



## 1.1 Henkel Thailand Policy Statement

Henkel Thailand Entities and all Henkel Thailand employees must adhere to and comply with Thailand and international export control laws and regulations. Compliance is an important aspect of Henkel's culture and is integrated into our business principles and is demonstrated by the Henkel Code of Conduct.

Administrative, civil and criminal penalties exist for violations of the requirements in export laws and regulations. In addition, violation of these laws could adversely affect the ability of Henkel to conduct normal business. Therefore, compliance is an important and crucial aspect of how Henkel Thailand operates and conducts its business. Violations of these laws and regulations or Henkel internal policies and procedures to ensure compliance can result in disciplinary actions up to and including termination of employment.

The Global Tax & Trade Group is authorized in the CSGT to implement and enforce trade compliance on a corporate level. The GTG supports the Henkel Presidents and LTR in fulfilling their regional or country responsibilities. On a local level, Henkel's Presidents are responsible to ensure trade in their region or country adheres to the CSGT and applicable Regulations.

Internal audits and health checks are conducted on a regular basis to ensure Henkel's operation is compliant with export control laws and regulations.

Export compliance is the responsibility of all Henkel Thailand entities employees. It is mandatory for employees to report promptly to their manager, the APAC Trade Team or the Global Trade organization if they have any knowledge of incidents which could potentially be a violation to the Thailand export control laws and regulations or internal Henkel compliance policies and procedures.

Signature:

Position: Country President

Date:

A handwritten signature in blue ink, followed by the date "15/12/2022" also written in blue ink.