

Kimberly-Clark Statement on 2022 EEO-1 Consolidated Report

At Kimberly-Clark, we believe our business success is intricately tied to creating workplaces, communities, and experiences where inclusion and diversity are evident and thriving. We aim to cultivate a workforce where our employees are included and empowered to do their best work. Employing people from disparate backgrounds, cultures, and experiences 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, K-C seeks to make progress towards an inclusive and diverse workforce that encompasses the wide variety of diverse experiences and perspectives reflected in the consumers we serve.

As such, we support workforce inclusion 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, 2022, 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 and diversity objectives and initiatives. We organize our workforce to meet the specific needs of our business. Also, our inclusion and diversity initiatives are global, while the EEO-1 is solely U.S.-focused.



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024

**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): UNAVAILABLE

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	26	9	171	5	15	0	0	4	124	11	8	0	0	0	373
First/Mid-Level Officials and Managers	32	16	450	28	35	1	2	5	284	12	7	1	2	4	879
Professionals	117	75	1678	68	124	4	8	15	1208	60	143	1	3	16	3520
Technicians	5	7	116	4	2	0	1	1	48	1	1	0	2	1	189
Sales Workers	10	9	148	7	0	2	0	2	125	4	5	3	0	0	315
Administrative Support Workers	4	14	64	11	1	0	2	4	140	9	3	0	0	3	255
Craft Workers	28	2	1236	157	6	0	33	11	54	20	1	0	4	0	1552
Operatives	120	34	2573	598	17	6	98	42	398	212	9	1	21	12	4141
Laborers and Helpers	4	2	99	21	0	1	16	4	34	13	0	0	1	2	197
Service Workers	0	0	3	2	0	0	0	0	3	2	0	0	0	0	10
CURRENT 2022 REPORTING YEAR TOTAL	346	168	6538	901	200	14	160	88	2418	344	177	6	33	38	11431
PRIOR 2021 REPORTING YEAR TOTAL	317	163	6368	888	199	11	145	78	2280	365	153	6	30	39	11072

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/1/2022 - 12/31/2022