



Press Release

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Strong signal for equity and a modern company culture

Global parental leave program at Henkel shows clear impact

- **15 percent increase in global uptake**
- **35 percent increase in fathers taking parental leave – in some countries for the first time**
- **Multiple awards recognizing the program**

Düsseldorf – Two years after introducing Henkel’s parental leave program, which offers eight weeks of fully paid leave, the company reports a positive impact. The initiative remains unique among DAX-listed companies. It is available to all Henkel employees worldwide and is based on the caregiver role rather than gender or biological parent status. It includes, for example, adoptive, foster, surrogacy, and LGBTQ+ parents.

“By introducing our global parental leave program two years ago, we made a bold and groundbreaking decision. I was – and still am – convinced that it was the right step for our employees, their families, and for fostering a culture that promotes equity. In doing so, we strengthen our attractiveness as an employer and enhance employee satisfaction and retention,” says Carsten Knobel, CEO of Henkel.

“We knew this program would be ambitious – operationally, culturally, and in terms of its global implementation. I am very proud of the positive development and would like to thank all teams for their strong commitment. As an important part of our comprehensive employee benefits, the strong response shows that with courage and consistency, we can drive real change – within the company and beyond,” says Sylvie Nicol, Executive Vice President Human Resources, Infrastructure and Sustainability at Henkel.

LOCTITE

TECHNOMELT

BONDERITE



Persil



Significant increase in uptake – especially among fathers

The figures show a clear positive trend: overall, the uptake of fully paid parental leave worldwide increased by 15 percent compared to 2024. The number of male employees making use of the offer rose even more strongly by 35 percent. This shift is particularly evident in regions where parental leave for fathers has so far been uncommon. For example, in one country in the Middle East, not a single father took parental leave in 2024, whereas last year, the number has already risen to 84.

Recognition for Diversity and Inclusion

Henkel's global parental leave program has also received external recognition: The company was awarded the DEI Corporate Excellence Award 2026 by the F.A.Z. Institute, as well as the Gold German HR Excellence Award 2024 from the German trade media *Personalwirtschaft*. Furthermore, Henkel received the Silver Employee Experience Award 2026 Malaysia in the category "Caregiver Support Programme". All three awards honor initiatives that promote diversity, equity, and inclusion and reflect Henkel's continued efforts to foster an inclusive workplace environment.

About Henkel

With its brands, innovations and technologies, Henkel holds leading market positions worldwide in the industrial and consumer businesses. The business unit Adhesive Technologies is the global leader in the market for adhesives, sealants and coatings. With Consumer Brands, the company holds leading positions especially in laundry & home care and hair in many markets and categories around the world. The company's three strongest brands are Loctite, Persil and Schwarzkopf. In fiscal 2025, Henkel reported sales of about 20.5 billion euros and adjusted operating profit of around 3.0 billion euros. Henkel's preferred shares are listed in the German stock index DAX. Sustainability has a long tradition at Henkel, and the company has a clear sustainability strategy with specific targets. Henkel was founded in 1876 and today employs a diverse team of about 47,000 people worldwide – united by a strong corporate culture, shared values and a common purpose: "Pioneers at heart for the good of generations." More information at www.henkel.com

Photo material is available at www.henkel.com/press

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