2025
HENKEL HIGHLIGHTS

Henkel

CONTENTS

2 About Henkel

4 Henkel 2025

6 Shaping our future

8 Our sustainability strategy

10 Key financials

12 Responsibility

14 Adhesive Technologies

18 Consumer Brands

22 Climate

24 Trusted partner

26 Our people

28 Thriving communities

30 150 years of Henkel

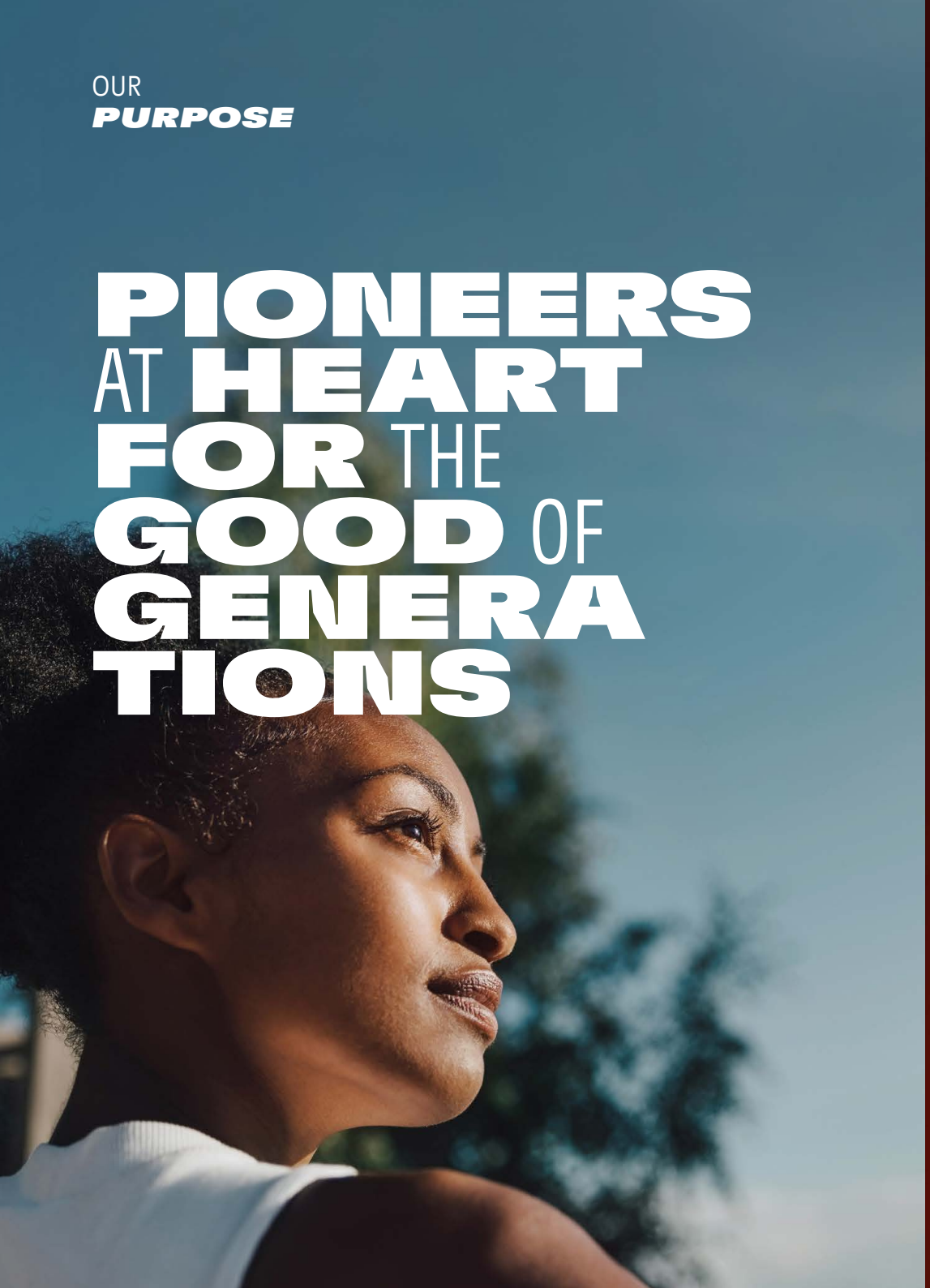
ABOUT **HENKEL**

Fritz Henkel founded our company in 1876. With our business units – Adhesive Technologies and Consumer Brands – we hold leading market positions in both the industrial and consumer goods businesses. The products and technologies marketed under our strong brands – such as Loctite, Schwarzkopf and Persil – are an essential part of daily life for people in more than 100 countries.

Our purpose expresses what unites us all at Henkel: Pioneers at heart for the good of generations. We are a diverse team of around 47,200 employees worldwide, striving to enrich and improve life every day through our products, services and solutions. Our purpose is built from our roots and carries a long-standing legacy of innovation, responsibility and sustainability into the future.

OUR
PURPOSE

PIONEERS AT HEART FOR THE GOOD OF GENERATIONS



OUR
VALUES

We put our customers and consumers at the center of what we do.

We value, challenge and reward our people.

We drive excellent sustainable financial performance.

We are committed to leadership in sustainability.

We shape our future with a strong entrepreneurial spirit based on our family business tradition.

HENKEL 2025

TWO
BUSINESS UNITS

ADHESIVE TECHNOLOGIES & CONSUMER BRANDS

OUR TOP BRANDS

LOCTITE

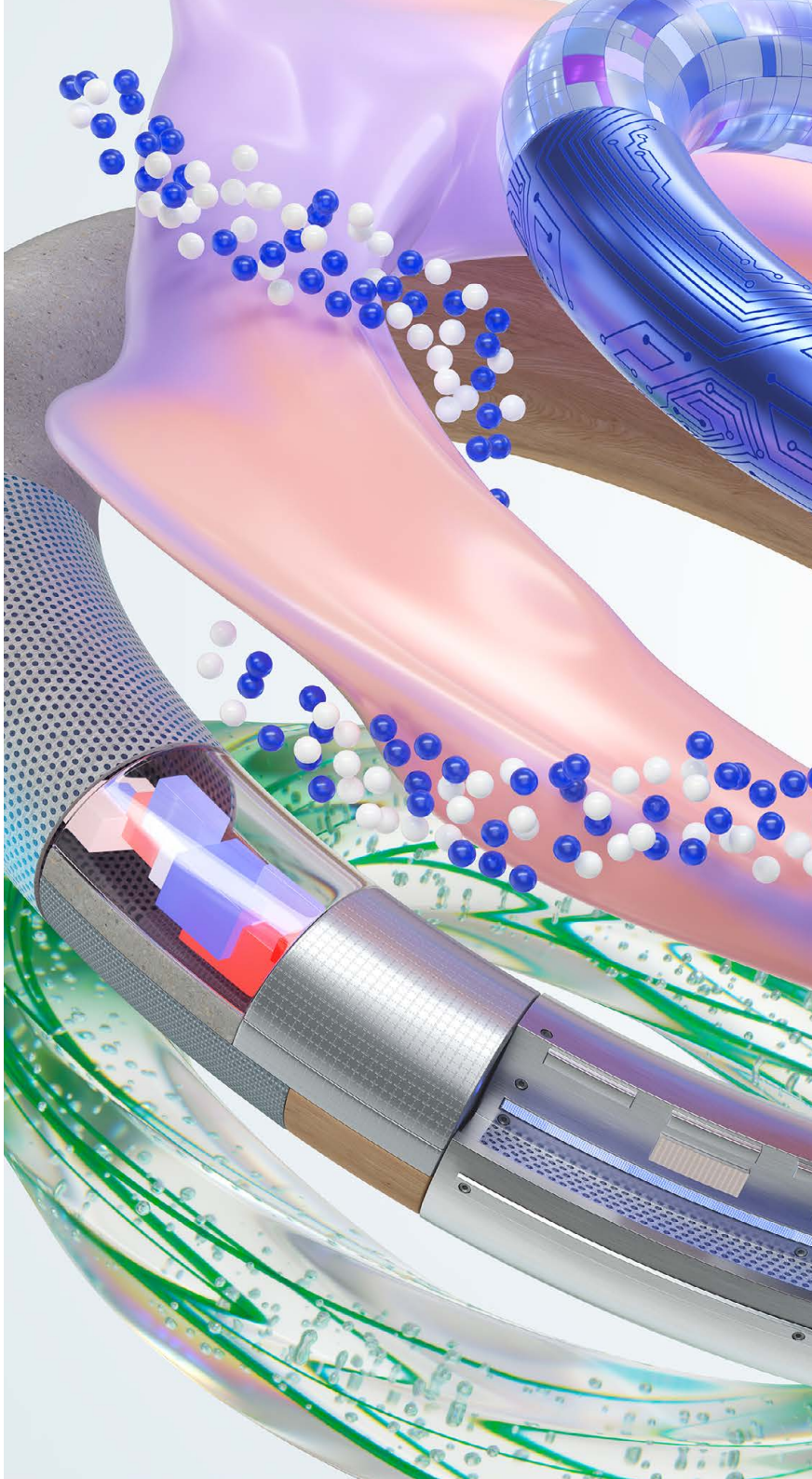
Schwarzkopf

Persil

SUCCESS WITH BRANDS
AND TECHNOLOGIES FOR

149

YEARS



AROUND

47,200

EMPLOYEES FROM
125 NATIONS

SHARE OF
FEMALE MANAGERS

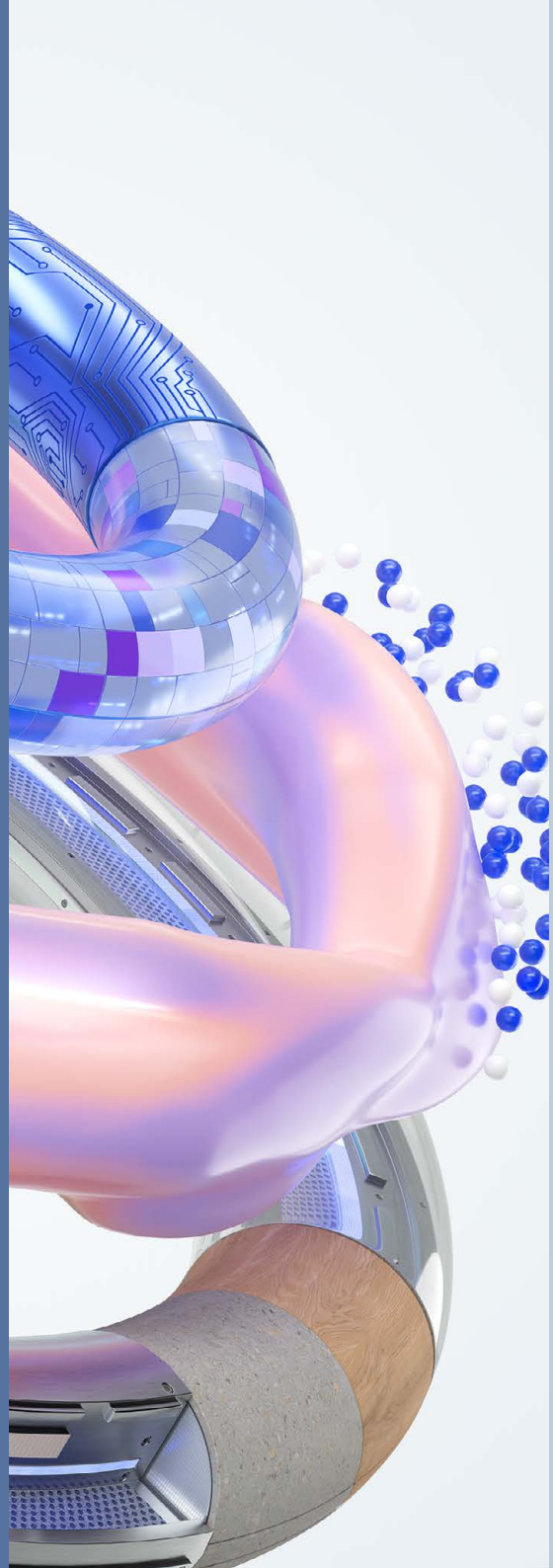
43.2%

REDUCTION IN ABSOLUTE
SCOPE 1, 2 & 3 GREENHOUSE
GAS (GHG) EMISSIONS
(VS. 2021)

–29%

SHARE OF RECYCLED
PLASTIC FOR ALL PACKAGING
OF OUR CONSUMER GOODS
PRODUCTS

28%



165

PRODUCTION SITES
AROUND THE WORLD

SALES

€ 20.5 bn

HEADQUARTERED IN

Düsseldorf

53

COUNTRIES IN WHICH
WE PRODUCE

SHAPING OUR FUTURE

We shape our future on the basis of a long-term strategic framework that builds on our purpose and our values.

Our strategic framework has a clear focus on purposeful growth. This means, we aim to create superior value for customers and consumers to outgrow our markets, to strengthen our leadership in sustainability, and to enable our employees to grow both professionally and personally at Henkel.

The key elements of our strategic framework are a winning portfolio, clear competitive edge in the areas of innovation, sustainability and digitalization, and future-ready operating models – underpinned by a strong foundation of a collaborative culture and empowered people.

PURPOSEFUL **GROWTH**

WINNING **PORTFOLIO**

COMPETITIVE EDGE

INNOVATION | SUSTAINABILITY | DIGITALIZATION

FUTURE-READY **OPERATING MODELS**

COLLABORATIVE CULTURE & EMPOWERED **PEOPLE**

OUR **SUSTAINABILITY STRATEGY**

Sustainable business practices have been an integral part of our company culture for decades and are a central element of our vision of the future. With our **2030+ Sustainability Ambition Framework**, we have set ourselves the high ambition to achieve a "Transformational Impact for the Good of Generations." The approach integrates all three dimensions of ESG into our vision for sustainability: **Regenerative Planet**, **Thriving Communities** and **Trusted Partner**.

This frames our global sustainability strategy – with clear ambitions and goals that we want to achieve in this decade. We are committed to actively driving transformation toward a sustainable economy and society, to helping protect and regenerate nature, to strengthening communities and to underpinning the trust of our stakeholders.

In doing so, we are building on our strengths: the innovative power of our business units, the extensive knowledge of our employees, and the multiple points of contact of our products with customers and consumers.

2030+ SUSTAINABILITY AMBITION *FRAMEWORK*

OUR PURPOSE
Pioneers at heart for the good of generations.

TRANSFORMATIONAL IMPACT FOR THE GOOD OF GENERATIONS

REGENERATIVE PLANET

We strive to achieve a circular economy, a net-zero future and the regeneration of nature.

CLIMATE
Become a net-zero business by decarbonizing our operations and raw materials.

CIRCULARITY
Advance circularity through our products, packaging and technologies.

NATURE
Protect and restore biodiversity with a focus on forests, land and water, and ensure responsible resource stewardship.

THRIVING COMMUNITIES

We actively contribute to people being able to lead a better life through our business and brands.

EQUITY
Strengthen diversity, equity and inclusion, respect human rights and enhance the livelihoods of people.

EDUCATION
Support lifelong learning and education, and motivate people to take action for sustainability.

WELLBEING
Foster health and wellbeing, and help drive social progress.

TRUSTED PARTNER

We adhere to high product quality and safety standards while ensuring business success with integrity.

COLLABORATION
Scale sustainability impact with our partners, leading to responsible business practices in our supply chains.

PERFORMANCE
Reliably deliver best-in-class product performance and safety as the foundation of our business success.

TRANSPARENCY
Integrate sustainability into our business governance with transparent reporting, disclosure and engagement.

PRODUCTS **PEOPLE** **PARTNERSHIPS**

KEY FINANCIALS 2025

SALES

€ 20.5 bn

ORGANIC SALES GROWTH

0.9 %

ADJUSTED[2] OPERATING PROFIT (EBIT)

€ 3,026 m

ADJUSTED[2] RETURN ON SALES (EBIT MARGIN)

14.8 %

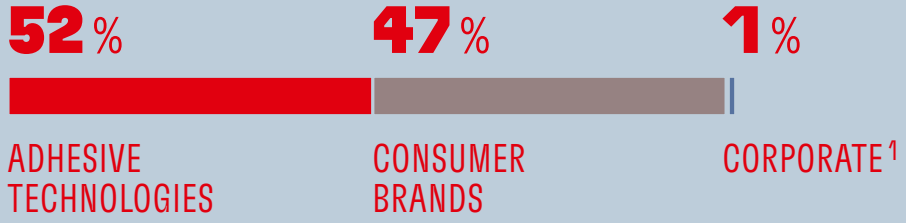
ADJUSTED[2] EARNINGS PER PREFERRED SHARE

€ 5.33

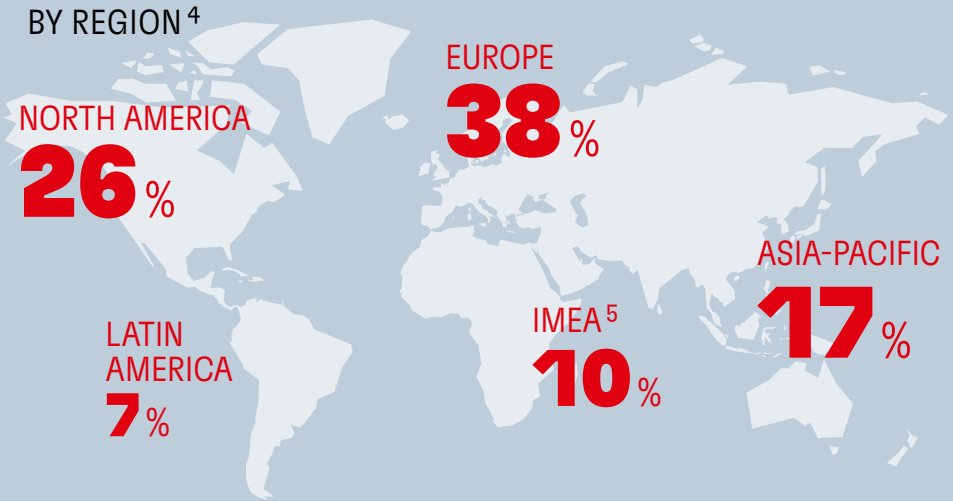
DIVIDEND PER PREFERRED SHARE[3]

€ 2.07

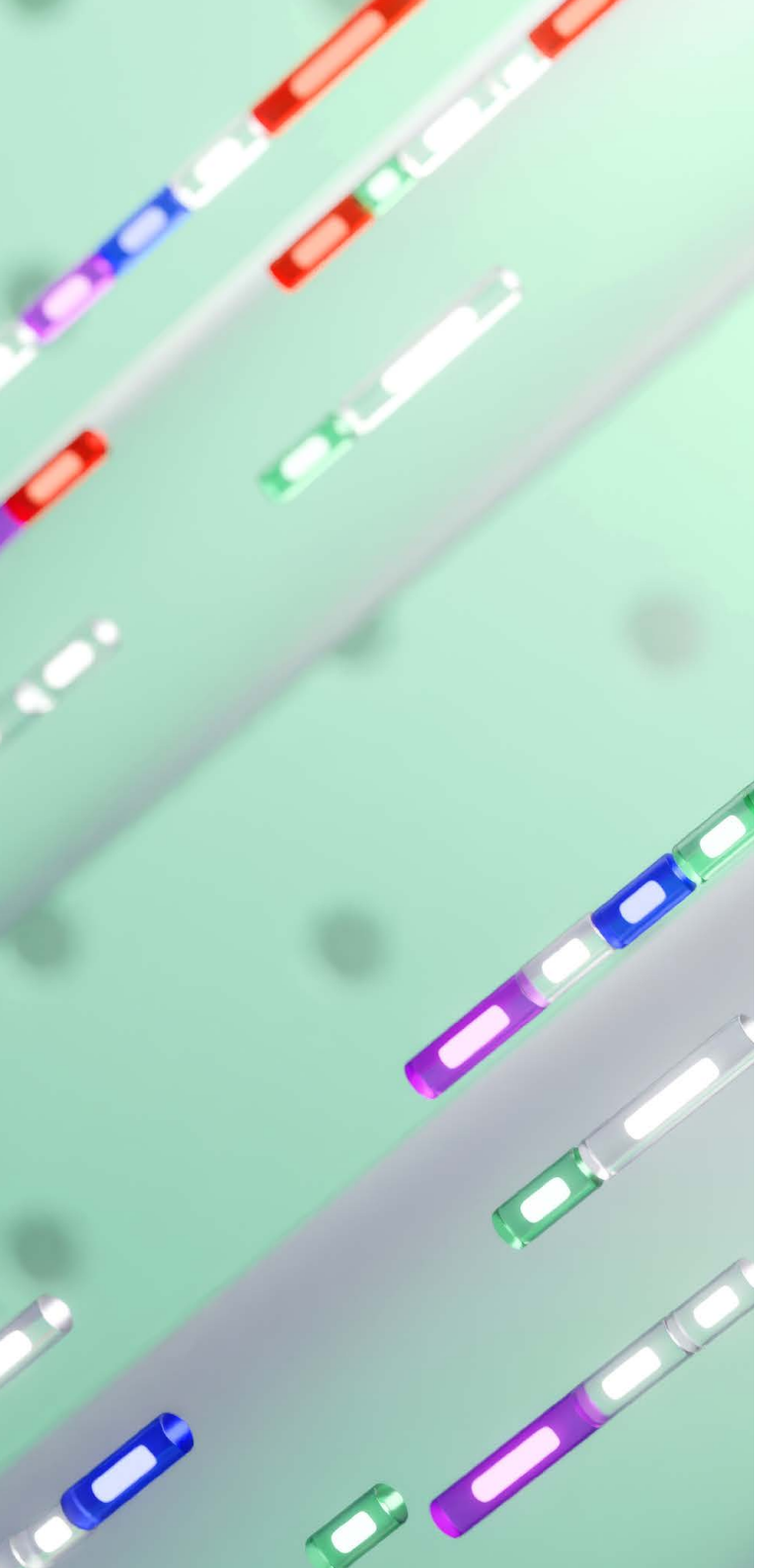
SALES BY BUSINESS UNIT



SALES BY REGION[4]



[1] Corporate = sales and services not assignable to the individual business units.
[2] Adjusted for one-time expenses and income, and for restructuring expenses.
[3] Proposal to shareholders for the Annual General Meeting on April 27, 2026.
[4] Including 1% Corporate.
[5] India, Middle East, Africa.



EXCELLENT PERFORMANCE IN RATINGS AND RANKINGS

PROGRESS IN SUSTAINABILITY 2025

–29%

REDUCTION IN ABSOLUTE SCOPE 1, 2 & 3 GHG EMISSIONS (VS. 2021)

98%

SHARE OF RESPONSIBLY SOURCED AND CERTIFIED OR EXTERNALLY VERIFIED PALM KERNEL OIL

28%

SHARE OF RECYCLED PLASTIC FOR ALL PACKAGING OF OUR CONSUMER GOODS PRODUCTS

+59%

SAFER PER MILLION HOURS WORKED (VS. 2010)

SHAPING RESPONSIBILITY *TOGETHER*

As Henkel marks its 150th anniversary, we look back on a company history shaped by innovation, pioneering spirit and a commitment to acting responsibly. Long before sustainability became a global priority, Henkel firmly embedded social engagement, environmental protection and forward-thinking solutions into its corporate culture.

Today, sustainability is a core part of our identity and one of our corporate values. It strengthens our competitiveness, drives growth, and creates long-term value for all our stakeholders.

1925

START OF VOCATIONAL TRAINING

Beginning of systematic vocational training at Henkel with the recruitment of 15 apprentices to ensure qualified employees and high safety standards. Since then, more than 10,000 employees have been trained as part of the vocational training and dual study programs.

1940

OPENING OF HENKEL KINDERGARTEN

Establishment of the first company kindergarten and introduction of a voluntary company medical service.

1958

CHECKING RHINE RIVER QUALITY

Henkel starts carrying out systematic monitoring and environmental quality checks of the Rhine for detergent substances (surfactants).

1992

PUBLICATION OF FIRST ENVIRONMENTAL REPORT

Henkel publishes its first environmental report. Since then, stakeholders have been informed annually about progress and improvements in the company's sustainability efforts.

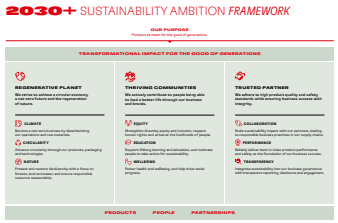
2012

TOGETHER FOR SUSTAINABILITY

LAUNCH OF TOGETHER FOR SUSTAINABILITY (TFS) INITIATIVE

Henkel, together with five other companies from the chemical industry, establishes the initiative "Together for Sustainability – The Chemical Initiative for Sustainable Supply Chains."

2022



LAUNCH OF 2030+ SUSTAINABILITY AMBITION FRAMEWORK

Henkel's 2030+ Sustainability Ambition Framework defines the company's long-term goals across three dimensions: Regenerative Planet, Thriving Communities and Trusted Partner. It underscores Henkel's commitment to creating a "Transformational Impact for the Good of Generations."

2024

LAUNCH OF SBTI NET-ZERO TARGETS

Henkel establishes a net-zero roadmap, significantly expanding its emissions reduction targets across the entire value chain. The targets are reviewed by the Science Based Targets initiative (SBTi), a climate action organization that supports companies in setting net-zero targets in line with the Paris Agreement.

ADHESIVE TECHNOLOGIES

Our Adhesive Technologies business unit leads the global market with technologies for adhesives, sealants and functional coatings – for industry, consumers and craftsmen. As experts for industrial applications in over 800 industry segments, we work closely with our customers and partners. Based on our broad technology portfolio and our strong innovative power, we continuously develop customized solutions in our Mobility & Electronics, Packaging & Consumer Goods, and Craftsmen, Construction & Professional business areas.

www.henkel.com/adhesive-technologies

TOP BRANDS

LOCTITE TECHNOMELT BONDERITE

KEY FINANCIALS 2025

Sales

€ 10,667 m

Organic sales growth

1.5%

Adjusted[1] operating profit (EBIT)

€ 1,779 m

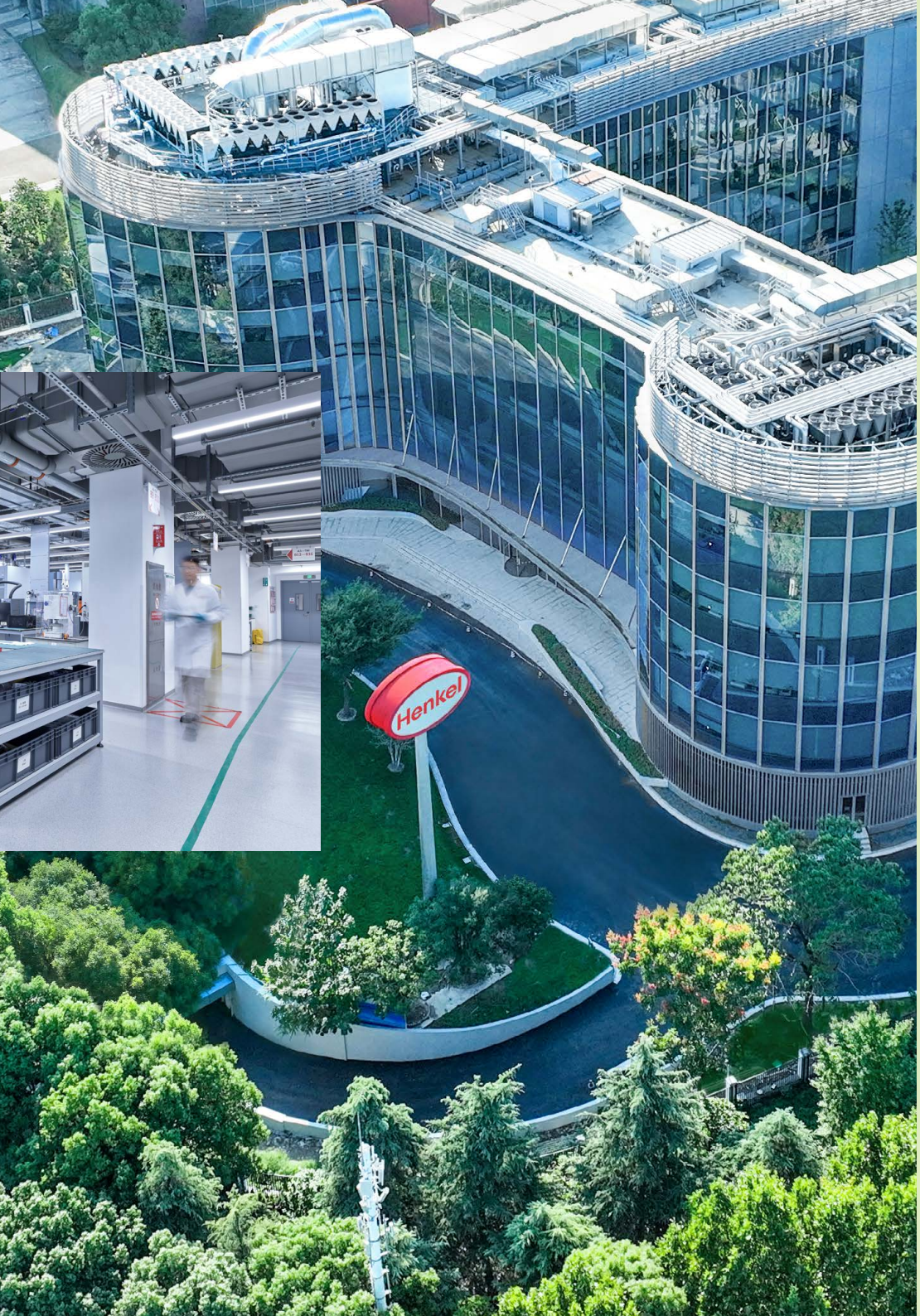
Adjusted[1] return on sales (EBIT margin)

16.7%

[1] Adjusted for one-time expenses and income, and for restructuring expenses.

CONNECTED & OPEN

The Inspiration Center Shanghai provides a modern work environment for collaboration and co-creation. Its aim is to turn local insights into scalable solutions and strengthen the global innovation network.



THE *FUTURE* OF ADHESIVE TECHNOLOGIES UNDER *ONE ROOF*

With the newly opened Inspiration Center in Shanghai, we are strengthening our innovation capabilities in Asia and creating a hub for the development of future-ready adhesive technologies. Spanning 33,000 square meters, the state-of-the-art center brings together more than 500 experts to develop sustainable adhesive solutions, intensify collaboration with customers, and drive growth in the dynamic Asia-Pacific region.

The laboratories at the Inspiration Center Shanghai are organized by technology platforms and digitally connected to our global innovation network. This fosters cross-industry collaboration and knowledge exchange while enabling agile, data-driven processes. Within the integrated Customer Experience Center, interactive experiences inspire partners from industry and academia to jointly develop new ideas and unlock growth potential.

DEBONDING AS DRIVER FOR CIRCULAR ECONOMY

“Debonding-on-demand” adhesives provide strong, reliable bonds that can be selectively undone when needed – for example through electricity, heat, ultrasound or further triggers. This creates new opportunities for circularity by enabling materials to be separated or components to be detached for repair and recycling.

The targeted release of adhesive bonds is a key technology that allows, for instance, non-destructive repair, reuse or recycling of electric vehicle batteries. As a high-value component, the battery can account for up to 50 percent of a vehicle’s cost, with active materials making up around 70 to 80 percent of total battery costs. More efficient recycling of these materials can generate cost savings for manufacturers and contribute to lower emissions in mobility.

DESIGN FOR RECYCLING IN THE PACKAGING RECYCLAB

The Henkel Packaging Recyclabs are part of our Inspiration Centers in Düsseldorf and Shanghai. There, we test whether fiber-based packaging is practically recyclable under realistic conditions. Our packaging experts study how adhesive solutions influence recycling processes within these simulated environments and use these insights to support the development of innovative and circular packaging solutions.

In line with international standards such as the CEPI/4Evergreen framework and conforming to the standard of the cyclos-HTP Institute, we offer comprehensive analyses to assess and certify the recyclability of fiber-based packaging materials. The goal is to accelerate the transformation toward “design for recycling” and support the industry in developing more sustainable solutions.

CONSUMER BRANDS

Our Consumer Brands business unit brings together leading consumer brands and professional solutions for the hairdressing industry under one roof. With a portfolio that includes iconic brands such as Persil and Schwarzkopf, we cover multiple consumer goods categories – with a clear focus on Laundry & Home Care and Hair. Research, technology and brand expertise form the foundation of our solutions for consumers and professional stylists whose ideas and creations shape trends. In more than 60 countries, our teams work every day to understand consumer needs, anticipate future demands through market-driven innovations, and develop more sustainable products.

www.henkel.com/consumer-brands

KEY FINANCIALS 2025

Sales

€ 9,677 m

Adjusted[1] operating profit (EBIT)

€ 1,400 m

Organic sales growth

0.3 %

Adjusted[1] return on sales (EBIT margin)

14.5 %

[1] Adjusted for one-time expenses and income, and for restructuring expenses.

TOP BRANDS

Schwarzkopf

Persil

all

WHERE REGIONAL ***INSIGHTS*** *SHAPE GLOBAL* **HAIR TRENDS**

At the newly opened House of Hair in Hamburg, we bring together everything that defines the future of hair care under one roof: research & development, marketing, hairdressing craft, education, test salons, laboratories, and sales. This innovation hub is part of our global network with additional locations in Los Angeles, Guadalajara, Tokyo, and Shanghai.

With 950 hair experts worldwide, we drive more than 750 research projects, conduct 3,300 consumer tests per year, and support 11,100 hairdressers through education. This is how we create innovations that meet local needs and turn our House of Hair locations into creative centers for trends and hair care products of the future.

DIGITAL REVOLUTION IN THE **LAUNDRY ROOM** WITH *SMARTWASH*

With the Smartwash technology, we are ushering in a new era of fabric care where chemistry and technology work hand in hand. Smartwash combines intelligent algorithms, sensors, and cloud connectivity to analyze the condition of the laundry and determine the ideal combination of cleaning agents. The result: maximum washing performance with minimal resource use.

But Smartwash is more than just a technology – it is a system that connects washing machines, cleaning agents, and partners across the entire appliance and textile industry with the shared goal to make the washing process simpler, more efficient, and more sustainable. The technology is continuously further developed to make it available in as many households as possible. In this way, Henkel is shaping the future of smart and more sustainable laundry care.

REIMAGINING *COLORATION* WITH **SCHWARZKOPF** *CREME SUPREME*

VIBRANT, GLOSSY *& NOURISHING*

Schwarzkopf Creme Supreme was developed with the HaptIQ system, which strengthens the hair matrix through new micro-bonds and enables an exceptionally gentle and comfortable coloring experience at home.

"The color you desire with the care you deserve" – that's what Creme Supreme, Schwarzkopf's new coloring brand, stands for. More than two years of intensive research and development, combined with insights from our global network – from innovation hubs like the House of Hair to international test salons, have gone into creating this product. Our goal: to meet the needs of our consumers in the best possible way and make at-home hair coloring as pleasant and gentle as possible.

What makes this innovation special: The products protect the hair at three stages of the coloring process. The integrated Bonding HaptIQ system strengthens the hair structure, forms new micro-bonds, and evens out stressed hair before the coloration even begins. With this, Schwarzkopf sets new standards for a coloration experience that perfectly combines color and care.

CLIMATE

Climate change is one of the biggest challenges of our time. Henkel is committed to achieving the 1.5 degree Celsius target of the Paris Climate Agreement. For this reason, we established a "net-zero roadmap" in 2024. Our short-term targets, as well as a net-zero target to reduce greenhouse gas (GHG) emissions along the value chain, have been validated by the Science Based Targets initiative (SBTi).

We are committed to reducing our absolute Scope 1 and 2 GHG emissions by 42 percent and our absolute Scope 3 GHG emissions by 30 percent (compared to 2021) by 2030. And we are committed to reducing our absolute Scope 1, 2 and 3 GHG emissions by 90 percent (compared to 2021) by 2045.[1]

[1] The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

ACHIEVE NET-ZERO: –90 % REDUCTION OF ABSOLUTE SCOPE 1, 2 & 3 GHG EMISSIONS BY 2045

Achievement FY 2025:

–29 %

Base year: 2021 Target year: 2045

–42 % REDUCTION OF ABSOLUTE SCOPE 1 & 2 GHG EMISSIONS BY 2030

Achievement FY 2025:

–50 %

Base year: 2021 Target year: 2030

–30 % REDUCTION OF ABSOLUTE SCOPE 3 GHG EMISSIONS BY 2030

Achievement FY 2025:

–28 %

Base year: 2021 Target year: 2030

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET ZERO STANDARD
APPROVED NET-ZERO TARGETS

Net-zero defines the point where all greenhouse gas (GHG) emissions caused by human activity are balanced out by removing the same volume of emissions from our planet's atmosphere over a specific period of time. In other words, net-zero is a state of equilibrium.

MOVING TOWARD CARBON-NEUTRAL PRODUCTION

For Henkel, carbon-neutral production starts with a clear principle: Energy efficiency comes first. To fully leverage our savings potential, we expanded our global digital energy-consumption monitoring system to include even more Henkel Consumer Brands factories in 2025. This is complemented by innovative process optimizations – such as a new fluid bed sand dryer at the Pantelimon plant in Romania, which reduces energy consumption by more than 40 percent while recovering process heat.

A top priority is always the on-site generation of renewable energy. A major milestone in 2025 was the commissioning of Henkel's largest solar installation to date at the Kruŝevac site in Serbia. With more than 13,000 modules, it produces over 6,000 MWh of green electricity per year. When external energy is needed, we rely on green power purchase agreements (PPAs) and biomethane for the gas we can't replace with electrification. One example is the plant in Gebkim, Türkiye, which was fully decarbonized through the switch from steam boilers to electric systems accompanied by efficiency improvements.

Carbon-neutral production at

37

sites

97%

Electricity from renewable sources

To reduce emissions that result directly from our own operations, we focus on increasing energy efficiency, using renewable energy, and sourcing sustainable fuels. Wherever possible, we install photovoltaic panels and biomass boilers at our sites to generate clean, renewable energy directly at the source.

TRUSTED PARTNER

Our company's success story has been made possible by best-in-class products that are safe to use. That's how we've earned the trust of our customers and consumers – and we repeatedly earn this trust by creating safe and sustainable innovations.

We work with partners along the value chain to maximize the impact of our sustainability activities. Open communication is the key to trusting relationships. For many years, Henkel has therefore relied on transparent reporting and constructive dialog with our stakeholders on topics such as resource-efficient innovations, responsible supply chains, sustainable financing and sustainable transformation.

KEY INDICATORS 2025

100%

of our products can be covered by lifecycle assessments

More than

24,000

TfS assessments and audits across all TfS member companies

95%

traceability rate for palm and palm kernel oil back to the refinery

TOGETHER FOR A SUSTAINABLE SUPPLY CHAIN

To further improve the assessment of CO_2 emissions in the upstream supply chain, Henkel has launched the global supplier program "Climate Connect." The program supports decarbonization across the entire value chain – through the collection of emissions data, jointly defined reduction measures, and the continuous upskilling of partners.

In collaboration with the climate action partner "Manufacture 2030," Henkel engages suppliers worldwide across raw materials, packaging, finished goods, and toll manufacturing – areas where more than 90 percent of upstream Scope 3 emissions originate. This creates a strong network that drives sustainable progress together.

Another example of successful cooperation over more than ten years within the value chain is the collaboration with the international development organization Solidaridad to improve the livelihoods of smallholder farmers of palm (kernel) oil in Indonesia, Columbia and Honduras.

OUR PEOPLE

Our global team, consisting of around 47,200 employees with different backgrounds, experience and skills, is the basis for our success.

Entrepreneurial spirit is our heritage: We have the courage to change things and to constantly improve ourselves. Together, we are looking for new ways to reimagine and improve life with our innovative and sustainable brands and technologies.

This is why we offer our employees extensive opportunities to learn, to gain a wide breadth of experience and to grow both professionally and personally.

www.henkel.com/careers

EMPLOYEES BY ACTIVITY [1]

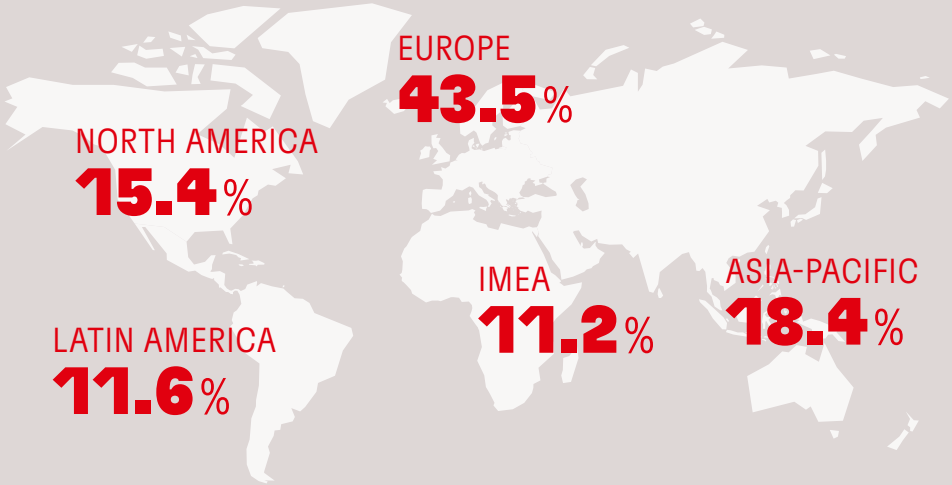
48 % PRODUCTION AND ENGINEERING

27 % MARKETING, SELLING AND DISTRIBUTION

19 % ADMINISTRATION

6 % RESEARCH AND DEVELOPMENT

EMPLOYEES BY REGION [1]



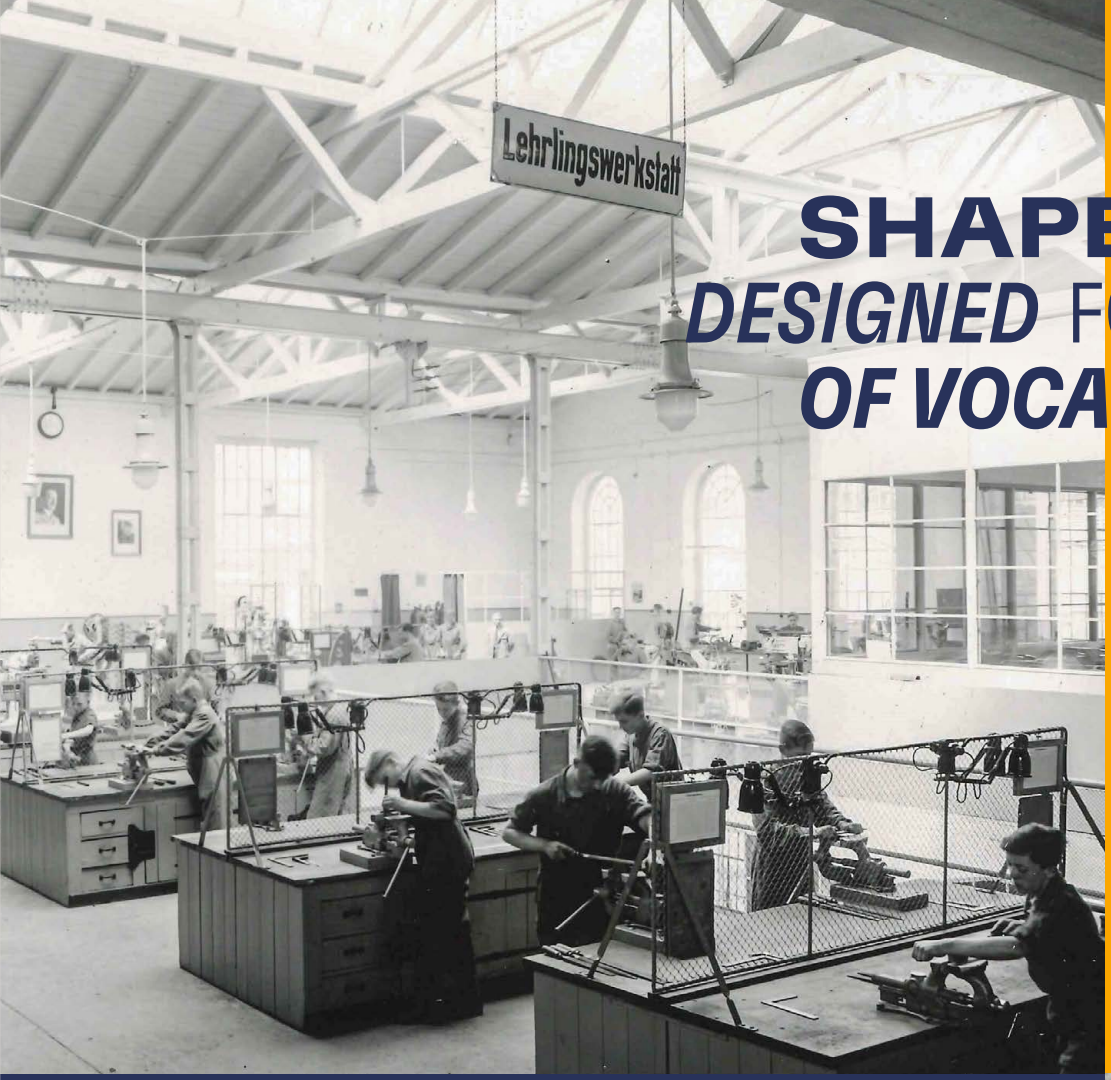
EMPLOYEES FROM 125 NATIONS

47,200

SHARE OF FEMALE MANAGERS

43.2 %

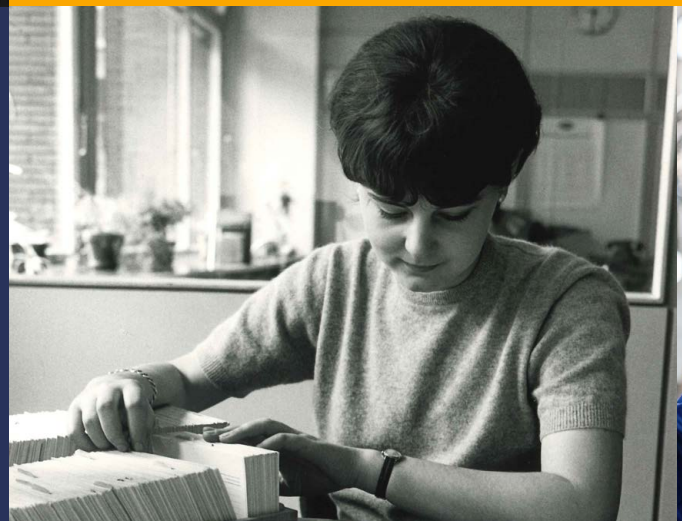
[1] As of December 31, 2025.



SHAPED *BY* GENERATIONS, *DESIGNED* FOR THE *FUTURE* – 100 YEARS *OF VOCATIONAL TRAINING* AT HENKEL

For a century, vocational training has been an integral part of Henkel's company culture. What began with five technical apprenticeships in 1925, has evolved into a diverse world of 25 occupations and five dual study programs – shaped by transformation, growth, and new opportunities.

For Henkel, vocational training means supporting young people on their journey, recognizing their potential, and fostering that potential in a targeted way – with the goal of shaping the future together. Over the past 100 years, 10,742 talents have successfully completed their training at Henkel. Many of them stayed, continued to grow, and took on responsibility. Some of them are now guiding new generations as they, too, embark on their professional paths.



THRIVING ***COMMUNITIES***

We do everything we can to enable people to live a better life. It is our social responsibility to promote equity, strengthen diversity and foster respect for human rights. We are committed to social progress, as well as access to and expansion of education worldwide, and to providing assistance in emergency situations.

We are convinced that diversity is a great strength and that everybody deserves to feel valued. We are therefore dedicated to respecting human rights across our entire value chain. This begins with the constant strengthening of our corporate culture and mindset. We offer our employees the opportunity for lifelong learning and development, as well as an attractive and healthy working environment.

BUILDING **SPACES** THAT CAN ***CHANGE LIVES***

A safe home provides protection, stability, and the chance for a new beginning. With the "Build for Generations" program, Henkel supports families in challenging situations – an initiative in which employees around the world can take part.

Around 200 volunteers got involved last year, working together with partners, such as Habitat for Humanity, on construction and renovation projects in nine countries to create new living spaces together. In North Macedonia and Romania, for example, teams of Henkel employees helped on construction sites, developed new skills, and experienced first-hand how collective engagement can open new future perspectives.

"Build for Generations" creates connections that reach across borders and cultures, demonstrating that real progress happens where people take responsibility for one another – today and for the generations to come.

150 YEARS OF PIONEERING SPIRIT READY FOR THE FUTURE

On September 26, 2026, we will celebrate our 150th anniversary – a journey that began with our founder Fritz Henkel in 1876 and continues with around 47,200 employees worldwide today. We are proud of our history and the pioneering spirit that defines us.

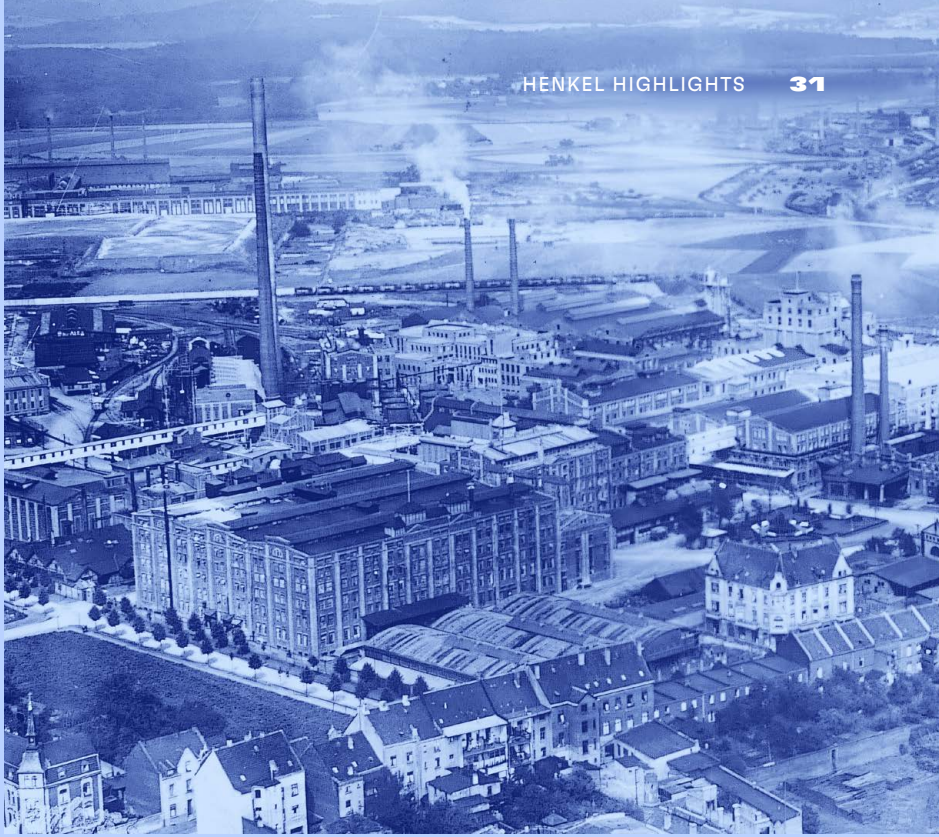
Managing brands successfully across generations means using our heritage as a strength – and shaping the future with courage. In doing so, we place our employees, customers, and consumers right at the center. We protect the environment and build lasting trust with our partners. For 150 years, we have been driving progress – and we continue to approach the future with confidence.

www.henkel.com/150years

A GLIMPSE INTO **HENKEL'S** *HISTORY*

From the beginnings in Aachen to international breakthrough and development into a publicly listed global company: What started as a bold idea that fundamentally changed the way laundry was done grew into a business that today operates worldwide with iconic consumer brands and leading adhesive technologies. Our 150-year history is defined by innovation, foresight, and a pioneering spirit.

www.henkel.com/history



1876

FOUNDING OF HENKEL & CIE

On September 26, 1876, Fritz Henkel founded the company Henkel & Cie together with two partners in Aachen. Just two years later, he relocated the business to Düsseldorf.

1878

FIRST SUCCESS

Henkel's bleaching soda became an instant success. The innovative detergent, developed by Fritz Henkel, could brighten discolored laundry without damaging it, thanks to its formula containing water glass as a key ingredient.

1907

A REVOLUTION IN THE LAUNDRY ROOM

The launch of Persil as one of the first self-acting detergents revolutionized laundry care and established Henkel as the leading detergent brand in Germany.

1922

FROM INTERNAL NEED TO GLOBAL SUCCESS

Due to concerns about shortages of adhesives needed to seal its detergent packages during World War I, Henkel decided to produce its own glue as a precaution. Starting in 1923, these adhesives were also sold to neighboring companies – laying the foundation for today's global adhesives business.

TOGETHER – TODAY AND FOR *GENERATIONS TO COME*

For 150 years, Henkel's success has been shaped by the people who work here. With dedication and pioneering spirit, our teams in 75 countries give their best every day. They develop products that improve the lives of people around the world and advance solutions that help transform entire industries. Rooted in the tradition of a family-owned company, we think long-term and act responsibly – toward our employees, the environment, and society.

In our anniversary year, we are focusing especially on our employees. Henkel is expanding participation and contribution opportunities within the employee share program to enable stronger involvement in the company's success. In addition, every employee worldwide will receive an extra day off in the month of their birthday – a gesture of appreciation for the people who shape and drive Henkel forward around the globe.

FUTURE? READY!

150 YEARS

FROM TRADITION *TO* ***TOMORROW***

Our 150th anniversary is more than a look at the past – it's a promise to the path ahead: We are ready for the future. Then as now, our pioneering spirit drives us to develop products and solutions that stand the test of time. Because we are "Pioneers at heart for the good of generations."

AT **HENKEL,** WE ***DARE*** TO ***MAKE*** AN **IMPACT**

Where technologies meet consumer goods, you can really make an impact on people's wellbeing, on leading brands and on high-performing businesses across the globe. Your career with us means contributing to a more sustainable future. And it means growing in a vibrant and diverse culture of trust and belonging. We love courage and fresh ideas in teams who dare and care.

www.henkel.com/careers

MORE ABOUT HENKEL

Our website:
www.henkel.com

Our financial publications:
www.henkel.com/reports

Our sustainability publications:
www.henkel.com/sustainability/reports

Our career offers:
www.henkel.com/careers

HENKEL ON SOCIAL MEDIA

www.linkedin.com/company/henkel

www.instagram.com/henkel

www.facebook.com/henkel

www.youtube.com/henkel

SPOTLIGHT MAGAZINE

More stories, expert interviews, extensive features and guest articles are available in our digital magazine, Spotlight:
www.henkel.com/spotlight

CREDITS

Published by
Henkel AG & Co. KGaA
40191 Düsseldorf, Germany
Phone: +49 (0) 211 / 797-0

© 2026 Henkel AG & Co. KGaA

Design and typesetting
RYZE Digital
www.ryze-digital.de

Photographs
Alistair Berg via Getty Images; Kyle Espeleta; Alfonso Flores; FreshSplash via Getty Images; Henkel; Henkel Archive; Matthias Hewing; Jen Krause; Maskot via Getty Images; Nils Hendrik Müller; nazar_ab via Getty Images; Philipp Romppel; Solidaridad Network; Surasak Suwanmake via Getty Images; Klaus Vedfelt via Getty Images; Jiamin Ye

Proofing
Paul Knighton, Cambridge; Thomas Krause, Krefeld

PR No.: 03 26 1600

Except as otherwise noted, all marks used in this publication are trademarks and/or registered trademarks of the Henkel Group in Germany and elsewhere.