionals	114	96	1564	84	175	3	10	22	1191	114	139	3	4	22	3541
Technicians	6	4	121	6	1	0	1	3	41	1	2	0	1	0	187
Sales Workers	9	83	0	5	0	1	0	1	80	6	3	1	0	0	189
Administrative Support Workers	8	16	37	7	1	0	1	0	160	34	3	0	3	8	278
Craft Workers	28	2	0	150	8	0	34	13	57	21	0	0	34	0	347
Operatives	157	42	2702	607	9	9	108	51	442	215	21	0	0	0	4363
Laborers and Helpers	7	3	74	18	0	0	9	3	26	10	0	0	2	2	154
Service Workers	0	0	3	2	0	0	0	0	4	1	0	0	0	0	10
CURRENT 2023 REPORTING YEAR TOTAL	385	275	5154	924	259	14	167	103	2414	437	204	5	47	42	10430
PRIOR 2022 REPORTING YEAR TOTAL	346	168	6538	901	200	14	160	88	2418	344	177	6	33	38	11431

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/1/2023 - 12/31/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable