

*ANNUAL  
GENERAL  
MEETING*

2024

**INFORMATION ON HOW TO  
PARTICIPATE, HOW TO VOTE  
BY POST AND HOW TO ASSIGN  
AND USE PROXIES  
(POWERS OF REPRESENTATION)**



**Dear Shareholder,**

In order to participate in the Annual General Meeting (AGM) (holders of ordinary shares and of preferred shares) and to exercise your voting rights in the AGM (holders of ordinary shares only), we request that you place your order for an admission card as early as possible with your depositary bank. In so doing, please ensure that you adhere to the deadlines indicated in the Notice of Convocation for the AGM as indicated in the section "Conditions of participation and of exercising your voting rights." To facilitate the organization of the meeting, please notify your attendance as early as possible and only if you seriously intend to attend.

With this admission card and the information contained therein you can

- participate personally in the AGM (holders of ordinary shares and preferred shares), or
- assign a proxy in writing or electronically to the proxyholders nominated by the Corporation, together with instructions on how to vote on the proposed resolutions of the Administration in the AGM (holders of ordinary shares only), or
- have yourself represented by a third party and assign to this representative either in writing or electronically a proxy (power of representation) allowing their participation in the meeting and authorizing them to exercise your voting rights (only holders of ordinary shares can exercise voting rights), or
- exercise your voting rights in the meeting in writing or electronically by way of postal voting (holders of ordinary shares only).

The medium for the electronic assignment of proxies and instructions and electronic voting (postal voting) is a web-based postal voting, proxy assignment and voting instruction system (hereinafter Henkel InvestorPortal) to which you are provided access by the data contained on your admission card.

Please note that the admission card is no prerequisite for attending but merely serves to facilitate the organizational processes. In the event you do not receive the admission card in due time in spite of your proper registration, voting or participation documents can be issued to you at the venue on the day of the AGM.

In order to ensure the smooth running of the AGM and the correct assignment of proxies and exercise of your voting rights, we would ask you to ensure compliance with the following instructions:

## **1. Personal participation/attendance in the Annual General Meeting (holders of both ordinary and preferred shares)/Registration**

If you wish to participate personally in the AGM, please ensure that you present the top section of the admission card form of all admission card forms to the "Shareholders' Registration Office" for registration.

At the Shareholders' Registration Office, you will be handed voting documents for the AGM (ordinary shares) or participation documents (preferred shares) in exchange for the admission card form. In order to ensure accurate identification of all participants, we request that you present all the admission cards in your possession at the same time.

The meeting rooms open at 8.30 a.m. In the interest of all participants, we will – as in previous years – be taking extensive safety precautions. Any dangerous objects such as penknives, scissors or aerosol cans found when checking persons or luggage will be collected and stored for the period of the AGM; you will be able to pick up such items from the storage area as you leave the meeting. However, in order to avoid unnecessary delays during the admission checks, we would urgently request that you avoid bringing any dangerous objects and, indeed, – if possible – bags of any kind to the meeting.

## **2. Assigning proxies and issuing voting instructions to proxyholders nominated by the Corporation**

We offer you the facility of having your voting rights exercised by employees of the Corporation. The Corporation has appointed Messrs. Heinz Nicolas and Dr. Michael Schmitt as proxyholders authorized to act in sole representation of holders of voting rights. Both these gentlemen are employees of Henkel AG & Co. KGaA. Said proxyholders would be authorized by your proxy/power of representation to exercise your voting rights only inasmuch as your shares entitle to vote in the meeting and you have issued express instructions relating to the individual items on the agenda; they are not permitted to exercise voting rights at their own discretion. The proxyholders are obliged to vote in accordance with your instructions on the individual agenda items.

To assign a written power of representation and written voting instructions to the proxyholders nominated by the Corporation, please use the bottom back section of the admission card form. Complete the form by inserting your instructions. Send the completed and signed form by post or fax (front and back of form) **by April 20, 2024 (24:00 hours/midnight CEST,) at the latest** to the address shown in the form.

Written proxies arriving later than the above deadline will not be admitted. Please bear in mind that we have no influence on mail delivery times.

You can also issue your proxies electronically using the Henkel InvestorPortal (cf. section 5).

Through the proxies appointed by the company, you cannot participate in voting on motions regarding the procedure at the AGM, countermotions or election proposals presented there for the first time. Likewise, the proxies cannot be instructed in writing or electronically to make requests to speak, to file objections to resolutions or to ask questions or propose motions.

### **3. Participation and exercise of voting rights of a representative of your choice**

If you wish to be represented in the AGM (holders of ordinary and preferred shares) by a third party, please fill in the proxy form (power of representation) printed on the back of the top section of the admission card (writing the first and last names and residence of your representative in block capitals, please), sign the form as indicated and hand the admission card/power of representation over to your chosen representative. The person thus empowered (proxyholder) must register at the Shareholders' Registration Office by presenting the admission card/proxy on the day of the AGM as described in section 1 above. Your representative (proxyholder) should also carry an official ID card or passport so that they can identify themselves.

As an alternative to the written power of representation, you can use the web-based Henkel InvestorPortal in order to electronically authorize a third party to participate on your behalf in the AGM and to exercise your votes accordingly (see section 5). If you use the web-based Henkel InvestorPortal provided by us, please do not forget to inform your chosen representative of the fact that you have assigned them this proxy and hand your admission card(s) to the proxy. Your representative (proxyholder) should also carry an official ID card or passport so that they can identify themselves. Such proxyholders must likewise register at the Shareholders' Registration Office on presentation of the admission card(s) on the day of the AGM as described in section 1 above where they will be provided with the appropriate voting documents or participation documents.

Please expressly draw the attention of your authorized representative to the explanations on data protection and the disclosure of personal data.

When assigning powers of representation to intermediaries in the meaning of Section 135 AktG [German Stock Corporation Act], coequal institutions or corporate entities (Sections 135 (10) and 125 (5) AktG), or persons pursuant to Section 135 (8) AktG, and in particular shareholder associations, the law neither stipulates a text form, nor do the Articles of Association contain any special provision governing such actions. For this group of proxyholders, therefore, the assignment of powers of representation (proxies) should be as required by the assignee (i.e. the prospective proxyholder). In these cases, pursuant to the law the powers of representation (proxies) have to be assigned to a specific proxyholder and have to be kept in a verifiable manner by that proxyholder. Further, the proxy must be complete and may contain declarations associated

to the exercise of the vote only. However, a violation of these and certain other requirements mentioned in Section 135 AktG for the assignment of powers of representation to intermediaries, coequal institutions or corporate entities (Sections 135 (10) and 125 (5) AktG) or persons pursuant to Section 135 (8) AktG, including shareholder associations, will not make the casting of votes invalid (Section 135 (7) AktG).

#### **4. Exercise of voting rights by postal voting**

You can submit your votes on the individual agenda items at the AGM (ordinary shares only) by means of postal voting, without having to be physically present at the respective meeting.

Postal voting can be effected in writing (i.e. by conventional mail) or through electronic communications.

If you select postal voting by conventional written means, please use the bottom section on the front of the admission card form. Send the completed and signed form by post or fax **by April 20, 2024 (24:00 hours/ midnight CEST) at the latest** to the address shown at the bottom of the form.

Written postal votes arriving later than the above deadline will not be counted. Please bear in mind that we have no influence on mail delivery times.

You can also exercise your voting rights (postal voting) electronically using the web-based Henkel Investor-Portal (see section 5).

Please note, however, that when selecting the postal voting option, you will not be able to vote on counter-motions made or candidates for election nominated in the course of the meeting. Similarly, the postal voting option means that you will not have an opportunity to file objections to resolutions, to speak, pose questions or submit motions.

## **5. Electronic postal voting, proxy assignment and voting instruction system (Henkel InvestorPortal)**

Proxy assignments, voting instructions and postal voting submissions should be issued/made via the web-based Henkel InvestorPortal as early as possible, and, **at the latest, on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

### **Registering with the system for the first time**

You can access the web-based system via the company's website at [www.henkel.de/hv](http://www.henkel.de/hv) (German version) or [www.henkel.com/agm](http://www.henkel.com/agm) (English version). The link "Hauptversammlung" (German) or "Annual General Meeting" takes you to the Henkel InvestorPortal.

### **Please note that you will need to register separately for each of your admission cards (ordinary shares and/or preferred shares).**

When first registering, you will be asked initially to enter the five-digit number of your admission card and the single-digit check digit next to it. To continue, click on NEXT and enter your individual six-digit internet access code which is also printed on the front page of your admission card.

After click on LOGIN, please accept the terms of use. Then under Action, you can click on the button VOTING / POWER TO THIRD PARTY and choose between the following options:

1. Company proxies
2. Proxy to third party
3. Postal vote

### **5.1 Electronic assignment of proxy and voting instructions to the Corporation's proxyholders/Changes and cancellations**

After selecting the option COMPANY PROXIES you can assign your power of representation to the Corporation's proxyholders and give your voting instruction to each of the individual agenda items. You have the choice to issue an instruction either for all agenda items at once or for each of the individual agenda items (whereupon you need to click on either YES, NO, or ABSTENTION as appropriate). If you do not check any of these options for an individual agenda item, this is considered as abstention.

When you are done, please click on NEXT and then on SAVE to proceed. In the next step you can edit or withdraw your input. Please follow the instructions of the system.

**The electronic assignment of proxies and also the electronic issuance of voting instructions to the proxyholders must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

You can also cancel any proxy already issued and change your voting instructions. To access the Henkel InvestorPortal, simply re-enter the number of your admission card, the check digit and the internet access code. **Cancellations and changes must likewise be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

#### **5.2 Electronic assignment of power of representation to a third party/Cancellations**

After selecting the option PROXY TO THIRD PARTY, you can enter the name and place of abode of your chosen representative and then click on SAVE. You can withdraw your input later. Please follow the respective instructions of the system.

**The electronic assignment of power of representation to a third party must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

Please note that, when considering assigning a proxy to a third party electronically, you must be sure that the representative in question is prepared to participate personally in the AGM and to actively participate in the voting procedure where appropriate in order to exercise the assigned voting rights. Such proxyholders must also register at the Shareholders' Registration Office where they will be provided with the appropriate voting documents or participation documents. We will not notify your representative on the assignment of a proxy. Please therefore ensure that your representative understands your wishes in this respect and hand the admission card(s) or the acknowledgement of electronic assignment over to your representative.

You can also use the Henkel InvestorPortal in order to cancel the proxy electronically assigned to a third party. To gain access, simply re-enter the number of your admission card, the check digit and the internet access code. **Cancellations must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.** Please ensure that your representative has been informed of such cancellation.

### **5.3 Voting electronically (postal voting)/Subsequent changes and cancellations**

After selecting the option POSTAL VOTE you can either vote on all agenda items at once, or exercise your votes per agenda item by clicking on YES, NO or ABSTENTION. If you do not check any of these options for an individual agenda item, this is considered as abstention.

Once you have cast your votes on all agenda items, click on NEXT and SAVE. You can edit or withdraw your input later. Please follow the respective instructions of the system.

**Electronic voting must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

You can still cancel or change your votes, even though they may have been saved. To access the Henkel InvestorPortal, simply re-enter the number of your admission card, the check digit and the internet access code. **Cancellations or changes of votes must likewise be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.**

## **6. Legal advisory/Liability exclusion clause**

Electronic assignment of proxies and voting instructions to representatives nominated by the Corporation, the electronic assignment of proxies to a third party and the electronic voting (postal voting) are possible via the Henkel InvestorPortal to which you are provided access by the data contained on your admission card.

Proxy assignments and voting instructions to representatives nominated by the Corporation, assignments of proxies to third parties and postal voting submissions should be issued/made via the Henkel InvestorPortal as early as possible, and, at the latest, on the day of the Annual General Meeting ("AGM") by the end of the address by the Chairperson of the Management Board.

### **a) Personal attendance/Duplicate voting/Order of precedence**

The personal attendance of the shareholder or a third party proxy at the AGM shall be regarded as revocation of any previous postal voting in writing or electronically via the internet and of any proxy and voting instructions issued to proxyholders nominated by the Corporation.

The personal participation of the shareholder or a third party holding a written proxy in the AGM shall be regarded as cancelling any proxies issued to a third party electronically via the internet.

In case of personal attendance of the shareholder or a third party proxy there is no possibility of electronic postal voting or proxy assignment and voting instruction.



If votes are cast by postal vote by several means of transmission and/or the proxyholders receive authorizations and instructions by several means of transmission, the last declaration made (and received) will be given priority. If it is not possible to determine which declaration was submitted last, declarations will be considered in the following descending order of priority: (1) via Henkel InvestorPortal, (2) by e-mail, (3) by fax, (4) declarations sent by post.

**b) Proxies and voting instructions to proxyholders nominated by the Corporation**

The electronic assignment of proxies and issuance of voting instructions to the proxyholders nominated by the Corporation as well as cancellations and changes must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.

The voting instructions to proxyholders with respect to agenda item 2 of the AGM also count in the event that a modified proposal for profit appropriation, duly adapted to the number of shares qualifying for a dividend, is submitted to the AGM.

If there should be a series of individual ballots with respect to a single agenda item (especially likely in the case of approval and ratification of the actions of corporate bodies), the voting instructions with respect to said agenda item shall also apply to each individual ballot within that item.

Even if you have assigned proxy and instructions to the proxyholders nominated by the Corporation or to a third party, your admission card still entitles you to participate in the AGM in person or via another third party proxy or to vote by postal vote in writing or electronically (see also section a)).

If you have assigned your proxy to the proxyholders nominated by the Corporation but have issued no voting instructions, this is considered as abstention.

In the event of a proxy being assigned to the proxyholders nominated by the Corporation, the proxyholders' names and your name will be disclosed and shall appear in the list of people attending the AGM.

You will not be able to participate via the proxyholders nominated by the Corporation in ballots concerning motions relating to the AGM procedure, in ballots relating to countermotions submitted during the meeting, or in ballots on candidates to office proposed during the meeting. Similarly, the same proxyholders cannot be instructed, either in writing or electronically via the internet, to speak to the meeting, to submit objections against resolutions, to ask questions or to submit motions.

In exercising voting rights, the proxyholders nominated by the Corporation are governed solely by the instructions received from the shareholders they represent, and they shall vote exclusively in accordance with the instructions as issued. The Management Board has no authority to issue instructions in relation to the voting behavior of these proxyholders.

Through the proxyholders appointed by the company, you cannot participate in voting on motions regarding the procedure at the AGM, countermotions or election proposals presented there for the first time. Likewise, the proxyholders cannot be instructed in writing or electronically to make requests to speak, to lodge objections to resolutions, to submit procedural motions or to ask questions or propose motions.

The proxyholders nominated by the Corporation are authorized to issue subproxies. In order to ensure that exercising the voting rights of the shareholders remains beyond jeopardy, the proxyholders issue subproxies internally to further employees of the Corporation as a precaution so that, on the day of the Annual General Meeting, shareholder representation is reliably assured. The principles as detailed above also apply to employees in receipt of such subproxies.

**c) Power of representation to a third party**

The electronic assignment of power of representation to a third party must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.

Please note that, when considering assigning a proxy to a third party electronically, you must be sure that the representative in question is prepared to participate personally in the relevant meeting and to actively participate in the voting procedure where appropriate in order to exercise the assigned voting rights (ordinary shares only). Such proxyholders must also register at the Shareholders' Registration Office where they will be provided with the appropriate voting cards. Therefore, please ensure that your representative understands your wishes in this respect and hands the admission card or the acknowledgement of electronic assignment over to your representative.

You can also use the Henkel InvestorPortal in order to cancel the proxy electronically assigned to a third party. Cancellations must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board. Please ensure that your representative will be informed of such a cancellation.

**d) Postal voting**

The electronic voting in the AGM (ordinary shares only) as well as cancellations and changes must be completed at the latest on the day of the AGM by the end of the address by the Chairperson of the Management Board.

The votes cast with respect to agenda item 2 of the AGM also count in the event that a modified proposal for profit appropriation, duly adapted to the number of shares qualifying for a dividend, is submitted to the AGM.

If there should be a series of individual ballots with respect to a single agenda item (especially likely in the case of approval and ratification of the actions of corporate bodies), the votes cast with respect to said agenda item shall also apply to each individual ballot within that item.

Please note, however, that when selecting the postal voting option, you will not be able to vote on counter-motions made or candidates for election nominated in the course of the AGM. Similarly, the postal voting option means that you will not have an opportunity to lodge objections to resolutions, to speak, pose questions or submit motions.

Even after the postal voting option has been taken, the admission card can still be used by the holder to participate in the AGM either personally or represented by a proxyholder, to issue a proxy to a third party or for assignment of a proxy and voting instructions to the proxyholders nominated by the Corporation, be it in writing or electronically (see also section a)).

If you vote by postal vote, you will not be registered as a participant of the AGM. You will not be entered in the register of participants and your name will not be published.

**e) Using the internet service, stability and availability/Disclaimer**

When you receive your admission card, please ensure that the envelope has not been tampered with and carefully safeguard the internet access code. If you should suspect any abuse of the web-based service, please contact the hotline at +49 (0) 89 30903-6321.

The availability, functional efficiency, stability or reliability of the Henkel InvestorPortal can like the internet transmission ("webcast") of the AGM itself be affected by technical fluctuations and malfunctions. Neither Henkel AG & Co. KGaA nor the proxyholders nominated by the Corporation that you may have authorized or the utilized service providers are able to exert any influence on the availability, functional efficiency, stability or reliability of the telecommunications network, internet services and network elements of third parties utilized. If, despite all the security arrangements put in place, we should discover that third parties have succeeded in exerting unauthorized influence on the data stored via the internet for exercising shareholders'

voting rights, such data having been treated in accordance with Federal data protection law or the EU General Data Protection Regulation ("GDPR"), we reserve the right to interrupt or prematurely discontinue utilization of the web-based system without prior notice. In this case, only those votes (postal voting) and proxies and instructions issued via the internet for which manipulation can be ruled out will be allowed to stand.

Henkel AG & Co. KGaA or the proxyholders nominated by the Corporation cannot issue any guarantee, nor accept any liability, for the functional efficiency, availability, stability and reliability of the Henkel Investor-Portal, nor for access to the system, including the internet services and the network elements of third parties utilized. Moreover, other than in cases of willful or gross negligence, Henkel AG & Co. KGaA or the proxyholders nominated by the Corporation cannot accept any responsibility for errors and deficiencies in the hard- and software utilized for exercising shareholders' voting rights via the internet, including those systems of the utilized service providers.

We recommend that our web-based system be used in good time so that, in the event of a system failure, your postal votes, proxies and voting instructions may still be delivered in written form within the preset timeframe.

**f) Data protection advisory**

We place great emphasis on ensuring that your privacy is properly protected and your data are processed in the legally permitted manner. We process personal data (such as name, address, number of shares, class of shares, type of ownership of shares and AGM admission card number) on the basis of applicable data protection law in order to enable shareholders to participate in – and exercise their rights at – the Annual General Meeting. The data will not be stored for longer than is legally permissible and necessary for the aforementioned purposes.

The processing of your personal data is essential for the purpose of preparing for – and facilitating your participation in – the AGM in accordance with Section 129 (1) sentence 2 AktG. Henkel AG & Co. KGaA is the data controller, i.e. the entity responsible for processing the data in question. The legal framework for the processing of such data is provided by the German Stock Corporation Act [AktG] in conjunction with Article 6 (1) point c) of the EU General Data Protection Regulation (GDPR).

The service providers of Henkel AG & Co. KGaA appointed for the purpose of preparing and conducting the AGM receive from Henkel AG & Co. KGaA only such personal data as are necessary for the execution of the commissioned service, and process the data exclusively in accordance with instructions issued by Henkel AG & Co. KGaA.

You have a right to information access, correction, restriction, objection and erasure in respect of the processing of your personal data as well as a right to data transfer per Section III of the GDPR. You can assert these rights against Henkel AG & Co. KGaA free of charge via the e-mail address "datenschutz@henkel.com".

You also have a right of appeal to a Data Protection Supervisory Authority.

You can contact Henkel's Data Protection Officer as follows:

**Henkel AG & Co. KGaA**  
**– Data Protection Officer –**  
**Henkelstrasse 67**  
**40589 Düsseldorf, Germany**  
**or by fax: +49 (0) 211 798-12137**  
**or by e-mail: datenschutz@henkel.com**

You will find further data protection information on the website of Henkel AG & Co. KGaA at [www.henkel.com/agm](http://www.henkel.com/agm); [www.henkel.de/hv](http://www.henkel.de/hv).

**Hotline**

If you have any questions about using the Henkel InvestorPortal, please contact the Computershare Hotline by calling +49 (0) 89 30903-6321 or by writing an e-mail to "aktionarsportal@computershare.de". The service team will be glad to assist you.

Düsseldorf, March 2024

Yours faithfully,

**Henkel AG & Co. KGaA**