

HENKEL *REMUNERATION SYSTEM*

FOR HENKEL MANAGEMENT AG

EDITION 2024



Remuneration system for Henkel Management AG

The following are presented

1. the liability remuneration of Henkel Management AG as the Personally Liable Partner of Henkel AG & Co. KGaA plus reimbursement of expenses, and
2. the remuneration of the members of the Supervisory Board of Henkel Management AG.

The remuneration system for the Management Board of Henkel Management AG can be found in the document "Remuneration system for the members of the Management Board of Henkel AG & Co. KGaA".

1. Remuneration of Henkel Management AG for assumption of personal liability, and reimbursement of expenses to same

For assumption of personal liability and management responsibility, Henkel Management AG in its function as Personally Liable Partner of Henkel AG & Co. KGaA receives an annual payment of 50,000 euros (= 5 percent of its capital stock) plus any value-added tax (VAT) due, said fee being payable irrespective of any profit or loss made.

Henkel Management AG may also claim reimbursement from or payment by the corporation of all expenses incurred in connection with the management of the corporation's business, including the remuneration and pensions paid to its corporate bodies.

2. Remuneration of the members of the Supervisory Board of Henkel Management AG

According to Article 14 of the Articles of Association of Henkel Management AG, the members of the Supervisory Board of Henkel Management AG are each entitled to receive annual remuneration of 10,000 euros. However, those members of said Supervisory Board who are also and simultaneously members of the Supervisory Board or the Shareholders' Committee of Henkel AG & Co. KGaA do not receive this remuneration.