***Henkel response***

**For companies operating or investing in Ukraine**

We are deeply shocked by the Russian invasion and the war in Ukraine. We strongly condemn this war against Ukraine and its people. Henkel stands behind the call of the global community on Russia to immediately withdraw its military forces from Ukraine. As a global company with colleagues from more than 120 nations, we firmly believe that mutual respect, humanity and the peaceful resolution of conflicts must prevail.

In these difficult times, our primary concern is the safety of our 600 colleagues and their families in Ukraine.

Within the first 48 hours, we launched a solidarity aid program of more than 1 million euros. A substantial part went directly to our Ukrainian colleagues as emergency financial aid. We are also offering all Henkel refugees and their families safe accommodation. On top, we are supporting Henkel employees who volunteer at the borders by giving them paid time off. The solidarity aid program also included a donation to the International Red Cross as well as in-kind and product donations to help the affected people in the region. We have meanwhile extended the volume of our solidarity aid program to a total of more than 5 million euros containing product donations and a comprehensive cooperation with our long-term social partner “Habitat for Humanity”.

For more than 20 years we have been operating in Ukraine. We closed our four plants in Ukraine at the beginning of the war on February 24, 2022. The group revenue generated in the Ukraine accounts for less than one percent. The products produced in the Ukraine are mainly for the local market.

With regard to assessing and mitigating risks as well concrete measures: We have a clear policy of doing business in an ethical and legal manner. This is inseparably linked with our commitment to respecting internationally acknowledged human rights. Alongside legal requirements, our codes and standards provide a basis for decision-making and engagement within our sphere of influence worldwide. In this context, we adhere to international labor standards as a minimum, and local statutes where these are more exacting. Our codes and standards also reflect our commitment to the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the UN Global Compact, as well as the expectations set out in the UN Guiding Principles on Business and Human Rights. These guiding principles include key elements such as principles and policies, risk analysis, effective measures, and reporting and complaints mechanisms, which we have incorporated into our approach to respecting human rights.

We have local and regional crisis managements teams in place. We are in constant contact with our crisis teams to monitor and manage the situation. Especially with the local teams we are in close contact to implement necessary support measures.

With regard to the Ukraine and the war we are in regular contact with our Ukrainian colleagues that are impacted by the war to different degree.

Our employees organize fundraising campaigns, arrange accommodation for refugees or make private donations to aid organizations. To date, more than 100,000 euros have been collected in private donations alone. And we have doubled that amount via the Fritz Henkel Stiftung Foundation.

In Düsseldorf, private help caravans set off for the Ukrainian border. Polish colleagues further distribute the donations for refugees. Our employees in Slovakia and Poland are also working together to support their Ukrainian neighbors. For example, they have set up a support hotline and are personally offering unbureaucratic advice. In Austria and Hungary, Henkel colleagues have joined forces to supply a camp for refugees in western Ukraine with important aid supplies. These examples represent many Henkel colleagues who are committed to helping together.

We will continue to do everything we can to support our Ukrainian colleagues and their families as best as we can.

**For companies operating or investing in Russia**

As a response to the war in Ukraine, we have local and regional crisis managements teams in place. We are also in intensive dialog on this with our partners, other companies and associations, the German government and other stakeholders.

Of course, we fully comply with all applicable sanctions against Russia. This includes products related to sanctioned applications. For all supplies we thoroughly assess who our customers are and for which applications the products are used. Furthermore, we have stopped all planned investments in Russia – for example for site expansions, and have stopped all advertising in media and all sponsorship activities.

For 30 years we have been operating in Russia and have 11 production sites. The group revenue generated in Russia accounts for less than five percent.

For now, we are continuing local production and sales, for example of essential products such as household and personal care or hygiene products.

We employ around 2,500 employees in the country, some of whom have been working for Henkel for decades. We also feel responsible for them. Stopping our Russian business could have far-reaching consequences, especially for our local employees. There is a risk that subsidiaries of foreign companies could be expropriated by the government in the future. In addition, under certain circumstances, our local managers could be held personally liable if they cease operations in Russia.

As we continue to monitor the developments very carefully, we will adapt our decisions and measures accordingly and do not rule out further steps.

As mentioned before, we have a clear policy of doing business in an ethical and legal manner. This is inseparably linked with our commitment to respecting internationally acknowledged human rights. The UN Guiding Principles on Business and Human Rights we have incorporated into our approach to respecting human rights.

As we continue to monitor the developments very carefully, we will adapt our decisions and measures accordingly and do not rule out further steps.

Please also see our website: Our statement on the war in Ukraine (<https://www.henkel.com/company/our-statement-on-the-war-in-ukraine>)