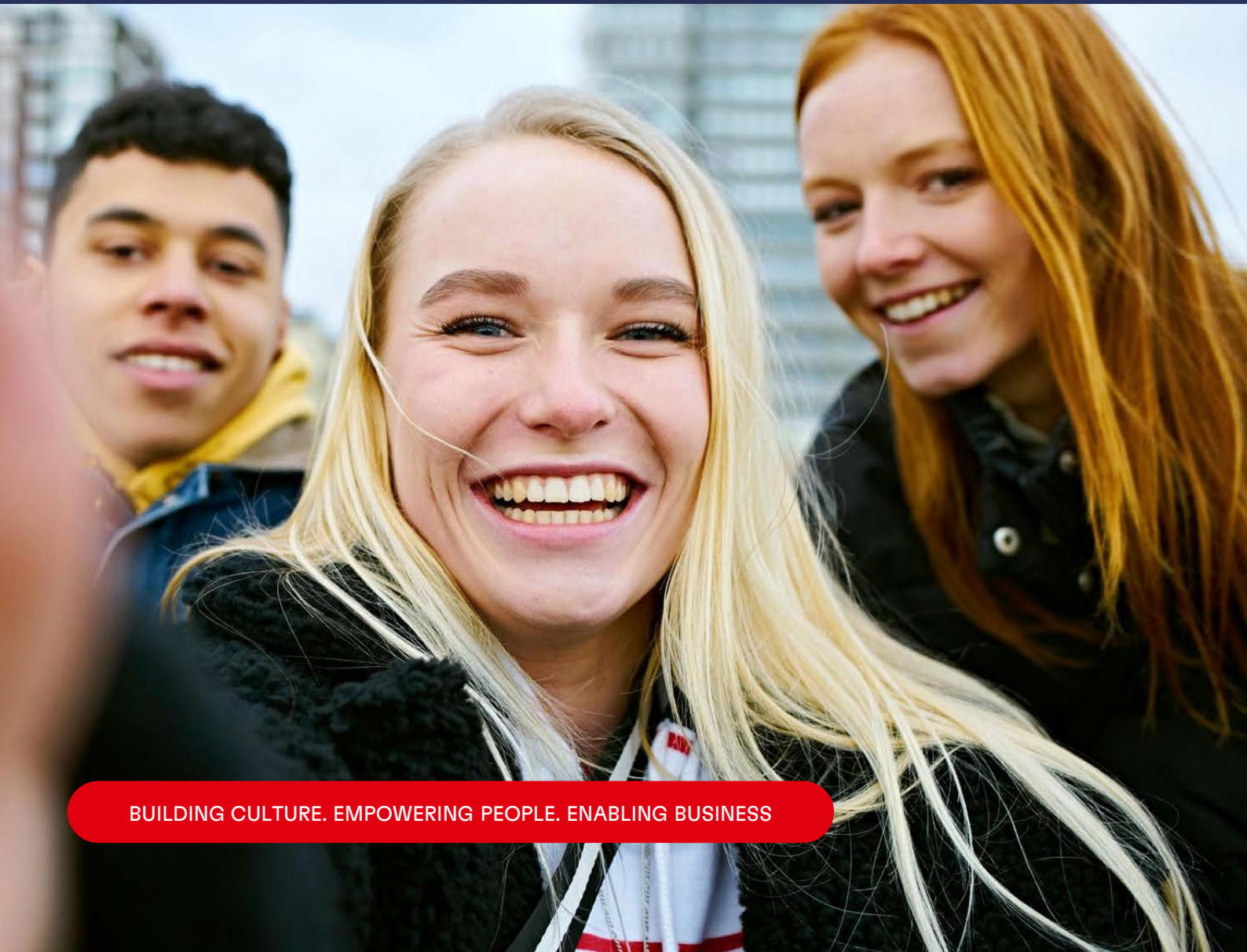




SOCIAL BENEFITS @HENKEL

We value and support our employees.
At Henkel we dare to make an impact and offer you
excellent additional social benefits.



BUILDING CULTURE. EMPOWERING PEOPLE. ENABLING BUSINESS

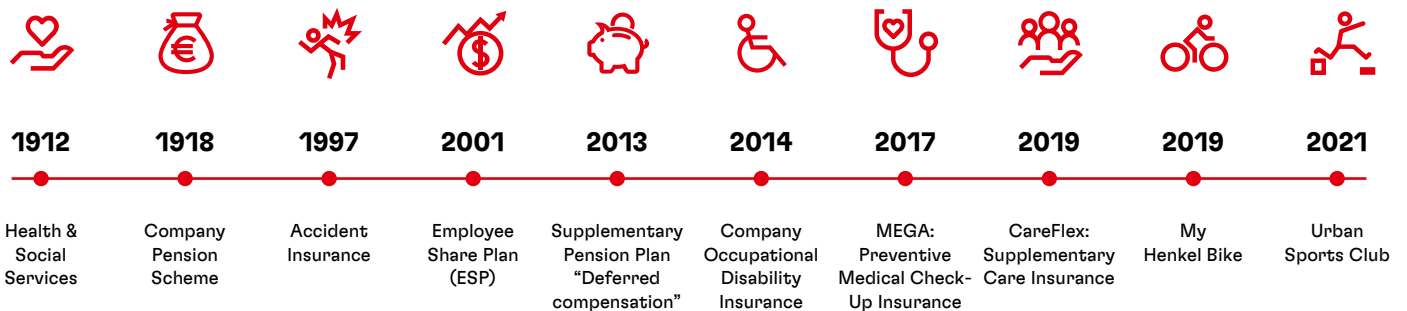
HENKEL – AN ATTRACTIVE EMPLOYER

WE OFFER MORE THAN JOBS!

We attract and retain our talents!

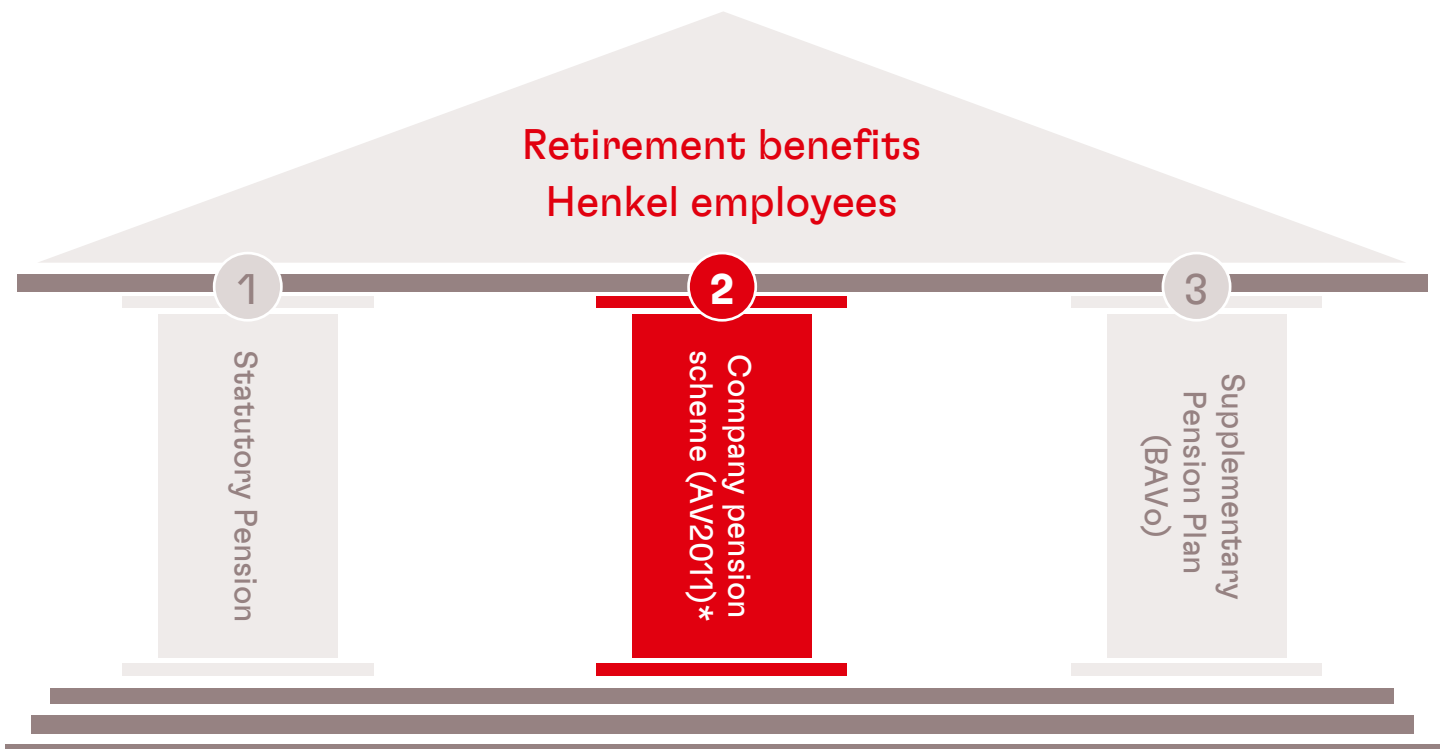
Over the years, we have continuously expanded our Henkel “**Premium Social Benefits**” package to make Henkel even more attractive for you. Together with the statutory and collectively agreed social benefits, the Henkel supplementary package promotes the health and well-being of all employees and supports you in emergency situations.

Social Benefits@Henkel



1. COMPANY PENSION SCHEME

THE THREE PILLARS



Henkel recognized early on that statutory pension insurance as the sole pension system does not provide adequate security in old age. For this reason, the company pension scheme has been an integral part of Henkel's social benefits for over 100 years.

After three years of service and an age of 21, your entitlements to the company pension scheme (AV 2011) are vested. This also applies in the event of premature departure from the company.

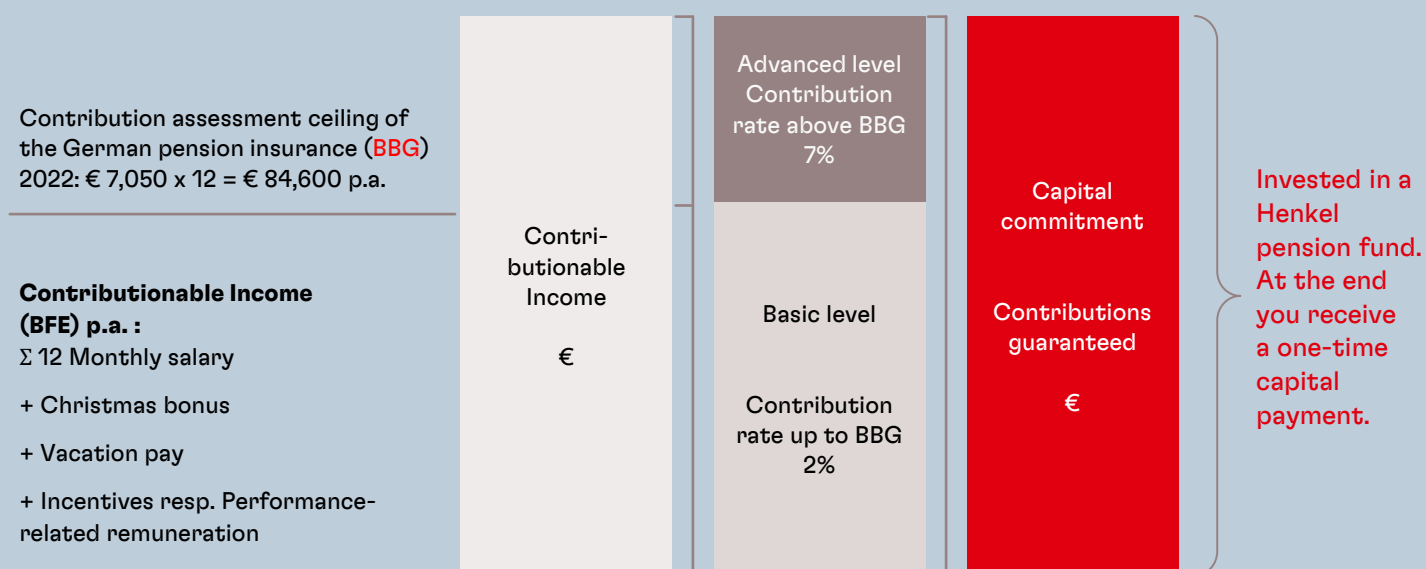
* If you joined Henkel before 2011, you probably have the AV2004.

1. COMPANY PENSION SCHEME (AV2011)

CONTRIBUTION RATES AND COMMITMENT STRUCTURE



External and company influences have shaped the company pension scheme to this day. As the legal framework can change, the company pension scheme is subject to regular review in order to ensure that the second pillar of old-age provision is sustainable. Your 100% Henkel-funded pension plan is made up of various components.



Example calculation - employee from the tariff area :

Monthly salary x 12 =	EUR 54,204,00
Performance-related remuneration	EUR 1.500,00
Vacation pay	EUR 1.200,00
Christmas bonus	EUR 4.000,00
Total income eligible for contributions =	EUR 60.904,00
2% from total income eligible for contributions (EUR 60.904,00)	EUR 1.218,08
AV2011 Capital building block for 2022 =	EUR 1.218,08

The calculation example serves to illustrate an annual capital module. You can call up information online about the current status of your capital modules.

1. COMPANY PENSION SCHEME (AV2011)

CONTRIBUTION RATES AND COMMITMENT STRUCTURE



Example calculation - employee from the Management Circle (MC):

Monthly salary x 12 =	EUR 72.000,00
Christmas bonus	EUR 6.000,00
Short Term Incentives (STI)	EUR 10.000,00
Total income eligible for contributions =	EUR 88.000,00
2% from income up to threshold of German statutory pension *	EUR 1.692,00
7% from income above threshold of German statutory pension	EUR 238,00
AV2011 Capital building block for 2022 =	EUR 1.930,00

*The income threshold for German statutory pension insurance is EUR 84,600 p.a. for 2022. (old federal states).

The calculation example serves to illustrate an annual capital module. You can call up information online about the current status of your capital modules.

You automatically participate in the company pension plan (AV2011) upon joining the company.

You receive the pension capital with:

- claiming the statutory old-age pension or
- occurrence of a full reduction in earning capacity or
- occurrence of death (survivor benefit)

The capital is paid out gross. You can see the current status and an outlook in our annually revised pay and benefits report or in the Total Rewards App.

