

Corporate Management of Henkel AG & Co. KGaA

Boards/Memberships as defined by § 125 (1) sentence 3 of the German Stock Corporation Act (AktG) as at October 2009

Supervisory Board of Henkel AG & Co. KGaA

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Dr. Simone Bagel-Trah Chairwoman, (<i>Chairwoman since September 23, 2009</i>) Private Investor, Düsseldorf Born in 1969 Member since April 14, 2008	Henkel Management AG	Henkel AG & Co. KGaA (Shareholders' Committee)
Winfried Zander* Vice-Chairman, Chairman of the General Works Council of Henkel AG & Co. KGaA and Chairman of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1954 Member since May 17, 1993		
Dr. Friderike Bagel (<i>until April 20, 2009</i>) Attorney at Law/Tax Consultant, Düsseldorf Born in 1971 Member since April 18, 2005		
Jutta Bernicke* Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1962 Member since April 14, 2008		
Fritz Franke* Member of the General Works Council of Henkel AG & Co. KGaA and Chairman of the Works Council of Henkel AG & Co. KGaA, site Genthin Born in 1955 Member since April 14, 2008		
Johann-Christoph Frey (<i>since September 23, 2009</i>) Commercial Executive, Klosters, Born in 1955, Member since September 23, 2009		
Birgit Helten-Kindlein* Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1964 Member since April 14, 2008		
Bernd Hinz* Member of the General Works Council of Henkel AG & Co. KGaA and Vice-Chairman of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1951 Member since May 4, 1998		

Supervisory Board of Henkel AG & Co. KGaA

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
<p>Dr. sc. nat. Michael Kaschke Member of the Executive Board of Carl Zeiss AG, Oberkochen Born in 1957 Member since April 14, 2008</p>	<p>Siltronic AG, Carl Zeiss Group mandates: Carl Zeiss Financial Services GmbH (Chairman), Carl Zeiss Microlmaging GmbH (Chairman)</p>	<p>Carl Zeiss Group mandates: Carl Zeiss Japan Co. Ltd. (Chairman), Carl Zeiss Far East (Chairman), Carl Zeiss Korea (Chairman), Carl Zeiss Singapore (Chairman), Carl Zeiss Australia (Chairman)</p>
<p>Thomas Manchot Private Investor, Düsseldorf Born in 1965 Member since April 10, 2006</p>		
<p>Thierry Paternot Operating Partner, Duke Street Capital, Paris Born in 1948 Member since April 14, 2008</p>		<p>SGD SA (Chairman), France FullSix International SAS (Chairman), France Bio DS SAS, France</p>
<p>Andrea Pichottka* Secretariat of the General Executive of IG Bergbau, Chemie, Energie, responsible for research/technology, women/equal opportunities, employees, advertising, Hannover Born in 1959 Member since October 26, 2004</p>	<p>Siltronic AG</p>	
<p>Prof. Dr. Theo Siegert (since April 20, 2009) Managing Partner of Haen-Carstanjen & Söhne, Düsseldorf Born in 1947 Member since April 20, 2009</p>	<p>Deutsche Bank AG, E.ON AG, ERGO AG, Merck KGaA</p>	<p>DKSH Holding Ltd., Switzerland, E. Merck OHG</p>
<p>Konstantin von Unger Founding Partner Blue Corporate Finance, London Born in 1966 Member since April 10, 2006</p>		<p>Ten Lifestyle Management Ltd., Great Britain</p>
<p>Michael Vassiliadis* Member of the Executive Committee of IG Bergbau, Chemie, Energie, Hannover Born in 1964 Member since May 4, 1998</p>	<p>BASF SE, K + S AG (Vice-Chairman), K + S Kali GmbH (Vice-Chairman), Evonik Steag GmbH (Vice-Chairman)</p>	
<p>Bernhard Walter Former Chairman of the Executive Board of Dresdner Bank AG, Frankfurt/Main Born in 1942 Member since May 4, 1998</p>	<p>Bilfinger Berger AG (Chairman), Daimler AG, Deutsche Telekom AG, Hypo Real Estate Holding AG (Vice-Chairman)</p>	
<p>Dipl.-Ing. Albrecht Woeste (Chairman and Member until September 22, 2009) Private Investor, Düsseldorf Born in 1935 Member since June 27, 1988</p>	<p>Henkel Management AG</p>	<p>Henkel AG & Co. KGaA (Shareholders' Committee)</p>

Supervisory Board of Henkel AG & Co. KGaA

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Ulf Wentzien*	Commercial Executive, Düsseldorf Representative of the Senior Staff of Henkel AG & Co. KGaA Born in 1963 Member since April 14, 2008	
*Employee representative		

Subcommittees of the Supervisory Board

	Functions	Members
Nomination Committee	The Nomination Committee prepares the resolutions of the Supervisory Board on election proposals to be presented to the Annual General Meeting on the election of members of the Supervisory Board (representatives of the shareholders).	Dr. Simone Bagel-Trah, Chairwoman, <i>(Member since April 20, 2009, Chairwoman since September 23, 2009)</i> Dr. Friderike Bagel <i>(until April 20, 2009)</i> Bernhard Walter Konstantin von Unger <i>(since September 23, 2009)</i> Dipl.-Ing. Albrecht Woeste <i>(Chairman and member until September 22, 2009)</i>
Audit Committee	The Audit Committee prepares resolutions of the Supervisory Board on the approval of the annual financial statements and the consolidated financial statements, for ratification of the proposal to be put before the Annual General Meeting regarding appointment of the auditor and also deals with accountability, risk management and compliance issues.	Bernhard Walter, Chairman Dr. Friderike Bagel <i>(until April 20, 2009)</i> Dr. Simone Bagel-Trah <i>(since September 23, 2009)</i> Birgit Helten-Kindlein Prof. Dr. Theo Siegert <i>(since April 20, 2009)</i> Michael Vassiliadis Dipl.-Ing. Albrecht Woeste <i>(until September 22, 2009)</i> Winfried Zander

Shareholders' Committee of Henkel AG & Co. KGaA

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Dr. Simone Bagel-Trah Chairwoman, <i>(Vice-chairwoman until September 18, 2009)</i> Private Investor, Düsseldorf Born in 1969 Member since April 18, 2005	Henkel AG & Co. KGaA, Henkel Management AG	
Dr. h.c. Christoph Henkel Vice-Chairman, Managing Partner Canyon Equity LLC, San Francisco Born in 1958 Member since May 27, 1991		Texas Syngas Inc., USA
Dr. Paul Achleitner Member of the Executive Board of Allianz SE, München Born in 1956 Member since April 30, 2001	Bayer AG, RWE AG Allianz Group mandates: Allianz Deutschland AG, Allianz Global Investors AG	
Boris Canessa <i>(since September 19, 2009)</i> Private Investor, Düsseldorf Born in 1963 Member since September 19, 2009	Wilhelm von Finck AG	
Stefan Hamelmann Private Investor, Düsseldorf Born in 1963 Member since May 3, 1999	Henkel Management AG	
Dr. h.c. Ulrich Hartmann Chairman of the Supervisory Board of E.ON AG, Düsseldorf Born in 1938 Member since May 4, 1998	Deutsche Lufthansa AG, E.ON AG (Chairman), Münchener Rückversicherungs- Gesellschaft AG	
Prof. Dr. Ulrich Lehner Former Chairman of the Management Board of Henkel KGaA, Düsseldorf Born in 1946 Member since April 14, 2008	Deutsche Telekom AG (Chairman), E.ON AG, Henkel Management AG, HSBC Trinkaus & Burkhardt AG, Porsche Automobil Holding SE, Dr. Ing. h.c. F. Porsche AG, ThyssenKrupp AG	Dr. August Oetker KG, Novartis AG, Switzerland
Konstantin von Unger Founding Partner, Blue Corporate Finance, London Born in 1966 Member since April 14, 2003		Ten Lifestyle Management Ltd., Great Britain
Karel Vuursteen Former Chairman of the Executive Board of Heineken N.V., Amsterdam Born in 1941 Member since May 6, 2002		Akzo Nobel N.V., Netherlands, Heineken Holding N.V., Netherlands, ING Groep N.V., Netherlands, Tom Tom N.V., Netherlands

Shareholders' Committee of Henkel AG & Co. KGaA

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Werner Wenning Chairman of the Executive Board of Bayer AG, Leverkusen Born in 1946 Member since April 14, 2008	Deutsche Bank AG, E.ON AG, HDI V.A.G., Talanx AG	
Dipl.-Ing. Albrecht Woeste <i>(Chairman and Member until September 18, 2009)</i> Private Investor, Düsseldorf Born in 1935 Member since June 14, 1976	Henkel AG & Co. KGaA, Henkel Management AG	

Subcommittees of the Shareholders' Committee

	Functions	Members
Finance Subcommittee	The Finance Committee deals principally with financial matters, accounting issues including the statutory year-end audit, taxation and accounting policy and risk management in the Company.	Dr. h.c. Christoph Henkel, Chairman Stefan Hamelmann, Vice-Chairman Dr. Paul Achleitner Dr. h.c. Ulrich Hartmann Prof. Dr. Ulrich Lehner
Human Resources Subcommittee	The Human Resources Committee deals principally with personnel matters for members of the Management Board, issues relating to the human resources strategy and with remuneration.	Dr. Simone Bagel-Trah, Chairwoman Konstantin von Unger, Vice-Chairman Boris Canessa (<i>since September 19, 2009</i>) Karel Vuursteen Werner Wenning Dipl.-Ing. Albrecht Woeste (<i>until September 18, 2009</i>)

Personally Liable Partner of Henkel AG & Co. KGaA

Henkel Management AG

Düsseldorf,
Commercial Register HRB 58139,
Local Court Düsseldorf

Management Board of Henkel Management AG

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Kasper Rorsted Chairman, Human Resources/ Infrastructure Services Born in 1962 Member since February 15, 2008 <i>(Member of the Management of Henkel KGaA: April 1, 2005 – April 14, 2008)</i>		Cable & Wireless, Plc., Great Britain, Danfoss A/S, Denmark, Henkel Norden AB, Sweden
Thomas Geitner Adhesive Technologies Born in 1955 Member since March 1, 2008 <i>(Member of the Management of Henkel KGaA: March 1, 2008 – April 14, 2008)</i>	Singulus Technologies AG, Germany, Pages Jaunes Groupe, France, BBC Worldwide Ltd., Great Britain	Henkel Corp. (Chairman), USA
Dr. Friedrich Stara Laundry & Home Care Born in 1949 Member since February 15, 2008 <i>(Member of the Management of Henkel KGaA: July 1, 2005 – April 14, 2008)</i>		The Dial Corp. (Chairman), USA, Wiener Städtische Allgemeine Versicherung AG, Austria
Dr. Lothar Steinebach Finance/Purchasing/IT/Legal Born in 1948 Member since February 15, 2008 <i>(Member of the Management of Henkel KGaA: July 1, 2003 – April 14, 2008)</i>	LSG Lufthansa Service Holding AG	Ashwa Technologies Ltd., Saudi-Arabia, Henkel Adhesives Middle East E.C., Bah- rain, Henkel (China) Investment Co. Ltd., China, Henkel & Cie AG, Switzerland, Henkel Central Eastern Europe GmbH (Chairman), Austria, Henkel Consumer Goods Inc. (Chairman), USA, Henkel Ltd., Great Britain, Henkel of America Inc. (Chairman), USA, Henkel Technologies Egypt SAE, Egypt, Saudi Arabian Adhesives Factory Co., Saudi-Araba, Türk Henkel Kimya Sanayi ve Ticaret AS (Chairman), Turkey
Hans Van Bylen Cosmetics/Toiletries Born in 1961 Member since July 1, 2005 Member since February 15, 2008 <i>(Member of the Management of Henkel KGaA: July 1, 2005 – April 14, 2008)</i>		Henkel Belgium N.V., Belgium, Henkel Nederland BV, Netherlands

Personally Liable Partner of Henkel AG & Co. KGaA (continued)

Supervisory Board of Henkel Management AG

	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Dr. Simone Bagel-Trah Chairwoman, <i>(Vice-chairwoman until September 18, 2009)</i> Private Investor, Düsseldorf Born in 1969 Member since February 15, 2008	Henkel AG & Co. KGaA	Henkel AG & Co. KGaA (Shareholders' Committee)
Stefan Hamelmann <i>(since September 19, 2009)</i> Vice-chairman, Private Investor, Düsseldorf Born in 1963 Member since September 19, 2009		Henkel AG & Co. KGaA (Shareholders' Committee)
Prof. Dr. Ulrich Lehner Former Chairman of the Management Board of Henkel KGaA, Düsseldorf Born in 1946 Member since February 15, 2008	Deutsche Telekom AG (Chairman), E.ON AG, HSBC Trinkaus & Burkhardt AG, Porsche Automobil Holding SE, Dr. Ing. h.c. F. Porsche AG, ThyssenKrupp AG	Henkel AG & Co. KGaA (Shareholders' Committee), Dr. August Oetker KG, Novartis AG, Switzerland
Dipl.-Ing. Albrecht Woeste <i>(Chairman and Member until September 18, 2009)</i> Private Investor, Düsseldorf Born in 1935 Member since February 15, 2008	Henkel AG & Co. KGaA	Henkel AG & Co. KGaA (Shareholders' Committee)