

## Sabrina Soussan

Member of the Shareholders' Committee (*Gesellschafterausschuss*) of Henkel AG & Co. KGaA

Mrs. Sabrina Soussan has been a Supervisory Board member since 2025.

<b>Year of birth</b>	1969
<b>Nationality</b>	French and German
<b>Memberships in other supervisory boards mandated by law or comparable domestic or foreign control committees</b>	Henkel AG & Co. KGaA, Düsseldorf (Shareholders' Committee)* * listed company
<b>Key areas of expertise according to qualification matrix<sup>1</sup></b>	<p><i>Executive board and supervisory board experience</i></p> <p>Competencies in <i>strategy and management, mergers and acquisitions (M&amp;A), organizational development and strategic personnel planning, digitalization and artificial intelligence</i> as well as <i>law and compliance</i></p> <p>Experience in the areas of <i>industry (i.e. tire, chemical or automotive industry), research and development, manufacturing and logistics</i> as well as <i>marketing and sales (multi-level, B2B2C and digital business models)</i></p> <p>International experience in the regions of <i>Europe, North and South America, China</i> as well as <i>Asia-Pacific</i></p> <p>Expertise in the areas of <i>environment, social responsibility, financial and sustainability reporting, control systems</i> as well as <i>auditing of financial statements</i></p>
<b>Education</b>	<p>1989 – 1992 Master's degree in Mechanical &amp; Aeronautical Engineering, Ecole Nationale Supérieure de Mécanique et d'Aérotechnique, Poitiers, France</p> <p>1992 – 1993 Master of Business Administration (MBA), IAE Poitiers, France and Dublin University, Ireland</p>
<b>Professional career</b>	<p>1993 – 1997 Renault S.A., Paris Engine Research &amp; Development Engineer</p> <p>1997 – 2008 Siemens Automotive - Powertrain Division</p> <ul style="list-style-type: none"> <li>- Project Director for Gasoline &amp; Diesel Systems (Toulouse, France)</li> <li>- Managing Director Diesel Systems for Renault-Nissan (Regensburg, Germany)</li> </ul> <p>2008 – 2009 Continental AG - Powertrain Division, Regensburg, Germany</p>

<sup>1</sup> Matrix is part of the „Declaration by Continental AG pursuant to Section 289f of the German Commercial Code (HGB)“, available at [Corporate Governance Principles of the Continental Corporation - Continental AG](#).

- Managing Director for Renault-Nissan Gasoline and Diesel Systems
- 2009 – 2013 Siemens AG - Building Technologies Division, Switzerland
  - Head of Strategy and Marketing for Building Automation
  - Vice President Sustainability and Energy Management
- 2013 – 2017 Siemens AG - Mobility Division, Germany
  - Vice President Commuter and Regional Trains
  - CEO High Speed-/Commuter- Trains, Locomotives, Metro and Light Rail
- 2017 – 2020 Siemens Mobility GmbH, Germany  
CEO
- 2021 dormakaba Intern. Holding AG, Switzerland  
CEO
- 2022 – 2025 Suez S.A., France  
Chairman and CEO
- Additional functions** Since 2024 Member of the Board of Trustees, St. Gallen University Symposium, Switzerland