

Corporate Management of Henkel AG & Co. KGaA

Boards/Memberships as defined by § 125 (1) sentence 3 of the German Stock Corporation Act (AktG) as at October 2008

Supervisory Board of Henkel AG & Co. KGaA

Members of the Supervisory Board of Henkel AG & Co. KGaA	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Dipl.-Ing. Albrecht Woeste Chairman, Private Investor, Düsseldorf Born in 1935 Member since June 27, 1988	Henkel Management AG	Henkel AG & Co. KGaA
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, site Düsseldorf Born in 1954 Member since May 17, 1993		
Dr. Friderike Bagel Attorney at Law/Tax Consultant, Düsseldorf Born in 1971 Member since April 18, 2005		
Dr. Simone Bagel-Trah <i>(since April 14, 2008)</i> Private Investor, Düsseldorf Born in 1969	Henkel Management AG	Henkel AG & Co. KGaA
Engelbert Bäßler* <i>(until April 14, 2008)</i> Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1951 Member since March 1, 2005		
Jutta Bernicke* <i>(since April 14, 2008)</i> Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1962		
Hans Dietrichs* <i>(until March 31, 2008)</i> Chairman of the Works Council of Henkel AG & Co. KGaA, site Genthin Born in 1943 Member since May 4, 1998		
Fritz Franke* <i>(since April 14, 2008)</i> Member of the General Works Council of Henkel AG & Co. KGaA and Chairman of the Works Council of Henkel AG & Co. KGaA, site Genthin Born in 1955		

Supervisory Board of Henkel AG & Co. KGaA

Members of the Supervisory Board of Henkel AG & Co. KGaA	Membership of statutory supervisory boards	Membership of comparable supervisory boards
<p>Birgit Helten-Kindlein* (since April 14, 2008) Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1964</p>		
<p>Bernd Hinz* Member of the General Works Council of Henkel AG & Co. KGaA and Vice-Chairman of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1951 Member since May 4, 1998</p>		
<p>Dr. sc. nat. Michael Kaschke (since April 14, 2008) Member of the Executive Board of Carl Zeiss AG, Oberkochen Born in 1957</p>	<p>Siltronic AG Carl-Zeiss Group mandate: Carl Zeiss Meditec AG</p>	
<p>Thomas Manchot Private Investor, Düsseldorf Born in 1965 Member since April 10, 2006</p>		
<p>Prof. Dr. Dr. h.c. mult. Heribert Meffert (until April 14, 2008) Former Director of the Institut of Marketing, University Münster Born in 1937 Member since May 4, 1998</p>	<p>BASF Coatings AG, Kaufhof Warenhaus AG</p>	<p>UNIPLAN International GmbH & Co. KG</p>
<p>Thierry Paternot (since April 14, 2008) Operating Partner, Duke Street Capital, Paris Born in 1948</p>		<p>S.G.D. (Chairman), France</p>
<p>Andrea Pichottka* Secretariat of the General Executive of IG Bergbau, Chemie, Energie, responsible for research/technology, women/equal opportunities, employees, advertising, Hannover Born in 1959 Member since October 26, 2004</p>	<p>Siltronic AG</p>	
<p>Prof. Dr. Dr. h.c. mult. Heinz Riesenhuber (until April 14, 2008) Former Federal Minister for Research and Technology, Frankfurt/Main Born in 1935 Member since May 4, 1998</p>	<p>Evotec AG (Chairman), Kabel Deutschland GmbH (Chairman), VfW AG (Vice-Chairman)</p>	<p>HBM BioVentures AG, Switzerland, Heidelberg Innovation BioScience, Venture II GmbH & Co. KG</p>

Supervisory Board of Henkel AG & Co. KGaA

Members of the Supervisory Board of Henkel AG & Co. KGaA	Membership of statutory supervisory boards	Membership of comparable supervisory boards
<p>Konstantin von Unger Founding Partner Blue Corporate Finance, London Born in 1966 Member since April 10, 2006</p>		<p>Ten Lifestyle Management Ltd., Great Britain</p>
<p>Michael Vassiliadis* Member of the Executive Committee of IG Bergbau, Chemie, Energie, Hannover Born in 1964 Member since May 4, 1998</p>	<p>BASF AG, K + S AG (Vice-Chairman), K + S Kali GmbH (Vice-Chairman), Evonik STEAG GmbH (Vice-Chairman)</p>	
<p>Bernhard Walter Former Chairman of the Executive Board of Dresdner Bank AG, Frankfurt/Main Born in 1942 Member since May 4, 1998</p>	<p>Bilfinger Berger AG (Chairman), Daimler AG, Deutsche Telekom AG, Staatliche Porzellan-Manufaktur Meissen GmbH (Vice-Chairman), Wintershall AG, Wintershall Holding AG (Vice-Chairman)</p>	
<p>Werner Wenning <i>(until April 14, 2008)</i> Chairman of the Executive Board of Bayer AG, Leverkusen Born in 1946 Member since April 14, 2003</p>	<p>Evonik Industries AG Bayer Group mandate: Bayer Schering Pharma AG</p>	
<p>Ulf Wentzien* <i>(since April 14, 2008)</i> Commercial Executive, Düsseldorf Representative of the Senior Staff of Henkel AG & Co. KGaA Born in 1963</p>		
<p>Dr. Anneliese Wilsch-Irrgang* <i>(until April 14, 2008)</i> Chemist, Düsseldorf Representative of the Senior Staff of Henkel AG & Co. KGaA Born in 1958 Member since May 4, 1998</p>		
<p>Rolf Zimmermann* <i>(until April 14, 2008)</i> Member of the Works Council of Henkel AG & Co. KGaA, site Düsseldorf Born in 1953 Member since October 9, 2002</p>		

*Employee representative

Subcommittees of the Supervisory Board

	Functions	Members
Nomination Committee	The Nomination Committee prepares the resolutions of the Supervisory Board on election proposals to be presented to the Annual General Meeting on the election of members of the Supervisory Board (representatives of the shareholders).	Dipl.-Ing. Albrecht Woeste, Chairman Dr. Friderike Bagel Bernhard Walter
Audit Committee	The Audit Committee prepares resolutions of the Supervisory Board on the approval of the annual financial statements and the consolidated financial statements, for ratification of the proposal to be put before the Annual General Meeting regarding appointment of the auditor and also deals with accountancy, risk management and compliance issues.	Bernhard Walter, Chairman Dr. Simone Bagel-Trah Birgit Helten-Kindlein Dipl.-Ing. Albrecht Woeste Michael Vassiliadis Winfried Zander

Shareholders' Committee of Henkel AG & Co. KGaA

Members of the Shareholders' Committee of Henkel AG & Co. KGaA	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Dipl.-Ing. Albrecht Woeste Chairman, Private Investor, Düsseldorf Born in 1935 Member since June 14, 1976	Henkel AG & Co. KGaA, Henkel Management AG	
Dr. Simone Bagel-Trah Vice-Chairman, Private Investor, Düsseldorf Born in 1969 Member since April 18, 2005	Henkel AG & Co. KGaA, Henkel Management AG	
Dr. h.c. Christoph Henkel Vice-Chairman, Managing Partner Canyon Equity LLC, San Francisco Born in 1958 Member since May 27, 1991		
Dr. Paul Achleitner Member of the Executive Board of Allianz SE, München Born in 1956 Member since April 30, 2001	Bayer AG, RWE AG Allianz Group mandates: Allianz Deutschland AG, Allianz Global Investors AG, Allianz Lebensversicherungs AG	Allianz Group mandates: Allianz Elementar Versicherungs-AG (Chairman), Austria, Allianz Elementar Lebensversicherungs-AG (Chairman), Austria
Stefan Hamelmann Private Investor, Düsseldorf Born in 1963 Member since May 3, 1999		
Dr. h.c. Ulrich Hartmann Chairman of the Supervisory Board of E.ON AG, Düsseldorf Born in 1938 Member since May 4, 1998	Deutsche Bank AG, Deutsche Lufthansa AG, E.ON AG (Chairman), IKB Deutsche Industriebank AG (Chairman), Münchener Rückversicherungs-Gesellschaft AG	
Prof. Dr. Ulrich Lehner (since April 14, 2008) Former Chairman of the Management Board of Henkel KGaA, Düsseldorf Born in 1946	Deutsche Telekom AG (Chairman), E.ON AG, Henkel Management AG, HSBC Trinkaus & Burkhardt AG, Porsche Automobil Holding SE, Dr. Ing. h.c. Porsche AG, ThyssenKrupp AG	Dr. August Oetker KG, Novartis AG, Switzerland
Konstantin von Unger Founding Partner, Blue Corporate Finance, London Born in 1966 Member since April 14, 2003		Ten Lifestyle Management Ltd., Great Britain
Karel Vuursteen Former Chairman of the Executive Board of Heineken N.V., Amsterdam Born in 1941 Member since May 6, 2002		Akzo Nobel N.V., Netherlands, Heineken Holding N.V., Netherlands, ING Groep N.V., Netherlands, Tom Tom N.V., Netherlands

Shareholders' Committee of Henkel AG & Co. KGaA

Members of the Shareholders' Committee of Henkel AG & Co. KGaA	Membership of statutory supervisory boards	Membership of comparable supervisory boards
Werner Wenning <i>(since April 14, 2008)</i> Chairman of the Executive Board of Bayer AG, Leverkusen Born in 1946	Evonik Industries AG Bayer Group mandates Bayer Schering Pharma AG	
Dr. Hans-Dietrich Winkhaus <i>(until April 14, 2008)</i> Former Chairman of the Management Board Henkel KGaA, Düsseldorf Born in 1937 Member since May 8, 2000	BMW AG, Deutsche Lufthansa AG, Ergo Versicherungsgruppe AG	

Subcommittees of the Shareholders' Committee

	Functions	Members
Finance Subcommittee	The Finance Committee deals principally with financial matters, accounting issues including the statutory year-end audit, taxation and accounting policy and risk management in the Company.	Dr. h.c. Christoph Henkel, Chairman Stefan Hamelmann, Vice-Chairman Dr. Paul Achleitner Dr. h.c. Ulrich Hartmann Prof. Dr. Ulrich Lehner <i>(since April 14, 2008)</i> Dr. Hans-Dietrich Winkhaus <i>(until April 14, 2008)</i>
Human Resources Subcommittee	The Human Resources Committee deals principally with personnel matters for members of the Management Board, issues relating to the human resources strategy and with remuneration.	Dr. Simone Bagel-Trah, Chairman Konstantin von Unger, Vice-Chairman Karel Vuursteen Werner Wenning <i>(since April 14, 2008)</i> Dipl.-Ing. Albrecht Woeste

Until April 14, 2008
Management of Henkel KGaA

Members of the Management

Prof. Dr. Ulrich Lehner

(until April 14, 2008)

Chairman and sole Personally Liable

Partner,

Born in 1946

Member since April 1, 1995

Kasper Rorsted

Vice-Chairman,

Human Resources/

Infrastructure Services

Born in 1962

Member since April 1, 2005

Thomas Geitner

(since March 1, 2008)

Special tasks

Born in 1955

Alois Linder

Adhesives Technologies

Born in 1947

Member since January 1, 2002

Dr. Friedrich Stara

Laundry & Home Care

Born in 1949

Member since July 1, 2005

Dr. Lothar Steinebach

Finance/Purchasing/IT/Legal

Born in 1948

Member since July 1, 2003

Hans Van Bylen

Cosmetics/Toiletries

Born in 1961

Member since July 1, 2005

Since April 14, 2008
Personally Liable Partner of Henkel AG & Co. KGaA

Henkel Management AG

Düsseldorf,
Commercial Register HRB 58139,
Local Court Düsseldorf

**Members of the Executive Board
of Henkel Management AG**

**Membership of statutory supervi-
sory boards**

**Membership of comparable super-
visory boards**

Kasper Rorsted

Chairman,
Human Resources/
Infrastructure Services
Born in 1962
Member since February 15, 2008

*(Member of the Management of Henkel
KGaA: April 1, 2005 – April 14, 2008)*

Cable & Wireless, Plc., Great Britain,
Henkel Norden AB, Sweden

Thomas Geitner

Adhesives Technologies
Born in 1955
Member since March 1, 2008

*(Member of the Management of Henkel
KGaA: March 1, 2008 – April 14, 2008)*

Henkel Corp. (Chairman), USA

Alois Linder

(until June 18, 2008)
Adhesives Technologies
Born in 1947
Member since February 15, 2008

*(Member of the Management of Henkel
KGaA: January 1, 2002 – April 14, 2008)*

Henkel Corp. (Chairman), USA

Dr. Friedrich Stara

Laundry & Home Care
Born in 1949
Member since February 15, 2008

*(Member of the Management of Henkel
KGaA: July 1, 2005 – April 14, 2008)*

The Dial Corp. (Chairman), USA,
Wiener Städtische Allgemeine Versiche-
rung AG, Austria

Personally Liable Partner of Henkel AG & Co. KGaA

Members of the Executive Board of Henkel Management AG

Dr. Lothar Steinebach

Finance/Purchasing/IT/Legal
Born in 1948
Member since February 15, 2008

(Member of the Management of Henkel KGaA: July 1, 2003 – April 14, 2008)

Membership of statutory supervisory boards

Membership of comparable supervisory boards

Ashwa Technologies Ltd., Saudi-Arabia,
Henkel Adhesives Middle East E.C., Bahrain,
Henkel (China) Investment Co. Ltd., China,
Henkel & Cie AG, Switzerland,
Henkel Central Eastern Europe GmbH (Chairman), Austria,
Henkel Consumer Goods Inc. (Chairman), USA,
Henkel Ltd., Great Britain,
Henkel of America Inc. (Chairman), USA,
Henkel Technologies Egypt SAE, Egypt,
Saudi Arabian Adhesives Factory Co., Saudi-Araba,
Türk Henkel Kimya Sanayi ve Ticaret AS (Chairman), Turkey

Hans Van Bylen

Cosmetics/Toiletries
Born in 1961
Member since July 1, 2005
Member since February 15, 2008

(Member of the Management of Henkel KGaA: July 1, 2005 – April 14, 2008)

Henkel Belgium N.V., Belgium,
Henkel Nederland BV, Netherlands

Members of the Supervisory Board of Henkel Management AG

Dipl.-Ing. Albrecht Woeste

Chairman,
Private Investor, Düsseldorf
Born in 1935
Member since February 15, 2008

Membership of statutory supervisory boards

Henkel AG & Co. KGaA

Membership of comparable supervisory boards

Henkel AG & Co. KGaA

Dr. Simone Bagel-Trah

Vice-Chairman,
Private Investor, Düsseldorf
Born in 1969
Member since February 15, 2008

Henkel AG & Co. KGaA

Henkel AG & Co. KGaA

Prof. Dr. Ulrich Lehner

Former Chairman of the Management Board of Henkel KGaA, Düsseldorf
Born in 1946
Member since February 15, 2008

Deutsche Telekom AG (Chairman),
E.ON AG,
HSBC Trinkaus & Burkhardt AG,
Porsche Automobil Holding SE,
Dr. Ing. h.c. Porsche AG,
ThyssenKrupp AG

Henkel AG & Co. KGaA,
Dr. August Oetker KG,
Novartis AG, Switzerland