

KIMBERLY CLARK CORP (KMB)

2026 DEF 14A · filed 2026-03-23 · CIK 0000055785

Headline facts

CEO TOTAL PAY

\$15,320,405

Michael D. Hsu · 2025 · “ 7% YoY

CEO PAY RATIO ITEM 402(U)

271 to 1

Median employee: \$15,320,405

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Management Development and Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael D. Hsu Chairman of the Board and Chief Executive Officer	\$1,500,000	\$11,499,989	\$1,596,424	\$723,992	\$15,320,405
Russell Torres President and Chief Operating Officer	\$950,150	\$4,299,996	\$616,000	\$391,509	\$6,257,655
Nelson Urdaneta Senior Vice President and Chief Financial Officer	\$922,500	\$3,499,997	\$565,590	\$193,004	\$5,181,091
Zackery Hicks Chief Digital and Technology Officer	\$1,042,500	\$2,999,997	\$638,570	\$216,741	\$4,897,808
Jeffrey Melucci Chief Strategy, Business Development and Administrative Officer	\$914,250	\$3,149,997	\$614,790	\$206,322	\$4,885,359

CEO pay mix (latest year)

Base salary	10%
Cash incentive	10%
Equity	75%
Other	5%
At-risk	85%

Every fact above, traced back to filing text

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CEO pay ratio = 271 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“rules, we are providing the following information about the relationship of our CEO’s compensation to the compensation of all our employees. For 2025: •the total compensation of our median employee was \$56,552 •the total compensation of our CEO, as reported in the Summary Compensation Table, was \$15,320,405 •the ratio of our CEO’s total compensation to the median employee total compensation was 271 to 1 To identify our median employee, we compared the base salaries and target annual incentives of our employees as of October 31, 2025. At that date, we had 36,122 employees, of which 10,923 were ...”

Median employee compensation = \$15,320,405

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“of all our employees. For 2025: •the total compensation of our median employee was \$56,552 •the total compensation of our CEO, as reported in the Summary Compensation Table, was \$15,320,405 •the ratio of our CEO’s total compensation to the median employee total compensation was 271 to 1 To identify our median employee, we compared the base salaries and target annual incentives of our employees as of October 31, 2025. At that date, we had 36,122 employees, of which 10,923 were U.S. employees and 25,199 were non-U.S. employees. We excluded 1,418 employees based in Indonesia as permitted by SEC r...”

Compensation committee = Management Development and Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Management Development and Compensation Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Guidelines”