# 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

**2022**

**This Form is Open to Public Inspection**

## Part I Annual Report Identification Information

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**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. | 10/09/2023 | 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** | 17002 |
| **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)** | 11034 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 11236 |
| **b** | Retired or separated participants receiving benefits | **6b** | 699 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 5312 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c** | **6d** | 17247 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 89 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 17336 |
| **g** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g** | 17237 |
| **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 2022 Form M-1 annual report. If the plan was not required to file the 2022 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<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2022**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

| **A** Name of plan | **B** Three-digit plan number (PN) ▶ |
|---|---|
| KIMBERLY-CLARK CORPORATION 401(K) & PROFIT SHARING PLAN | 016 |
| **C** Plan sponsor's name as shown on line 2a of Form 5500 | **D** Employer Identification Number (EIN) |
| KIMBERLY-CLARK CORPORATION | 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 | 2174850 | 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 | 906968 | 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 | 595388 | Yes [X] No [ ] | Yes [X] No [ ] | 60560 | 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 | 109333 | Yes [X] No [ ] | Yes [X] No [ ] | 32344 | Yes [ ] No [X] |

**(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 | 86250 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

**(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 [ ] |

**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 | 18496 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

**(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 | 6034 | Yes [ ] No [X] | 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 | 60560 |

| **(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<br><br>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 | 32344 |

| **(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<br><br>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 |
|---|---|---|
| | | |

| **(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 |
|---|---|---|
| | | |

## 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

**2022**

**This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**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 94-3330726-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 366152000 |
| **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 94-3330725-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 501355000 |
| **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 94-3357216-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 509819000 |
| **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 94-3318704-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 212884000 |
| **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 27-4955447-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 421852000 |
| **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 94-3291425-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 440410000 |
| **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 71-0986421-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 61991000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 20-5115920-001 | C | 94298000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 71-0986424-001 | C | 47807000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 20-5114956-001 | C | 108155000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 71-0986419-001 | C | 43927000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 20-5115008-001 | C | 82711000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 26-0896020-001 | C | 33489000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 27-2470604-001 | C | 32185000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 47-1878775-001 | C | 12349000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 84-1770109-001 | C | 2220000 |

**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 | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|
| 41-0007957-054 | C | 25580000 |

**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) 213700000 |
|---|---|---|

**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) 80961000 |
|---|---|---|

**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) 100842000 |
|---|---|---|

**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) 5101000 |
|---|---|---|

**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 |
|---|---|

**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

**2022**

**This Form is Open to Public Inspection**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**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) | 30118000 | 46316000 |
| **(2)** Participant contributions | 1b(2) | 5134000 | 5716000 |
| **(3)** Other | 1b(3) | 1706000 | 1602000 |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 8979000 | 5101000 |
| **(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) | 32087000 | 32420000 |
| **(9)** Value of interest in common/collective trusts | 1c(9) | 4210874000 | 3392687000 |
| **(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) | 398007000 | 308000000 |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | 204742000 | 187060000 |
| **(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 | 4891647000 | 3978902000 |
| **Liabilities** | | | |
| **g** Benefit claims payable | 1g | 28000 | 82000 |
| **h** Operating payables | 1h | 747000 | 1758000 |
| **i** Acquisition indebtedness | 1i | | |
| **j** Other liabilities | 1j | | |
| **k** Total liabilities (add all amounts in lines 1g through1j) | 1k | 775000 | 1840000 |
| **Net Assets** | | | |
| **l** Net assets (subtract line 1k from line 1f) | 1l | 4890872000 | 3977062000 |

## 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) | 90096000 | |
| **(B)** Participants | 2a(1)(B) | 119190000 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 27467000 | |
| **(2)** Noncash contributions | 2a(2) | | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 236753000 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 2867000 | |
| **(B)** U.S. Government securities | 2b(1)(B) | 1486000 | |
| **(C)** Corporate debt instruments | 2b(1)(C) | | |
| **(D)** Loans (other than to participants) | 2b(1)(D) | | |
| **(E)** Participant loans | 2b(1)(E) | | |
| **(F)** Other | 2b(1)(F) | | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 4353000 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | | |
| **(B)** Common stock | 2b(2)(B) | 6787000 | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 6277000 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 13064000 |
| **(3)** Rents | 2b(3) | | |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | 1125798000 | |
| **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | 1002468000 | |
| **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 123330000 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | | |
| **(B)** Other | 2b(5)(B) | -34549000 | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | -34549000 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | -846154000 |
| (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) | | -32648000 |
| c Other income | 2c | | |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | -535851000 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 376374000 | |
| (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) | | 376374000 |
| f Corrective distributions (see instructions) | 2f | | |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | 58000 |
| h Interest expense | 2h | | |
| i Administrative expenses: (1) Professional fees | 2i(1) | 79000 | |
| (2) Contract administrator fees | 2i(2) | 488000 | |
| (3) Investment advisory and management fees | 2i(3) | 950000 | |
| (4) Other | 2i(4) | 10000 | |
| (5) Total administrative expenses. Add lines **2i(1)** through **(4)** | 2i(5) | | 1527000 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 377959000 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | -913810000 |
| 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

**2022**

**This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

**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 (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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, 2022 and 2021

Supplemental Schedule
As of December 31, 2022

(With Independent Auditors' Report Thereon)

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SUPPLEMENTAL SCHEDULE AS OF DECEMBER 31, 2022

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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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, 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, 2022 and 2021, 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.

***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.

BDO USA, LLP, a Delaware limited liability partnership, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.

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 H, Part IV, Line 4i – 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

June 27, 2023

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

| (Thousands of dollars) | December 31 2022 | 2021 |
|---|---|---|
| **Assets** | | |
| Investments at fair value | $ 3,892,848 | $ 4,822,602 |
| Receivables: | | |
| Dividends and interest | 1,602 | 1,706 |
| Employee contributions | 5,716 | 5,134 |
| Employer matching contributions | 3,273 | 3,263 |
| Employer profit sharing contributions | 43,043 | 26,855 |
| Notes receivable from participants | 33,243 | 32,852 |
| Total Receivables | 86,877 | 69,810 |
| Total Assets | 3,979,725 | 4,892,412 |
| | | |
| **Liabilities** | | |
| Fees payable and pending disbursements | 1,758 | 747 |
| Total Liabilities | 1,758 | 747 |
| | | |
| **Net Assets Available for Benefits** | $ 3,977,967 | $ 4,891,665 |

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 2022 | 2021 |
|---|---|---|
| **Net Reductions/Additions to Net Assets Available for Benefits** | | |
| Investment (loss) income: | | |
| Net (depreciation)/appreciation in fair value of investments | $ (790,021) | $ 605,903 |
| Dividends - Kimberly-Clark Corporation stock | 6,787 | 7,198 |
| Dividends - Self-Directed Brokerage Account ("SDBA") | 6,277 | 8,379 |
| Interest | 2,867 | 56 |
| Net investment (loss)/income | (774,090) | 621,536 |
| Contributions: | | |
| Employee contributions | 146,657 | 142,177 |
| Employer profit sharing contributions | 43,043 | 26,855 |
| Employer matching contributions | 47,053 | 46,248 |
| Total contributions | 236,753 | 215,280 |
| Interest on notes receivable from participants | 1,486 | 1,646 |
| Total Net (Reductions)/Additions | (535,851) | 838,462 |
| | | |
| **Deductions from Net Assets Available for Benefits** | | |
| Benefits paid to participants | 376,320 | 404,700 |
| Administrative expenses | 1,527 | 1,793 |
| Total Deductions | 377,847 | 406,493 |
| | | |
| Net (Decrease)/Increase in Net Assets Available for Benefits | (913,698) | 431,969 |
| | | |
| **Net Assets Available for Benefits** | | |
| Beginning of Year | 4,891,665 | 4,459,696 |
| End of Year | $ 3,977,967 | $ 4,891,665 |

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 2022 and 2021 targets were 3.6% and 2.3% of eligible earnings for each year and totaled $43.0 million and $26.9 million, respectively, and were deposited into participants' accounts within the first two months of the following year.

Employee contributions receivable as of December 31, 2022 of $5.7 million includes 401(k) contributions receivable of $4.2 million and after-tax, Roth 401(k) and rollover contributions receivable, collectively, of $1.5 million. The employee contributions for year ended December 31, 2022 of $146.7 million includes 401(k) contributions of $95.5 million and after-tax, Roth 401(k), and rollover contributions, collectively, of $51.2 million.

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.

*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, 2022 and 2021 were $1.7 million and $1.8 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, 2022 and 2021.

*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, 2022 and 2021.

## 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, 2022 and 2021. As of December 31, 2022 and 2021, approximately 87% of the assets, 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 2022 | Fair Value Measurements | | |
|---|---|---|---|---|
| | | Level 1 | Level 2 | NAV |
| | (Thousands of dollars) | | | |
| Cash equivalents | $ 67,130 | 62,029 | $ — | $ 5,101 |
| Kimberly-Clark Corporation stock | 187,060 | 187,060 | — | — |
| SDBA | 245,971 | 245,382 | 589 | — |
| Common collective trusts | 3,392,687 | — | — | 3,392,687 |
| **Total Investments at Fair Value** | $ 3,892,848 | $ 494,471 | $ 589 | $ 3,397,788 |

| | December 31 2021 | Fair Value Measurements | | |
|---|---|---|---|---|
| | | Level 1 | Level 2 | NAV |
| | (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 |

As of December 31, 2022 and 2021, 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, 2022 and 2021, 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, 2022 and 2021.

*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, 2022 and 2021, sets forth a summary of the Plan's investments with a reported NAV.

| | Fair Value Estimated Using NAV per Share | | | | | |
|---|---|---|---|---|---|---|
| Investment | December 31 2022 Fair Value [a] | December 31 2021 Fair Value [a] | Unfunded Commitment | Redemption Frequency | Other Redemption Restrictions | Redemption Notice Period |
| | (Thousands of dollars) | | | | | |
| Short-term investment funds [b] | $ 5,101 | $ 8,979 | $ — | Daily | None | Daily |
| Fixed income funds [c] | 861,494 | 865,864 | — | Daily | None | Daily |
| Multi-asset class funds [d] | 519,132 | 615,515 | — | Daily | None | Daily |
| Equity index funds [e] | 2,012,061 | 2,729,495 | — | 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. Related Party and Party-In-Interest Transactions

At December 31, 2022, the Plan held 1.4 million shares of the Corporation's common stock at a fair value of $187 million. During the year ended December 31, 2022, 0.8 million shares were acquired and 0.8 million shares were sold. 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. 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, 2022, the Plan was amended to: (1) include any military differential paid to the Participant by the Employer with respect to any period of active military service in the uniformed services of the United States in the definitions of "Eligible Earnings" and " Total Compensation" effective June 1, 2022; (2) provide that Company Match Safe Harbor Contributions for each Plan Year shall be 100% of a Participant's Pre-Tax Contribution, Roth 401(k) Contribution or After-Tax Contributions on the first 5% of such Participants's Eligible Earnings per pay period, with the exception to hourly union Participants located in Mobile Operations whose Company Match Safe Harbor Contributions for a Participants's Pre-Tax Contributions, Roth 401(k) Contributions or After-Tax Contributions shall remain on the first 4% of such Participant's Eligible Earnings per pay period, effective January 1, 2023; (3) allow the Stable Income Fund to be reallocated to the Self-Directed Brokerage Account, effective January 1, 2023; and (4) provide that for each Participant whose total Company Match Safe Harbor Contribution for the Plan Year was limited to less than 4% of Eligible Earnings for the entire Plan Year due to Code Limits being reached before Plan Year end, the Employer shall contribute for each such Participant an additional "true up" Company Match Safe Harbor Contribution, effective January 1, 2023.

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.

**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, 2022, to Form 5500:

| | December 31, 2022 |
|---|---|
| | (Thousands of dollars) |
| Benefits paid to participants per the financial statements | $ 376,320 |
| Add: Benefit payments requested by participants at December 31, 2022 | 82 |
| Less: Benefit payments requested by participants at December 31, 2021 | (28) |
| Benefits paid to participants for Form 5500 | $ 376,374 |

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2022 and 2021 to Form 5500:

| | December 31 | |
|---|---|---|
| | 2022 | 2021 |
| | (Thousands of dollars) | |
| Net assets available for benefits per the financial statements | $ 3,977,967 | $ 4,891,665 |
| Less: Deemed distributions from outstanding participant loans with no repayment | (823) | (765) |
| Less: Benefit payments requested by participants | (82) | (28) |
| Net assets available for benefits per Form 5500 | $ 3,977,062 | $ 4,890,872 |

The following is a reconciliation of expenses per the financial statements for the year ended December 31, 2022 to Form 5500:

| | December 31, 2022 |
|---|---|
| | (Thousands of dollars) |
| Total deductions per the financial statements | $ 377,847 |
| Add: Deemed distribution on outstanding participant loans at December 31, 2022 | 823 |
| Less: Deemed distribution on outstanding participant loans at December 31, 2021 | (765) |
| Add: Benefit payments requested by participants at December 31, 2022 | 82 |
| Less: Benefit payments requested by participants at December 31, 2021 | (28) |
| Total expense per Form 5500 | $ 377,959 |

**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, 2022 Fair Value (Thousands of dollars) |
|---|---|---|
| The Northern Trust [1] | Collective Fund: | |
| | Collective Government Short Term Investment Fund | $ 5,101 |
| | | 5,101 |
| Columbia Management | Collective Funds: | |
| | CT Money Market Fund Z | 126,422 |
| | CT Stable Government Fund Z | 80,961 |
| | CT Stable Income Fund Z | 213,700 |
| | | 421,083 |
| BlackRock | Collective Funds: | |
| | U.S. Debt Index Fund F | 440,410 |
| | Russell 1000 Index Fund F | 509,819 |
| | Russell 1000 Value Index Fund F | 366,152 |
| | Russell 1000 Growth Index Fund F | 501,355 |
| | Russell 2000 Index Fund F | 212,884 |
| | MSCI ACWI ex-U.S. IMI Index Fund F | 421,852 |
| | LifePath Index Target Conservative Fund F | 61,991 |
| | LifePath Index 2025 Fund F | 94,298 |
| | LifePath Index 2030 Fund F | 47,807 |
| | LifePath Index 2035 Fund F | 108,155 |
| | LifePath Index 2040 Fund F | 43,927 |
| | LifePath Index 2045 Fund F | 82,711 |
| | LifePath Index 2050 Fund F | 33,489 |
| | LifePath Index 2055 Fund F | 32,185 |
| | LifePath Index 2060 Fund F | 12,349 |
| | LifePath Index 2065 Fund F | 2,220 |
| | | 2,971,604 |
| K-C[1] | Kimberly-Clark Corporation Common Stock | 187,060 |
| Fidelity [1] | SDBA | 308,000 |
| The Northern Trust [1] | Notes receivable from participants rate of interest (4.00% - 7.25%) maturity dates (January 2023 - December 2032) | 32,420 |
| Total Investments | | $ 3,925,268 |

[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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, 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, 2022 and 2021, 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.

***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.

BDO USA, LLP, a Delaware limited liability partnership, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.

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 H, Part IV, Line 4i – 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

June 27, 2023

# 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, 2022**

**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 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% |
| ADV PREFERRED GOLD BULLION STRAT | 1445 RESEARCH BLVD. | SUITE 530 | ROCKVILLE | MD | 20850 | 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 | JERSITY CITY | NJ | 07311 | 0.10% |
| 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 | 1800.00% |
| AMERICAN BALANCED CLASS F1 | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 0.37% |
| AMERICAN BALANCED FUND F2 | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 0.15% |
| 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 | 1800.00% |
| AMERICAN CAPITAL INC BUILDER CL A | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | $18.00 |
| 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 | 1800.00% |
| AMERICAN CEN FOCUSED DYN GR CL I | 4400 MAIN ST. | 1ST FLOOR | KANSAS CITY | MO | 64111 | 0.07% |
| 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 | $00.00 |
| AMERICAN CENTURY HERITAGE INV CL | 4400 MAIN ST. | 1ST FLOOR | KANSAS CITY | MO | 64111 | $00.00 |
| 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 EUROPACIFIC GR FUND CL F2 | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | $00.00 |
| AMERICAN EUROPACIFIC GROWTH CL A | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 1800.00% |
| 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 | 1800.00% |
| 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 FUNDS U.S. GOV MM CL A | 3500 WISEMAN BOULEVARD | | SAN ANTONIO | TX | 78251-4321 | 1800.00% |
| AMERICAN GROWTH FUND OF AMERICA CL | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 0.15% |
| 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 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 INVESTMENT CO OF AM F2 | 3500 WISEMAN BOULEVARD | | SAN ANTONIO | TX | 78251-4321 | 0.15% |
| AMERICAN MUTUAL FUND CL F2 | 3500 WISEMAN BOULEVARD | | SAN ANTONIO | TX | 78251-4321 | $00.00 |
| AMERICAN MUTUAL FUND CLASS A | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 1800.00% |
| AMERICAN MUTUAL FUND 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 | 1800.00% |
| AMERICAN NEW PERSPECTIVE CLASS F1 | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | $00.00 |
| 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 | $00.00 |
| AMERICAN NEW WORLD FUND CLASS A | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 1800.00% |
| AMERICAN SMALL CAP WORLD CLASS A | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | 1800.00% |
| AMERICAN WASHINGTON MUTUAL INV F1 | 3500 WISEMAN BLVD. | | SAN ANTONIO | TX | 78251-4321 | $00.00 |
| 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 | 1800.00% |
| 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 | $00.00 |
| AMG YACKTMAN FUND I | 600 STEAMBOAT ROAD | SUITE 300 | GREENWICH | CT | 06830 | $00.00 |
| APPLIED FIN EXPLORER FUND INVESTOR | 8730 STONY POINT PARKWAY | SUITE 205 | RICHMOND | VA | 23235 | $00.00 |
| AQR DIVERSIFIED ARBITRAGE CLASS I | 1 GREENWICH PLAZA | | GREENWICH | CT | 06830 | 0.15% |
| 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 | $00.00 |
| ARROW MANAGED FUTURES STRTGY CL I | 6100 CHEVY CHASE DR. | SUITE 100 | LAUREL | MD | 20707 | 0.10% |
| ARTISAN INTERNATL INVESTOR CLASS | 875 E. WISCONSIN AVE. | SUITE 800 | MILWAUKEE | WI | 53202 | 0.39% |
| ARTISAN MID CAP VALUE | 875 E. WISCONSIN AVE. | SUITE 800 | MILWAUKEE | WI | 53202 | 0.39% |
| AVANTIS U.S. EQUITY FUND | 4400 MAIN STREET | 1ST FLOOR | KANSAS CITY | MO | 64111 | 0.02% |
| 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 | 0.10% |

# 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, 2022**

**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 |
|---|---|---|---|---|---|---|
| BARON OPPORTUNITY FUND | 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 | 0.08% |
| 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% |
| 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 1000 N | BETHESDA | MD | 20814 | 0.10% |
| CAMPBELL SYSTEMATIC MACRO FUND CL A | 47 HULFISH STREET | SUITE 510 | BALTIMORE | MD | 21209 | 0.10% |
| CARILLON CLARIVEST INTL STK I | P.O. BOX 33022 | | ST PETERSBURG | FL | 337338022 | 0.40% |
| CARILLON REAMS UNCONSTRAINED BOND Y | P.O. BOX 33022 | | ST PETERSBURG | FL | 337338022 | 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% |
| CAUSEWAY INTERNATNAL VALUE INV | PO BOX 1100 | | OAKS | PA | 19456 | 0.40% |
| CLEARBRIDGE LARGE CAP VALUE I | 620 8TH AVENUE | 49TH FLOOR | NEW YORK | NY | 10018 | 0.10% |
| CLIPPER | 2949 E. ELVIRA RD. | SUITE 101 | TUCSON | AZ | 85706 | 0.35% |
| COHEN & STEERS GL INFRASTRUCTURE | 280 PARK AVE. | 10TH FLOOR | NEW YORK | NY | 10017 | 0.15% |
| COHEN & STEERS GLBAL REALTY CL I | 280 PARK AVE. | 10TH FLOOR | NEW YORK | NY | 10017 | 0.15% |
| COHEN & STEERS PREF SECS INC A | 280 PARK AVE. | 10TH FLOOR | NEW YORK | NY | 10017 | 0.40% |
| COHEN & STEERS PREF SECS INCOME I | 280 PARK AVE. | 10TH FLOOR | NEW YORK | NY | 10017 | 0.15% |
| COHEN & STEERS REAL ASSET FUND CL I | 280 PARK AVE. | 10TH FLOOR | NEW YORK | NY | 10017 | 0.15% |
| 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 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% |
| COMMERCE VALUE INSTITUTIONAL | 922 WALNUT ST. | 4TH FLOOR | KANSAS CITY | MO | 64106 | 0.35% |
| CONESTOGA SMALL CAP INVESTOR CLASS | 225 PICTORIA DRIVE | SUITE 450 | CINCINNATI | OH | 45246 | 0.40% |
| CROMWELL CENTER SQUAR RE INVESTOR | 100 SALEM STREET | | SMITHFIELD | RI | 02917 | 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 | 0.12% |
| DESTINATIONS EQUITY INCOME FD INSTL | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS GLOBAL FIXED INC OPP | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS INTL EQUITY FD INSTL | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS LARGE CAP EQUITY INSTL | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS LOW DUR FIXED INC INST | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS MULTI STRGY ALT INSTL | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DESTINATIONS SMALL MID CAP EQ INSTL | 1055 WESTLAKES DRIVE | SUITE 250 | BERWYN | PA | 19312 | 0.12% |
| DFA EMERGING MRKTS CORE EQU PORT | 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 SHORT TERM EXTENDED QUAL INSTL | 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 CORE EQUITY II | 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% |
| 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% |

# 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, 2022**

**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 |
|---|---|---|---|---|---|---|
| DWS RREEF REAL ASSETS FUND INSTL CL | 280 PARK AVE. | FINANCE-PCAM CTRL, 9TH FLOOR | NEW YORK | NY | 10026 | 0.15% |
| EATON VANCE FLOATING RATE FUND CL A | TWO INTERNATIONAL PLACE | | BOSTON | MA | 02110 | 1600.00% |
| EATON VANCE GOVT OPPORTUNITIES CL A | TWO INTERNATIONAL PLACE | | BOSTON | MA | 02110 | 1600.00% |
| 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 | $00.00 |
| FMI LARGE CAP FUND | 777 E. WISCONSIN AVE. | MK-WI-T4MF | MILWAUKEE | WI | 53202 | $00.00 |
| FOUNDRY PARTNERS FDM SM CAP VAL | 510 FIRST AVENUE N | SUITE 409 | MINNEAPOLIS | MN | 55403 | $00.00 |
| 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 | 1600.00% |
| FRANKLIN GOLD&PRECIOUS METALS CL A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| FRANKLIN LOW DURATN TOTAL RET CL A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| FRANKLIN MICROCAP VALUE CLASS A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| FRANKLIN MUTUAL GLBL DISCOVERY CL A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| FRANKLIN NATURAL RESOURCES A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| FRANKLIN RISING DIVIDENDS CLASS C | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1900.00% |
| FRANKLIN SMALL MID CAP GROWTH A | 100 FOUNTAIN PARKWAY | | ST. PETERSBURG | FL | 33716 | 1600.00% |
| 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 | $00.00 |
| GABELLI SMALL CAP GROWTH AAA | 401 THEODORE FREMD. AVE. | | RYE | NY | 10580 | $00.00 |
| GABELLI UTILITIES | 401 THEODORE FREMD. AVE. | | RYE | NY | 10580 | $00.00 |
| GLOBAL RESOURCES FUND | 3 CANAL PLAZA | SUITE 600 | PORTLAND | ME | 04101 | $00.00 |
| GOLDMAN SACHS GQG PART INTL OPP A | 71 S. WACKER DR. | 4TH FLOOR | CHICAGO | IL | 60606 | $00.00 |
| GOLDMAN SACHS INTL SM CAP INSIGHTS | 71 S. WACKER DR. | 4TH FLOOR | CHICAGO | IL | 60606 | $00.00 |
| GUGGENHEIM FLOATING RATE STRAT CL P | 9601 BLACKWELL RD. | SUITE 500 | ROCKVILLE | MD | 20850 | $00.00 |
| GUGGENHEIM HIGH YIELD CL P | 9601 BLACKWELL RD. | SUITE 500 | ROCKVILLE | MD | 20850 | $00.00 |
| 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% |
| 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 RD. | 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% |
| HENNESSY ENERGY TRANSITION FD INSTL | 7250 REDWOOD BOULEVARD | SUITE 200 | NOVATO | CA | 94945 | 0.12% |
| 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 | 0.15% |
| 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 | 0.15% |
| 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% |
| JANUS HENDERSON BALANCED T | 151 DETROIT ST. | | DENVER | CO | 80206 | 0.35% |
| JANUS HENDERSON CONTRARIAN T | 151 DETROIT ST. | | DENVER | CO | 80206 | 0.35% |
| JANUS HENDERSON ENTERPRISE I | 151 DETROIT ST. | | DENVER | CO | 80206 | 1400.00% |
| JANUS HENDERSON FLEXIBLE BOND T | 151 DETROIT ST. | | DENVER | CO | 80206 | 0.35% |
| JANUS HENDERSON GLOBAL TECHNOLOGY I | 151 DETROIT ST. | | DENVER | CO | 80206 | 1400.00% |
| 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 | $00.00 |
| JOHN HANCOCK STR INC OPPS CL A | 601 CONGRESS ST. | 9TH FLOOR | 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, 2022**

**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 |
|---|---|---|---|---|---|---|
| JP MORGAN MID CAP VALUE FUND CL I | 1111 POLARIS PARKWAY | | COLUMBUS | OH | 43240 | 0.40% |
| JPMORGAN CORE BOND CLASS I | 1111 POLARIS PARKWAY | | COLUMBUS | OH | 43240 | $00.00 |
| JPMORGAN HEDGED EQUITY CLASS I | 1111 POLARIS PARKWAY | | COLUMBUS | OH | 43240 | $00.00 |
| 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 | 0.15% |
| 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% |
| KINETICS PARADIGM FUND | 470 PARK AVENUE SOUTH | | NEW YORK | NY | 10016 | 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 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 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 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 DIVERSIFIED INCOME FD CL A | 111 HUNTINGTON AVE | | BOSTON | MA | 02199-7632 | 0.40% |
| 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 | 0.08% |
| 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 | 0.10% |
| 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% |
| NEUBERGER BERMAN GENESIS INV CL | 1290 AVENUE OF THE AMERICAS | 22ND FLOOR | NEW YORK | NY | 10104-0002 | 1600.00% |
| 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 | 0.15% |
| 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% |
| OBERWEIS MICRO CAP FUND | 3333 WARRENVILLE ROAD | SUITE 500 | LISLE | IL | 60532 | 0.40% |
| OIL & GAS ULTRA SECTPRO FDS INV | 7501 WISCONSIN AVE. | SUITE 1000 EAST TOWER | BETHESDA | MD | 20814 | 0.40% |
| OIL EQUIPMENT & SVC ULTRA PROFD INV | 7501 WISCONSIN AVE. | SUITE 1000 EAST TOWER | BETHESDA | MD | 20814 | 0.40% |
| 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% |
| 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% |

# 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, 2022**

**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 |
|---|---|---|---|---|---|---|
| PFG TACTICAL INCOME STRATEGY CL R | 777 108TH AVE. NE | SUITE 2100 | BELLEVUE | WA | 98004 | $00.00 |
| PGIM GLOBAL REAL ESTATE CL A | 655 BROAD STREET | | NEWARK | NJ | 07102 | 0.40% |
| 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 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 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% |
| 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 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 TACTICAL FIXED INC INV | 1445 RESEARCH BLVD. | SUITE 530 | ROCKVILLE | MD | 20850 | 0.40% |
| QUANTIFIED TACTICAL SECTOR FUND INV | 1445 RESEARCH BOULEVARD | 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% |
| 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 SPECIAL EQUITY SVCS CL SH | 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% |
| SEI MULTI-ASSET INFLATION MANAGED F | 1 FREEDOM VALLEY DRIVE | | OAKS | PA | 19456 | 0.10% |
| SELECTED AMERICAN SHARES CL D | 2949 E. ELVIRA RD. | | TUCSON | AZ | 85706 | 1600.00% |
| 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% |
| 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 EMERG MARKETS BOND FD | 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 INTERNATIONAL STOCK | 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 | $00.00 |
| 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 | $00.00 |
| 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 SCIENCE& TECHNOLOGY | 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% |

# 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, 2022**

**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 SMALL CAP VALUE FUND | 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 | 1600.00% |
| 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 DEFEN STRAT CLASS I | 80 ARKAY DRIVE | 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 | 0.40% |
| TOUCHSTONE MID CAP FD CL Y | 303 BROADWAY | SUITE 1100 | CINCINNATI | OH | 45202-4203 | 0.10% |
| 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 ROAD NE | | CEDAR RAPIDS | IA | 52499 | 0.40% |
| ULTRA SMALL CAP PROFUND INV SHS | 7501 WISCONSIN AVE. | SUITE 1000 EAST TOWER | BETHESDA | MD | 20814 | 0.40% |
| 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 | 0.40% |
| 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 | $00.00 |
| VOYA RUSSIA CLASS A | 7337 E. DOUBLETREE RANCH RD | | SCOTTSDALE | AZ | 85258 | $00.00 |
| WASATCH EMERGING INDIA FUND | 505 WAKARA WAY | SUITE 300 | SALT LAKE CITY | UT | 84108 | 0.40% |
| 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 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 | 0.15% |
| WCM FOCUSED INTL GROWTH FUND INSTL | 2220 E. ROUTE 66 | SUITE 226 | GLENDORA | CA | 91740 | 0.40% |
| 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% |
| WESTWOOD SALIENT SELECT INCOME A | 1 FREEDOM VALLEY DRIVE | | OAKS | PA | 19456 | 0.10% |
| WILLIAM BLAIR SMALL MID CAP GR CL I | 222 WEST ADAMS STREET | 12TH FLOOR | CHICAGO | IL | 60606 | 0.15% |

**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, 2022 Fair Value (Thousands of dollars) |
|---|---|---|
| The Northern Trust [1] | Collective Fund: | |
| | Collective Government Short Term Investment Fund | $ 5,101 |
| | | 5,101 |
| Columbia Management | Collective Funds: | |
| | CT Money Market Fund Z | 126,422 |
| | CT Stable Government Fund Z | 80,961 |
| | CT Stable Income Fund Z | 213,700 |
| | | 421,083 |
| BlackRock | Collective Funds: | |
| | U.S. Debt Index Fund F | 440,410 |
| | Russell 1000 Index Fund F | 509,819 |
| | Russell 1000 Value Index Fund F | 366,152 |
| | Russell 1000 Growth Index Fund F | 501,355 |
| | Russell 2000 Index Fund F | 212,884 |
| | MSCI ACWI ex-U.S. IMI Index Fund F | 421,852 |
| | LifePath Index Target Conservative Fund F | 61,991 |
| | LifePath Index 2025 Fund F | 94,298 |
| | LifePath Index 2030 Fund F | 47,807 |
| | LifePath Index 2035 Fund F | 108,155 |
| | LifePath Index 2040 Fund F | 43,927 |
| | LifePath Index 2045 Fund F | 82,711 |
| | LifePath Index 2050 Fund F | 33,489 |
| | LifePath Index 2055 Fund F | 32,185 |
| | LifePath Index 2060 Fund F | 12,349 |
| | LifePath Index 2065 Fund F | 2,220 |
| | | 2,971,604 |
| K-C[1] | Kimberly-Clark Corporation Common Stock | 187,060 |
| Fidelity [1] | SDBA | 308,000 |
| The Northern Trust [1] | Notes receivable from participants rate of interest (4.00% - 7.25%) maturity dates (January 2023 - December 2032) | 32,420 |
| Total Investments | | $ 3,925,268 |

[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.