

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															