

The Profit Sharing Feature & 2021 Scale

The Kimberly-Clark 401(k) & Profit Sharing Plan (K-C 401(k) & PSP) has a profit sharing feature that allows you to share in the company's success. The annual discretionary profit sharing contribution is based on the adjusted Earnings Per Share (EPS) goal set at the beginning of each year.

The profit sharing scale ranges between 0% and 8% of your eligible earnings, with a target of 4%. The scale below shows the adjusted EPS goal for this year with the corresponding scale range:

2021 Profit Sharing Scale					
Adjusted EPS	\$3.95	\$5.92	\$7.89	\$9.86	\$11.84
Profit Sharing Contribution	0.0%	2.0%	4.0%	6.0%	8.0%

Eligibility & Timing

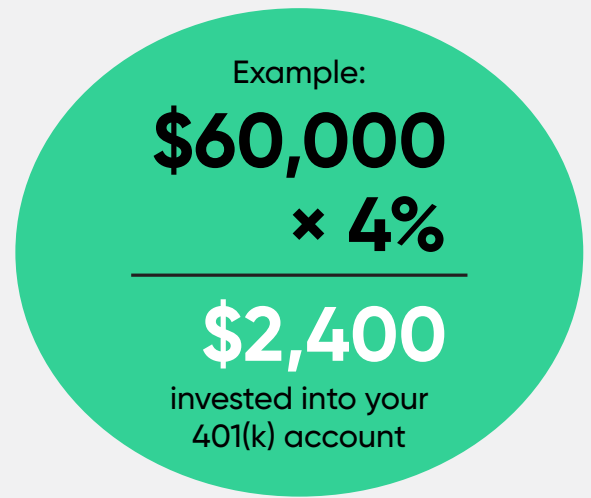
You'll receive an annual discretionary profit sharing contribution if:

- you're employed on December 31,
- you leave K-C during the year at or after age 55, or
- your employment ends due to death.

If eligible, the profit sharing contribution is contributed into your 401(k) account during the first quarter of each year. The contribution amount is a percentage of your eligible earnings for the prior year. The percentage is determined based on the profit sharing scale to the nearest tenth of a percent (e.g., 3.9%).

Payout Example

Let's say you're an employee who received \$60,000 in eligible earnings for 2021. K-C reaches an adjusted EPS of \$7.89 and approves the 4% annual discretionary profit sharing contribution. Your 2021 profit sharing contribution would be contributed into your 401(k) account during the first quarter of 2022.



Profit Sharing Investment

Your profit sharing contribution will be invested based on your investment elections in effect at the time the contribution is made. Be sure to review your contribution and investment elections regularly to see how they impact your retirement goals. To review your election, log in to netbenefits.com and select *View Summary*.

If you're not currently making employee contributions to the Plan, you're still eligible to receive the profit sharing contribution. Call Fidelity for more information on how the contribution will be invested and to learn how to start building your retirement savings.

Don't miss out.

In addition to the profit sharing contribution, K-C provides a Company match dollar-for-dollar on the first 4% of the eligible earnings you contribute to your 401(k).

Questions or Concerns?

Not sure how much you should be contributing or if your investments are aligned with your retirement goals? Call the K-C Benefits Information Line at **800-551-2333** and choose the 401(k) & Pension option. Fidelity representatives are available Monday through Friday, 8:30 a.m. to 8:30 p.m. ET.

Note: Information was provided by Kimberly-Clark. Fidelity Investments is not responsible for its content.

The Scale and example outline the 2021 adjusted EPS target and corresponding profit sharing payout scale. These are guidelines for K-C to use, but the final profit sharing contribution is discretionary and will be determined at the end of the year. Contributions will be made and payable in accordance with the terms of the K-C 401(k) & PSP.