

## Corporate management of Henkel AG & Co. KGaA

Boards / memberships as defined by Section 125 (1) sentence 5 of the German Stock Corporation Act [AktG] as at January, 2012

**Dipl.-Ing. Albrecht Woeste:** Honorary Chairman of the Henkel Group

### Supervisory Board of Henkel AG & Co. KGaA

**Dr. rer. nat. Simone Bagel-Trah**

Chairwoman,  
Private Investor, Düsseldorf

Born in 1969  
Member since April 14, 2008

*Memberships:*

Henkel Management AG (Chairwoman)<sup>1</sup>  
Henkel AG & Co. KGaA (Shareholders' Committee,  
Chairwoman)<sup>2</sup>  
Heraeus Holding GmbH<sup>1</sup>

**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,  
Düsseldorf site

Born in 1954  
Member since May 17, 1993

**Jutta Bernicke\***

Member of the Works Council of  
Henkel AG & Co. KGaA, Düsseldorf site

Born in 1962  
Member since April 14, 2008

**Dr. rer. nat. Kaspar von Braun**

Astrophysicist, Pasadena

Born in 1971  
Member since April 19, 2010

**Johann-Christoph Frey**

Commercial Executive, Klosters

Born in 1955  
Member since September 23, 2009

**Birgit Helten-Kindlein\***

Member of the Works Council of  
Henkel AG & Co. KGaA, Düsseldorf site

Born in 1964  
Member since April 14, 2008

**Prof. Dr. sc. nat. Michael Kaschke**

Chairman of the Executive Board of  
Carl Zeiss AG, Oberkochen

Born in 1957  
Member since April 14, 2008

*Memberships:*

Carl Zeiss Group mandates:  
Carl Zeiss MicroImaging GmbH (Chairman)<sup>1</sup>  
Carl Zeiss SMT GmbH (Chairman)<sup>1</sup>  
Carl Zeiss Japan Co. Ltd. (Chairman), Japan<sup>2</sup>  
Carl Zeiss Far East (Chairman), Hong Kong<sup>2</sup>  
Carl Zeiss India Pte. Ltd. (Chairman), India<sup>2</sup>

**Thomas Manchot**

Private Investor, Düsseldorf

Born in 1965  
Member since April 10, 2006

**Mayc Nienhaus\***

Member of the General Works Council of  
Henkel AG & Co. KGaA and Chairman of the  
Works Council of Henkel AG & Co. KGaA, Unna site

Born in 1961  
Member since January 1, 2010

**Thierry Paternot**

Operating Partner, Duke Street Capital, Paris

Born in 1948  
Member since April 14, 2008

*Memberships:*

Eckes AG<sup>1</sup>  
Bio DS SAS, France<sup>2</sup>  
Freedom-FullSix SAS (Chairman), France<sup>2</sup>  
Oeneo SA, France<sup>2</sup>

**Andrea Pichottka\***

Executive Assistant to the Executive Board  
Member Section 3 responsible for  
members, target groups, education  
IG Bergbau, Chemie, Energie, Hannover

Born in 1959  
Member since October 26, 2004

*Memberships:*

Siltronic AG<sup>1</sup>

**Dr. rer. nat. Martina Seiler\***

(since January 1, 2012)  
Chemist, Duisburg  
Representative of the Senior Staff of  
Henkel AG & Co. KGaA

Born in 1971  
Member since January 1, 2012

**Prof. Dr. oec. publ. Theo Siegert**

Managing Partner of  
de Haen-Carstanjen & Söhne, Düsseldorf

Born in 1947  
Member since April 20, 2009

*Memberships:*

Deutsche Bank AG<sup>1</sup>  
E.ON AG<sup>1</sup>  
Merck KGaA<sup>1</sup>  
DKSH Holding Ltd., Switzerland<sup>2</sup>  
E. Merck OHG<sup>2</sup>

**Edgar Topsch\***

Member of the General Works Council of  
Henkel AG & Co. KGaA and Vice-chairman of the  
Works Council of Henkel AG & Co. KGaA,  
Düsseldorf site

Born in 1960  
Member since August 1, 2010

**Michael Vassiliadis\***

Chairman of the Executive Committee of  
IG Bergbau, Chemie, Energie, Hannover

Born in 1964  
Member since May 4, 1998

*Memberships:*

BASF SE<sup>1</sup>  
K + S AG (Vice-chairman)<sup>1</sup>  
STEAG GmbH (Vice-chairman)<sup>1</sup>

**Dr.-Ing. E.h. Bernhard Walter**

Former Chairman of the Executive Board  
of Dresdner Bank AG, Frankfurt/Main

Born in 1942  
Member since May 4, 1998

*Memberships:*

Bilfinger Berger SE (Chairman)<sup>1</sup>  
Daimler AG<sup>1</sup>  
Deutsche Telekom AG<sup>1</sup>

**Ulf Wentzien\***

(until December 31, 2011)  
Commercial Executive, Düsseldorf  
Representative of the Senior Staff of  
Henkel AG & Co. KGaA

Born in 1963  
Member from April 14, 2008

\* Employee representative.

<sup>1</sup> Membership in statutory supervisory and administrative boards in Germany.

<sup>2</sup> Membership of comparable oversight bodies.

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## Subcommittees of the Supervisory Board

### Nominations Committee

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#### Functions

The Nominations Committee prepares the resolutions of the Supervisory Board on election proposals to be presented to the Annual General Meeting for the election of members of the Supervisory Board (representatives of the shareholders).

#### Members

Dr. Simone Bagel-Trah, Chairwoman  
Dr. Bernhard Walter  
Johann-Christoph Frey

### Audit Committee

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#### Functions

The Audit Committee prepares the proceedings and resolutions of the Supervisory Board relating to the approval of the annual financial statements and the consolidated financial statements, and relating to ratification of the proposal to be put before the Annual General Meeting regarding appointment of the auditor. It also deals with accountancy, risk management and compliance issues.

#### Members

Dr. Bernhard Walter, Chairman  
Prof. Dr. Theo Siegert, Vice-chairman  
Dr. Simone Bagel-Trah  
Birgit Helten-Kindlein  
Michael Vassiliadis  
Winfried Zander

## Shareholders' Committee of Henkel AG & Co. KGaA

### Dr. rer. nat. Simone Bagel-Trah

Chairwoman,  
Private Investor, Düsseldorf

Born in 1969  
Member since April 18, 2005

#### Memberships:

Henkel AG & Co. KGaA (Chairwoman)<sup>1</sup>  
Henkel Management AG (Chairwoman)<sup>1</sup>  
Heraeus Holding GmbH<sup>1</sup>

### Dr. rer. pol. h.c. Christoph Henkel

Vice-chairman,  
Managing Partner Canyon Equity LLC, London

Born in 1958  
Member since May 27, 1991

### Prof. Dr. oec. HSG Paul Achleitner

Member of the Executive Board of  
Allianz SE, Munich

Born in 1956  
Member since April 30, 2001

#### Memberships:

Bayer AG<sup>1</sup>  
RWE AG<sup>1</sup>  
Daimler AG<sup>1</sup>  
Allianz Group mandates: Allianz Global Investors AG<sup>1</sup>  
Allianz Investment Management SE (Chairman)<sup>1</sup>

### Boris Canessa

Private Investor, Düsseldorf

Born in 1963  
Member since September 19, 2009

#### Memberships:

Wilhelm von Finck Deutsche Family Office AG<sup>1</sup>

### Stefan Hamelmann

Private Investor, Düsseldorf

Born in 1963  
Member since May 3, 1999

#### Memberships:

Henkel Management AG (Vice-chairman)<sup>1</sup>

### Prof. Dr. rer. pol. Ulrich Lehner

Former Chairman of the Management Board  
of Henkel KGaA, Düsseldorf

Born in 1946  
Member since April 14, 2008

#### Memberships:

Deutsche Telekom AG (Chairman)<sup>1</sup>  
E.ON AG<sup>1</sup>  
Henkel Management AG<sup>1</sup>  
Porsche Automobil Holding SE<sup>1</sup>  
ThyssenKrupp AG<sup>1</sup>  
Dr. August Oetker KG<sup>2</sup>  
Novartis AG, Switzerland<sup>2</sup>

### Dr.-Ing. Dr.-Ing. E.h. Norbert Reithofer

(since April 11, 2011)  
Chairman of the Management Board  
of Bayerische Motoren Werke AG, Munich

Born in 1956  
Member since April 11, 2011

### Konstantin von Unger

Founding Partner, Blue Corporate Finance AG,  
London

Born in 1966  
Member since April 14, 2003

#### Memberships:

Ten Lifestyle Management Ltd.,  
Great Britain<sup>2</sup>

### Karel Vuursteen

Former Chairman of the Executive Board  
of Heineken N.V., Amsterdam

Born in 1941  
Member since May 6, 2002

#### Memberships:

Akzo Nobel N.V. (Chairman), Netherlands<sup>2</sup>  
Heineken Holding N.V., Netherlands<sup>2</sup>  
Tom Tom N.V. (Chairman), Netherlands<sup>2</sup>

### Werner Wenning

Former Chairman of the Executive Board  
of Bayer AG, Leverkusen

Born in 1946  
Member since April 14, 2008

#### Memberships:

Deutsche Bank AG<sup>1</sup>  
E.ON AG (Chairman)<sup>1</sup>  
HDI V.a.G.<sup>1</sup>  
Talanx AG<sup>1</sup>  
Freudenberg & Co. KG<sup>2</sup>

## Subcommittees of the Shareholders' Committee

### Finance Subcommittee

#### Functions

The Finance Subcommittee deals principally with financial matters, accounting issues including the statutory year-end audit, taxation and accounting policy, and risk management in the company.

#### Members

Dr. Christoph Henkel, Chairman  
Stefan Hamelmann, Vice-chairman  
Prof. Dr. Paul Achleitner  
Prof. Dr. Ulrich Lehner  
Dr. Norbert Reithofer (since April 11, 2011)

### Human Resources Subcommittee

#### Functions

The Human Resources Subcommittee deals principally with personnel matters relating to members of the Management Board, issues pertaining to human resources strategy, and with remuneration.

#### Members

Dr. Simone Bagel-Trah, Chairwoman  
Konstantin von Unger, Vice-chairman  
Boris Canessa  
Karel Vuursteen  
Werner Wenning

<sup>1</sup> Membership in statutory supervisory and administrative boards in Germany.

<sup>2</sup> Membership of comparable oversight bodies.

## Management Board of Henkel Management AG \*

### Kasper Rorsted

Chairman of the Management Board

Born in 1962

Member since April 1, 2005<sup>3</sup>

#### Memberships:

Bertelsmann AG<sup>1</sup>

Danfoss A/S, Denmark<sup>2</sup>

### Jan-Dirk Auris

(since January 1, 2011)

Adhesive Technologies

Born in 1968

Member since January 1, 2011

#### Memberships:

Henkel Corporation (Chairman), USA<sup>2</sup>

### Kathrin Menges

(since October 1, 2011)

Human Resources

Born in 1964

Member since October 1, 2011

#### Memberships:

Henkel Central Eastern Europe GmbH, Austria<sup>2</sup>

Henkel Norden AB, Sweden<sup>2</sup>

Henkel of America Inc., USA<sup>2</sup>

Henkel Norden Oy, Finland<sup>2</sup>

### Bruno Piacenza

(since January 1, 2011)

Laundry & Home Care

(since March 1, 2011)

Born in 1965

Member since January 1, 2011

### Dr. rer. soc. oec. Friedrich Stara

(until February 28, 2011)

Laundry & Home Care

Born in 1949

Member from July 1, 2005<sup>3</sup>

#### Memberships:

Wiener Städtische Allgemeine Versicherung AG, Austria<sup>2</sup>

### Dr. jur. Lothar Steinebach

Finance / Purchasing / IT / Legal

Born in 1948

Member since July 1, 2003<sup>3</sup>

#### Memberships:

LSG Lufthansa Service Holding AG<sup>1</sup>

Henkel Adhesives Middle East E.C., Bahrain<sup>2</sup>

Henkel (China) Investment Co. Ltd., China<sup>2</sup>

Henkel & Cie AG, Switzerland<sup>2</sup>

Henkel Central Eastern Europe GmbH (Chairman), Austria<sup>2</sup>

Henkel Consumer Goods Inc. (Chairman), USA<sup>2</sup>

Henkel Ltd., Great Britain<sup>2</sup>

Henkel of America Inc. (Chairman), USA<sup>2</sup>

Henkel Technologies Egypt SAE, Egypt<sup>2</sup>

Türk Henkel Kimya Sanayi ve Ticaret AS (Chairman), Turkey<sup>2</sup>

### Hans Van Bylen

Cosmetics/Toiletries

Born in 1961

Member since July 1, 2005<sup>3</sup>

#### Memberships:

Henkel Belgium N.V., Belgium<sup>2</sup>

Henkel Nederland BV, Netherlands<sup>2</sup>

The Dial Corporation (Chairman), USA<sup>2</sup>

## Supervisory Board of Henkel Management AG \*

### Dr. rer. nat. Simone Bagel-Trah

Chairwoman,

Private Investor, Düsseldorf

Born in 1969

Member since February 15, 2008

#### Memberships:

Henkel AG & Co. KGaA (Chairwoman)<sup>1</sup>

Henkel AG & Co. KGaA (Shareholders' Committee, Chairwoman)<sup>2</sup>

Heraeus Holding GmbH<sup>1</sup>

### Stefan Hamelmann

Vice-chairman,

Private Investor, Düsseldorf

Born in 1963

Member since September 19, 2009

#### Memberships:

Henkel AG & Co. KGaA

(Shareholders' Committee)<sup>2</sup>

### Prof. Dr. rer. pol. Ulrich Lehner

Former Chairman of the Management Board  
of Henkel KGaA, Düsseldorf

Born in 1946

Member since February 15, 2008

#### Memberships:

Deutsche Telekom AG (Chairman)<sup>1</sup>

E.ON AG<sup>1</sup>

Porsche Automobil Holding SE<sup>1</sup>

ThyssenKrupp AG<sup>1</sup>

Henkel AG & Co. KGaA (Shareholders' Committee)<sup>2</sup>

Dr. August Oetker KG<sup>2</sup>

Novartis AG, Switzerland<sup>2</sup>

\* Personally Liable Partner of Henkel AG & Co. KGaA.

<sup>1</sup> Membership in statutory supervisory and administrative boards in Germany.

<sup>2</sup> Membership of comparable oversight bodies.

<sup>3</sup> Including membership of the Management Board of Henkel KGaA.