
AGENDA AT A GLANCE

NOTICE OF CONVOCAÇÃO
OF ANNUAL GENERAL MEETING
2024

I. AGENDA

II. REMUNERATION REPORT 2023

III. REMUNERATION SYSTEMS
FOR THE SUPERVISORY BOARD
AND THE SHAREHOLDERS'
COMMITTEE

**IV. FURTHER INFORMATION
AND ADVISORIES**

Supplementary information on the candidates proposed under Agenda Item 7 for election to the Supervisory Board

In addition to the information provided under Agenda Item 7, the curricula vitae of the proposed candidates are reproduced below:

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I. AGENDA

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COMMITTEE

**IV. FURTHER INFORMATION
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Dr. rer. nat. Simone Bagel-Trah

Private Investor, Düsseldorf

Place of residence: Düsseldorf

Date of birth: January 10, 1969

Nationality: German

Member since: April 14, 2008

Career

- | | |
|-------------|--|
| Since 2009 | Chair of the Supervisory Board and of the Shareholders' Committee, Henkel AG & Co. KGaA, Düsseldorf |
| 2008 – 2009 | Chair of the Supervisory Board, Henkel Management AG, Düsseldorf
Member of the Supervisory Board and Vice Chair of the Shareholders' Committee, Henkel AG & Co. KGaA, Düsseldorf |
| 2005 – 2008 | Vice Chair of the Supervisory Board, Henkel Management AG, Düsseldorf |
| 2001 – 2005 | Member of the Shareholders' Committee, Henkel KGaA, Düsseldorf |
| Since 2000 | Partner and Managing Director, Antiinfectives Intelligence Gesellschaft für klinisch-mikrobiologische Forschung und Kommunikation mbH, Bonn |
| 1999 – 2001 | Member of the Supervisory Board, Cognis B.V., Düsseldorf |
| 1998 – 2000 | Independent consultancy work <ul style="list-style-type: none"> ▪ Project management for Germany's Association of Applied Microbiology ▪ Coordination of industrial projects for the Department of Pharmaceutical Microbiology, University of Bonn, Bonn |



AGENDA AT A GLANCE

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FOR THE SUPERVISORY BOARD
AND THE SHAREHOLDERS'
COMMITTEE

**IV. FURTHER INFORMATION
AND ADVISORIES**

Education

- 1994 – 1998 Doctorate in Microbiology, University of Bonn (Rheinische Friedrich-Wilhelms-Universität Bonn), Bonn, doctorate award, Dr. rer. nat.
- 1988 – 1993 Degree in Microbiology, University of Bonn (Rheinische Friedrich-Wilhelms-Universität Bonn), Bonn, Chartered Biologist

Memberships of statutory supervisory boards in Germany:

- Henkel AG & Co. KGaA (Chair)
Henkel Management AG (Chair)
Bayer AG
Heraeus Holding GmbH

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

- Henkel AG & Co. KGaA (Shareholders' Committee, Chair)

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III. REMUNERATION SYSTEMS
FOR THE SUPERVISORY BOARD
AND THE SHAREHOLDERS'
COMMITTEE

**IV. FURTHER INFORMATION
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Lutz Bunnenberg

Private Investor, Munich

Place of residence: Munich

Date of birth: November 16, 1973

Nationality: German

Member since: June 17, 2020

Career

Since 2009 Private Investor, Munich

2005 – 2008 Controlling & Project Management, Alpine Project Finance and Consulting GmbH, Unterföhring

2003 – 2005 Controlling & Project Management, Walter Group Project Development and Financial Services GmbH, Wiener Neudorf, Austria

Education

2019 Seminar: "High Performance Boards", IMD, Lausanne, Switzerland

2016 Seminar: "Leading the Family Business", IMD, Lausanne, Switzerland

1997 – 2002 Industrial Engineering, Beuth University of Applied Sciences Berlin (Beuth Hochschule für Technik Berlin), Berlin

1995 – 1996 Apprenticeship as Industrial Manager, Siemens AG, Munich

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

None



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Vinzenz Peter Gruber

Executive Vice President & President Mondelēz Europe, Mondelēz International, Inc., Zurich, Switzerland

Place of residence: Meilen, Switzerland

Date of birth: May 1, 1965

Nationality: Italian

Career

Since 2019	Executive Vice President & President Europe, Mondelēz Europe, Zurich, Switzerland
2016 – 2018	President Western Europe, Mondelēz Europe, Zurich, Switzerland
2011 – 2016	President Europe Chocolate, Mondelēz Europe, Zurich, Switzerland
2010 – 2011	Vice President Chocolate, Continental Europe, Mondelēz Europe, Zurich, Switzerland
2007 – 2009	Director Chocolate Category DAC/World Travel Retail, Mondelēz Europe, Zurich, Switzerland
2000 – 2007	Managing Director New Business, Red Bull Group, Salzburg, Austria
1997 – 2000	Marketing Director Coffee/Cheese Division, Kraft Foods Austria, Vienna, Austria
1989 – 1996	Various positions at the Chocolate Division, Kraft Foods Austria, Vienna, Austria

Education

1984 – 1989	Master's Degree, Business Administration, Social & Economic Sciences, University of Innsbruck (Leopold-Franzens-Universität Innsbruck), Innsbruck, Austria
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Memberships of statutory supervisory boards in Germany:

None

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

None



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AND THE SHAREHOLDERS'
COMMITTEE

**IV. FURTHER INFORMATION
AND ADVISORIES**

Benedikt-Richard Freiherr von Herman

Private Investor, Wain

Place of residence: Wain

Date of birth: October 4, 1972

Nationality: German

Member since: April 11, 2016

Career

Since 2012	Partner in Triton Coaching GbR, Wain
Since 2011	Managing Director, Wain Forestry Management, Wain
2009 – 2011	Wain Forestry Management, Wain
2003 – 2009	Various positions at Sportfive GmbH & Co. KG, Hamburg

Education

2010 – 2012	Training as Supervisor and Systems Coach, Institute of Further Education (Institut für Fort- und Weiterbildung), Munich
2009 – 2011	Master in Business Mediation, Distance-Learning University of Hagen (FernUniversität in Hagen), Hagen
1999 – 2002	Degree in Economics, University of Eichstätt-Ingolstadt (Universität Eichstätt-Ingolstadt), Eichstätt, Diplom-Kaufmann (MBA)

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

None



 AGENDA AT A GLANCE

 NOTICE OF CONVOCAATION
 OF ANNUAL GENERAL MEETING
 2024

I. AGENDA

II. REMUNERATION REPORT 2023

 III. REMUNERATION SYSTEMS
 FOR THE SUPERVISORY BOARD
 AND THE SHAREHOLDERS'
 COMMITTEE

 IV. FURTHER INFORMATION
 AND ADVISORIES

Barbara Kux**Private Investor, Zurich, Switzerland****Place of residence:** Zurich, Switzerland**Date of birth:** February 26, 1954**Nationality:** Swiss**Member since:** July 3, 2013**Career**

Since 2014	Director for Corporate Governance, INSEAD, Fontainebleau, France
Since 2014	Lecturer, University of St. Gallen, St. Gallen, Switzerland, Business Strategy and International Management
2008 – 2013	Executive Vice President Supply Chain Management and Sustainability, Siemens AG, Munich
2003 – 2008	Group Management Committee member responsible for Supply Management and Sustainability, Royal Philips, Amsterdam, Netherlands
1999 – 2003	Executive Director Central Europe, Ford Motor Company, Ford of Europe, Cologne
1993 – 1999	President, Nestlé Polska Holding, previously Vice President Central/Eastern Europe, Nestlé S.A., Vevey, Switzerland
1989 – 1993	Vice President, ABB Zurich, Switzerland, then President, ABB Power Ventures;
1992	Senior Vice President Finance, BBC Brown Boveri Ltd., ABB Asia Brown Boveri Ltd., Switzerland
1984 – 1989	Engagement Manager, previously Management Consultant, McKinsey, Inc., Germany

Education

1989	Seminar for Senior Executives, IMD, Lausanne, Switzerland
1983 – 1984	Master of Business Administration with distinction, INSEAD, Fontainebleau, France
1972 – 1973	Exchange student scholarship to USA, American Field Service

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

None



 AGENDA AT A GLANCE

 NOTICE OF CONVOCAATION
 OF ANNUAL GENERAL MEETING
 2024

I. AGENDA

II. REMUNERATION REPORT 2023

 III. REMUNERATION SYSTEMS
 FOR THE SUPERVISORY BOARD
 AND THE SHAREHOLDERS'
 COMMITTEE

 IV. FURTHER INFORMATION
 AND ADVISORIES

Dr. Anja Langenbucher
Europe Director, Bill and Melinda Gates Foundation,
Berlin/London, UK
Place of Residence: Berlin**Date of Birth:** November 12, 1972**Nationality:** German**Career**

Since 2010	Europe Director, Bill and Melinda Gates Foundation, Berlin/London, UK
2005 – 2010	Senior Banker, European Bank for Reconstruction and Development (EBRD), London, UK
2003 – 2005	Economist and Investment Officer, World Bank, International Finance Corporation, Washington DC, USA
2001 – 2003	Associate Banker, European Bank for Reconstruction and Development (EBRD), London, UK
2000	European Commission, Directorate-General for Economic and Financial Affairs, Brussels, Belgium
1998 – 2000	Boston Consulting Group, Munich

Education

1999 – 2002	Doctorate, Ruprecht-Karls-Universität Heidelberg, Heidelberg, Dr. rer. pol.
1994 – 1995	Certificat d'études politiques, Institut d'études politiques, Paris, France
1993 – 1998	Degree in Economics, University of Munich (Ludwig-Maximilians-Universität München), Munich, and University of Heidelberg (Ruprecht-Karls-Universität, Heidelberg), Heidelberg

Memberships of statutory supervisory boards in Germany:

None

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

Sofina S.A., Belgium



 AGENDA AT A GLANCE

 NOTICE OF CONVOCACTION
 OF ANNUAL GENERAL MEETING
 2024

I. AGENDA

II. REMUNERATION REPORT 2023

 III. REMUNERATION SYSTEMS
 FOR THE SUPERVISORY BOARD
 AND THE SHAREHOLDERS'
 COMMITTEE

 IV. FURTHER INFORMATION
 AND ADVISORIES

Laurent Martinez**Chief Financial Officer, Orange S.A., Issy-les-Moulineaux, France****Place of residence:** Paris, France**Date of birth:** June 23, 1968**Nationality:** French**Member since:** April 24, 2023**Career**

Since Sept. 2023 Chief Financial Officer, Orange S.A., Issy-les-Moulineaux, France
 2018 – 2023 Chief Financial Officer, Alstom S.A., Saint-Ouen-sur-Seine, France
 1996 – 2018 Airbus Group, Toulouse, France
 2015 – 2018 Head of Services, Airbus, France
 2009 – 2015 Head of Group Accounting & Financial Reporting, Airbus, France
 2004 – 2009 Chief Financial Officer, Astrium, Space Transportation Systems, France
 2001 – 2004 Head of Financial Reporting, Space & Defense, Germany
 1999 – 2001 Head of Financial Reporting, Astrium, Space Transportation Systems, France
 1996 – 1999 Head of Project Management, Nilesat & Teledisc, Astrium, France
 1994 – 1995 Auditor, Banque National de Paris, Panama

Education

2000 Degree in Accounting & Finance, Paris, France
 1993 Master's Degree in Project Management, University of Toulouse, France
 1992 Degree in Engineering, ENSEEIHT, Toulouse, France

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

BuyIn S.A., Belgium

Orange Group:

Orange MEA S.A., France

Orange Polska S.A., Poland



 AGENDA AT A GLANCE

 NOTICE OF CONVOCAATION
 OF ANNUAL GENERAL MEETING
 2024

I. AGENDA

II. REMUNERATION REPORT 2023

 III. REMUNERATION SYSTEMS
 FOR THE SUPERVISORY BOARD
 AND THE SHAREHOLDERS'
 COMMITTEE

 IV. FURTHER INFORMATION
 AND ADVISORIES

Simone Menne
Private Investor, Kiel

Place of residence: Kiel
Date of birth: October 7, 1960
Nationality: German
Member since: June 17, 2020

Career

2016 – 2017 Member of Management, Boehringer Ingelheim GmbH, Ingelheim
 2012 – 2016 Member of the Management Board and Executive Vice President Finance and Aviation Services, Deutsche Lufthansa AG, Cologne
 2010 – 2012 Chief Financial Officer, British Midland Ltd., East Midlands, UK
 2004 – 2010 Head of Finance and Controlling, Lufthansa Technik AG, Hamburg
 2001 – 2004 Head of Finance and Human Resources Europe, Deutsche Lufthansa AG, London, UK
 1999 – 2001 Head of Finance and Human Resources Southwestern Europe, Deutsche Lufthansa AG, Paris, France
 1989 – 1999 Managing Director, Lufthansa Revenue Services GmbH, Norderstedt
 1987 – 1997 Various functions, Deutsche Lufthansa AG, Frankfurt, including Head of EDP and user services, Head of Accounting West Africa, Auditing

Education

1981 – 1986 Degree in Business Administration, University of Kiel (Christian-Albrechts-Universität zu Kiel), Kiel, Diplom-Kauffrau (MBA)

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA
 Deutsche Post AG
 University Hospital Schleswig-Holstein

Memberships of comparable domestic or foreign oversight bodies of commercial enterprises:

Johnson Controls International plc., Ireland
 Russell Reynolds Associates Inc., USA

