

Henkel AG & Co. KGaA, Düsseldorf

Virtual Annual General Meeting on April 16, 2021

Information acc. to Section 125
German Stock Corporation Act (AktG)
in connection with Commission Implementing
Regulation (EU) 2018/1212 (“EU-IR”)



A. Specification of the message

1. Unique identifier of the event: Virtual Annual General Meeting of Henkel AG & Co. KGaA
(Formal information acc. to EU-IR: f823a754c25feb118119005056888925)
2. Type of message:
Notice of convocation of Virtual Annual General Meeting
(Formal information acc. to 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 General Meeting: April 16, 2021
(Formal information acc. to EU-IR: 20210416)
2. Time of the General Meeting:
10:00 a.m. (CEST), 8:00 a.m. UTC
3. Type of General Meeting: Annual General Meeting as virtual meeting without physical presence of shareholders or their representatives
(Formal information acc. to EU-IR: GMET)
4. Location of the General Meeting:
URL to the Company's internet site for following the Annual General Meeting in video and audio and for exercising shareholders' rights:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>

Place of the Annual General Meeting as defined by the German Stock Corporation Act: Henkelstraße 67, 40589 Düsseldorf, Germany
(Formal information acc. to EU-IR: <https://www.henkel.de/hv>; <https://www.henkel.com/agm>)
5. Record Date: March 25, 2021
(Formal information acc. to EU-IR: 20210325)
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**
Monitoring of the virtual Annual General Meeting by means of electronic video and audio transmission
Exercise of voting rights by issuing powers of attorney and instructions to the proxies appointed by the Company
Exercise of voting rights by postal vote
(Formal information acc. to EU-IR: PX; EV)

2. Issuer deadline for the notification of participation

Registration for the Annual General Meeting by: April 9, 2021, 24:00 hours (CEST) (time of receipt).
The exercise of voting rights by postal vote, the exercise of voting rights by granting power of attorney and issuing instructions to the proxy appointed by the Company, and the tracking of the virtual Annual General Meeting by means of electronic video and audio transmission require timely registration. The relevant deadlines for exercising these rights are set out in D.3.
(Formal information acc. to EU-IR: 20210409; 22:00 hours UTC)

3. Issuer deadline for voting

Exercising voting rights by absentee ballot / exercising voting rights by granting power of attorney and issuing instructions to the proxy appointed by the Company / authorizing third parties,
– which is done by letter: April 14, 2021, 24:00 hours (CEST) (time of receipt),
– by e-mail or fax: April 14, 2021, 24:00 hours (CEST) (time of receipt),
– electronically via the Henkel InvestorPortal (<https://www.henkel.de/hv>; <https://www.henkel.com/agm>): beyond April 14, 2021, 24:00 hours (CEST), until completion of voting is declared by the Meeting Chair.
(Formal information acc. to EU-IR: 20210414; 22:00 hours UTC)

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 Group, each as approved and endorsed by the Supervisory Board, and the report of the Supervisory Board for fiscal 2020. Resolution to approve the annual financial statements of Henkel AG & Co. KGaA for fiscal 2020
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to 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 acc. to EU-IR: BV)

5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 3

1. Unique identifier of the agenda item: 3
2. Title of the agenda item: Resolution to approve and 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 4

1. Unique identifier of the agenda item: 4
2. Title of the agenda item: Resolution to approve and 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 5

1. Unique identifier of the agenda item: 5
2. Title of the agenda item: Resolution to approve and 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 6

1. Unique identifier of the agenda item: 6
2. Title of the agenda item: Resolution on the appointment for fiscal 2021 of the auditor of the annual financial statements and the consolidated financial statements and of the examiner for financial review of the financial report for the first six months of the fiscal year
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to 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 supplementary 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to 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 approval of the remuneration system for members of the Management Board
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Advisory Vote
(Formal information acc. to EU-IR: AV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 9

1. Unique identifier of the agenda item: 9
2. Title of the agenda item: Resolution to amend Article 17 (6) and (7) and Article 33 (5) of the Articles of Association (Remuneration of the Supervisory Board and 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 10

1. Unique identifier of the agenda item: 10
2. Title of the agenda item: Resolution on the confirmation of the remuneration of the Supervisory Board and Shareholders' Committee and the underlying remuneration policy
3. Uniform Resource Locator (URL) of the materials:
<https://www.henkel.de/hv>; <https://www.henkel.com/agm>
4. Vote: Binding vote
(Formal information acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

Agenda item 11

1. Unique identifier of the agenda item: 11
2. Title of the agenda item: Resolution on amendment of Articles 15, 23 and 31 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 acc. to EU-IR: BV)
5. Alternative voting options:
Vote in favour, vote against, abstention
(Formal information acc. to EU-IR: VF; VA; AB)

F. Specification of the deadlines regarding the exercise of other shareholders rights**Shareholders right: Agenda item proposals requested by a minority per Section 122 (2) of the German Stock Corporation Act [AktG]**

1. Object of deadline: Submission of request to propose additional agenda items
2. Applicable issuer deadline:
March 16, 2021, 24:00 hours (CET) (time of receipt)
(Formal information acc. to EU-IR: 20210316; 23:00 hours UTC)

Shareholders right: Countermotions per Section 126 (1) of the German Stock Corporation Act [AktG]

1. Object of deadline: Submission of countermotions in relation to proposals on individual agenda items
2. Applicable issuer deadline:
April 1, 2021, 24:00 hours (CEST) (time of receipt)
(Formal information acc. to EU-IR: 20210401; 22:00 hours UTC)

Shareholders right: Election nominations per Section 127 of the German Stock Corporation Act [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 1, 2021, 24:00 hours (CEST) (time of receipt)
(Formal information acc. to EU-IR: 20210401; 22:00 hours UTC)

Shareholders right: Provision of question and answer facilities per Article 1 (2) of the Act to Mitigate the Consequences of COVID-19

1. Object of deadline: Electronic submission of questions
2. Applicable issuer deadline: April 14, 2021, 24:00 hours (CEST) (time of receipt)
(Formal information acc. to EU-IR: 20210414; 22:00 hours UTC)

Shareholders right: Electronic submission of video messages for publication prior to the AGM

1. Object of deadline: Procedure for electronic submission of video messages for publication prior to the AGM
2. Applicable issuer deadline:
April 12, 2021, 24:00 hours (CEST) (time of receipt)
(Formal information acc. to EU-IR: 20210412; 22:00 hours UTC)

Shareholders right: Objection per Section 245 number 1 of the German Stock Corporation Act (AktG), Section 1 (2) Sentence 1 Number 4 of the Act to Mitigate the Consequences of COVID-19

1. Object of deadline: Electronic submission of an objection to a resolution of the AGM
2. Applicable issuer deadline: April 16, 2021 from the beginning of the AGM until the closure of the AGM by the Chair
(Formal information acc. to EU-IR: 20210416)

