

*ANNUAL
GENERAL
MEETING*

2025

**INFORMATION PER SECTION 125
GERMAN STOCK CORPORATION ACT
IN CONNECTION WITH COMMISSION
IMPLEMENTING REGULATION (EU)
2018/1212 (EU-IR)**



A. Specification of the message

1. Unique identifier of the event: Annual General Meeting of Henkel AG & Co. KGaA
(Formal information per EU-IR: 1ee493cb64ceef11b53c00505696f23c)
2. Type of message: Notice of convocation of Annual General Meeting
(Formal information per EU-IR: NEWM)

B. Specification of the issuer

1. ISIN:

Ordinary shares	DE0006048408
Preferred shares	DE0006048432
2. Name of issuer: Henkel AG & Co. KGaA

C. Specification of the meeting

1. Date of the Annual General Meeting: April 28, 2025
(Formal information per EU-IR: 20250428)
2. Time of the Annual General Meeting: 10:00 hours (CEST), 08:00 hours UTC
3. Type of General Meeting: Annual General Meeting
(Formal information per EU-IR: GMET)
4. Location of the General Meeting: Congress Center Düsseldorf, Entrance CCD Stadthalle, Rotterdamer Strasse 141, 40474 Dusseldorf, Germany
(Formal information per EU-IR: Congress Center Düsseldorf, Eingang CCD Stadthalle, Rotterdamer Strasse 141, 40474 Dusseldorf, Germany)
5. Record Date: April 6, 2025 (CEST)
(Formal information per EU-IR: 20250406)
6. Uniform Resource Locator (URL):
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>

D. Participation in the general meeting

1. Method of participation by shareholder

Participation in person (holders of ordinary and preferred shares),
Exercise of voting rights by issuing powers of attorney and instructions to the proxy-holders appointed by the Company/authorized third parties (holders of ordinary shares only)
Exercise of voting rights by mail-in/postal voting (holders of ordinary shares only)

(Formal information per EU-IR: PH; PX; EV)

2. Issuer deadline for the notification of participation

Registration for the Annual General Meeting (AGM) by: April 22, 2025, 24:00 hours (CEST) (time of receipt)

(Formal information per EU-IR: 20250422; 22:00 hours UTC)

3. Issuer deadline for voting

Exercising voting rights by mail-in/postal voting/exercising voting rights by granting power of attorney and issuing instructions to the proxy-holder nominated by the Company/authorized third parties:

- by letter: April 25, 2025, 24:00 hours (CEST) (time of receipt),
(Formal information per EU-IR: 20250425; 22:00 hours UTC)
- by email: April 25, 2025, 24:00 hours (CEST) (time of receipt),
(Formal information per EU-IR: 20250425; 22:00 hours UTC)
- using the SWIFT process: April 25, 2025, 24:00 hours (CEST) (time of receipt)
(Formal information per EU-IR: 20250425; 22:00 hours UTC)
- electronically via the Henkel InvestorPortal (<https://www.henkel.de/hv>; <https://www.henkel.com/agm>):
on the day of the AGM on April 28, 2025, by the end of the speech by the Chair of the Management Board.
(Formal information per EU-IR: 20250428, by the end of the speech by the Chair of the Management Board)

Exercising voting rights on site, in person or by power of attorney granted to the proxy-holder appointed by the Company/authorized third parties: on the day of the AGM on April 28, 2025, until the end of voting.

(Formal information per EU-IR: 20250428, until the end of voting)

E. Agenda

Agenda item 1

1. Unique identifier of the agenda item: 1
2. Title of the agenda item: Presentation of the annual financial statements, the consolidated financial statements and the combined management report relating to Henkel AG & Co. KGaA and the Henkel Group, each as approved by the Supervisory Board, and the report of the Supervisory Board for the fiscal year 2024. Resolution to approve the annual financial statements of Henkel AG & Co. KGaA for the fiscal year 2024
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 2

1. Unique identifier of the agenda item: 2
2. Title of the agenda item: Resolution on the appropriation of profit
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 3

1. Unique identifier of the agenda item: 3
2. Title of the agenda item: Resolution to ratify the actions of the Personally Liable Partner
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 4

1. Unique identifier of the agenda item: 4
2. Title of the agenda item: Resolution to ratify the actions of the members of the Supervisory Board
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 5

1. Unique identifier of the agenda item: 5
2. Title of the agenda item: Resolution to ratify the actions of the members of the Shareholders' Committee
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 6.1

1. Unique identifier of the agenda item: 6.1
2. Title of the agenda item: Resolution on the appointment of the auditor of the annual financial statements and the consolidated financial statements for the fiscal year 2025 and on the appointment of the examiner for the financial review of the financial report for the first six months of the fiscal year 2025
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 6.2

1. Unique identifier of the agenda item: 6.2
2. Title of the agenda item: Resolution on the appointment of the sustainability reporting auditor for the fiscal year 2025
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 7

1. Unique identifier of the agenda item: 7
2. Title of the agenda item: Resolution on a by-election to the Shareholders' Committee
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 8

1. Unique identifier of the agenda item: 8
2. Title of the agenda item: Resolution on the renewal of the authorization to hold virtual General Meetings per Article 19 (4) of the Articles of Association
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 9

1. Unique identifier of the agenda item: 9
2. Title of the agenda item: Resolution to approve the 2024 Remuneration Report
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Advisory vote
(Formal information per EU-IR: AV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

Agenda item 10

1. Unique identifier of the agenda item: 10
2. Title of the agenda item: Resolution to cancel the existing authorized capital and to create a new authorized capital (Authorized Capital 2025) against cash contributions with subscription rights, and to amend the Articles of Association accordingly
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information per EU-IR: BV)
5. Alternative voting options: Vote in favor, vote against, abstention
(Formal information per EU-IR: VF; VA; AB)

F. Specification of the deadlines regarding the exercise of other shareholders' rights**Shareholder right: Agenda item proposals requested by a minority per Section 122 (2) AktG**

1. Object of deadline: Submission of request to propose additional agenda items
2. Applicable issuer deadline: March 28, 2025, 24:00 hours (CET) (time of receipt)
(Formal information per EU-IR: 20250328; 23:00 hours UTC)

Shareholder right: Countermotions per Section 126 (1) AktG

1. Object of deadline: Submission of countermotions in relation to proposals on individual agenda items
2. Applicable issuer deadline: April 13, 2025, 24:00 hours (CEST) (time of receipt)
(Formal information per EU-IR: 20250413; 22:00 hours UTC)

Shareholder right: Election nominations per Section 127 AktG

1. Object of deadline: Submission of nominations for the elections of members of the Supervisory Board and of the Shareholders' Committee, or election of auditors
2. Applicable issuer deadline: April 13, 2025, 24:00 hours (CEST) (time of receipt)
(Formal information per EU-IR: 20250413; 22:00 hours UTC)

Shareholder right: Right to information per Section 131 (1) AktG

1. Subject of the deadline: Right to information at the Annual General Meeting
2. Applicable issuer deadline: April 28, 2025 from the beginning of the general debate until the closure of the general debate

(Formal information per EU-IR: 20250428)

Shareholder right: Objection per Section 245 number 1 AktG

1. Subject of deadline: Submission of an objection to a resolution of the AGM
2. Applicable issuer deadline: April 28, 2025 from the beginning of the AGM until the closure of the AGM

(Formal information per EU-IR: 20250428)

Shareholder right: Request for issuance of a confirmation on the vote count per Section 129 (5) AktG

1. Subject of deadline: Request for issuance of a confirmation on the vote count
2. Applicable issuer deadline: May 28, 2025, 24:00 hours (CEST) (time of receipt)

(Formal information per EU-IR: 20250528; 22:00 hours UTC)