
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 8 for election to the Shareholders' Committee

In addition to the information provided under Agenda Item 8, the curricula vitae of the proposed candidates are reproduced below:

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Dr. rer. pol. HSG Paul Achleitner**Private Investor, Munich****Place of residence:** Munich**Date of birth:** September 28, 1956**Nationality:** Austrian**Member since:** April 30, 2001**Career**

2012 – 2022	Chair of the Supervisory Board, Deutsche Bank AG, Frankfurt/Main
2000 – 2012	Member of the Management Board, Allianz SE (formerly Allianz AG), Munich
1994 – 1999	Managing Director, Goldman Sachs & Co. OHG, Frankfurt/Main and Partner, Goldman Sachs Group
1989 – 1994	Executive Director, Investment Banking, Goldman Sachs International, London, UK
1988 – 1989	Vice President, Mergers & Acquisitions, Goldman Sachs & Co., New York, USA
1984 – 1988	Manager, Strategy Consulting, Bain & Co., Boston, USA

Education

1982 – 1984	ISP, Harvard Business School, Boston, USA
1980 – 1983	Doctorate, University of St. Gallen (Hochschule St. Gallen), St. Gallen, Switzerland, Dr. rer. pol.
1976 – 1980	Degree in Business Administration, Economics, Law and Social Sciences, University of St. Gallen (Hochschule St. Gallen), St. Gallen, Switzerland, Lic. oec.

Memberships of statutory supervisory boards in Germany:

Bayer AG

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

Henkel AG & Co. KGaA (Shareholders' Committee)



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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
	Chair of the Supervisory Board, Henkel Management AG, Düsseldorf
2008 – 2009	Member of the Supervisory Board and Vice Chair of the Shareholders' Committee, Henkel AG & Co. KGaA, Düsseldorf
	Vice Chair of the Supervisory Board, Henkel Management AG, Düsseldorf
2005 – 2008	Member of the Shareholders' Committee, Henkel KGaA, Düsseldorf
2001 – 2005	Member of the Supervisory Board, 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 (Rheinische Friedrich-Wilhelms-Universität Bonn), Bonn

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



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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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Alexander Birken

Chair of the Management Board, OTTO Group (GmbH & Co. KG), Hamburg

Place of residence: Hamburg

Date of birth: November 13, 1964

Nationality: German

Member since: June 17, 2020

Career

Since 2017	Chair of the Management Board, OTTO Group, Hamburg
2012 – 2016	Member of the Management Board, OTTO Group, Hamburg, Multichannel Distance Selling
2005 – 2012	Member of the Management Board and Executive Vice President Human Resources, Controlling, IT, OTTO Group, Hamburg
2002 – 2004	Chief Operating Officer, Spiegel Group, Chicago, USA
1999 – 2002	Head global Group Controlling Affiliates, OTTO Group, Hamburg
1998 – 1999	Head Group Controlling Affiliates USA and Asia, OTTO Group, Hamburg
1992 – 1997	Head Sales Management, OTTO, Hamburg
1991 – 1991	Controller Sales, OTTO, Hamburg
1990 – 1991	Controller Service, Philips Medical Systems, Hamburg

Education

1987 – 1990	Degree in Business Administration, Economic Academy of Hamburg (Wirtschaftsakademie Hamburg), Hamburg, Betriebswirt
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Memberships of statutory supervisory boards in Germany:

OTTO Group:
Hermes Germany GmbH

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

Henkel AG & Co. KGaA (Shareholders' Committee)
C&A AG, Switzerland
OTTO Group:
Crate & Barrel Holdings, Inc., USA
EDI Sourcing, LLC, USA
Euromarket Design, Inc., USA



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Kaspar von Braun, Ph.D.
Astrophysicist, Pasadena, USA
Place of residence: Pasadena, USA

Date of birth: February 12, 1971

Nationality: German

Member since: April 4, 2022

Career

Since 2014	Astronomer, Lowell Observatory, Flagstaff, Arizona, USA
2013 – 2014	Astronomer, Max Planck Institute of Astronomy, Heidelberg
2006 – 2012	Astronomer, California Institute of Technology & NASA, Pasadena, California, USA
2002 – 2005	Astronomer, Carnegie Institute for Science, Washington, D.C., USA

Education

1996 – 2002	Doctorate in Astronomy and Astrophysics, University of Michigan, Ann Arbor, Michigan, USA, award of Ph.D.
1994 – 1996	Masters in Astronomy, University of Michigan, Ann Arbor, Michigan, USA, Master of Science
1991 – 1994	Degree in Physics, University of Munich (Ludwig-Maximilians-Universität München), Munich

Memberships of statutory supervisory boards in Germany:

None

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

Henkel AG & Co. KGaA (Shareholders' Committee)



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Dr. rer. oec. Christoph Kneip
Tax Advisor, Düsseldorf
Place of residence: Düsseldorf**Date of birth:** February 8, 1962**Nationality:** German**Member since:** June 17, 2020**Career**

Since 2016 Partner, Business Unit Head Tax Advice, Warth & Klein Grant Thornton AG, Düsseldorf

1992 – 2016 Partner, lastly Head Family Businesses, KPMG AG, Düsseldorf

Education

1995 Tax advisor

1987 – 1992 Research Associate, Institute for Business Taxation, Saarland University (Universität des Saarlandes), Saarbrücken, doctorate award, Dr. rer. oec.

1982 – 1987 Degree in Business Administration, Saarland University (Universität des Saarlandes), Saarbrücken, and University of Michigan, Ann Arbor, USA, Diplom-Kaufmann (MBA)

Memberships of statutory supervisory boards in Germany:

Rheinische Bodenverwaltung AG

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

Henkel AG & Co. KGaA (Shareholders' Committee)

Arenberg Schleiden GmbH

Arenberg Recklinghausen GmbH



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Thomas Manchot
Private Investor, Düsseldorf

Place of Residence: Düsseldorf

Date of Birth: March 16, 1965

Nationality: German

Career

Since 2003	Private Investor, Düsseldorf
1994 – 2002	Private Investor, Marketing/Communication
1992 – 1994	Consultant, BMZ/FCA Advertising, Düsseldorf
1989 – 1992	Consultant, Eggert Advertising, Düsseldorf

Education

1987 – 1989 Studies of Economics, University of Cologne, Cologne

Memberships of statutory supervisory boards in Germany:

None

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

None



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James Rowan

Chief Executive Officer & President Volvo Car AB, Sweden

Place of residence: Singapore

Date of birth: October 14, 1965

Nationality: British

Member since: April 16, 2021

Career

Since 2022	Chief Executive Officer & President Volvo Car AB, Gothenburg, Sweden
2021 – 2022	Chief Executive Officer & Board Member, Ember Technologies, Inc., California, USA
2017 – 2020	Chief Executive Officer & Board Member, Dyson Group, UK/Singapore
2012 – 2017	Chief Operating Officer & Board Member, Dyson Group, UK/Singapore
2007 – 2012	Chief Operating Officer Global Operations, BlackBerry/Research in Motion, Waterloo, Canada/Singapore
2005 – 2007	Executive Vice President Global Operations, Celestica, Toronto, Canada/Vienna, Austria
1998 – 2005	Vice President European Operations, Flextronics, UK/Vienna, Austria
1997 – 1998	Co-Founder & Managing Director, Altatron, Scotland, UK
1993 – 1997	Managing Director Europe, International Components Corporation, Scotland, UK
1991 – 1993	Co-Founder ElectroConnect, Scotland, UK
1986 – 1991	Manufacturing Engineer, Digital Equipment Corporation, Scotland, UK

Education

2013 – 2014	Masters' Degree, MSc, in Business Administration with supply chain and logistics, Northumbria University, UK
1982 – 1986	Mechanical Engineering Apprenticeship, Tate & Lyle, Scotland, UK, in combination with university studies Mechanical & Production Engineering, Glasgow Caledonian University, UK



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Memberships of statutory supervisory boards in Germany:

None

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

Henkel AG & Co. KGaA (Shareholders' Committee)

Link & Co. International AB, Sweden

Polestar Automotive Holding UK PLC, UK

Zenseact AB, Sweden

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Konstantin von Unger**Chair of the Supervisory Board, HFO GmbH, Düsseldorf****Place of residence:** London, UK**Date of birth:** September 5, 1966**Nationality:** German**Member since:** April 14, 2003**Career**

Since 2023	Chair of the Supervisory Board, HFO GmbH, Düsseldorf
Since 2022	Vice Chair of the Shareholders' Committee, Henkel AG & Co. KGaA, Düsseldorf
2021 – 2023	Partner, Cowan Germany AG, London, UK
2016 – 2021	Co-founder and Managing Partner, CKA Capital Ltd., investments in technology companies, London, UK
2001 – 2016	Co-founder and Partner, Quarton International AG, European M&A, London, UK
1998 – 2000	Senior Vice President & Co-founder, Sportal Ltd., London, UK
1997 – 1998	Country Manager Germany & Business Development, Excite Inc., London, UK
1994	Home Care Products Marketing, Henkel Ibérica, Barcelona, Spain

Education

1994 – 1996	MBA London Business School, London, UK
1988 – 1991	Double BA Economics & Organizational Behavior (Honors), Brown University, Rhode Island, USA

Memberships of statutory supervisory boards in Germany:

None

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

Henkel AG & Co. KGaA (Shareholders' Committee, Vice Chair)
 HFO GmbH (Chair)



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Jean-François van Boxmeer**Chair of the Board of Directors of Vodafone Group plc., London, UK****Place of residence:** Tervuren, Belgium**Date of birth:** September 12, 1961**Nationality:** Belgian**Member since:** April 15, 2013**Career**

Since 2020	Chair of the Board of Directors, Vodafone Group plc., London, UK
2005 – 2020	Chair of the Executive Board, Heineken N.V., Amsterdam, Netherlands
2001 – 2005	Member of the Executive Board, Heineken N.V., Amsterdam, Netherlands
2000 – 2001	General Manager, Heineken Italy
1996 – 2000	General Manager, Heineken Poland
1993 – 1996	General Manager, Heineken Democratic Republic of Congo
1990 – 1993	Sales and Marketing Manager, Heineken Democratic Republic of Congo
1987 – 1990	Sales and Marketing Manager, Heineken Ruanda
1984 – 1987	Heineken International

Education

1984 Master's degree in Economics, Jesuit University of Namur, Namur, Belgium

Memberships of statutory supervisory boards in Germany:

None

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

Henkel AG & Co. KGaA (Shareholders' Committee)

Heineken Holding N.V., Netherlands

Vodafone Group plc. (Chair), UK



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Poul Weihrauch

CEO / Office of the President, Mars, Inc., USA

Place of residence: Washington DC, USA

Date of birth: June 19, 1968

Nationality: Danish

Career

Since 2022	CEO / Office of the President, Mars Inc., McLean, Virginia, USA
Since 2011	Member of the Executive Committee, Mars, Inc., McLean, Virginia, USA
2014 – 2022	Global President Mars Petcare, Brussels, Belgium
2011 – 2014	President Global Food, Drinks & Multisales, Mars, Brussels, Belgium
2000 – 2011	Various management roles in Mars Inc., UK, Czech Republic, Netherlands
1994 – 2000	Various sales & marketing roles in Nestlé in Denmark, Belgium, Switzerland
1992 – 1994	Management Trainee, Logistics, Sales, Marketing, Dansk Tyggegummi Fabrik A/S, Stimatorol, Denmark

Education

1987 – 1992 Bachelor of Science and Master of Business Administration, Aalborg University, Aalborg, Denmark

Memberships of statutory supervisory boards in Germany:

Henkel AG & Co. KGaA

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

None

