# Other disclosures

## (32) Payroll cost and employee structure

### Payroll cost[1]

| in million euros | 2011 | 2012 |
|---|---|---|
| Wages and salaries | 2,052 | **2,139** |
| Social security contributions and staff welfare costs | 336 | **356** |
| Pension costs | 134 | **148** |
| **Total** | **2,522** | **2,643** |

[1] Excluding personnel-related restructuring charges of 92 million euros (previous year: 140 million euros).

Annual average headcount excluding apprentices and trainees, work experience students and interns, based on quarterly figures:

### Number of employees per function

| | 2011 | 2012 |
|---|---|---|
| Production and engineering | 23,568 | **23,172** |
| Marketing, selling and distribution | 14,941 | **14,684** |
| Research and development | 2,654 | **2,657** |
| Administration | 6,590 | **6,273** |
| **Total** | **47,753** | **46,786** |

## (33) Share-based payment plans

### Stock incentive plan from the years 2000 to 2004

The objective of the Henkel Stock Incentive Plan introduced in the year 2000 was to provide additional motivation for about 700 senior executive personnel around the world. Participants in the plan were granted option rights to subscribe for Henkel preferred shares, which could be exercised for the first time after a vesting period of three years. The rights had to be exercised within a period not exceeding five years after completion of the vesting period. Under the plan, rights were issued annually on a revolving basis, the relevant terms being revised each year by the Management Board and Shareholders' Committee. In 2004, options were issued for the last time, in this case to the members of the Management Board.

The table shows the number of option rights and shares in the fifth tranche. The vesting period has now expired for all the tranches. Fiscal 2012 was the last opportunity to exercise options from the fifth tranche. 21 shares per option could be acquired by beneficiaries: 15 shares based on absolute performance and six shares based on relative performance. The option rights for the fifth tranche lapsed on May 15, 2012 as per the prescribed deadline. In 2007 for the fifth tranche, the Management Board decided to avail itself of the right to pay in cash the gain arising on the exercise of the options to the employees participating in the plan. The fifth tranche was treated as if it had been paid in shares. The last payments at the expense of equity were made in 2012.

### Option rights / Subscribable preferred shares

| in number of shares/options | 5th tranche |
|---|---|
| **At January 1, 2012** | **4,552** |
| *expressed in preferred shares* | *95,600* |
| Options granted | – |
| *expressed in preferred shares* | – |
| Options exercised[1] | 4,552 |
| *expressed in preferred shares* | *95,600* |
| Options forfeited | – |
| *expressed in preferred shares* | – |
| Lapsed options | – |
| *expressed in preferred shares* | – |
| **At December 31, 2012** | **–** |
| *expressed in preferred shares* | – |

[1] Average price at exercise date: 51.24 euros.

### Global Cash Performance Units Plan (CPU Plan)

Since the end of the Stock Incentive Plan in 2004, those eligible for that plan, the senior executive personnel of the Henkel Group (excluding members of the Management Board), have been part of the Global CPU Plan, which enables them to participate in any increase in the price of the Henkel preferred share. Cash Performance Units (CPUs) are awarded on the basis of the level of achievement of certain defined targets. They grant the beneficiary the right to receive a cash payment at a fixed point in time. The CPUs are granted on condition that the member of the Plan is employed for three years by Henkel AG & Co. KGaA or one of its subsidiaries in a position senior enough to qualify to participate and that he or she is not under notice during that period. This minimum period of employment pertains to the calendar year in which the CPUs are granted and the two subsequent calendar years.

The number of CPUs granted depends not only on the seniority of the officer, but also on the achievement of set target figures. For the periods to date, these targets have been operating profit (EBIT) and net income attributable to shareholders of Henkel AG & Co. KGaA. The value of a CPU in each case is the average price of the Henkel preferred share as quoted 20 stock exchange trading days after the Annual General Meeting following the performance period. An upper limit or cap is imposed in the event of extraordinary share price increases.

The total value of CPUs granted to senior management personnel is remeasured at each year-end and treated as a payroll cost over the period in which the plan member provides their services to Henkel. The sixth tranche, which was issued in 2009, became due for payment in July 2012. Worldwide, at December 31, 2012, the CPU Plan comprised 473,572 CPUs (previous year: 551,718 CPUs) issued in the seventh tranche in 2010 (expense: 9.9 million euros), 411,736 CPUs (previous year: 456,754 CPUs) from the eighth tranche issued in 2011 (expense: 8.6 million euros) and 492,938 CPUs from the ninth tranche issued in the reporting year (expense: 10.3 million euros). This resulted in additional expense in the reporting year of 28.8 million euros (previous year: 20.9 million euros). The corresponding provision amounted to 57.2 million euros (previous year: 41.0 million euros).

### Cash Performance Units Program

Effective fiscal 2010, the compensation system for members of the Management Board changed. From 2010, they receive as a long-term incentive (LTI) a variable cash payment related to the corporation's long-term financial performance as measured by the future increase in earnings per share (EPS) over a period of three years (performance period) (for details, please refer to the remuneration report on pages 33 to 41).

In fiscal 2005 to 2009, the members of the Management Board received an LTI in the form of a cash payment based on preferred share performance. Each member of the Management Board was allocated, as a function of the absolute increase in the price of the Henkel preferred share and the increase in the earnings per Henkel preferred share (EPS) achieved over a period of three years (performance period), the cash equivalent of up to 10,800 Henkel preferred shares – so-called Cash Performance Units – per financial year (this being equivalent to a tranche). On expiry of the performance period, the number and the value of the Cash Performance Units (CPUs) due are determined and the resulting tranche income is paid in cash. Each member of the Management Board participating in a tranche was required to acquire a personal stake by investing in Henkel preferred shares to the value of 25 percent of the gross tranche payout, and to place these shares in a blocked custody account with a five-year drawing restriction.

In the event of an absolute rise in the share price during the performance period of at least 15 percent, 21 percent or 30 percent, each participant is allocated 1,800, 3,600 or 5,400 CPUs respectively. To calculate the increase in the share price, the average price in January of the year of issue of a tranche is compared with the average price in January of the third financial year following the year of issue (reference price). If, during the performance period, earnings per preferred share increase by at least 15 percent, 21 percent or 30 percent, each participant is allocated a further 1,800, 3,600 or 5,400 CPUs respectively. To calculate the increase in earnings per preferred share, the earnings per preferred share of the financial year prior to the year of issue are compared with the earnings per preferred share of the second financial year after the year of issue. The amounts included in the calculation of the increase are, in each case, the earnings per preferred share as disclosed in the certified and approved consolidated financial statements of the relevant financial years, adjusted for exceptional items.

The monetary value per CPU essentially corresponds to the reference price of the Henkel preferred share. An upper limit is imposed in the event of extraordinary share price increases.

The base price for the 2009 tranche was 21.78 euros. We based the measurement of the provision for the year of tranche issue on the achievement of mid-range targets; in the subsequent years, the pro rata provisions for the still live tranches issued in the previous years were adjusted on the basis of the latest figures. The provision for the still live tranche from this Program, which was discontinued as of 2009, was settled within the reporting year (previous year: 1.9 million euros).

## (34) Group segment report

The format for reporting the activities of the Henkel Group by segment is by business sector; selected regional information is also provided. This classification corresponds to the way in which the Group manages its operating business, and the Group's reporting structure.

### Business sectors

The activities of the Henkel Group are divided into the following reported operating segments: Laundry & Home Care, Beauty Care and Adhesive Technologies (Adhesives for Consumers, Craftsmen and Building, and Industrial Adhesives).

### Laundry & Home Care

The Laundry & Home Care business sector is globally active in the laundry and home care Branded Consumer Goods business. The Laundry business includes not only heavy-duty and specialty detergents but also fabric softeners, laundry performance enhancers and laundry care products. Our Home Care product portfolio encompasses hand and automatic dishwashing products, cleaners for bathroom and WC applications, and household, glass and specialty cleaners. We also offer air fresheners and insecticides for household applications in selected regions.

### Beauty Care

The Beauty Care business sector is active in the Branded Consumer Goods business with Hair Cosmetics, Body Care, Skin Care and Oral Care, as well as the professional Hair Salon business.

**Adhesive Technologies (Adhesives for Consumers, Craftsmen and Building, and Industrial Adhesives)**
The Adhesive Technologies business sector comprises five market- and customer-focused strategic business units.

In the Adhesives for Consumers, Craftsmen and Building business, we market a wide range of brandname products for private and professional users. Based on our four international brand platforms, namely Loctite, Pritt, Pattex and Ceresit, we offer target group-aligned system solutions for applications in the household, schools and offices, for do-it-yourselfers and craftsmen, and also for the building industry.

Our Transport and Metal business serves major international customers in the automotive and metal-processing industries, offering tailored system solutions and specialized technical services that cover the entire value chain from steel strip coating to final vehicle assembly.

In the General Industry business, our customers comprise manufacturers from a multitude of industries, ranging from household appliance producers to the wind power industry. Our portfolio here encompasses Loctite products for industrial maintenance, repair and overhaul, as well as a wide range of sealants and system solutions for surface treatment applications, and specialty adhesives.

The Packaging, Consumer Goods and Construction Adhesives business serves major international customers as well as medium- and small-sized manufacturers of the consumer goods and furniture industry. Our economies of scale allow us to offer attractive solutions for standard and volume applications.

Our Electronics business offers customers from the worldwide electronics industry a technology-spanning portfolio of innovative high-technology adhesives and soldering materials for the manufacture of electrical systems and semiconductor units.

**Principles of Group segment reporting**
In determining the segment results and the assets and liabilities, essentially the same principles of recognition and measurement are applied as in the consolidated financial statements. Net operating assets in foreign currencies have been valued at average exchange rates.

The Group measures the performance of its segments on the basis of a segment income variable referred to by Internal Control and Reporting as “adjusted EBIT.” For this purpose, operating profit (EBIT) is adjusted for one-time charges and gains and also restructuring charges.

Of the restructuring charges, 25 million euros is attributable to the business sector Laundry & Home Care, 32 million euros is attributable to Beauty Care and 55 million euros is attributable to Adhesive Technologies.

For reconciliation with the figures for the Henkel Group, Group overheads are reported under Corporate together with income and expenses that cannot be allocated to the individual business sectors.

Proceeds transferred between the segments only exist to a negligible extent and are therefore not separately disclosed. Operating assets, provisions and liabilities are assigned to the segments in accordance with their usage or origin. Where usage or origin is attributable to several segments, allocation is effected on the basis of appropriate ratios and keys.

For regional and geographic analysis purposes, sales are allocated to countries on the basis of the country-of-origin principle; non-current assets are allocated in accordance with the domicile of the international company to which they pertain.

## Reconciliation between net operating assets / capital employed and financial statement figures

| in million euros | Net operating assets: Annual average[1] 2011 restated[4] | Net operating assets: December 31, 2011 restated[4] | Financial statement figures: December 31, 2011 restated[4] | Net operating assets: Annual average[1] 2012 | Net operating assets: December 31, 2012 | Financial statement figures: December 31, 2012 |
|---|---|---|---|---|---|---|
| Goodwill at book value | 6,361 | 6,713 | 6,713 | 6,774 | 6,661 | **6,661** |
| Other intangible assets and property, plant and equipment (total) | 4,192 | 4,319 | 4,319 | 4,377 | 4,298 | **4,298** |
| Deferred taxes | – | – | 465 | – | – | **592** |
| Inventories | 1,588 | 1,550 | 1,550 | 1,619 | 1,478 | **1,478** |
| Trade accounts receivable from third parties | 2,110 | 2,001 | 2,001 | 2,238 | 2,021 | **2,021** |
| Intra-group accounts receivable | 799 | 911 | – | 712 | 709 | **–** |
| Other assets and tax refund claims[2] | 367 | 339 | 1,408 | 370 | 304 | **3,199** |
| Cash and cash equivalents | | | 1,980 | | | **1,238** |
| Assets held for sale | | | 51 | | | **38** |
| **Operating assets (gross) / Total assets** | **15,417** | **15,834** | **18,487** | **16,090** | **15,471** | **19,525** |
| – Operating liabilities | 4,625 | 4,687 | – | 4,826 | 5,007 | **–** |
| of which: trade accounts payable to third parties | 2,460 | 2,411 | 2,411 | 2,661 | 2,647 | **2,647** |
| intra-group accounts payable | 799 | 911 | – | 712 | 709 | **–** |
| other provisions and other liabilities[2] (financial and non-financial) | 1,366 | 1,365 | 1,595 | 1,453 | 1,651 | **1,893** |
| Net operating assets | 10,791 | 11,147 | – | 11,265 | 10,464 | **–** |
| – Goodwill at book value | 6,361 | – | – | 6,774 | – | **–** |
| + Goodwill at cost[3] | 6,770 | – | – | 7,260 | – | **–** |
| Capital employed | 11,200 | – | – | 11,751 | – | **–** |

[1] The annual average is calculated on the basis of the twelve monthly figures.
[2] Only amounts relating to operating activities are taken into account in calculating net operating assets.
[3] Before deduction of accumulated impairment pursuant to IFRS 3.79 (b).
[4] Application of IAS 8 "Accounting policies, changes in accounting estimates and errors" (see notes on pages 116 and 117).

## (35) Earnings per share

### Earnings per share

| in million euros (rounded) | 2011 restated[5] | 2012 |
|---|---|---|
| **Net income attributable to shareholders of Henkel AG & Co. KGaA** | **1,161** | **1,510** |
| Dividends, ordinary shares | 203 | 242 |
| Dividends, preferred shares | 139 | 166 |
| Total dividends | 342 | 408 |
| Retained earnings per ordinary share | 490 | 659 |
| Retained earnings per preferred share | 329 | 443 |
| **Retained earnings** | **819** | **1,102** |
| Number of ordinary shares | 259,795,875 | 259,795,875 |
| Dividend per ordinary share in euros | 0.78 | 0.93[4] |
| *of which preliminary dividend per ordinary share in euros*[1] | *0.02* | *0.02* |
| Retained earnings per ordinary share in euros | 1.89 | 2.54 |
| **EPS per ordinary share in euros** | **2.67** | **3.47** |
| Number of outstanding preferred shares[2] | 174,309,407 | 174,460,902 |
| Dividend per preferred share in euros | 0.80 | 0.95[4] |
| *of which preferred dividend per preferred share in euros*[1] | *0.04* | *0.04* |
| Retained earnings per preferred share in euros | 1.89 | 2.54 |
| **EPS per preferred share in euros** | **2.69** | **3.49** |
| Number of ordinary shares | 259,795,875 | 259,795,875 |
| Dividend per ordinary share in euros | 0.78 | 0.93[4] |
| *of which preliminary dividend per ordinary share in euros*[1] | *0.02* | *0.02* |
| Retained earnings per ordinary share in euros (after dilution) | 1.88 | 2.54 |
| **Diluted EPS per ordinary share in euros** | **2.66** | **3.47** |
| Number of potential outstanding preferred shares[3] | 174,467,626 | 174,473,723 |
| Dividend per preferred share in euros | 0.80 | 0.95[4] |
| *of which preferred dividend per preferred share in euros*[1] | *0.04* | *0.04* |
| Retained earnings per preferred share in euros after dilution | 1.88 | 2.54 |
| **Diluted EPS per preferred share in euros** | **2.68** | **3.49** |

[1] See Group management report, Corporate governance, Division of capital stock, Shareholder rights on page 26.
[2] Weighted annual average of preferred shares (Henkel buy-back program).
[3] Weighted annual average of preferred shares adjusted for the potential number of shares arising from the Stock Incentive Plan.
[4] Proposal to shareholders for the Annual General Meeting on April 15, 2013.
[5] Application of IAS 8 "Accounting policies, changes in accounting estimates and errors" (see notes on pages 116 and 117).

## (36) Consolidated statement of cash flows

The statement of cash flows is prepared in accordance with IAS 7 "Statements of Cash Flows." It describes the flow of cash and cash equivalents by origin and usage of liquid funds. It distinguishes between changes in funds arising from operating activities, investing activities, and financing activities. Financial funds include cash on hand, checks and credits at banks, and other financial assets with a remaining term of not more than three months. Securities are therefore included in financial funds, provided that they are available at short term and are only exposed to an insignificant price change risk. As in the previous year, Henkel's financial funds match the cash and cash equivalents figure disclosed in the consolidated statement of financial position. The computation is adjusted for effects arising from currency translation. In some countries, there are administrative hurdles to the transfer of money to the parent company.

Cash flows from operating activities are determined by initially adjusting operating profit by non-cash variables such as amortization/depreciation/impairment/write-ups on intangible assets and property, plant and equipment, supplemented by changes in provisions, changes in other assets and liabilities, and also changes in net working capital. Payments made for income taxes are disclosed under operating cash flow.

Cash flows from investment activities occur essentially as a result of outflows of funds for investments in intangible assets and property, plant and equipment, subsidiaries and other business units, as well as investments accounted for at equity and joint ventures. Also recognized here are inflows of funds from the sale of intangible assets and property, plant and equipment, subsidiaries and other business units. In the reporting period, cash flows from investment activities mainly involved outflows for investments in intangible assets and property, plant and equipment in the amount of –422 million euros (previous year: –393 million euros) and outflows for the acquisition of subsidiaries and other business units in the amount of –113 million euros (previous year: –4 million euros). These relate to the acquisitions described in the section "Acquisitions and divestments" on pages 111 to 112.

Cash flows from financing activities take into account interest and dividends paid and received, the change in borrowings and in pension provisions, and also payments made for the acquisition of non-controlling interests and other financing transactions. The change in borrowings takes into account a number of cash inflows and outflows, particularly arising from the assumption and amortization of current liabilities to banks. Other financial transactions include payments for the purchase of securities and time deposits in the amount of –1,849 million euros (previous year: 10 million euros).

Free cash flow shows how much cash is actually available for acquisitions and dividends, reducing debt and/or contributions to pension funds.

## (37) Contingent liabilities

### Analysis

| in million euros | December 31, 2011 | December 31, 2012 |
|---|---|---|
| Liabilities under guarantee and warranty agreements | 8 | 5 |

## (38) Other unrecognized financial commitments

Operating leases as defined in IAS 17 comprise all forms of rights of use of assets, including rights of use arising from rent and leasehold agreements. Payment obligations under operating lease agreements are shown at the total amounts payable up to the earliest date of termination. The amounts shown are the nominal values. At December 31, 2012, they were due for payment as follows:

### Operating lease commitments

| in million euros | December 31, 2011 | December 31, 2012 |
|---|---|---|
| Due in the following year | 59 | 71 |
| Due within 1 to 5 years | 118 | 127 |
| Due after 5 years | 35 | 33 |
| **Total** | **212** | **231** |

In the course of the 2012 financial year, 66 million euros became due for payment under operating leases (previous year: 67 million euros).

As of the end of 2012, commitments arising from orders for property, plant and equipment amounted to 39 million euros (previous year: 52 million euros) as of the reporting date.

Payment commitments under the terms of agreements for capital increases and share purchases contracted prior to December 31, 2012 amounted to 0 million euros (previous year: 7 million euros).

## (39) Voting rights / Related party disclosures

Related parties as defined by IAS 24 ("Related Party Disclosures") are legal entities or natural persons who may be able to exert influence on Henkel AG & Co. KGaA and its subsidiaries, or be subject to the control or a material influence by Henkel AG & Co. KGaA or its subsidiaries. These include, in particular, the members of the Henkel share-pooling agreement, non-consolidated entities in which Henkel holds a participating interest, associated businesses and also the members of the management bodies of Henkel AG & Co. KGaA whose remunerations are indicated in the remuneration report section of the management report on pages 33 to 41. Henkel Trust e.V. and Metzler Trust e.V. also fall into the category of related parties as defined in IAS 24.

Information required by Section 160 (1) no. 8 of the German Stock Corporation Act [AktG]:

The company has been notified that the share of voting rights of the parties to the Henkel family share-pooling agreement at December 13, 2012 represented a total of 53.65 percent of the voting rights (139,380,672 votes) in Henkel AG & Co. KGaA and is held by

- 115 members of the families of the descendants of Fritz Henkel, the company's founder,
- four foundations set up by members of those families,
- five private limited companies set up by members of those families, ten limited partnerships with a limited company as general partner (GmbH & Co. KG), and one limited partnership (KG)

under the terms of a share-pooling agreement (agreement restricting the transfer of shares) pursuant to Section 22 (2) of the German Securities Trading Act [WpHG], whereby the shares held by the five private limited companies, the ten limited partnerships with a limited company as general partner and the one limited partnership representing a total of 14.57 percent (37,855,789 voting rights) are attributed (pursuant to Section 22 (1) no. 1 WpHG) to the family members who control those companies.

Dr. Christoph Henkel, Great Britain, has exceeded the 5 percent threshold of voting rights in Henkel AG & Co. KGaA with 13,661,234 voting ordinary shares in Henkel AG & Co. KGaA, representing a rounded percentage of 5.26 percent. Even after adding voting rights expressly granted under the terms of usufruct agreements, no other party to the share-pooling agreement has a notification obligation triggered by their reaching or exceeding the threshold of 3 percent or more of the total voting rights in Henkel AG & Co. KGaA.

The authorized representative of the parties to the Henkel share-pooling agreement is Dr. Simone Bagel-Trah, Düsseldorf.

Financial receivables from and payables to other investments in the form of non-consolidated affiliated entities and associated entities are disclosed in Notes 3 and 18.

Henkel Trust e.V. and Metzler Trust e.V., as parties to relevant contractual trust arrangements (CTA), hold the assets required to cover the pension obligations in Germany. The claim on Henkel Trust e.V. for reimbursement of pension payments made is shown under other financial assets (Note 3 on page 125). The receivable does not bear interest.

Henkel AG & Co. KGaA has assumed the charges (75,000 euros) for extending the rights to the resting place of company founder Fritz Henkel by 30 years.

## (40) Exercise of exemption options

The following German companies included in the consolidated financial statements of Henkel AG & Co. KGaA exercised exemption options in fiscal 2012:

- Elch GmbH, Leverkusen (Section 264 (3) German Commercial Code [HGB])
- Schwarzkopf Henkel Production Europe GmbH & Co. KG, Düsseldorf (Section 264b German Commercial Code [HGB])
- Henkel Loctite-KID GmbH, Hagen (Section 264 (3) German Commercial Code [HGB])

The Dutch company Henkel Nederland B.V., Nieuwegein, exercised the exemption option afforded in Article 2:403 of the Civil Code of the Netherlands.

## (41) Remuneration of the corporate management

The total remuneration of the members of the Supervisory Board and of the Shareholders' Committee of Henkel AG & Co. KGaA amounted to 1,580,000 euros plus value-added tax (previous year: 1,515,500 euros) or 2,350,000 euros (previous year: 2,295,205 euros). The total remuneration (Section 285 no. 9a and Section 314(1) no. 6a German Commercial Code [HGB]) of the Management Board and members of the Management Board of Henkel Management AG amounted to 25,309,802 euros (previous year: 21,992,191 euros). For pension obligations to former members of the Management Board and management of Henkel KGaA as well as the former management of its legal predecessor and surviving dependents, 90,881,294 euros (previous year: 80,208,248 euros) is deferred. The total remuneration for this group of persons (Section 285 no. 9b and Section 314(1) no. 6b German Commercial Code [HGB]) amounted to 7,041,167 euros (previous year: 6,332,108 euros) in the reporting year. For further details regarding the emoluments of the corporate management, please refer to the audited remuneration report on pages 33 to 41.

## (42) Declaration of compliance with the Corporate Governance Code (Kodex)

In March 2012, the Management Board of Henkel Management AG and the Supervisory Board and Shareholders' Committee of Henkel AG & Co. KGaA approved a joint declaration of compliance with the recommendations of the German Corporate Governance Code (Kodex) in accordance with Section 161 of the German Stock Corporation Act [AktG]. The declaration has been made permanently available to shareholders on the company website: www.henkel.com/ir

## (43) Subsidiaries and other investments

Details relating to the investments held by Henkel AG & Co. KGaA and the Henkel Group, which are part of these financial statements, are provided in a separate schedule appended to these notes to the consolidated financial statements but not included in the printed form of the Annual Report. Said schedule is included in the accounting record submitted for publication in the electronic Federal Gazette and can be viewed there and at the Annual General Meeting. The schedule is also included in the online version of the Annual Report on our website: www.henkel.com/ir

## (44) Auditor's fees and services

The total fees charged to the Group for services provided by the auditor KPMG AG Wirtschaftsprüfungsgesellschaft and other companies of the KPMG network in fiscal 2011 and 2012 were as follows:

Type of fee

| in million euros | 2011 | of which Germany | 2012 | of which Germany |
|---|---|---|---|---|
| Audits | 7.7 | 1.3 | 7.0 | 1.3 |
| Other audit-related services | 1.4 | 0.3 | 1.5 | 0.4 |
| Tax advisory services | 0.6 | 0.1 | 0.9 | 0.3 |
| Other services | 0.8 | 0.7 | 0.2 | 0.1 |
| Total | 10.5 | 2.4 | 9.6 | 2.1 |

The item "Audits" includes fees and disbursements in respect of the audit of the Group accounts and the legally prescribed financial statements of Henkel AG & Co. KGaA and its affiliated companies. The fees for audit-related services relate primarily to the quarterly reviews. The item "Tax advisory services" includes fees for advice and support on tax issues and the performance of tax compliance services on behalf of affiliated companies outside Germany. "Other services" comprise fees predominantly for project-related consultancy services.

Düsseldorf, January 28, 2013

Henkel Management AG,
Personally Liable Partner
of Henkel AG & Co. KGaA

Management Board
Kasper Rorsted,
Jan-Dirk Auris, Carsten Knobel, Kathrin Menges,
Bruno Piacenza, Hans Van Bylen