

Kimberly-Clark Statement on 2021 EEO-1 Consolidated Report

Based on the U.S. Equal Employment Opportunity Commission's (EEOC) timeline of October 31, 2023 for opening up their EEO-1 reporting portal for employers, Kimberly-Clark's EEO-1 report and related disclosure will be available on or before December 5, 2023.

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 prioritize the need to cultivate a workforce where all 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, we believe our workforce should be comprised of people who look, think, and behave like the people who use our products – now and in the future.

As such, we support workforce inclusion and diversity and consider it a fundamental business strategy. We continue to make progress on our short-and long-term goals for women and U.S. People of Color in all management roles. 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, 2021, 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.



CO= 1385241

EQUAL EMPLOYMENT OPPORTUNITY

U= 1385241

2021 EMPLOYER INFORMATION REPORT EEO-1

CONSOLIDATED REPORT

SECTION B - COMPANY IDENTIFICATION

1. KIMBERLY-CLARK CORPORATION
351 PHELPS DRIVE
DALLAS, TX 75248

2.a. KIMBERLY-CLARK CORPORATION
351 PHELPS DRIVE
DALLAS, TX 75248

c. EIN= 390394230

SECTION C - TEST FOR FILING REQUIREMENT

1- Y 2- Y 3- N DUNS= 006072136

SECTION E - ESTABLISHMENT INFORMATION

NAICS: 322121 - Paper (except Newsprint) Mills

SECTION D - EMPLOYMENT DATA

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO											OVERALL TOTALS	
			***** MALE *****						***** FEMALE *****						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	NATIVE HAWAIIAN OR PACIFIC ISLANDER	ASIAN	AMERICAN INDIAN OR ALASKAN NATIVE		TWO OR MORE RACES
EXECUTIVE/SR OFFICIALS & MGRS	29	19	196	8	0	26	2	3	112	7	0	13	0	1	416
FIRST/MID OFFICIALS & MGRS	21	19	424	25	0	26	2	4	243	20	1	13	0	3	801
PROFESSIONALS	95	77	1509	77	4	120	6	16	1094	89	2	110	4	23	3226
TECHNICIANS	4	0	121	9	0	2	1	1	54	2	0	0	1	0	195
SALES WORKERS	7	3	78	8	1	2	0	1	93	3	1	3	0	0	200
ADMINISTRATIVE SUPPORT	4	9	52	11	0	0	1	0	181	30	0	3	1	4	296
CRAFT WORKERS	32	1	1352	148	1	5	39	11	52	10	1	0	4	0	1656
OPERATIVES	121	34	2554	587	5	18	85	36	410	218	1	11	20	8	4108
LABORERS & HELPERS	4	1	80	13	0	0	9	6	37	14	0	0	0	0	164
SERVICE WORKERS	0	0	2	2	0	0	0	0	4	2	0	0	0	0	10
TOTAL	317	163	6368	888	11	199	145	78	2280	395	6	153	30	39	11072
PREVIOUS REPORT TOTAL	293	158	6413	893	6	209	128	76	2316	406	7	144	28	41	11118

SECTION F - REMARKS

DATES OF PAYROLL PERIOD: 12/1/2021 THRU 12/31/2021

SECTION G - CERTIFICATION

CERTIFYING OFFICIAL: Pete Quinn
EMAIL: pquinn@kcc.com

EEO1 REPORT CONTACT PERSON: Pete Quinn
EMAIL: pquinn@kcc.com

CERTIFIED DATE [EST]: 5/13/2022 6:01 PM

TITLE: HR Manager
PHONE: 865-541-7026

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