

Social Benefits@Henkel

We care of and reward our people.
Outstanding additional benefits make the difference with us
Henkel's services are unique and always sustainable.



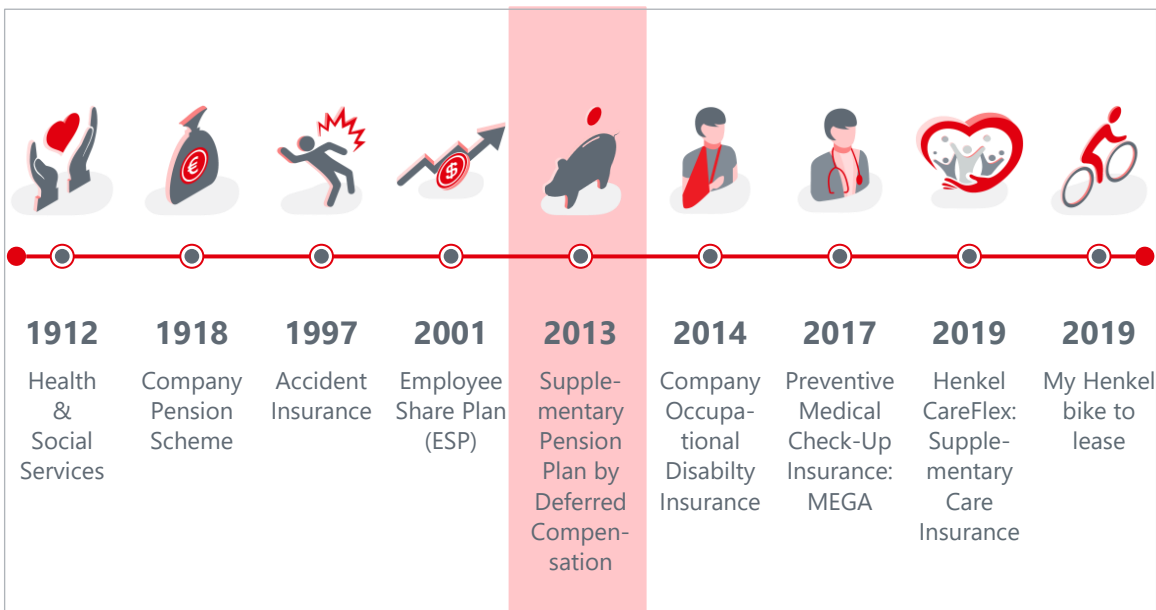
Henkel – an attractive employer

We care of and reward our people

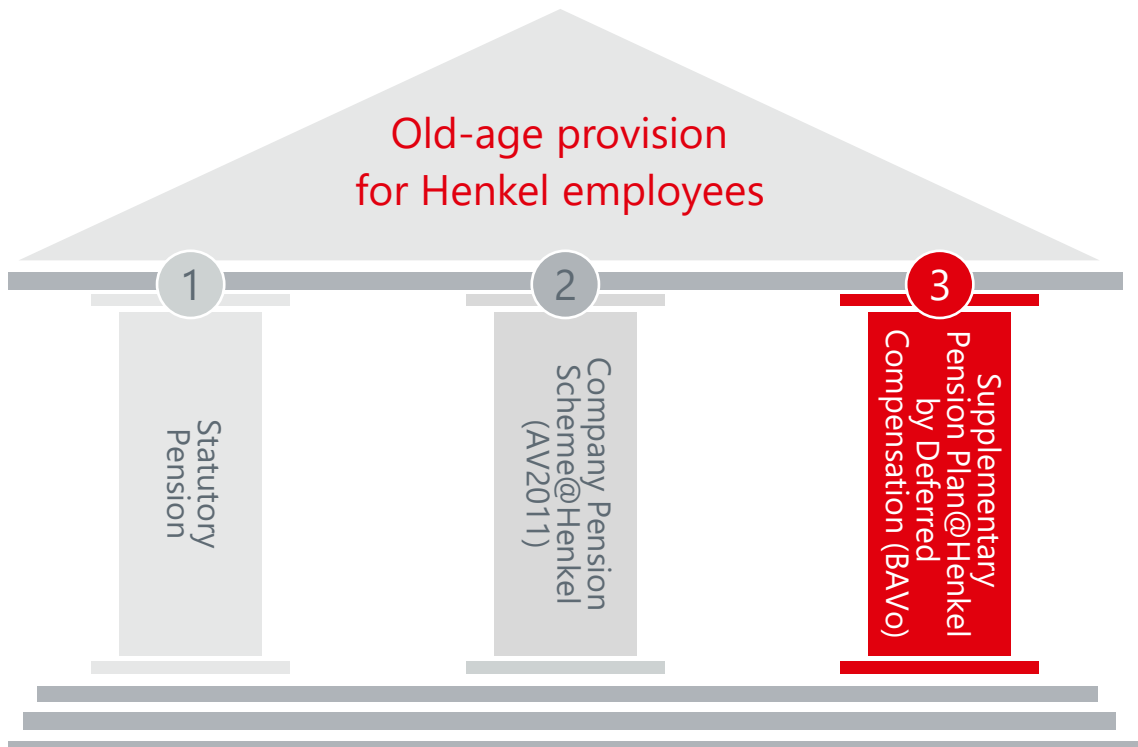
We win and bind our talents!

Over the years, we have continually expanded our Henkel **"Premium Social Benefits"** add-on package to make Henkel even more attractive to you. Together with the statutory and collectively agreed social benefits, the Henkel supplementary package primarily forms a social security package that can promote the health and well-being of every employee and provide support in emergencies.

Significant Social Benefits@Henkel (chronological)



Supplementary Pension Plan (BAVo) by Deferred Compensation

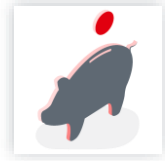


The level of statutory pension insurance is falling and the gap that exists between retirement income and final net income is widening.

In addition to the company pension scheme, Henkel offers provision for employees in the form of deferred compensation. Henkel also supports this financially.



Supplementary Pension Plan (BAVo) by Deferred Compensation



You automatically participate in the monthly deferred compensation (4% of monthly salary). Cancellation is possible at any time. The lump-sum payment and the Henkel subsidy are immediately **vested**. In addition to the contribution guarantee, our BAVO has even more to offer:

Based on deferred compensation, there is an entitlement to

- Retirement lump sum or
- Disability lump sum or
- lump-sum death benefit

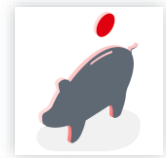
For the generations starting from the Millennials retirement planning is especially important!

The capital is paid out gross. In our annually revised remuneration and pension report, you can see the current status and an outlook online.



Supplementary Pension Plan (BAVo) by Deferred Compensation

Contribution rates



Example calculation based on a **tariff employee**:

Contribution from employee: 4% from the tariff wage (4.585,00 EUR)	= 183,40 EUR		
Monthly employer subsidy* of 13% on monthly conversion	=23,84 EUR		
Monthly pension amount according to TEA** plus chemical tariff subsidy	=51,13 EUR		
Monthly total	258,37 EUR	X 12 = Total annual	3.100,44 EUR
AZVo Contribution from employee***		annual	336,00 EUR
AZVo Contribution from employer***		annual	336,00 EUR
BAVo Capital building block for 2021 =			3.772,44 EUR

The calculation examples serve to illustrate an annual capital module.

Would you like to make even more provisions for your old age? You can also contribute an additional amount to your retirement provision from one-off payments such as performance-related remuneration or Christmas bonuses.

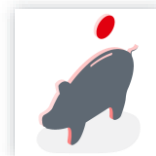
*If the employer saves social security contributions through your deferred compensation, he will give you a subsidy on your conversion from the collectively agreed wages.

**Collective agreement on one-time payments and retirement pensions.

***Contribution depends on the pay group.

Supplementary Pension Plan (BAVo) by Deferred Compensation

Contribution rates



Example calculation based on an employee from the Management Circle (MC):

Contribution from employee: 4% of monthly salary (6.000,00 EUR)=	240,00 EUR	X 12 = total annual	2.880,00 EUR
AZVo Contribution from employee*		annual	500,00 EUR
AZVo Contribution from employer*		annual	152,00 EUR
BAVo Capital building block for 2021 =			3.532,00 EUR

*Contribution depends on the MC level.

**Short Term Incentives

The calculation example serves to illustrate an annual capital building block.

Would you like to make even more provisions for your pension? You can also contribute an additional amount to your retirement provision from one-off payments such as the STI** or the Christmas bonus.