Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 016

1c Effective date of plan 01/01/2010

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
KIMBERLY-CLARK CORPORATION

401 NORTH LAKE STREET
NEENAH, WI 54956

2b Employer Identification Number (EIN) 39-0394230

2c Plan Sponsor's telephone number 865-541-7000

2d Business code (see instructions) 339900

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2022	ALISA HUNT
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	16971
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	11112
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	11034
b	Retired or separated participants receiving benefits	**6b**	697
c	Other retired or separated participants entitled to future benefits	**6c**	5187
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	16918
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	84
f	Total. Add lines **6d** and **6e**	**6f**	17002
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	16912
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2O 2R 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 016

C Plan sponsor's name as shown on line 2a of Form 5500
KIMBERLY-CLARK CORPORATION

D Employer Identification Number (EIN)
39-0394230

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

AMERIPRISE TRUST COMPANY

41-6219335

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FID INV INST OPS CO

04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 72	INV. ADVISORY	2594904	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO,NA

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51	INV. MANAGER	1318496	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

FID INV INST OPS CO

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 50 60 64 65 71	RECORDKEEPER	407393	Yes [X] No [ ]	Yes [X] No [ ]	102804	Yes [X] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST CORPORATION

36-2723087

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 50	TRUSTEE	160646	Yes [X] No [ ]	Yes [X] No [ ]	31715	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

BDO USA, LLP

13-5381590

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	ACCOUNTANT	79500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

HEWITT FINANCIAL SERVICES LLC

36-3943169

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
33 61 63	BROKER	63750	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRINTEDGE

62-1142356

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
38 50	COMMUNICATIONS	10634	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

ALIGHT FINANCIAL SOLUTIONS, LLC

82-1061233

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 50 64	BROKER	5650	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

SIMPLY CONNECT CONSULTING LLC

27-2424795

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
38 50	COMMUNICATIONS	5420	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CURCIO WEBB

36-4171366

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 50	CONSULTANT	11558	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
FID INV INST OPS CO	60	102804
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MULTIPLE MUTUAL FUND COMPANIES 04-2647786	SUB-TRANSFER AGENCY FEES SEE ATTACHMENT TO LINE 2(H) FOR FORMULAS	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
NORTHERN TRUST CORPORATION	71	31715
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MULTIPLE BROKERS 36-2723087	BROKER COMMISSIONS	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

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(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III	**Termination Information on Accountants and Enrolled Actuaries (see instructions)** (complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 016

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
KIMBERLY-CLARK CORPORATION

D Employer Identification Number (EIN)
39-0394230

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 VALUE FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3330726-001	C	450971000

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 GROWTH FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3330725-001	C	748505000

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 1000 INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3357216-001	C	687080000

a Name of MTIA, CCT, PSA, or 103-12 IE: RUSSELL 2000 INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3318704-001	C	275172000

a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK MSCI ACWI EX-US IMI IND

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
27-4955447-001	C	567767000

a Name of MTIA, CCT, PSA, or 103-12 IE: US DEBT INDEX FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
94-3291425-001	C	462892000

a Name of MTIA, CCT, PSA, or 103-12 IE: LIFEPATH INDEX RETIREMENT FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
71-0986421-001	C	86470000

a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2025 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 20-5115920-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	120052000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2030 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 71-0986424-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	53939000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2035 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 20-5114956-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	129442000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2040 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 71-0986419-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	45005000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2045 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 20-5115008-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	95937000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2050 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 26-0896020-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	33662000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2055 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 27-2470604-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	34827000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2060 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 47-1878775-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	12368000
a Name of MTIA, CCT, PSA, or 103-12 IE:	LIFEPATH INDEX 2065 FUND F		
b Name of sponsor of entity listed in (a):	BLACKROCK INSTITUTIONAL TRUST CO		
c EIN-PN 84-1770109-001	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	3813000
a Name of MTIA, CCT, PSA, or 103-12 IE:	MONEY MARKET FUND Z		
b Name of sponsor of entity listed in (a):	AMERIPRISE TRUST COMPANY		
c EIN-PN 41-0007957-054	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	29079000

a Name of MTIA, CCT, PSA, or 103-12 IE: INCOME FUND Z

b Name of sponsor of entity listed in (a): AMERIPRISE TRUST COMPANY

c EIN-PN 41-0007957-055	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 207246000

a Name of MTIA, CCT, PSA, or 103-12 IE: STABLE GOVERNMENT FUND Z

b Name of sponsor of entity listed in (a): AMERIPRISE TRUST COMPANY

c EIN-PN 41-0007957-056	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 78088000

a Name of MTIA, CCT, PSA, or 103-12 IE: CT MONEY MARKET FUND Z

b Name of sponsor of entity listed in (a): AMERIPRISE TRUST COMPANY

c EIN-PN 41-0007957-057	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 88559000

a Name of MTIA, CCT, PSA, or 103-12 IE: NT COLLECTIVE GOVERNMENT ST INVEST

b Name of sponsor of entity listed in (a): NORTHERN TRUST INVESTMENTS, INC.

c EIN-PN 45-6138589-068	**d** Entity code C	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8979000

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 016

C Plan sponsor's name as shown on line 2a of Form 5500
KIMBERLY-CLARK CORPORATION

D Employer Identification Number (EIN)
39-0394230

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	57022000	30118000
(2) Participant contributions	1b(2)	4977000	5134000
(3) Other	1b(3)	1751000	1706000
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	11955000	8979000
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	33685000	32087000
(9) Value of interest in common/collective trusts	1c(9)	3784950000	4210874000
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	345120000	398007000

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	**1d(1)**	221937000	204742000
	(2) Employer real property	**1d(2)**		
e	Buildings and other property used in plan operation	**1e**		
f	Total assets (add all amounts in lines 1a through 1e)	**1f**	4461397000	4891647000
	Liabilities			
g	Benefit claims payable	**1g**	90000	28000
h	Operating payables	**1h**	2344000	747000
i	Acquisition indebtedness	**1i**		
j	Other liabilities	**1j**		
k	Total liabilities (add all amounts in lines 1g through1j)	**1k**	2434000	775000
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	**1l**	4458963000	4890872000

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	**2a(1)(A)**	73103000	
	(B) Participants	**2a(1)(B)**	115899000	
	(C) Others (including rollovers)	**2a(1)(C)**	26278000	
	(2) Noncash contributions	**2a(2)**		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	**2a(3)**		215280000
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	**2b(1)(A)**	56000	
	(B) U.S. Government securities	**2b(1)(B)**		
	(C) Corporate debt instruments	**2b(1)(C)**		
	(D) Loans (other than to participants)	**2b(1)(D)**		
	(E) Participant loans	**2b(1)(E)**	1646000	
	(F) Other	**2b(1)(F)**		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	**2b(1)(G)**		1702000
	(2) Dividends: **(A)** Preferred stock	**2b(2)(A)**		
	(B) Common stock	**2b(2)(B)**	7198000	
	(C) Registered investment company shares (e.g. mutual funds)	**2b(2)(C)**	8379000	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	**2b(2)(D)**		15577000
	(3) Rents	**2b(3)**		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	**2b(4)(A)**	1270925000	
	(B) Aggregate carrying amount (see instructions)	**2b(4)(B)**	999412000	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	**2b(4)(C)**		271513000
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	**2b(5)(A)**		
	(B) Other	**2b(5)(B)**	3180000	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	**2b(5)(C)**		3180000

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		317928000
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		13282000
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		838462000
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	404638000	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		404638000
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		122000
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	79000	
(2) Contract administrator fees	2i(2)	632000	
(3) Investment advisory and management fees	2i(3)	1035000	
(4) Other	2i(4)	47000	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		1793000
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		406553000
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		431909000
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [ ] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [X] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: BDO USA, LLP **(2)** EIN: 13-5381590

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		35000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 016

C Plan sponsor's name as shown on line 2a of Form 5500
KIMBERLY-CLARK CORPORATION

D Employer Identification Number (EIN)
39-0394230

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107 36-3046063

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☒ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☒ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☒ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☒ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

KIMBERLY-CLARK CORPORATION 401(K) AND PROFIT SHARING PLAN

Employer ID 39-0394230
Plan ID 016

Financial Statements as of and for the Years Ended
December 31, 2021 and 2020

Supplemental Schedule
As of December 31, 2021

(With Independent Auditors' Report Thereon)

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Schedule of Assets (Held at End of Year)	**16**

NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

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Independent Auditor's Report

To the Plan Administrator
Kimberly-Clark Corporation 401(k) and Profit Sharing Plan
Dallas, Texas

Opinion

We have audited the financial statements of Kimberly-Clark Corporation 401(k) and Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H – Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to

prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

BDO USA, LLP

Dallas, Texas
June 28, 2022

KIMBERLY-CLARK CORPORATION
401(K) AND PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

(Thousands of dollars)	December 31 2021	2020
Assets		
Investments at fair value	$ 4,822,602	$ 4,363,962
Receivables:		
Dividends and interest	1,706	1,751
Employee contributions	5,134	4,977
Employer matching contributions	3,263	3,132
Employer profit sharing contributions	26,855	53,890
Notes receivable from participants	32,852	34,328
Total Receivables	69,810	98,078
Total Assets	4,892,412	4,462,040
Liabilities		
Fees payable and pending disbursements	747	2,344
Total Liabilities	747	2,344
Net Assets Available for Benefits	$ 4,891,665	$ 4,459,696

See Notes to Financial Statements.

KIMBERLY-CLARK CORPORATION
401(K) AND PROFIT SHARING PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

(Thousands of dollars)	For the Year Ended December 31 2021	2020
Additions to Net Assets Available for Benefits		
Investment income:		
Net appreciation in fair value of investments	$ 605,903	$ 539,914
Dividends - Kimberly-Clark Corporation stock	7,198	6,911
Dividends - Self-Directed Brokerage Account ("SDBA")	8,379	5,838
Interest	56	668
Net investment income	621,536	553,331
Contributions:		
Employee contributions	142,177	129,473
Employer profit sharing contributions	26,855	53,890
Employer matching contributions	46,248	45,400
Total contributions	215,280	228,763
Interest on notes receivable from participants	1,646	1,947
Total Additions	838,462	784,041
Deductions from Net Assets Available for Benefits		
Benefits paid to participants	404,700	317,222
Administrative expenses	1,793	1,707
Total Deductions	406,493	318,929
Net Increase in Net Assets Available for Benefits	431,969	465,112
Net Assets Available for Benefits		
Beginning of Year	4,459,696	3,994,584
End of Year	$ 4,891,665	$ 4,459,696

See Notes to Financial Statements.

KIMBERLY-CLARK CORPORATION
401(K) AND PROFIT SHARING PLAN
NOTES TO FINANCIAL STATEMENTS

Note 1. Description of the Plan

The following brief description of the Kimberly-Clark Corporation 401(k) and Profit Sharing Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

The financial statements represent the accounts of the Plan in conformity with accounting principles generally accepted in the United States of America ("GAAP").

General

The Plan, sponsored by Kimberly-Clark Corporation (the "Corporation"), was adopted effective January 1, 2010. It is a defined contribution plan covering eligible employees of the Corporation and its participating subsidiaries. The Plan is an employee stock ownership plan, as defined in Section 4975 of the Internal Revenue Code of 1986 (the "Code"). Salary, hourly non-union and hourly union (as bargained) employees of the Corporation and its participating U.S. subsidiaries (collectively, the "Employer") are eligible to participate in the Plan.

The Board of Directors of the Corporation or its delegate may change the eligibility and other provisions of the Plan from time to time. The assets of the Plan are held with The Northern Trust Company (the "Trustee"). The named fiduciary for the Plan is the Benefits Administration Committee (the "BAC").

Contributions

An eligible employee may elect to make contributions that are deducted from compensation paid by the Employer before federal income taxes are withheld ("401(k) contributions"), after-tax contributions, and Roth 401(k) contributions in any combination up to 50% in whole percentages of base salary. 401(k) contributions, after-tax contributions, and Roth 401(k) contributions in any combination up to 4% of base salary are eligible for Company Match Safe Harbor contributions ("Employer matching contributions"). Employees that are new hires or re-hires are automatically enrolled in the Plan at an 8% 401(k) contribution rate and have the option to opt out of the contribution.

Employer matching contributions are matched 100% on the first 4% of eligible earnings. The Employer matching contributions are not required to meet anti-discrimination requirements and testing and do not require distinction of highly compensated employees. Employer matching contributions are accounted for separately and share in the net appreciation or depreciation in fair value of investments, dividends, interest and expenses in the same manner as contributions made by a participant. All Employer matching contributions are invested according to the participants' contribution investment elections. Employer matching contributions and future earnings (losses) on that amount can be reallocated to another investment fund within the Plan. Any forfeitures in the Plan are used to offset Employer contributions.

The Employer makes a discretionary annual profit sharing contribution for each eligible employee based on the Corporation's adjusted earnings per share performance from a range of 0% to 8% of eligible earnings. The contribution is deposited into participants' accounts as soon as administratively possible. The contributions related to the 2021 and 2020 targets were 2.3% and 4.6% of eligible earnings for each year and totaled $26.9 million and $53.9 million, respectively, and were deposited into participants' accounts within the first two months of the following year.

Employee contributions receivable as of December 31, 2021 of $5.1 million includes 401(k) contributions receivable of $3.7 million and after-tax, Roth 401(k) and rollover contributions receivable, collectively, of $1.4 million. The employee contributions for year ended December 31, 2021 of $142.2 million includes 401(k) contributions of $93.4 million and after-tax, Roth 401(k), and rollover contributions, collectively, of $48.8 million.

Employee contributions receivable as of December 31, 2020 of $5.0 million includes 401(k) contributions receivable of $3.7 million and after-tax, Roth 401(k) and rollover contributions receivable, collectively, of $1.3 million. The employee contributions for year ended December 31, 2020 of $129.5 million includes 401(k) contributions of $91.6 million and after-tax, Roth 401(k), and rollover contributions, collectively, of $37.9 million..

Participant Accounts

Individual accounts are maintained for each Plan participant. Each participant's account is credited with the employee's contributions, the Employer matching contributions, profit sharing contributions, and Plan earnings and losses, less expenses.

Investments

All investment elections are held by the Trustee and employee contributions allocated to a specific fund are commingled with those of other participants and are invested in accordance with the nature of the specific fund. Pending such investment, the Trustee is authorized to invest in short-term securities of the United States of America or in other investments of a short-term nature. Employees can elect to have their contributions in any of the 19 fund options available. The fund options consist of Kimberly-Clark Corporation Stock Fund ("K-C Stock Fund"), two different collective funds offered by Columbia Management (formerly Ameriprise), which are the Money Market and Stable Income Fund, and 16 collective funds offered by BlackRock which include the Russell 1000 Value Index Fund F, Russell 2000 Index Fund F, Russell 1000 Growth Index Fund F, U.S. Debt Index Fund F, Russell 1000 Index Fund F, MSCI ACWI ex-U.S. IMI Index Fund F, and 10 LifePath Index Fund F funds which are the Retirement Fund, 2025 Fund, 2030 Fund, 2035 Fund, 2040 Fund, 2045 Fund, 2050 Fund, 2055 Fund, 2060 Fund, and 2065 Fund. The participant can also choose from a broad range of funds and certain other investments offered through a brokerage account.

Vesting

Employees are immediately vested in their 401(k), after-tax, Roth 401(k), and rollover contributions as well as Employer matching contributions and profit sharing contributions.

Participant Loans

Participants may borrow from their fund accounts a minimum of $1 thousand up to a maximum of 50% or $50 thousand of their vested account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at the prime +1 % interest rate as published in the Wall Street Journal on the 15th of the month prior to the first day of the month to which it applies. Principal and interest is paid ratably through payroll deductions. A participant may have only one outstanding loan. A loan processing fee of $50 is charged to the participant. A loan may be a general purpose loan which must be repaid within a maximum of four years, or a primary residence loan, which must be repaid within a maximum of 10 years.

Distributions

Upon termination of a participant's employment, or because of death, the value of the participant's accounts, including the value of all Employer matching and profit sharing contributions, is distributable in either a lump sum, partial amount or systematic withdrawal per the participant's request. An automatic distribution will occur within 90 days if the participant's balance is $5 thousand or less. If the balance is $1 thousand or less, the distribution will be in the form of cash. If the balance is $5 thousand or less but more than $1 thousand, the balance will automatically be rolled over into an Individual Retirement Account ("IRA") with Fidelity.

A participant invested in the K-C Stock Fund earns dividends quarterly and has the option to reinvest the dividends earned into the fund or receive a distribution. Dividends distributed to participants during the years ended December 31, 2021 and 2020 were $1.8 million and $1.9 million, respectively, and are included in benefits paid to participants on the Statements of Changes in Net Assets Available for Benefits.

Withdrawals

An employee may withdraw the value of their after-tax accounts and Employer matching contributions after being in the Plan for 24 months. Subject to certain conditions, a participant may withdraw the value of 401(k) contributions, Roth 401(k) contributions, Employer matching contributions, profit sharing, and earnings credited in the case of hardship or after attaining age 59½.

K-C Stock Fund

A participant has the right to direct the Trustee as to the manner in which to vote at each annual meeting and special meeting of the stockholders of the Corporation the number of whole shares of the Corporation's common stock held by the Trustee and attributable to his or her K-C Stock Fund account as of the valuation date coincident with the record date for the meeting. In addition, the participant has the right to determine whether whole shares of the Corporation's common stock held by the Trustee and attributable to his or her K-C Stock Fund account should be tendered in response to offers thereof.

The K-C Stock Fund is allocated to participants using a unit value, which is calculated using the stock's year end market price plus cash held in a collective short term investment fund.

Note 2. Accounting Principles and Practices

Basis of Accounting

The accompanying financial statements for the Plan have been prepared on the accrual basis and are in accordance with the accounting principles generally accepted in the United States of America ("U.S. GAAP") for defined contribution benefit plans. The significant accounting policies employed in the preparation of the accompanying financial statements are described below.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

All investments are stated at fair value. The Plan primarily invests in collective funds that have underlying investments and the fair value is determined by the Plan's proportionate share of the underlying investments and is estimated using the net asset value (the "NAV") per share. The fair value of the Corporation's common stock held by the Plan is determined as the last selling price on the last business day of the year, as published by an independent source. Security transactions are recorded on the trade date. Cash equivalents include a collective short term investment fund for pending transactions which is recorded at fair value using the NAV per share as well as certificates of deposit and other interest bearing investments that are recorded at cost, which approximates fair value. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participant loans are valued at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

Administrative Expenses

Administrative expenses of the Plan are paid by the Plan as provided in the Plan document.

Benefits Paid to Participants

Distributions are recorded when paid. Amounts allocated to accounts of participants who have elected to withdraw from the Plan, but have not yet been paid, were insignificant at December 31, 2021 and 2020.

Transfers to (from) the Plan

For the years ended December 31, 2021 and 2020, there were no transfers to or from the Plan.

Note 3. Fair Value Measurements

The following fair value information is based on a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The three levels in the hierarchy used to measure fair value are:

Level 1 – Unadjusted quoted prices in active markets accessible at the reporting date for identical assets and liabilities.

Level 2 – Quoted prices for similar assets or liabilities in active markets. Quoted prices for identical or similar assets and liabilities in markets that are not considered active or financial instruments for which all significant inputs are observable, either directly or indirectly.

Level 3 – Prices or valuations that require inputs that are significant to the valuation and are unobservable.

A financial instrument's level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, a summary of the Plan's investments measured at fair value as of December 31, 2021 and 2020. As of December 31, 2021 and 2020, approximately 87% and 87% of the assets, respectively, are held in collective funds and are measured using a NAV. Accordingly, such assets do not meet the Level 1, Level 2 or Level 3 criteria of the fair value hierarchy.

	December 31 2021	Fair Value Measurements		NAV
		Level 1	Level 2	
		(Thousands of dollars)		
Cash equivalents	$ 73,684	64,705	$ —	$ 8,979
Kimberly-Clark Corporation stock	204,742	204,742	—	—
SDBA	333,302	333,052	250	—
Common collective trusts	4,210,874	—	—	4,210,874
Total Investments at Fair Value	$ 4,822,602	$ 602,499	$ 250	$ 4,219,853

	December 31 2020	Fair Value Measurements		NAV
		Level 1	Level 2	
		(Thousands of dollars)		
Cash equivalents	$ 71,636	59,681	—	$ 11,955
Kimberly-Clark Corporation stock	221,937	221,937	—	—
SDBA	285,439	284,997	442	—
Common collective trusts	3,784,950	—	—	3,784,950
Total Investments at Fair Value	$ 4,363,962	$ 566,615	$ 442	$ 3,796,905

As of December 31, 2021 and 2020, there were no assets with a Level 3 fair value determination. The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. The Plan's policy is to recognize significant transfers between levels at the end of the year. The significance of transfers between levels is evaluated based upon the nature of the financial instrument and size of the transfer relative to total net assets available for benefits. During the years ended December 31, 2021 and 2020, there were no significant transfers between level 1 or 2 fair value determinations.

The following is a description of the valuation methodologies used for the Plan's investments measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

Cash equivalents: The cash equivalents includes cash liquidity held in the SDBA. The valuation of the cash equivalents is classified as level 2 due to the cash being held in money market funds or short-term cash that has movement between funds out of the Plan. Cash equivalents also includes cash associated with the K-C Stock Fund and the clearing account which are invested in a collective short term investment fund. The fair value of the collective short term investment fund is based on NAV as a practical expedient.

Kimberly-Clark Corporation stock: The K-C Stock Fund investments are held directly by the Plan. The fair value of the Corporation's common stock is determined based on the closing unadjusted quoted price as of the end of the year.

SDBA: The account consists primarily of mutual funds and common stocks that are valued on the basis of readily determinable market prices.

Collective funds: Composed of a money market fund, stable income fund, fixed income fund, equity funds and multi-asset class funds. The fair value of each fund is determined by multiplying the net asset value per unit by the number of units held by the Plan. The net asset value is based on the values of the underlying securities and cash held in the fund.

Note 4. NAV Per Share

The following table for December 31, 2021 and 2020, sets forth a summary of the Plan's investments with a reported NAV.

			Fair Value Estimated Using NAV per Share			
Investment	December 31 2021 Fair Value [a]	December 31 2020 Fair Value [a]	Unfunded Commitment	Redemption Frequency	Other Redemption Restrictions	Redemption Notice Period
	(Thousands of dollars)					
Short-term investment funds [b]	$ 8,979	$ 11,955	$ —	Daily	None	Daily
Fixed income funds [c]	865,864	888,615	—	Daily	None	Daily
Multi-asset class funds [d]	615,515	515,738	—	Daily	None	Daily
Equity index funds [e]	2,729,495	2,380,597	—	Daily	None	Daily

[a] The fair values of the investments have been estimated using the NAV of the investment.

[b] Short-term investment fund strategies seek to invest in high-quality, short-term securities which is included in cash and cash equivalents.

[c] The fixed income fund strategy seeks to replicate the Barclays Bloomberg U.S. Aggregate Bond Index or provide capital preservation and income.

[d] Multi-asset class funds are target date funds that seek to provide a diversified asset allocation consistent with the participants' current stage of life.

[e] Equity index fund strategies seek to replicate the return of an index of a specific financial market, such as the Russell 1000 Index or Russell 2000 Index.

Note 5. Party-In-Interest Transactions

At December 31, 2021, the Plan held 1.4 million shares of the Corporation's common stock at a fair value of $205 million. During the year ended December 31, 2021, 0.7 million shares were acquired and 0.9 million shares were sold. At December 31, 2020, the Plan held 1.6 million shares of the Corporation's common stock at a fair value of $222 million. During the year ended December 31, 2020, 0.9 million shares were acquired and 0.9 million shares were sold. All of these transactions are exempt from the prohibitions against party-in-interest transactions under ERISA.

Note 6. Plan Termination

Although it has not expressed any intention to do so, the Corporation has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA.

Note 7. Federal Income Tax Status

The Internal Revenue Service ("IRS") has determined and informed the Corporation in a letter dated October 18, 2017, that the Plan and the related trust were designed in accordance with the applicable requirements of the Code. The Plan satisfies the requirement of Section 401(a) of the Code and Plan management is not aware of any Plan provision that would result in disqualification. The federal income tax status of participants with respect to the Plan is as follows: A participant's after-tax and Roth contributions, in whatever form, are not tax-deductible by the participant; however, the portion of a distribution attributable to such contributions is not taxable upon distribution. Participant pre-tax 401(k) contributions are considered contributions by the Employer rather than the participant and, as a result, are not taxable until the year in which they are distributed. Employer contributions and the earnings on employer and participant contributions are generally not taxable to the participant until the year in which they are distributed.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8. Changes to the Plan

During the year ended December 31, 2021, the Plan was amended to: (1) add Kimberly-Clark USA, LLC as a Participating Employer, effective January 1, 2022; (2) default any deemed pre-tax contributions, rollover contributions, and Profit Sharing contributions into the applicable Target Date Fund closest to the date the Participant would turn age 65 for Participants who are newly enrolled in the 401(k) and PSP and have not made an investment election on or after January 1, 2022; and (3) provide that if a Participant's change in investment directive or election for redistribution of investments is inadvertently overlooked and discovery of oversight is made within thirty (30) days after the date the Participant receives his next quarterly statement, the change or redistribution will be made as soon as administratively feasible, effective January 1, 2022.

During the year ended December 31, 2020, the Plan was amended to: (1) change the required distribution age from 70.5 to 72 for any participant who attains age 70.5 after December 31, 2019, effective January 1, 2020; (2) remove Fullerton Mill as a Participating Employer in connection with the closing of the mill, effective June 30, 2020; (3) increase the cap on payroll contributions for participants who were automatically enrolled from 10% to 15%, effective January 1, 2021; and (4) remove the Plan limits for Employee Contributions for a Plan Year, effective January 1, 2021.

Note 9. Reconciliation of Financial Statements to Form 5500

Benefit payments requested by participants are recorded on the Form 5500 for benefit payments that have been processed and approved for payment prior to year end, but not yet paid as of that date.

The following is a reconciliation of benefits paid to Plan participants per the financial statements for the year ended December 31, 2021, to Form 5500:

	December 31, 2021
	(Thousands of dollars)
Benefits paid to participants per the financial statements	$ 404,700
Add: Benefit payments requested by participants at December 31, 2021	28
Less: Benefit payments requested by participants at December 31, 2020	(90)
Benefits paid to participants for Form 5500	$ 404,638

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2021 and 2020 to Form 5500:

	December 31	
	2021	2020
	(Thousands of dollars)	
Net assets available for benefits per the financial statements	$ 4,891,665	$ 4,459,696
Less: Deemed distributions from outstanding participant loans with no repayment	(765)	(643)
Less: Benefit payments requested by participants	(28)	(90)
Net assets available for benefits per Form 5500	$ 4,890,872	$ 4,458,963

The following is a reconciliation of expenses per the financial statements for the year ended December 31, 2021 to Form 5500:

	December 31, 2021
	(Thousands of dollars)
Total deductions per the financial statements	$ 406,493
Add: Deemed distribution on outstanding participant loans at December 31, 2021	765
Less: Deemed distribution on outstanding participant loans at December 31, 2020	(643)
Add: Benefit payments requested by participants at December 31, 2021	28
Less: Benefit payments requested by participants at December 31, 2020	(90)
Total expense per Form 5500	$ 406,553

Note 10. Risks and Uncertainties

Plan assets are invested in funds and securities as directed by Plan participants. These investment securities, in general, are exposed to various risks, such as interest rate, credit, and overall market volatility. Accordingly, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the Statements of Net Assets Available for Benefits.

Note 11. Subsequent Events

The Plan has evaluated subsequent events through June 23, 2021, the date the financial statements were available to be issued, and there are none to report.

SUPPLEMENTAL INFORMATION REQUIRED
BY THE DEPARTMENT OF LABOR'S RULES AND REGULATIONS FOR
REPORTING AND DISCLOSURE UNDER THE
EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974

KIMBERLY-CLARK CORPORATION
401(K) AND PROFIT SHARING PLAN
SCHEDULE H, PART IV, 4i
SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SPONSOR'S EIN: 39-0394230
PLAN NAME/NUMBER: Kimberly-Clark Corporation 401(K) and Profit Sharing Plan / 016

Identity of Investment Issuer	Description of Investment	December 31, 2021 Fair Value (Thousands of dollars)
The Northern Trust [1]	Collective Fund:	
	Collective Government Short Term Investment Fund	$ 8,979
		8,979
Columbia Management	Collective Funds:	
	CT Money Market Fund Z	117,638
	CT Stable Government Fund Z	78,088
	CT Stable Income Fund Z	207,246
		402,972
BlackRock	Collective Funds:	
	U.S. Debt Index Fund F	462,892
	Russell 1000 Index Fund F	687,080
	Russell 1000 Value Index Fund F	450,971
	Russell 1000 Growth Index Fund F	748,505
	Russell 2000 Index Fund F	275,172
	MSCI ACWI ex-U.S. IMI Index Fund F	567,767
	LifePath Index Target Conservative Fund F	86,470
	LifePath Index 2025 Fund F	120,052
	LifePath Index 2030 Fund F	53,939
	LifePath Index 2035 Fund F	129,442
	LifePath Index 2040 Fund F	45,005
	LifePath Index 2045 Fund F	95,937
	LifePath Index 2050 Fund F	33,662
	LifePath Index 2055 Fund F	34,827
	LifePath Index 2060 Fund F	12,368
	LifePath Index 2065 Fund F	3,813
		3,807,902
K-C[1]	Kimberly-Clark Corporation Common Stock	204,742
Fidelity [1]	SDBA	398,007
The Northern Trust [1]	Notes receivable from participants rate of interest (4.00% - 7.00%) maturity dates (January 2022 - December 2031)	32,087
Total Investments		$ 4,854,689

[1] Sponsor and/or issuer known to be a party-in-interest to the Plan.
Cost is not presented as all investments are participant directed.
See accompanying independent auditors' report.

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Dallas, TX 75201

Independent Auditor's Report

To the Plan Administrator
Kimberly-Clark Corporation 401(k) and Profit Sharing Plan
Dallas, Texas

Opinion

We have audited the financial statements of Kimberly-Clark Corporation 401(k) and Profit Sharing Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2021 and 2020, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2021 and 2020, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America (GAAP).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H – Schedule of Assets (Held at End of Year) is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to

prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying supplemental schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

BDO USA, LLP

Dallas, Texas
June 28, 2022

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
1919 FINANCIAL SERVICES CLASS I	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.12%
AB HIGH INCOME ADVISOR	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.10%
AB INCOME FUND ADVISOR	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.15%
AB INCOME FUND CL A	8000 IH 10 WEST	SUITE 1400, 14TH FLOOR	SAN ANTONIO	TX	78230	0.40%
ABERDEEN DYNAMIC DIVIDEND INSTL	1735 MARKET ST.	32ND FLOOR	PHILADELPHIA	PA	19103	0.15%
ABERDEEN SELECT INTL EQ FD II CL A	1735 MARKET ST.	32ND FLOOR	PHILADELPHIA	PA	19103	0.40%
ADV PREFERRED GOLD BULLION STRAT	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORONE CLS FLEXIBLE INC CL N	17605 WRIGHT STREET		OMAHA	NE	68130	0.40%
ADVISORONE CLS GLOBAL AGG EQUITY N	17605 WRIGHT STREET		OMAHA	NE	68130	0.40%
ADVISORONE CLS GLOBAL DIV EQUITY N	17605 WRIGHT STREET		OMAHA	NE	68130	0.40%
ADVISORONE CLS GROWTH AND INC CL N	17605 WRIGHT STREET		OMAHA	NE	68130	0.40%
ADVISORS PREFERRED QUANTIFIED STF	1445 RESEARCH BLVD.	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORS PRFD QUANFD MRKT LDRS INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
ADVISORS PRFD QUNFD MANAGED INC INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
AKRE FOCUS FUND RETAIL	777 E. WISCONSIN AVE.	4TH FLOOR	MILWAUKEE	WI	53202	0.40%
ALGER CAPITAL APPRECIATION CL Z	600 PLAZA ONE	6TH FLOOR	JERSEY CITY	NJ	07311	0.10%
ALLSPRING SPECTRUM AGGR GRTH F	525 MARKET ST.	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
AM BEACON GARCIA HAMITON QL BOND	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMANA MUTUAL FUND TRUST GROWTH	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMANA MUTUAL FUND TRUST INCOME	1300 NORTH STATE STREET		BELLINGHAM	WA	98225	0.40%
AMERICAN 2020 TARGET DATE RETIRE F1	3500 WISEMAN BLVD		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN 2035 TARGET RETIREMENT F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN 2040 TARGET RETIREMENT F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN AMCAP CLASS A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN BALANCED CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN BEACON ARK TRANS INN INV	220 EAST LAS COLINAS BLVD.	SUITE 1200	IRVING	TX	75039	0.40%
AMERICAN BEACON ARK TRANS INNOV	220 EAST LAS COLINAS BLVD	SUITE 1200	IRVING	TX	75039	0.10%
AMERICAN BOND FUND OF AM CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN BOND FUND OF AMERICA CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN CAPITAL INC BUILDER CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN CAPITAL WORLD BOND CL F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CAPITAL WORLD GR & INC F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN CAPITAL WORLD GRTH & INC A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN CEN FOCUSED DYNAMIC GROWTH	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY EQUITY INC INV CL	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY HERITAGE INV CL	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY MIDCAP VALUE INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY REAL ESTATE INV CL	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.35%
AMERICAN CENTURY SHORT DURATION INV	4400 MAIN ST.	1ST FLOOR	KANSAS CITY	MO	64111	0.25%
AMERICAN EUROPACIFIC GR FUND CL F2	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN EUROPACIFIC GROWTH CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN EUROPACIFIC GROWTH CL F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDAMENTALINVESTORS CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN FUNDAMENTALINVESTORS CL F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN FUNDS TAX ADV GRWTH & INC	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN GRWTH FUND OF AMER CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN GRWTH FUND OF AMER CL F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN HIGH INCOME CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN INTERNATL GR & INC F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN INVEST CO OF AMER CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN INVEST CO OF AMER CL F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN MUTUAL FUND CLASS A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN MUTUAL FUND CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW ECONOMY CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW PERSPECTIVE CLASS A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN NEW PERSPECTIVE CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW WORLD CLASS F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN NEW WORLD FUND CL F2	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN NEW WORLD FUND CLASS A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN SHORT TERM BOND CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN SMALL CAP WORLD CLASS A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMERICAN STRATEGIC BOND FUND F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN WASHINGTON MUTUAL INV F1	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.37%
AMERICAN WASHINGTON MUTUAL INV F2	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	0.15%
AMERICAN WASHNTN MUTUAL INV CL A	3500 WISEMAN BLVD.		SAN ANTONIO	TX	78251-4321	$18.00
AMG MANAGERS CENTER SQUARE RE	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG MANAGERS SKYLINE SPECIAL EQ	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG YACKTMAN FOCUSED N	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
AMG YACKTMAN FUND I	600 STEAMBOAT ROAD	SUITE 300	GREENWICH	CT	06830	0.40%
APPLIED FIN EXPLORER FUND INVESTOR	8730 STONY POINT PARKWAY	SUITE 205	RICHMOND	VA	23235	0.40%
AQR DIVERSIFIED ARBITRAGE CLASS I	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.10%
AQR MANAGED FUTURES FUND CL N	1 GREENWICH PLAZA		GREENWICH	CT	06830	0.40%
ARIEL APPRECIATION	811 E. WISCONSIN AVE.	MK-WI-J8NF	MILWAUKEE	WI	53202	0.40%
ARIEL FUND	811 E. WISCONSIN AVE.	MK-WI-J8NF	MILWAUKEE	WI	53202	0.40%
ARTISAN INTERNATL INVESTOR CLASS	875 E. WISCONSIN AVE.	SUITE 800	MILWAUKEE	WI	53202	0.39%
ARTISAN INTL SMALL MID FUND ADVISOR	875 E. WISCONSIN AVE.	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN INTL VALUE FUND ADVISOR	875 EAST WISCONSIN AVENUE	SUITE 800	MILWAUKEE	WI	53202	0.15%
ARTISAN MID CAP VALUE	875 E. WISCONSIN AVE.	SUITE 800	MILWAUKEE	WI	53202	0.39%

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
AVE MARIA RISING DIVIDEND FUND	801 W. ANN ARBOR TRAIL	SUITE 244	PLYMOUTH	MI	48170	0.40%
AVE MARIA VALUE FUND	801 W. ANN ARBOR TRAIL	SUITE 244	PLYMOUTH	MI	48170	0.40%
AXS THOMAS REUTERS VENTURE CAP	181 WESTCHESTER AVENUE	SUITE 402	PORT CHESTER	NY	10573	0.10%
AZZAD ETHICHAL MID CAP FUND CL A	8000 TOWN CENTRE DR.	SUITE 400	BROADVIEW HEIGHTS	OH	44147-4031	0.40%
BAIRD CORE PLUS BOND FD INVESTOR CL	777 E. WISCONSIN AVE.	18TH FLOOR	MILWAUKEE	WI	53202	0.28%
BARON ASSET	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON EMERGING MARKETS FUND RETAIL	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GROWTH	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON GROWTH FUND INSTL CLASS	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.15%
BARON OPPORTUNITY FUND	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BARON SMALL CAP FD	767 5TH AVENUE	49TH FLOOR	NEW YORK	NY	10153	0.40%
BERKSHIRE FOCUS FUND	475 MILAN DRIVE	SUITE 103	SAN JOSE	CA	95134	0.40%
BLACKROCK ADVANTAGE SM CAP GROWTH	40 EAST 52ND STREET		NEW YORK	NY	10022	0.08%
BLACKROCK EMERGING MARKETS FD INC A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK EQUITY DIVIDEND FD CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK GLOBAL ALLOCATION CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK HEALTH SCIENCES OPP PRT I	40 EAST 52ND STREET		NEW YORK	NY	10022	0.15%
BLACKROCK INTERNATL DIVIDEND CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK MID CAP GROWTH EQ CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK STRATEGIC INC OPP CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BLACKROCK TECH OPPORTUNITIES CL A	40 EAST 52ND STREET		NEW YORK	NY	10022	0.40%
BNY MELLON APPRECIATION INVSTR	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BNY MELLON SMALL MIDCAP GROWTH A	144 GLENN CURTISS BLVD.	8TH FLOOR	UNIONDALE	NY	11556	0.40%
BOSTON TRUST SMALL CAP FUND	1 BEACON ST.	33RD FLOOR	BOSTON	MA	02108	0.40%
BRANDES EMERGING MARKETS VALUE CL I	11988 EL CAMINO RALO	SUITE 500	SAN DIEGO	CA	92130	0.12%
BRIDGEWAY SMALL CAP VALUE FUND CL N	20 GREENWAY PLAZA	SUITE 450	HOUSTON	TX	77046	0.10%
BROWN ADVISORY SUSTAIN GROWTH INV	777 E. WISCONSIN AVE.	4TH FLOOR	MILWAUKEE	WI	53202	0.08%
BUFFALO DISCOVERY FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO FLEXIBLE INCOME FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
BUFFALO INTERNATIONAL FUND	615 E. MICHIGAN STREET		MILWAUKEE	WI	53202	0.40%
CALVERT SMALL CAP CL I	4550 MONTGOMERY AVENUE	SUITE 1000N	BETHESDA	MD	20814	0.15%
CAMBIAR OPPORTUNITY INVESTOR CL	1 FREEDOM VALLEY DRIVE		OAKS	PA	19456	0.40%
CARILLON SCOUT INTERNATIONAL CL I	PO BOX 33022		ST PETERSBURG	FL	33733-8022	0.40%
CARILLON SCOUT MID CAP FUND CL I	PO BOX 33022		ST PETERSBURG	FL	33733-8022	0.40%
CATALYST MILLBURN HEDGE STR FD CL I	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.10%
CLIPPER	2949 E. ELVIRA RD.	SUITE 101	TUCSON	AZ	85706	0.35%
COHEN & STEERS GL INFRASTRUCTURE	280 PARK AVENUE	10TH FLOOR	NEW YORK	NY	10017	0.15%
COHEN & STEERS GLBAL REALTY CL I	280 PARK AVE.	10TH FLOOR	NEW YORK	NY	10017	0.10%
COHEN & STEERS PREF SECS INC A	280 PARK AVE.	10TH FLOOR	NEW YORK	NY	10017	0.40%
COHEN & STEERS REALTY SHARES	280 PARK AVE.	10TH FLOOR	NEW YORK	NY	10017	0.40%
COLUMBIA ACORN CLASS I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA ACORN INTL SELECT CL I2	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA CONTRARIAN CORE FUND CL I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA DIVIDEND INCOME CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA EMERGING MARKETS CLASS I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA EMERGING MARKETS FUND ADV	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA GLOBAL TECH GROWTH CL I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA OVERSEAS VALUE FUND CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA QUALITY INCOME ADV CLASS	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA SELECT MID CAP VALUE CL I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SELIGMAN COM AND INFO CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA SELIGMAN TECH INFO CL C	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.10%
COLUMBIA THERMOSTAT CL A	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
COLUMBIA THERMOSTAT CLASS I	225 FRANKLIN ST.	BX25 10320	BOSTON	MA	02110	0.40%
CONESTOGA SMALL CAP INVESTOR CLASS	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
DELAWARE SMALL CAP GROWTH CLASS A	2005 MARKET STREET		PHILADELPHIA	PA	19103	0.10%
DESTINATIONS CORE FIXED INC INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS EQUITY INCOME FD INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS GLOBAL FIXED INC OPP	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS INTL EQUITY FD INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS LARGE CAP EQUITY INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS LOW DUR FIXED INC INST	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS MULTI STRGY ALT INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DESTINATIONS SMALL MID CAP EQ INSTL	1055 WESTLAKES DRIVE	SUITE 250	BERWYN	PA	19312	0.15%
DFA EMERGING MRKTS CORE EQU PORT	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA FIVE YEAR GLBL FIXED INC PRTF	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA GLOBAL RE SEC PORTFOLIO	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL CORE EQUITY	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTERNATIONAL SMALL COMPANY	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA INTL SMALL CAP VALUE	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA U.S. LARGE CAP GR PORT INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US CORE EQUITY I	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US HIGH RELATIVE PROFIT PORT	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US MICRO CAP PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US SMALL CAP PORTFOLIO INSTL CL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US SMALL CAP VALUE PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA US TARGETED VALUE PRTF INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DFA WORLD EX US GOVT FI INSTL	6300 BEE CAVES ROAD	BUILDING ONE	AUSTIN	TX	78746	0.02%
DIREXION MONTHLY EMRG MKT BULL 2X	155 SEAPORT BOULEVARD	SUITE P8	BOSTON	MA	02210	0.40%

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
DOUBLELINE FLOATING RATE FUND CL N	777 E. WISCONSIN AVE.		MILWAUKEE	WI	53202	0.40%
DOUBLELINE TOTAL RT BOND FD CL I	777 E. WISCONSIN AVE.		MILWAUKEE	WI	53202	0.06%
DOUBLELINE TOTAL RT BOND FD CL N	777 E. WISCONSIN AVE.		MILWAUKEE	WI	53202	0.40%
DRIEHAUS EMERGING MARKETS	25 EAST ERIE STREET		CHICAGO	IL	60611	0.40%
DWS CORE PLUS INCOME FUND A	280 PARK AVE.	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
DWS ENHANCED COMMODITY STRAT FD S	280 PARK AVE.	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.35%
DWS ENHANCED COMMODITY STRATEGY A	280 PARK AVE.	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.40%
DWS GLOBAL INFRASTRU FD -INST	280 PARK AVE.	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.10%
DWS RREEF REAL ASSETS FUND INSTL CL	280 PARK AVENUE	FINANCE-PCAM CTRL, 9TH FLOOR	NEW YORK	NY	10026	0.10%
EATON VANCE EMERG MKTS DB OPP CL I	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00
EATON VANCE FLOATING RATE FUND CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00
EATON VANCE GOVT OPPORTUNITIES CL A	TWO INTERNATIONAL PLACE		BOSTON	MA	02110	$16.00
EMERGING EUROPE FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%
EUROPAC GOLD FUND CLASS A	LOTS 81-82, STREET C	SUITE 204	DORADO	PR	00646	0.08%
FAIRHOLME FUND	4400 BISCAYNE BOULEVARD		MIAMI	FL	33137	0.10%
FEDERATED KAUFMANN SM CAP FUND CL A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FEDERATED STRAT VALUE DIVIDEND CL A	4000 ERICSSON DRIVE		WARRENDALE	PA	15086-7515	0.40%
FIRST EAGLE GLOBAL CLASS A	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.40%
FIRST EAGLE GLOBAL CLASS I	1345 AVENUE OF THE AMERICAS	48TH FLOOR	NEW YORK	NY	10105	0.15%
FMI LARGE CAP FUND	777 E. WISCONSIN AVE.	MK-WI-T4MF	MILWAUKEE	WI	53202	0.40%
FOUNDRY PARTNERS FDM SM CAP VAL	510 FIRST AVENUE N	SUITE 409	MINNEAPOLIS	MN	55403	0.40%
FPA CRESCENT FUND	11601 WILSHIRE BLVD.	SUITE 1200	LOS ANGELES	CA	90025	0.35%
FRANKLIN BIOTECH DISCOVERY FUND A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN GROWTH CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN INCOME CLASS A1	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN LOW DURATN TOTAL RET CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN MICROCAP VALUE CLASS A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN MUTUAL GLBL DISCOVERY CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN NATURAL RESOURCES A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FRANKLIN SMALL MID CAP GROWTH A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
FULLER & THALER BEHV SM CAP EQ INV	411 BOREL AVENUE	SUITE 300	SAN MATEO	CA	94402	0.40%
GABELLI EQUITY INCOME FUND AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
GABELLI INTL SMALL CAP FUND CL AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.40%
GABELLI SMALL CAP GROWTH AAA	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
GABELLI UTILITIES	401 THEODORE FREMD. AVE.		RYE	NY	10580	0.35%
GLOBAL RESOURCES FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%
GOLDMAN SACHS CORE FIXED INC CL A	71 S. WACKER DRIVE	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS GQG PART INTL OPP A	71 S. WACKER DR.	4TH FLOOR	CHICAGO	IL	60606	0.40%
GOLDMAN SACHS INTL SM CAP INSIGHTS	71 S. WACKER DR.	4TH FLOOR	CHICAGO	IL	60606	0.40%
GUGGENHEIM FLOATING RATE STRAT CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM HIGH YIELD CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM LONG SHORT EQ FD CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM MACRO OPPORT INSTL	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.15%
GUGGENHEIM MACRO OPPORTUNITIES CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
GUGGENHEIM TOTAL RETURN BD FD INSTL	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.15%
GUGGENHEIM TOTAL RETURN BOND CL P	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
HARBOR INTL INV	111 S. WACKER DR.	34TH FLOOR	CHICAGO	IL	60606	0.35%
HARDING LOEVNER EMRG MRKTS PORT ADV	PO BOX 4766		CHICAGO	IL	60680	0.40%
HARDING LOEVNER GLBL EQUITY ADV CL	PO BOX 4766		CHICAGO	IL	60680	0.40%
HARTFORD CORE EQUITY CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD DIVIDEND & GROWTH CLASS A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HARTFORD SCHRODERS INTL STOCK CL I	100 MATSONFORD ROAD	SUITE 300	RADNOR	PA	19087	0.15%
HARTFORD SCHRODERS US SM MID CL A	100 MATSONFORD RD.	SUITE 300	RADNOR	PA	19087	0.40%
HCM DIVIDEND SECTOR PLUS FUND INV	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM INCOME PLUS FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HCM TACTICAL GROWTH FUND INVESTOR	1145 HEMBREE ROAD		ROSWELL	GA	30076	0.40%
HENNESSY CORNERSTONE GROWTH INV CL	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
HENNESSY CORNERSTONE MID CAP 30 INV	7250 REDWOOD BLVD.	SUITE 200	NOVATO	CA	94945	0.40%
ICON NATURAL RES AND INFRA FUND INSTL	PO BOX 87		DENVER	CO	80201-0087	0.15%
IMAN FUND RETAIL SHARES	721 ENTERPRISE DRIVE		OAKBROOK	IL	60523	0.40%
INVESCO BALANCED RISK ALLOC CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO DIVIDEND INCOME FUND A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO DYNAMIC CRED OPPORTUNITY	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.10%
INVESCO ENERGY CLASSA	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO EUROPEAN GROWTH INVESTORS	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO MAIN STREET MID CAP A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO OPPENHEIMER DEV MARKETS A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO OPPENHEIMER DEV MARKETS Y	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.10%
INVESCO OPPENHEIMER GLOBAL OPPORT A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO OPPENHEIMER INTL BOND Y	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.10%
INVESCO REAL ESTATE FUND INVESTOR	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
INVESCO SMALL CAP VALUE FUND CL A	11 GREENWAY PLAZA	SUITE 100	HOUSTON	TX	77046	0.40%
IVY INTERNATIONAL CORE EQUITY FD	6300 LAMAR AVE.		OVERLAND PARK	KS	66202	0.40%
IVY SMALL CAP GROWTHCL A	6300 LAMAR AVE.		OVERLAND PARK	KS	66202	0.40%
JACKSON SQUARE SMID CAP GR FD INV	101 CALIFORNIA ST.	SUITE 3750	SAN FRANCISCO	CA	94109	0.40%
JACOB INTERNET	727 2ND STREET	SUITE 106	HERMOSA BEACH	CA	90254	0.40%
JANUS HENDERSON BALANCED T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON CONTRARIAN I	151 DETROIT ST.		DENVER	CO	80206	$14.00
JANUS HENDERSON CONTRARIAN T	151 DETROIT ST.		DENVER	CO	80206	0.35%

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
JANUS HENDERSON FLEXIBLE BOND T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON GL REAL ESTATE I	151 DETROIT ST.		DENVER	CO	80206	$14.00
JANUS HENDERSON GLOBAL TECHNOLOGY I	151 DETROIT ST.		DENVER	CO	80206	$14.00
JANUS HENDERSON GLOBAL TECHNOLOGY T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON MID CAP VALUE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON OVERSEAS T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON SMALL CAP VALUE T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON STRATEGIC INCOME T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JANUS HENDERSON TRITON T	151 DETROIT ST.		DENVER	CO	80206	0.35%
JENSEN QUALITY GROWTH FD CL J	811 E. WISCONSIN AVE.	8TH FLOOR	MILWAUKEE	WI	53202	0.40%
JOHN HANCOCK ESG INTL EQ FD CL A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK SMALL CAP CORE FD CL A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JOHN HANCOCK STR INC OPPS CL A	601 CONGRESS ST.	9TH FLOOR	BOSTON	MA	02210	0.40%
JP MORGAN MID CAP VALUE FUND CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN ADVANTAGE FD CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN CORE BOND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN EMERGING MRKTS DEBT CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN GRWTH ADV FUND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN HEDGED EQUITY CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN HIGH YIELD BOND FUND CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN INCOME BUILDER FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.38%
JPMORGAN INCOME BUILDER FUND CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN INCOME FUND CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN INTERNATNL UNCONS EQ CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN INTREPID MID CAP FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN LARGE CAP GROWTH CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN LARGE CAP VALUE FUND CL A	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
JPMORGAN MRKT EXPNSN ENHAN IDX CL I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.15%
JPMORGAN REALTY INC FUND CLASS L	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.08%
JPMORGAN US LG CAP CORE PL CLASS I	1111 POLARIS PARKWAY		COLUMBUS	OH	43240	0.40%
LAZARD EMERGING MKTS EQUITY OPEN	30 ROCKEFELLER PLAZA	57TH FLOOR	NEW YORK	NY	10112	0.40%
LEUTHOLD GRIZZLY SHORT FUND	33 SOUTH SIXTH ST.	SUITE 4600	MINNEAPOLIS	MN	55402	0.40%
LONGLEAF SMALL CAP	6410 POPLAR AVENUE	SUITE 900	MEMPHIS	TN	38119	0.12%
LOOMIS SAYLES BOND INSTL	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.20%
LOOMIS SAYLES BOND RETAIL SHARES	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.35%
LOOMIS SAYLES GLOBAL BOND RETAIL	399 BOYLSTON STREET	8TH FLOOR	BOSTON	MA	02116	0.35%
LORD ABBETT DEVELOP GROWTH CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT HIGH YIELD CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT INCOME CLASS A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
LORD ABBETT MICRO CAP GROWTH FUND A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.45%
LORD ABBETT SHORT DURATION INC CL A	90 HUDSON STREET	10TH FLOOR	JERSEY CITY	NJ	07302	0.37%
MAINSTAY LARGE CAP GROWTH FUND CL A	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MAINSTAY MACKAY HIGH YIELD CORP BD	30 HUDSON STREET	23RD FLOOR	ARLINGTON	NJ	07032	0.40%
MANNING & NAPIER EQUITY SERIES CL S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MANNING & NAPIER PROBLEND MOD CL S	290 WOODCLIFF DR.		FAIRPORT	NY	14450	0.40%
MARSICO GROWTH FUND	235 WEST GALENA STREET		MILWAUKEE	WI	53212	0.40%
MASSACHUSETTS INVS TRUST CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MATTHEWS ASIA DIVIDEND FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIA GROWTH FUND INV	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS ASIAN GROWTH & INCOME FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA DIV FUND INV CLASS	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS CHINA SMALL COMPANIES INV	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS INDIA FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS KOREA FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MATTHEWS PACIFIC TIGER FUND	4 EMBARCADERO CENTER	SUITE 550	SAN FRANCISCO	CA	94111	0.40%
MERIDIAN CONTRARIAN FUND LEGACY	100 FILLMORE ST.		DENVER	CO	80206	0.12%
MERIDIAN GROWTH FUND LEGACY	100 FILLMORE ST.		DENVER	CO	80206	0.12%
METROPOLITAN WEST TOT RET BOND CL M	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.35%
METROPOLITAN WEST TOTAL RET CLASS I	865 SOUTH FIGUEROA STREET	#1400	LOS ANGELES	CA	90017	0.10%
MFS GROWTH FUND CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL DIVERS CL I	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.15%
MFS INTERNATIONAL DIVERS FD A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL GROWTH CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL NEW DISC CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS INTERNATIONAL VALUE FUND CL A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS MASS INVESTOR GROWTH STOCK A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS MID CAP GROWTH CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS MID CAP VALUE FUND CL I	111 HUNTINGTON AVE		BOSTON	MA	02199-7632	0.15%
MFS MODERATE ALLOCATION CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MFS VALUE CLASS A	111 HUNTINGTON AVE.		BOSTON	MA	02199-7632	0.40%
MORGAN STA INST INC. EMER MARKET CL	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.10%
MORGAN STAN INST INC INCEPTION CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GLOBAL OPPORTUNITY A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY GROWTH PORTFOLIO A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY INSTL INTL OPP CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY MID CAP GRWTH CL I	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.15%
MORGAN STANLEY MIDCAP GROWTH CL A	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
MORGAN STANLEY MULTICAP GROWTH TR	522 FIFTH AVENUE	4TH FLOOR	NEW YORK	NY	10036	0.40%
NATIONWIDE MELLON DISCPL VAL FD	1000 CONTINENTAL DR.	SUITE 400	KING OF PRUSSIA	PA	19406-2850	0.40%

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Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
NEUBERGER BERMAN GENESIS INV CL	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	$16.00
NEUBERGER BERMAN LARGE CAP VAL INST	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.15%
NEUBERGER BERMAN STRAT INC INSTL	1290 AVENUE OF THE AMERICAS	22ND FLOOR	NEW YORK	NY	10104-0002	0.15%
NORTHERN SMALL CAP VALUE	801 SOUTH CANAL	C-5S	CHICAGO	IL	60675	0.40%
NUANCE MID CAP VALUEFUND INSTL	4900 MAIN STREET	SUITE 220	KANSAS CITY	MO	64112	0.10%
OAKMARK EQUITY & INCOME INVESTOR CL	111 S. WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK GLOBAL SELECT FD INVESTOR	111 S. WACKER DR.		CHICAGO	IL	60606	0.35%
OAKMARK INTL INVESTOR CL	111 S. WACKER DR.		CHICAGO	IL	60606	0.35%
OBERWEIS CHINA OPPORTUNITIES FUND	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.40%
OBERWEIS INTERNTL OPPORT INSTL	3333 WARRENVILLE ROAD	SUITE 500	LISLE	IL	60532	0.08%
OIL EQUIPMENT & SVC ULTRA PROFD INV	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
PARNASSUS CORE EQUITY INSTL	ONE MARKET STREET	STEUART TOWER, SUITE 1600	SAN FRANCISCO	CA	94105	0.10%
PARNASSUS CORE EQUITY INVESTOR	ONE MARKET STREET	STEUART TOWER, SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS ENDEAVOR FUND	ONE MARKET STREET	STEUART TOWER, SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PARNASSUS MID CAP	ONE MARKET STREET	STEUART TOWER, SUITE 1600	SAN FRANCISCO	CA	94105	0.40%
PEAR TREE POLARIS FRGN VAL SM CAP	55 OLD BEDFORD ROAD		LINCOLN	MA	01773	0.15%
PERFORMANCE TRUST STRATEGIC BOND FD	500 WEST MADISON	SUITE 470	CHICAGO	IL	60661	0.40%
PERMANENT PORTFOLIO	600 MONTGOMERY ST.	SUITE 4100	SAN FRANCISCO	CA	94111-2702	0.38%
PFG AMERICAN FDS CONS INC STRT CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG AMERICAN FUNDS GROWTH STRT CL R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG BR EQUITY ESG STRATEGY CL R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG EQUITY INDEX FOCUSED STRATEGY R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG INVESCO THEMATIC ESG STRAT CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG JANUS HENDERSON BAL STRAT R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG SECTOR EQUITY BUS CYCLE STRAT R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PFG TACTICAL INCOME STRATEGY CL R	777 108TH AVE NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
PGIM GLOBAL REAL ESTATE CL A	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENN NATURAL RESOURCES CL A	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON SMALL COMPANY CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM JENNISON UTILITY CL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM QUANT SOLUTIONS MID CAP VAL Z	655 BROAD STREET		NEWARK	NJ	07102	0.10%
PGIM TOTAL RETURN BOND CL A	655 BROAD STREET		NEWARK	NJ	07102	0.40%
PIMCO ALL ASSET ALL AUTHORITY FD	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO COMMODITY REAL RETURN STRAT A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INCOME CL I3	1633 BROADWAY		NEW YORK	NY	10019	0.15%
PIMCO INCOME FUND CL A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO INTL BD FD US DOLLAR HEDGED	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO LOW DURATION CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.38%
PIMCO RAE US SMALL FUND A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO REAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO STOCKSPLUS INTL US DOL HEDG	1633 BROADWAY		NEW YORK	NY	10019	0.10%
PIMCO TOTAL RETURN CLASS A	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIMCO TRENDS MANAGED FUTURES STRAT	1633 BROADWAY		NEW YORK	NY	10019	0.40%
PIN OAK EQUITY FUND	225 PICTORIA DRIVE	SUITE 450	CINCINNATI	OH	45246	0.40%
PIONEER HIGH YIELD CLASS A	60 STATE STREET	17TH FLOOR	BOSTON	MA	02109	0.40%
PRIMECAP ODYSSEY AGGR GROWTH FD	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRIMECAP ODYSSEY GROWTH FUND	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRIMECAP ODYSSEY STOCK FUND	2020 E. FINANCIAL WAY	SUITE 100	GLENDORA	CA	91741	0.10%
PRINCIPAL GLOBAL REAL ESTATE CL A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
PRINCIPAL REAL ESTATE SEC FD CL A	620 COOLIDGE DRIVE	SUITE 300	FOLSOM	CA	95630	0.40%
QUANTIFIED COMMON GROUND FD INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
QUANTIFIED EVOLUTION PLUS INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
QUANTIFIED GOVT INC TACTICAL INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
QUANTIFIED RISING DIV TACTICAL INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
QUANTIFIED TACTICAL FIXED INC INV	1445 RESEARCH BLVD	SUITE 530	ROCKVILLE	MD	20850	0.40%
RISKPRO 30 FUND CL R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
RISKPRO PFG 0-15 FD CLASS R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
RISKPRO PFG 30 FUND CL R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
RISKPRO TACTICAL 0-30 FD CL R	777 108TH AVE. NE	SUITE 2100	BELLEVUE	WA	98004	0.40%
RIVERBRIDGE GROWTH FUND INVESTOR	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
RONDURE NEW WORLD FUND INVESTORS	1290 BROADWAY	SUITE 1100	DENVER	CO	80203	0.40%
RONDURE OVERSEAS FUND INVESTORS	1290 BROADWAY	SUITE 1100	DENVER	CO	80203	0.40%
ROYCE OPPORTUNITY FUND INVEST CLASS	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.15%
ROYCE PENNSYLVANIA MUTUAL INVST	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.15%
ROYCE SMALL CAP VALUE SERVICE CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE SPECIAL EQUITY FD INSTL CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	$12.00
ROYCE SPECIAL EQUITY SVCS CL SH	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
ROYCE TOTAL RETURN FD INVESTMENT CL	745 FIFTH AVENUE	SUITE 2400	NEW YORK	NY	10151	0.40%
RYDEX BIOTECHNOLOGY INV CLASS	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
RYDEX INVERSE DOW 2X STRATEGY CL A	9601 BLACKWELL RD.	SUITE 500	ROCKVILLE	MD	20850	0.40%
SALIENT SELECT INCOME FUND INVESTOR	101 CALIFORNIA ST.	SUITE 1600	SAN FRANCISCO	CA	94111	0.40%
SELECTED AMERICAN SHARES CL D	2949 E. ELVIRA RD.		TUCSON	AZ	85706	$16.00
SEVEN CANYONS WORLD INNOVATORS INV	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
SHORT DURATION BOND CL S	1301 SECOND AVENUE	16TH FLOOR	SEATTLE	WA	98101	0.25%
SIT US GOVT SECS	80 SOUTH 8TH STREET		MINNEAPOLIS	MN	55402	0.35%
SOUND SHORE FD INC	8 SOUND SHORE DRIVE	SUITE 180	GREENWICH	CT	06830	0.40%
T ROWE PRICE BALANCED	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE BLUE CHIP GROWTH INC	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE CAP APPRECIATION	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
T ROWE PRICE CAP OPPORTUNITY	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE COMM & TECH INVESTOR	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE DIVIDEND GROWTH	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERGING EUROPE FUND	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EMERGING MKTS STOCK	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EQUITY INCOME	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE EUROPEAN STOCK	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL INDUSTRIALS INV	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL STOCK	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GLOBAL TECHNOLOGY	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GNMA	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE GROWTH STOCK	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE HEALTH SCIENCES	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE HIGH YIELD BOND	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE INTL DISCOVERY FUND	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE LATIN AMERICA FUND	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE MID CAP GROWTH	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE NEW AMERICA GROWTH	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE NEW ASIA	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE NEW ERA	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE NEW HORIZONS FD INC	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE PERSNL STRATEGY INCOME	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE PERSONAL STRAT GRWTH	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE PERSONAL STRATEGY BAL	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE QM US SML CAP GRWTH EQ	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2030 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2035 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2040 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RET 2050 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2015	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2020 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE RETIREMENT 2025 FD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE SHORT TERM BOND	4515 PAINTERS MILL RD		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE ULTRA SHORT TERM BD	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T ROWE PRICE VALUE	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
T.ROWE PRICE ASIA OPP INVESTOR	4515 PAINTERS MILL RD.		OWINGS MILLS	MD	21117	0.15%
TCW NEW AMERICA PREMIER EQUITIES I	865 SOUTH FIGUEROA STREET	22ND FLOOR	LOS ANGELES	CA	90017	0.10%
TEMPLETON DEVELOPING MARKETS CL A	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
TEMPLETON EMERGING MRKTS SM CAP C	100 FOUNTAIN PARKWAY		ST. PETERSBURG	FL	33716	$16.00
THE INTERNET FUND	470 PARK AVENUE SOUTH		NEW YORK	NY	10016	0.40%
THIRD AVENUE REAL ESTATE VAL INSTL	622 THIRD AVENUE	32ND FLOOR	NEW YORK	NY	10017	0.35%
THIRD AVENUE VALUE INSTL	622 THIRD AVENUE	32ND FLOOR	NEW YORK	NY	10017	0.35%
THOMPSON BOND FUND	918 DEMING WAY	3RD FLOOR	MADISON	WI	53717	0.25%
THORNBURG INCOME BUILDER CL I	2300 NORTH RIDGETOP RD.		SANTA FE	NM	87506	0.15%
THORNBURG INTERNATL GROWTH FUND	2300 NORTH RIDGETOP RD.		SANTA FE	NM	87506	0.08%
THRIVENT MID CAP STOCK FUND CL S	4321 N. BALLARD ROAD		APPLETON	WI	54919-0001	0.15%
TIMOTHY PLAN AGGRESSIVE GROWTH A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN CONSERVATIVE GRWTH A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN HIGH YIELD BOND CL A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN INTERNATIONAL CL A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN ISRAEL COMMON VAL CL A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN LARGE MID CAP GR CL A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY PLAN LRG MID CAP VALUE CL A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TIMOTHY SMALL CAP VALUE CLASS A	80 ARKAY	SUITE 110	HAUPPAUGE	NY	11788	0.08%
TOUCHSTONE DIVIDEND EQ FUND CL A	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.08%
TOUCHSTONE MID CAP FD CL Y	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.15%
TOUCHSTONE SANDS CAP EM MRKTS GR	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.07%
TOUCHSTONE SANDS CAP SEL GR CL Y	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.15%
TOUCHSTONE SANDS CAP SEL GR CL Z	303 BROADWAY	SUITE 1100	CINCINNATI	OH	45202-4203	0.40%
TRANSAMERICA CAPITAL GROWTH CL A	4333 EDGEWOOD RD. NE		CEDAR RAPIDS	IA	52499	0.40%
TRANSAMERICA SHORT TERM BOND CL I	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.10%
TRANSAMERICA SHORT-TERM BOND CL A	4333 EDGEWOOD RD NE		CEDAR RAPIDS	IA	52499	0.40%
TWEEDY BROWNE GLOBAL VALUE FUND	ONE STATION PLACE	5TH FLOOR	STAMFORD	CT	06902	$25.00
ULTRA SMALL CAP PROFUND INV SHS	7501 WISCONSIN AVE.	SUITE 1000 EAST TOWER	BETHESDA	MD	20814	0.40%
USAA GROWTH & TAX STRATEGY RETAIL	9800 FREDERICKSBURG RD.		SAN ANTONIO	TX	78288	0.10%
USAA NASDAQ 100 INDEX RETAIL	9800 FREDERICKSBURG RD.		SAN ANTONIO	TX	78288	0.10%
USAA PRECIOUS METALS AND MINS RET	9800 FREDERICKSBURG RD.		SAN ANTONIO	TX	78288	0.10%
USAA WORLD GROWTH FUND RETAIL	9800 FREDERICKSBURG RD.		SAN ANTONIO	TX	78288	0.10%
VAN ECK GLOBAL HARD ASSETS CLASS A	666 3RD AVENUE	9TH FLOOR	NEW YORK	NY	10017	0.38%
VICTORY GLOBAL NATURAL RESOURCES A	127 PUBLIC SQUARE		CLEVELAND	OH	44114	0.40%
VICTORY RS PARTNERS FUND CL A	127 PUBLIC SQUARE		CLEVELAND	OH	44114	0.40%
VICTORY RS VALUE FUND CL A	127 PUBLIC SQUARE		CLEVELAND	OH	44114	0.40%
VICTORY SYCAMORE ESTABLISHED VAL	127 PUBLIC SQUARE		CLEVELAND	OH	44114	0.10%
VIRTUS ALLIANZGI TECHNOLOGY A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS NFJ DIVIDEND VALUE A	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.40%
VIRTUS SEIX FLOATING RATE HIGH INC	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.10%
VIRTUS VONTOBEL EMERG MKTS OPPS I	101 MUNSON ST.	SUITE 3	GREENFIELD	MA	01301	0.15%
VOYA RUSSIA CLASS A	7337 E. DOUBLETREE RANCH RD.		SCOTTSDALE	AZ	85258	0.40%
WASATCH EMERGING MARKETS SEL FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%

Schedule C, Line 2(h) Formula Descriptions

Kimberly-Clark Corporation 401(k) & Profit Sharing Plan
EIN: 39-0394230, PN: 016
Plan Year Ending: December 31, 2021

Indirect compensation in the form of sub-transfer agency fees was paid to: Fidelity Investments Institutional Operations Company, EIN: 04-2647786

Payor Name	Street Address 1	Street Address 2	City	State	Zip	Compensation
WASATCH HOISINGTON US TREASURY	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.25%
WASATCH INTERNATIONAL GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICROCAP	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH MICROCAP VALUE FUND	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH SMALL CAP GROWTH	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH SMALL CAP VALUE	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.40%
WASATCH ULTRA GROWTH FUND INSTL CL	505 WAKARA WAY	SUITE 300	SALT LAKE CITY	UT	84108	0.10%
WCM FOCUSED EMERGING MKT FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.12%
WCM FOCUSED INTL GROWTH FUND INSTL	2220 E. ROUTE 66	SUITE 226	GLENDORA	CA	91740	0.40%
WEITZ SHORT DURATIONINCOME FD INST	1125 SOUTH 103RD STREET		OMAHA	NE	68124	0.30%
WELLS FARGO GROWTH CLASS A	525 MARKET ST.	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
WELLS FARGO PREMIER LG CO GR ADMIN	525 MARKET ST.	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.10%
WELLS FARGO SPECIAL MID CAP CL A	525 MARKET ST.	MAC #A0103-122	SAN FRANCISCO	CA	94105	0.40%
WILLIAM BLAIR SMALL MID CAP GR CL I	222 WEST ADAMS STREET	12TH FLOOR	CHICAGO	IL	60606	0.10%
WORLD PRECIOUS MINERALS FUND	3 CANAL PLAZA	SUITE 600	PORTLAND	ME	04101	0.40%

KIMBERLY-CLARK CORPORATION
401(K) AND PROFIT SHARING PLAN
SCHEDULE H, PART IV, 4i
SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SPONSOR'S EIN: 39-0394230
PLAN NAME/NUMBER: Kimberly-Clark Corporation 401(K) and Profit Sharing Plan / 016

Identity of Investment Issuer	Description of Investment	December 31, 2021 Fair Value (Thousands of dollars)
The Northern Trust [1]	Collective Fund:	
	Collective Government Short Term Investment Fund	$ 8,979
		8,979
Columbia Management	Collective Funds:	
	CT Money Market Fund Z	117,638
	CT Stable Government Fund Z	78,088
	CT Stable Income Fund Z	207,246
		402,972
BlackRock	Collective Funds:	
	U.S. Debt Index Fund F	462,892
	Russell 1000 Index Fund F	687,080
	Russell 1000 Value Index Fund F	450,971
	Russell 1000 Growth Index Fund F	748,505
	Russell 2000 Index Fund F	275,172
	MSCI ACWI ex-U.S. IMI Index Fund F	567,767
	LifePath Index Target Conservative Fund F	86,470
	LifePath Index 2025 Fund F	120,052
	LifePath Index 2030 Fund F	53,939
	LifePath Index 2035 Fund F	129,442
	LifePath Index 2040 Fund F	45,005
	LifePath Index 2045 Fund F	95,937
	LifePath Index 2050 Fund F	33,662
	LifePath Index 2055 Fund F	34,827
	LifePath Index 2060 Fund F	12,368
	LifePath Index 2065 Fund F	3,813
		3,807,902
K-C[1]	Kimberly-Clark Corporation Common Stock	204,742
Fidelity [1]	SDBA	398,007
The Northern Trust [1]	Notes receivable from participants rate of interest (4.00% - 7.00%) maturity dates (January 2022 - December 2031)	32,087
Total Investments		$ 4,854,689

[1] Sponsor and/or issuer known to be a party-in-interest to the Plan.
Cost is not presented as all investments are participant directed.
See accompanying independent auditors' report.