

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 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															
<input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)															
Unique Entity ID (UEI): 390394230															
<input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)															
<input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)															
<input checked="" type="checkbox"/> 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	27	16	176	13	28	0	2	2	126	7	17	0	0	2	416
First/Mid-Level Officials and Managers	41	29	440	29	29	1	2	8	272	25	18	1	2	8	905
Professionals	111	82	1466	75	143	3	10	23	1133	109	121	3	3	18	3300
Technicians	7	4	108	4	1	0	1	4	37	1	2	0	1	0	170
Sales Workers	8	1	65	2	0	1	0	1	75	4	1	0	1	0	159
Administrative Support Workers	8	14	34	6	1	0	1	0	143	1	22	0	0	7	237
Craft Workers	29	2	1231	156	9	0	39	14	57	22	0	0	7	0	1566
Operatives	152	43	2618	608	22	7	106	55	409	213	11	4	18	16	4282
Laborers and Helpers	4	3	78	21	0	0	5	2	26	17	0	0	2	5	163
Service Workers	0	0	3	2	0	0	0	0	4	1	0	0	0	0	10
CURRENT 2024 REPORTING YEAR TOTAL	387	194	6219	916	233	12	166	109	2282	400	192	8	34	56	11208
PRIOR 2023 REPORTING YEAR TOTAL	385	275	5154	924	259	14	167	103	2414	437	204	5	47	42	10430
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/1/2024 - 12/30/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 1385241		EMPLOYER NAME KIMBERLY-CLARK CORPORATION		
ADDRESS 351 PHELPS DRIVE		CITY/TOWN DALLAS	STATE TX	ZIP CODE 75248
CERTIFICATION COMMENTS (optional)				
No Certification Comments Provided				
CERTIFICATION STATEMENT				
<i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
6/18/2025 10:10 AM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Erika Salinas		Title of Certifying Official HR Operations Digital Experience Specialist		
Email Address of Certifying Official erika.salinas@kcc.com		Telephone Number of Certifying Official 770-301-5178		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Erika Salinas		Title and Employer of Primary POC HR Operations Digital Experience Specialist Kimberly-Clark		
Email Address of Primary POC erika.salinas@kcc.com		Telephone Number of Primary POC 770-301-5178		