

## Evonik Financials & ESG top KPIs

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As of Q2 2024 (published August 1, 2024)

## Evonik Group Financials

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
External Sales	13,108	12,199	14,955	4,498	4,772	4,878	4,340	18,488	4,005	3,886	3,771	3,604	15,267	3,796	3,930
<i>Growth (%)</i>	-1%	-7%	23%	34%	31%	26%	6%	24%	-11%	-19%	-23%	-17%	-17%	-5%	1%
<i>Volumes (%)</i>	-1%	-3%	11%	4%	-2%	-7%	-11%	-4%	-14%	-9%	-5%	-2%	-8%	4%	5%
<i>Prices (%)</i>	-2%	-3%	12%	22%	24%	17%	11%	18%	3%	-5%	-6%	-5%	-3%	-5%	-2%
<i>Exchange Rates (%)</i>	1%	-2%	-2%	4%	5%	7%	3%	5%	1%	-2%	-4%	-5%	-2%	-1%	0%
<i>Other (incl. M&amp;A; %)</i>	1%	1%	2%	4%	4%	9%	3%	5%	-1%	-3%	-8%	-5%	-4%	-3%	-2%
Adjusted EBITDA	2,153	1,906	2,383	735	728	615	413	2,490	409	450	485	312	1,656	522	578
<i>Margin (%)</i>	16.4%	15.6%	15.9%	16.3%	15.3%	12.6%	9.5%	13.5%	10.2%	11.6%	12.9%	8.7%	10.8%	13.8%	14.7%
EBIT	1,086	819	1,173	456	421	326	-260	942	83	-255	-101	30	-243	252	93
Adjusted EBIT	1,201	890	1,338	472	456	342	80	1,350	130	157	202	32	521	266	329
<i>Margin (%)</i>	9.2%	7.3%	8.9%	10.5%	9.6%	7.0%	1.8%	7.3%	3.2%	4.0%	5.4%	0.9%	3.4%	7.0%	8.4%
Adjusted EPS	1.94	1.37	2.12	0.76	0.75	0.54	0.20	2.26	0.25	0.26	0.41	-0.12	0.79	0.42	0.50
Free Cash Flow <sup>1</sup>	717	780	950	133	-239	288	603	785	21	-203	469	515	801	127	217
Cash Conversion Rate <sup>2</sup>	33%	41%	40%					32%					48%		
Capex (Cash outflow for investment)	880	956	865	176	165	229	295	865	206	237	162	188	793	251	143
Capital employed (annual average)	14,035	14,600	14,799					16,192					15,406		
ROCE (%)	8.6%	6.1%	9.0%					8.3%					3.4%		
Dividend (€)	1.15	1.15	1.17					1.17					1.17		
Employees (continuing operations)	32,423	33,106	33,004	33,151	33,235	33,836	34,029	34,029	33,918	33,357	33,575	33,409	33,409	33,090	32,757

<sup>1</sup> FY 2019: excl. extraordinary carve out taxes of -€245 m (MMA divestment) | <sup>2</sup> Free cash flow conversion = FCF / adj. EBITDA

## Evonik Group Environment, Social & Governance KPIs

Full set of ESG KPIs published separately on our IR website: [evonik.finance/investor-relations](https://evonik.finance/investor-relations)

	2019 FY	2020 FY	2021 FY	2022 FY	2023 FY
<b>Strategy &amp; Growth</b>					
Sales share with "Next Generation Solutions"	35%	37%	41%	43%	43%
Value added in € million	5,994	4,069	4,688	4,609	3,222
<b>Governance &amp; Compliance</b>					
Training rate fighting money laundering		82%	96%	97%	98%
Training rate antitrust law	82%	88%	83%	85%	89%
Training rate fighting corruption	91%	88%	92%	91%	86%
Training rate code of conduct	89%	89%	89%	89%	92%
Training rate Human Rights (new in 2024)					90%
Internal investigations	113	130	136	142	110
Disciplinary measures	60	110	152	168	86
<b>Value Chain &amp; Products</b>					
Procurement volume (in € billion)	9.4	8.0	10.4	13.6	11.3
Production output (million metric tons)	9.2	8.9	9.5	8.4	7.5
Use of renewable raw materials in production	7.9%	8.5%	9.7%	11.1%	12.0%
Raw material suppliers covered by TFS assessments	66%	73%	69%	66%	67%
No. of sustainability audits (Evonik/TfS)	309	258	284	378	492
No. of sustainability assessments (Evonik/TfS)	1,043	1,148	1,345	1,545	1,296
R&D expenses (€ million)	428	433	464	461	443
<b>The environment</b>					
Scope 1 greenhouse gas emissions (thousands metric tons CO <sub>2</sub> )	4,923	4,860	4,381 <sup>a</sup>	4,221 <sup>a</sup>	3,842
Scope 2 greenhouse gas emissions (thousands metric tons CO <sub>2</sub> )	563	571 <sup>b</sup>	1,916 <sup>a</sup>	1,757 <sup>a</sup>	1,537
Scope 3 greenhouse gas emissions (million metric tons CO <sub>2</sub> )	17.8	20.0 <sup>b</sup>	23.4	20.5 <sup>a</sup>	19.2
% Reduction in greenhouse gas emissions Scope 1 & 2 (million metric tons CO <sub>2</sub> ) vs base year	-42	-43	-43	-5 <sup>c</sup>	-15 <sup>c</sup>
Total water intake (in million m <sup>3</sup> )	523.6	561.4	462 <sup>d</sup>	444 <sup>d</sup>	403
Specific water intake (in m <sup>3</sup> freshwater / metric ton production)	32.4	36.5	26.8 <sup>d</sup>	29.5 <sup>d</sup>	29.9
Production waste (thousand metric tons)	325	311	342 <sup>d</sup>	335 <sup>d</sup>	287
Specific production waste (in ton of waster per metric ton production)			0.036	0.04	0.038
<b>Employees</b>					
Early employee turnover	0.9%	1.3%	2.2%	1.9%	2.2%
Continuing professional development per employee (hours)	8	12	5	4	4
Women at level "Executives" (circle 1)	11.2%	15.9%	17.7%	20.3%	22.2%
Women at level "Senior management" (circle 2)	12.6%	14.2%	17.6%	17.1%	18.5%
Women in management (circle 3)	26.4%	27.1%	28.7%	29.9%	30.3%
Women in management (circles 1-3)	25.2%	26.1%	27.9%	29.1%	29.6%
<b>Safety</b>					
Occupational health performance index	5.5	5.4	5.6	5.5	5.5
Accident frequency rate (no. of accidents / working hours) <sup>b</sup>	0.24	0.16	0.19	0.25	0.21
Incident frequency rate (no. of accidents / working hours) <sup>b</sup>	1.10	1.45	0.48	0.49	0.43

a: adjusted figures corresponding to GHG Protocol Standards | b: Correction of data based on methodological improvements | c: for new target period 2021-2030 | d: data corrected for fast-close process

(for ESG KPI definitions please see separate "Definitions" page at the end of the file)

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	3,381	3,225	3,710	1,049	1,116	1,113	906	4,184	921	906	882	811	3,520	908	944
Growth (%)	0%	-5%	15%	16%	21%	19%	-4%	13%	-12%	-19%	-21%	-11%	-16%	-1%	4%
Volumes (%)	-1%	-3%	11%	-2%	-2%	-6%	-19%	-8%	-15%	-15%	-11%	0%	-11%	5%	11%
Prices (%)	1%	0%	5%	15%	18%	18%	11%	16%	5%	1%	-3%	-5%	0%	-5%	-6%
Exchange Rates (%)	0%	-2%	-1%	3%	5%	6%	3%	4%	0%	-2%	-5%	-4%	-3%	-1%	-1%
Other (incl. M&A; %)	0%	0%	0%	0%	0%	1%	1%	1%	-2%	-3%	-2%	-2%	-2%	0%	0%
Adjusted EBITDA	886	857	920	252	263	243	188	946	168	199	173	134	673	185	220
Margin (%)	26.2%	26.6%	24.8%	24.0%	23.6%	21.8%	20.8%	22.6%	18.2%	22.0%	19.6%	16.5%	19.1%	20.4%	23.3%
EBIT	712	683	739	205	214	194	169	782	117	150	127	87	481	139	175
Adjusted EBIT	716	681	739	205	214	194	139	753	121	152	127	88	489	139	175
Margin (%)	21.2%	21.1%	19.9%	19.5%	19.2%	17.4%	15.3%	18.0%	13.1%	16.8%	14.4%	10.9%	13.9%	15.3%	18.5%
Capital expenditures	108	93	94	18	22	28	38	106	26	28	29	41	124	23	24
Capital employed (annual average)	4,396	4,244	4,168					4,631					4,403		
ROCE (%)	16.3%	16.0%	17.7%					16.3%					11.1%		
Employees	3,651	3,666	3,693	3,742	3,733	3,785	3,824	3,824	3,556	3,545	3,538	3,492	3,492	3,451	3,409

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	2,922	2,992	3,557	1,038	1,027	1,062	1,111	4,237	886	893	924	908	3,611	900	905
Growth (%)	-4%	2%	19%	33%	23%	14%	10%	19%	-15%	-13%	-13%	-18%	-15%	2%	1%
Volumes (%)	1%	2%	10%	4%	-6%	-10%	-1%	-4%	-12%	3%	5%	-9%	-3%	2%	-5%
Prices (%)	-5%	4%	11%	24%	21%	14%	7%	16%	-2%	-11%	-10%	0%	-6%	1%	5%
Exchange Rates (%)	0%	-4%	-2%	6%	8%	9%	4%	7%	0%	-3%	-7%	-9%	-5%	-1%	1%
Other (incl. M&A; %)	0%	0%	0%	0%	0%	1%	0%	0%	-1%	-2%	-1%	0%	-1%	0%	0%
Sales Animal Nutrition	1,438	1,474	1,789	556	543	562	531	2,192	441	437	447	425	1,750	483	450
Sales Health & Care	1,484	1,518	1,768	481	484	500	580	2,045	445	457	477	483	1,861	417	455
Adjusted EBITDA	462	560	717	222	185	148	122	677	76	71	127	115	389	140	140
Margin (%)	15.8%	18.7%	20.2%	21.4%	18.0%	13.9%	11.0%	16.0%	8.6%	8.0%	13.7%	12.7%	10.8%	15.6%	15.5%
EBIT	207	285	404	150	119	83	44	396	17	-298	58	54	-170	87	87
Adjusted EBIT	231	301	453	155	120	82	48	405	13	7	69	59	147	88	87
Margin (%)	7.9%	10.1%	12.7%	14.9%	11.7%	7.7%	4.3%	9.6%	1.5%	0.8%	7.5%	6.5%	4.1%	9.8%	9.6%
Capital expenditures	214	139	164	25	42	64	112	243	59	106	79	67	311	66	46
Capital employed (annual average)	3,974	3,914	3,893					4,286					3,970		
ROCE (%)	5.8%	7.7%	11.6%					9.4%					3.7%		
Employees	5,322	5,295	5,453	5,540	5,594	5,680	5,690	5,690	5,745	5,807	5,697	5,630	5,630	5,560	5,535

in € million	2019 FY	2020 FY	2021 FY	2022 Q1 <sup>2</sup>	2022 Q2 <sup>2</sup>	2022 Q3 <sup>2</sup>	2022 Q4 <sup>2</sup>	2022 FY <sup>2</sup>	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	3,371	3,235	3,918	1,284	1,335	1,365	1,256	5,240	1,188	1,119	1,100	1,054	4,461	1,093	1,147
Growth (%)	0%	-4%	21%	30%	27%	26%	12%	23%	-7%	-16%	-19%	-16%	-15%	-8%	3%
Volumes (%)	-4%	-7%	16%	9%	4%	-1%	-8%	1%	-16%	-17%	-12%	-7%	-13%	0%	7%
Prices (%)	3%	-1%	4%	16%	21%	20%	17%	18%	10%	3%	-4%	-7%	0%	-8%	-4%
Exchange Rates (%)	0%	-2%	-2%	3%	3%	6%	3%	4%	0%	-2%	-3%	-3%	-2%	-1%	0%
Other (incl. M&A; %)	1%	6%	3%	2%	-1%	1%	0%	0%	-1%	0%	0%	1%	0%	1%	0%
Sales Inorganics	2,312	2,315	2,754	946	996	1,017	933	3,891	860	820	793	765	3,238	790	827
Sales Polymers	1,059	920	1,164	338	339	348	323	1,349	328	299	307	290	1,224	302	320
Adjusted EBITDA	651	529	650	212	219	188	124	743	164	122	135	119	540	159	171
Margin (%)	19.3%	16.4%	16.6%	16.5%	16.4%	13.8%	9.9%	14.2%	13.8%	10.9%	12.3%	11.3%	12.1%	14.5%	14.9%
EBIT	443	226	346	137	141	108	19	405	71	-51	-9	46	57	73	91
Adjusted EBIT	433	270	374	140	144	111	21	416	79	34	41	27	181	75	92
Margin (%)	12.8%	8.3%	9.5%	10.9%	10.8%	8.1%	1.7%	7.9%	6.6%	3.0%	3.7%	2.6%	4.1%	6.9%	8.0%
Capital expenditures	303	466	379	45	61	69	91	266	46	51	50	89	236	49	47
Capital employed (annual average)	3,651	4,244	4,637					5,109					5,010		
ROCE (%)	11.9%	6.4%	8.1%					8.1%					3.6%		
Employees	7,065	7,874	7,742	7,916	7,936	8,009	8,011	8,011	8,095	8,113	8,079	8,103	8,103	8,126	8,054

<sup>1</sup> First-time consolidation of acquired PeroxyChem business as of February 2020 (FY 2019 sales: -USD300 m; adj. EBITDA: -USD64 m); First-time consolidation of Porocel business as of November 2020 (FY 2019 sales: -USD100 m; adj. EBITDA: -USD23 m)

<sup>2</sup> Restated for the alkoxides business (€407 m in sales and €59 m in adj. EBITDA in FY 2022), which was moved from Performance Materials to Smart Materials as of January 1st, 2023; sales growth rates and price/volume analysis not restated

in € million	2019 FY	2020 FY	2021 FY	2022 Q1 <sup>1</sup>	2022 Q2 <sup>1</sup>	2022 Q3 <sup>1</sup>	2022 Q4 <sup>1</sup>	2022 FY <sup>1</sup>	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	2,634	1,983	2,911	844	945	797	666	3,253	707	694	616	532	2,549	646	648
Growth (%)	-6%	-25%	47%	63%	47%	15%	-9%	26%	-16%	-27%	-23%	-21%	-22%	-9%	-7%
Volumes (%)	0%	-8%	10%	6%	-7%	-16%	-22%	-11%	-14%	-6%	-4%	13%	-4%	12%	5%
Prices (%)	-7%	-17%	40%	51%	45%	23%	11%	30%	-4%	-17%	-9%	-13%	-11%	-10%	0%
Exchange Rates (%)	1%	0%	-3%	6%	9%	8%	2%	7%	2%	0%	-3%	-2%	-1%	-1%	0%
Other (incl. M&A; %)	0%	0%	0%	1%	0%	0%	0%	0%	0%	-4%	-7%	-19%	-6%	-10%	-12%
Adjusted EBITDA	248	88	317	82	142	63	63	350	37	45	34	-4	111	43	52
Margin (%)	9.4%	4.4%	10.9%	9.7%	15.0%	7.9%	9.5%	10.8%	5.2%	6.5%	5.5%	-0.8%	4.4%	6.7%	8.0%
EBIT	101	-48	169	53	108	24	-348	-163	-4	5	-215	-33	-247	15	31
Adjusted EBIT	117	-45	188	53	111	31	31	225	8	9	12	-25	4	22	31
Margin (%)	4.4%	-2.3%	6.5%	6.3%	11.7%	3.9%	4.7%	6.9%	1.1%	1.3%	1.9%	-4.7%	0.2%	3.4%	4.8%
Capital expenditures	55	49	63	12	11	16	23	60	11	10	5	9	35	6	7
Capital employed (annual average)	1,296	1,293	1,209					1,158					741		
ROCE (%)	9.0%	-3.5%	15.6%					19.4%					0.5%		
Employees	1,645	1,798	1,964	1,885	1,908	1,941	1,951	1,951	2,240	1,641	1,732	1,738	1,738	1,739	1,733

<sup>1</sup> Restated for the alkoxides business (€407 m in sales and €59 m in adj. EBITDA in FY 2022), which was moved from Performance Materials to Smart Materials as of January 1st, 2023; sales growth rates and price/volume analysis not restated

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	800	764	859	283	349	541	401	1,574	303	274	249	300	1,126	249	286
<i>Growth (%)</i>	18%	-4%	12%	55%	82%	146%	52%	83%	7%	-22%	-54%	-25%	-28%	-18%	4%
Adjusted EBITDA	-94	-128	-221	-33	-81	-27	-85	-226	-36	13	16	-50	-57	-5	-5
EBIT	-377	-327	-485	-89	-161	-83	-145	-478	-118	-61	-62	-123	-364	-62	-291
Adjusted EBIT	-296	-317	-416	-81	-133	-76	-159	-449	-91	-45	-47	-117	-300	-58	-56
Capital expenditures	162	248	229	37	25	44	75	181	39	32	34	49	154	28	26
Employees	14,740	14,473	14,152	14,068	14,064	14,421	14,553	14,553	14,282	14,251	14,529	14,446	14,446	14,214	14,026



## Group Income Statement

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Sales	13,108	12,199	14,955	4,498	4,772	4,878	4,340	18,488	4,005	3,886	3,771	3,604	15,267	3,796	3,930
Cost of sales	-9,413	-8,865	-10,925	-3,277	-3,559	-3,784	-3,637	-14,257	-3,143	-3,392	-3,181	-2,850	-12,567	-2,795	-2,885
<b>Gross profit on sales</b>	<b>3,695</b>	<b>3,334</b>	<b>4,030</b>	<b>1,221</b>	<b>1,213</b>	<b>1,094</b>	<b>703</b>	<b>4,231</b>	<b>862</b>	<b>494</b>	<b>590</b>	<b>754</b>	<b>2,700</b>	<b>1,001</b>	<b>1,045</b>
Selling expenses	-1,511	-1,501	-1,717	-492	-512	-540	-491	-2,035	-483	-471	-438	-443	-1,836	-473	-473
Research and development expenses	-428	-433	-464	-112	-113	-115	-120	-460	-113	-107	-115	-108	-443	-111	-109
General administrative expenses	-568	-531	-546	-130	-154	-129	-141	-554	-133	-125	-113	-117	-488	-129	-353
Other operating income & expenses	-107	-65	-138	-33	-18	15	-216	-252	-52	-49	-26	-59	-186	-38	-22
Result from investments recognized at equity	5	15	8	2	5	1	4	12	2	3	1	3	10	2	5
<b>Income before financial result and income taxes, cont. ops. = EBIT</b>	<b>1,086</b>	<b>819</b>	<b>1,173</b>	<b>456</b>	<b>421</b>	<b>326</b>	<b>-260</b>	<b>942</b>	<b>83</b>	<b>-255</b>	<b>-101</b>	<b>30</b>	<b>-243</b>	<b>252</b>	<b>93</b>
Financial Result	-132	-135	-88	-12	4	-21	9	-19	-14	-30	-13	-50	-108	-33	-31
<b>Income before income taxes, continuing operations</b>	<b>954</b>	<b>684</b>	<b>1,085</b>	<b>444</b>	<b>425</b>	<b>305</b>	<b>-251</b>	<b>923</b>	<b>69</b>	<b>-285</b>	<b>-114</b>	<b>-20</b>	<b>-351</b>	<b>219</b>	<b>62</b>
Income taxes	-180	-181	-316	-126	-123	-90	-30	-369	-20	19	23	-124	-101	-59	-61
<b>Income after taxes, continuing operations</b>	<b>774</b>	<b>503</b>	<b>769</b>	<b>318</b>	<b>302</b>	<b>215</b>	<b>-281</b>	<b>554</b>	<b>49</b>	<b>-266</b>	<b>-91</b>	<b>-144</b>	<b>-452</b>	<b>160</b>	<b>1</b>
Income after taxes, discontinued operations	1,353	-24	-2	-	-	-	-	1	-	-	-	-	-	-	0
<b>Income after taxes</b>	<b>2,127</b>	<b>479</b>	<b>767</b>	<b>318</b>	<b>302</b>	<b>215</b>	<b>-281</b>	<b>555</b>	<b>49</b>	<b>-266</b>	<b>-91</b>	<b>-144</b>	<b>-452</b>	<b>160</b>	<b>1</b>
thereof attributable to non-controlling interests	21	14	21	4	5	1	3	15	2	4	5	2	13	4	6
<b>Shareholders of EVONIK Industries AG (net income)</b>	<b>2,106</b>	<b>465</b>	<b>746</b>	<b>314</b>	<b>297</b>	<b>214</b>	<b>-284</b>	<b>540</b>	<b>47</b>	<b>-270</b>	<b>-96</b>	<b>-146</b>	<b>-465</b>	<b>156</b>	<b>-5</b>
EPS	4.52	1.00	1.60	0.67	0.64	0.46	-0.61	1.16	0.10	-0.58	-0.21	-0.31	-1.00	0.33	-0.01

## Group Adjusted Income Statement

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
<b>Sales</b>	<b>13,108</b>	<b>12,199</b>	<b>14,955</b>	<b>4,498</b>	<b>4,772</b>	<b>4,878</b>	<b>4,340</b>	<b>18,488</b>	<b>4,005</b>	<b>3,886</b>	<b>3,771</b>	<b>3,604</b>	<b>15,267</b>	<b>3,796</b>	<b>3,930</b>
<b>Adjusted EBITDA</b>	<b>2,153</b>	<b>1,906</b>	<b>2,383</b>	<b>735</b>	<b>728</b>	<b>615</b>	<b>413</b>	<b>2,490</b>	<b>409</b>	<b>450</b>	<b>485</b>	<b>312</b>	<b>1,656</b>	<b>522</b>	<b>578</b>
Adjusted depreciation and amortization	-952	-1,016	-1,045	-263	-272	-273	-333	-1,140	-279	-293	-283	-280	-1,135	-256	-249
<b>Adjusted EBIT</b>	<b>1,201</b>	<b>890</b>	<b>1,338</b>	<b>472</b>	<b>456</b>	<b>342</b>	<b>80</b>	<b>1,350</b>	<b>130</b>	<b>157</b>	<b>202</b>	<b>32</b>	<b>521</b>	<b>266</b>	<b>329</b>
Adjusted net financial result	-185	-146	-97	-12	4	-21	10	-19	-12	-27	-13	-50	-103	-33	-31
Adjusted depreciation and amortization on intangible assets	136	149	162	41	41	39	48	169	41	39	38	35	153	35	35
<b>Adjusted income before income taxes, cont. ops.</b>	<b>1,152</b>	<b>893</b>	<b>1,403</b>	<b>501</b>	<b>501</b>	<b>360</b>	<b>138</b>	<b>1,500</b>	<b>159</b>	<b>169</b>	<b>227</b>	<b>17</b>	<b>571</b>	<b>268</b>	<b>333</b>
Adjusted income taxes, continuing operations	-229	-239	-396	-141	-145	-106	-39	-431	-42	-42	-33	-71	-188	-67	-93
<b>Adjusted income after taxes</b>	<b>923</b>	<b>654</b>	<b>1,007</b>	<b>360</b>	<b>356</b>	<b>254</b>	<b>99</b>	<b>1,069</b>	<b>117</b>	<b>127</b>	<b>194</b>	<b>-54</b>	<b>383</b>	<b>201</b>	<b>240</b>
Adjusted non-controlling interest	-21	-14	-21	-4	-5	-1	-5	-15	-2	-4	-5	-2	-13	-4	6
<b>Adjusted net income</b>	<b>902</b>	<b>640</b>	<b>986</b>	<b>356</b>	<b>351</b>	<b>253</b>	<b>94</b>	<b>1,054</b>	<b>115</b>	<b>123</b>	<b>189</b>	<b>-56</b>	<b>370</b>	<b>197</b>	<b>234</b>
<b>Adjusted EPS</b>	<b>1.94</b>	<b>1.37</b>	<b>2.12</b>	<b>0.76</b>	<b>0.75</b>	<b>0.54</b>	<b>0.20</b>	<b>2.26</b>	<b>0.25</b>	<b>0.26</b>	<b>0.41</b>	<b>-0.12</b>	<b>0.79</b>	<b>0.42</b>	<b>0.50</b>

## Adjustments

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Restructuring measures	-38	-31	-32	-1	-22	-8	-90	-121	-35	-10	-13	-6	-64	-2	-228
Acquisitions and divestments	-30	-40	-29	-2	-4	-6	53	40	-7	-7	-235	13	-237	-11	-2
Other special itmes	-47	0	-104	-13	-9	-2	-303	-327	-5	-395	-55	-9	-463	-1	-6
<b>= Adjustments</b>	<b>-115</b>	<b>-71</b>	<b>-165</b>	<b>-16</b>	<b>-35</b>	<b>-16</b>	<b>-340</b>	<b>-408</b>	<b>-47</b>	<b>-412</b>	<b>-303</b>	<b>-2</b>	<b>-764</b>	<b>-14</b>	<b>-236</b>

Adjustment categories changed as of December 31, 2023 to avoid overlaps between categories; prior year figures restated

## Group Balance Sheet

### Assets

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 FY	2024 Q1	2024 Q2
Intangible assets	5,858	5,877	6,045	6,063	6,204	6,332	5,710	5,613	5,585	5,609	5,525	5,556	5,552
Property, plant and equipment	6,435	6,588	6,963	6,974	7,071	7,239	6,962	6,893	6,269	6,276	6,294	6,320	6,307
Right of use assets (capitalized leasing)	640	668	608	616	748	896	972	967	974	984	965	940	928
Investments recognized at equity	45	75	81	79	82	83	88	89	82	82	52	44	40
Financial assets	625	607	581	568	451	403	441	319	385	425	460	445	444
Deferred tax assets		2,004	1,755	1,589	1,134	1,091	890	1,001	1,100	991	642	672	678
Other income tax assets		13	16	16	16	18	19	20	20	21	20	21	22
Other non-financial assets	82	102	125	119	112	79	64	61	69	74	78	77	58
<b>Non-current assets</b>	<b>15,415</b>	<b>15,934</b>	<b>16,174</b>	<b>16,024</b>	<b>15,818</b>	<b>16,141</b>	<b>15,146</b>	<b>14,963</b>	<b>14,484</b>	<b>14,462</b>	<b>14,036</b>	<b>14,075</b>	<b>14,029</b>
Inventories	1,884	1,806	2,548	2,863	3,279	3,450	2,820	3,093	2,919	2,716	2,349		2,599
Other income tax assets	325	211	199	157	156	151	98	98	102	140	209	189	179
Trade accounts receivable	1,569	1,455	1,954	2,345	2,482	2,327	1,898	2,046	1,848	1,802	1,607		1,813
Other non-financial assets	387	231	382	474	527	595	517	582	622	535	373	407	462
Financial assets	1,278	697	571	573	487	441	610	530	437	291	381	371	342
Cash and cash equivalents	1,165	563	456	647	731	1,078	645	634	398	588	749	794	521
<b>Current assets</b>	<b>6,608</b>	<b>4,963</b>	<b>6,110</b>	<b>7,059</b>	<b>7,662</b>	<b>8,042</b>	<b>6,588</b>	<b>6,983</b>	<b>6,326</b>	<b>6,072</b>	<b>5,668</b>	<b>6,109</b>	<b>5,916</b>
Assets held for sale	0	0	0	0	0	98	76	64	486	262	236	264	261
<b>Current assets</b>	<b>6,608</b>	<b>4,963</b>	<b>6,110</b>	<b>7,059</b>	<b>7,662</b>	<b>8,140</b>	<b>6,664</b>	<b>7,047</b>	<b>6,812</b>	<b>6,334</b>	<b>5,904</b>	<b>6,373</b>	<b>6,177</b>
<b>Total assets</b>	<b>22,023</b>	<b>20,897</b>	<b>22,284</b>	<b>23,083</b>	<b>23,480</b>	<b>24,281</b>	<b>21,810</b>	<b>22,010</b>	<b>21,296</b>	<b>20,796</b>	<b>19,940</b>	<b>20,448</b>	<b>20,206</b>

### Liabilities

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 FY	2024 Q1	2024 Q2
Issued capital	466	466	466	466	466	466	466	466	466	466	466	466	466
Reserves	8,504	7,546	8,823	9,712	10,671	11,247	10,508	10,265	9,317	9,653	8,444	8,672	8,401
<b>Equity attributable to shareholders of Evonik Industries AG</b>	<b>8,970</b>	<b>8,012</b>	<b>9,289</b>	<b>10,178</b>	<b>11,137</b>	<b>11,713</b>	<b>10,974</b>	<b>10,731</b>	<b>9,783</b>	<b>10,119</b>	<b>8,910</b>	<b>9,138</b>	<b>8,867</b>
Equity attributable to non-controlling interests	90	87	83	83	84	84	82	81	78	79	76	78	71
<b>Total equity</b>	<b>9,060</b>	<b>8,099</b>	<b>9,372</b>	<b>10,261</b>	<b>11,221</b>	<b>11,797</b>	<b>11,056</b>	<b>10,812</b>	<b>9,861</b>	<b>10,198</b>	<b>8,986</b>	<b>9,216</b>	<b>8,938</b>
Provisions for pensions and other post-employment benefits	3,967	4,618	3,766	3,166	1,780	1,655	1,359	1,547	1,624	1,189	1,858	1,828	1,575
Other provisions	779	715	657	631	639	628	542	526	513	508	517	520	688
Deferred tax liabilities	537	586	628	644	656	678	661	649	635	653	608	613	630
Other income tax liabilities	320	275	195	202	216	209	246	251	250	249	268	273	271
Financial liabilities	3,713	3,564	3,531	2,795	3,649	4,043	4,117	4,112	4,279	3,483	3,502	3,519	3,485
Other payables	93	114	143	141	132	164	182	138	147	146	153	139	129
<b>Non-current liabilities</b>	<b>9,409</b>	<b>9,872</b>	<b>8,920</b>	<b>7,579</b>	<b>7,072</b>	<b>7,377</b>	<b>7,107</b>	<b>7,223</b>	<b>7,448</b>	<b>6,228</b>	<b>6,906</b>	<b>6,892</b>	<b>6,778</b>
Other provisions	778	744	892	984	660	739	732	818	546	569	606	681	711
Other income tax liabilities	59	136	211	230	226	225	189	180	172	164	124	152	151
Financial liabilities	918	434	477	1,373	1,565	1,521	429	346	795	1,330	1,153	1,130	1,205
Trade accounts payable	1,324	1,273	2,022	2,139	2,173	2,013	1,735	1,925	1,659	1,531	1,521	1,675	1,682
Other payables	475	339	390	517	563	596	501	640	630	585	457	485	535
<b>Current liabilities</b>	<b>3,554</b>	<b>2,926</b>	<b>3,992</b>	<b>5,243</b>	<b>5,187</b>	<b>5,094</b>	<b>3,586</b>	<b>3,909</b>	<b>3,802</b>	<b>4,179</b>	<b>3,861</b>	<b>4,123</b>	<b>4,284</b>
Liabilities associated with assets held for sale	0	0	0	0	0	13	61	66	185	191	187	217	206
<b>Current liabilities</b>	<b>3,554</b>	<b>2,926</b>	<b>3,992</b>	<b>5,243</b>	<b>5,187</b>	<b>5,107</b>	<b>3,647</b>	<b>3,975</b>	<b>3,987</b>	<b>4,370</b>	<b>4,048</b>	<b>4,340</b>	<b>4,490</b>
<b>Total equity and liabilities</b>	<b>22,023</b>	<b>20,897</b>	<b>22,284</b>	<b>23,083</b>	<b>23,480</b>	<b>24,281</b>	<b>21,810</b>	<b>22,010</b>	<b>21,296</b>	<b>20,796</b>	<b>19,940</b>	<b>20,448</b>	<b>20,206</b>

## Group Cash Flow Statement

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 Q4	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 Q4	2023 FY	2024 Q1	2024 Q2
Income before financial result and income taxes, continuing operations = EBIT	1,086	819	1,173	456	421	326	-260	942	83	-255	-101	30	-243	252	93
Depreciation, amortization, impairment losses/reversal of impairment losses on	984	1,018	1,073	264	274	275	755	1,568	311	675	574	281	1,841	265	250
Result from investments recognized at equity	-5	-15	-8	-2	-4	-2	-4	-12	-2	-4	-1	-3	-10	-2	-6
Gains/losses on disposal of non current assets	-13	-10	43	1	2	0	-53	-50	-1	13	0	-13	-1	-3	-1
Change in inventories	129	70	-675	-278	-336	-123	467	-270	-300	52	227	331	310	-218	-34
Change in trade accounts receivable	41	54	-449	-362	-100	192	312	42	-178	50	61	172	105	-180	-35
Change in trade accounts payable and current advance payments received from	-62	-30	680	150	15	-184	-238	-257	223	-127	-177	-76	-157	261	-11
Change in provisions for pensions and other post-employment benefits	-60	-14	83	21	9	-5	-44	-19	-5	-15	-31	-4	-55	-31	-13
Change in other provisions	-294	-133	207	66	-289	85	-11	-149	92	-263	31	-1	-141	76	192
Change in miscellaneous assets/liabilities	-15	33	-23	34	7	12	-44	10	53	-46	108	38	152	-28	-23
Cash inflows from dividends	15	27	19	11	4	0	4	19	11	5	0	9	25	-	20
Tax payments relating to carve-out of the methacrylates business	-245	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Cash inflows/outflows for income taxes	-209	-83	-308	-52	-77	-59	14	-174	-60	-51	-60	-61	-232	-14	-72
<b>Cash flow from operating activities, continuing operations</b>	<b>1,352</b>	<b>1,736</b>	<b>1,815</b>	<b>309</b>	<b>-74</b>	<b>517</b>	<b>898</b>	<b>1,650</b>	<b>227</b>	<b>34</b>	<b>631</b>	<b>703</b>	<b>1,594</b>	<b>378</b>	<b>360</b>
Cash flow from operating activities, discontinued operations	-31	-9	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Cash flow from operating activities</b>	<b>1,321</b>	<b>1,727</b>	<b>1,815</b>	<b>309</b>	<b>-74</b>	<b>517</b>	<b>898</b>	<b>1,650</b>	<b>227</b>	<b>34</b>	<b>631</b>	<b>703</b>	<b>1,594</b>	<b>378</b>	<b>360</b>
Cash outflows for investments in intangible assets, property, plant and equipment	-880	-956	-865	-176	-165	-229	-295	-865	-206	-237	-162	-188	-793	-251	-143
Cash outflows for investments in shareholdings	-427	-474	-85	-11	-1	-6	-9	-27	-2	-35	-12	-60	-113	-3	-4
Cash outflows for loss from divestments of shareholdings	-	-	-145	-	-	4	93	97	-4	-22	-1	-	43	-13	0
equipment,	-	-	-21	-	-	-	-	-	-	-13	-	-	-	-	0
Cash inflows from divestments of intangible assets, property, plant and equipment	25	45	9	3	-	-	2	5	13	1	0	1	15	16	3
Cash inflows/outflows from divestments of businesses and other shareholdings	2,208	65	2	-	-	-	-	-	43	0	2	-	2	-	3
Cash inflows/outflows relating to securities, deposits and loans	-1,223	720	23	-9	91	38	-123	-3	-21	120	149	-87	161	-13	14
Cash inflows from interest	52	30	12	3	4	5	4	16	10	10	6	6	32	12	8
<b>Cash flow from investing activities, continuing operations</b>	<b>-245</b>	<b>-570</b>	<b>-1,070</b>	<b>-190</b>	<b>-71</b>	<b>-188</b>	<b>-328</b>	<b>-777</b>	<b>-167</b>	<b>-141</b>	<b>-17</b>	<b>-328</b>	<b>-653</b>	<b>-252</b>	<b>-119</b>
Cash flow from investing activities, discontinued operations	-47	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Cash flow from investing activities</b>	<b>-292</b>	<b>-570</b>	<b>-1,070</b>	<b>-190</b>	<b>-71</b>	<b>-188</b>	<b>-328</b>	<b>-777</b>	<b>-167</b>	<b>-141</b>	<b>-17</b>	<b>-328</b>	<b>-653</b>	<b>-252</b>	<b>-119</b>
Cash inflows/outflows relating to capital contributions	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Cash outflows for dividends to shareholders of Evonik Industries AG	-536	-536	-536	0	-545	0	0	-545	0	-545	0	0	-545	0	-545
Cash outflows for dividends to non-controlling interests	-12	-16	-21	-2	-8	-1	-2	-13	-1	-3	-3	-3	-10	-4	-12
Cash inflows/outflows from changes in ownership interests in subsidiaries with	0	0	0	0	0	-5	0	-5	0	0	0	0	-	-	0
Cash outflows for the purchase of treasury shares	-17	-16	-15	-16	0	0	0	-16	-16	0	0	-	-16	-12	0
Cash inflows from the sale of treasury shares	13	12	12	0	12	0	0	12	0	12	0	-	12	-	9
Cash inflows from the addition of financial liabilities	110	1,039	655	156	926	426	141	1,649	54	490	151	21	716	19	134
Cash outflows for repayment of financial liabilities	-295	-2,156	-948	-60	-81	-331	-1,105	-1,577	-93	-56	-529	-215	-893	-82	-65
Cash inflows/outflows in connection with financial transactions	-1	14	91	1	-65	-39	-1	-104	3	7	6	-4	12	11	-16
Cash outflows for interest	-114	-77	-94	-14	-9	-23	-27	-73	-15	-17	-51	-16	-99	-17	-15
<b>Cash flow from financing activities, continuing operations</b>	<b>-848</b>	<b>-1,734</b>	<b>-856</b>	<b>65</b>	<b>230</b>	<b>27</b>	<b>-994</b>	<b>-672</b>	<b>-68</b>	<b>-112</b>	<b>-426</b>	<b>-217</b>	<b>-823</b>	<b>-85</b>	<b>-510</b>
Cash flow from financing activities, discontinued operations	-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Cash flow from financing activities</b>	<b>-856</b>	<b>-1,734</b>	<b>-856</b>	<b>65</b>	<b>230</b>	<b>27</b>	<b>-994</b>	<b>-672</b>	<b>-68</b>	<b>-112</b>	<b>-426</b>	<b>-217</b>	<b>-823</b>	<b>-85</b>	<b>-119</b>
<b>Change in cash and cash equivalents</b>	<b>173</b>	<b>-577</b>	<b>-111</b>	<b>184</b>	<b>85</b>	<b>356</b>	<b>-424</b>	<b>201</b>	<b>-8</b>	<b>-219</b>	<b>188</b>	<b>158</b>	<b>118</b>	<b>41</b>	<b>-269</b>
<b>Cash and cash equivalents as of beginning of period</b>	<b>988</b>	<b>1,165</b>	<b>563</b>	<b>456</b>	<b>647</b>	<b>731</b>	<b>1,078</b>	<b>456</b>	<b>645</b>	<b>633</b>	<b>398</b>	<b>589</b>	<b>645</b>	<b>749</b>	<b>794</b>
Change in cash and cash equivalents	173	-577	-111	184	85	356	-424	201	-8	-219	188	158	118	41	-269
Changes in exchange rates and other changes in cash and cash equivalents	4	-25	4	7	-1	4	-22	-12	-3	-16	3	2	-14	4	-4
<b>Cash and cash equivalents as of end of period</b>	<b>1,165</b>	<b>563</b>	<b>456</b>	<b>647</b>	<b>731</b>	<b>1,091</b>	<b>632</b>	<b>645</b>	<b>634</b>	<b>398</b>	<b>589</b>	<b>749</b>	<b>749</b>	<b>794</b>	<b>521</b>
Cash and cash equivalents included in assets held for sale	0	0	0	0	0	13	-13	0	0	0	1	0	0	0	0
<b>Cash and cash equivalents as on the balance sheet as of end of period</b>	<b>1,165</b>	<b>563</b>	<b>456</b>	<b>647</b>	<b>731</b>	<b>1,078</b>	<b>645</b>	<b>645</b>	<b>634</b>	<b>398</b>	<b>588</b>	<b>749</b>	<b>749</b>	<b>794</b>	<b>521</b>

## Group Net Financial Position

in € million	2019 FY	2020 FY	2021 FY	2022 Q1	2022 Q2	2022 Q3	2022 FY	2023 Q1	2023 Q2	2023 Q3	2023 FY	2024 Q1	2024 Q2
Non-current financial liabilities	-3,712	-3,564	-3,527	-2,776	-3,626	-4,001	-4,074	-4,064	-4,118	-3,335	-3,320	-3,302	-3,288
Current financial liabilities	-806	-368	-232	-1,106	-1,282	1,180	-243	-264	-711	-1,160	-1,006	-979	-1,105
<b>Financial debt</b>	<b>-4,518</b>	<b>-3,932</b>	<b>-3,759</b>	<b>-3,882</b>	<b>-4,908</b>	<b>-5,181</b>	<b>-4,317</b>	<b>-4,328</b>	<b>-4,829</b>	<b>-4,495</b>	<b>-4,326</b>	<b>-4,281</b>	<b>-4,393</b>
- Cash and cash equivalents	1,165	563	456	647	731	1,078	645	634	398	588	749	794	521
- Current securities	1,203	466	446	441	341	296	413	434	313	165	261	269	259
- Other financial assets	9	17	0	0	0	0	2	2	2	2	6	6	2
<b>Financial assets</b>	<b>2,377</b>	<b>1,046</b>	<b>902</b>	<b>1,088</b>	<b>1,072</b>	<b>1,374</b>	<b>1,060</b>	<b>1,070</b>	<b>713</b>	<b>755</b>	<b>1,016</b>	<b>1,069</b>	<b>782</b>
<b>Net financial debt/cash as stated on the balance sheet</b>	<b>-2,141</b>	<b>-2,886</b>	<b>-2,857</b>	<b>-2,794</b>	<b>-3,836</b>	<b>-3,807</b>	<b>-3,257</b>	<b>-3,258</b>	<b>-4,116</b>	<b>-3,740</b>	<b>-3,310</b>	<b>-3,212</b>	<b>-3,611</b>
<b>Net financial debt/cash, discontinued operations</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0</b>
<b>Net financial debt/cash including discontinued operations</b>	<b>-2,141</b>	<b>-2,886</b>	<b>-2,857</b>	<b>-2,794</b>	<b>-3,836</b>	<b>-3,807</b>	<b>-3,257</b>	<b>-3,258</b>	<b>-4,116</b>	<b>-3,740</b>	<b>-3,310</b>	<b>-3,212</b>	<b>-3,611</b>

## Financial KPI Definitions

<b>Adjusted EBIT</b>	Earnings before financial result and taxes, after adjustments. Earnings indicator showing Evonik's operating earnings performance irrespective of the structure of its assets.
<b>Adjusted EBITDA</b>	Earnings before financial result, taxes, depreciation and amortization, after adjustments. Earnings indicator showing Evonik's operating earnings performance irrespective of the structure of its assets and its investment profile. This is a cash flow-related indicator which is used in particular in the adjusted EBITDA margin to show the relationship to sales as a basis for comparison with competitors.
<b>Adjusted net income</b>	We use adjusted net income to assess the earnings power of the continuing operations, especially on a long-term view, and to forecast future development. The calculation starts from EBITDA after adjustment for special items. The financial result is then adjusted for income and expenses in connection with the acquisition/divestment of shareholdings and other income and expense items that, by nature or amount, do not form part of typical current financing activities. Further, we deduct amortization of intangible assets, as they mainly result from acquisitions, and adjust income tax for taxes on special items.
<b>Adjustments</b>	Evonik refers to the special items that are factored out when calculating the operational performance indicators adjusted EBITDA and adjusted EBIT as adjustments. They include restructuring, impairment losses/reversals of impairment losses, income and expenses in connection with the purchase/disposal of investments in companies, and other income and expense items that, due to their nature or amount, do not reflect the typical operating business.
<b>Free Cash Flow</b>	The free cash flow is a measure of the company's internal financing capacity. It shows the cash that is available to pay dividends, make acquisitions and repay borrowing. The free cash flow is calculated from the cash flow from operating activities, continuing operations, less outflows for capital expenditures on intangible assets, property, plant and equipment.
<b>ROCE</b>	The return on capital employed is a measure of the profitability of capital employed. It is calculated by dividing adjusted EBIT by the average capital employed in the reporting period.

## ESG KPI Definitions

<b>Value added in € million</b>	We use an impact valuation to regularly measure and analyze the direct and indirect impacts from an economic, ecological, and social perspective. This supplements our established analytical approaches. We anticipate that this will allow early identification of potential future opportunities and risks, make our business model more resilient, and improve understanding of the long-term value that our business activities create for society. We aim to assign a monetary value to individual indicators such as continuing development of employees, employment impacts, and global warming so they can be compared. Most of the factors used for this are publicly available.
<b>Sales share with "Next Generation Solutions"</b>	Sales share of products with superior sustainability benefits to customers ("Next Generation Solutions"); derived from sustainability analysis of our businesses based on the principles and content of the WBCSD Portfolio Sustainability Assessments (PSA) For more information please see Evonik website: Responsibility - Value Chain & Products - Sustainability Analysis
<b>Internal Investigations</b>	Internal investigations are initiated when there is a suspected violation of compliance rules (including the code of conduct, antitrust law and the rules on fighting and preventing corruption). Since 2018, the scope of reporting has covered all internal investigations in the Evonik Group. Before that, only the areas covered by the House of Compliance were included.
<b>Disciplinary Measures</b>	Disciplinary measures are taken as a result of an internal investigation. A disciplinary measure can result in an employee's dismissal, warning or reprimand, transfer to a different position or further awareness enhancement. In rare cases, legal proceedings (civil or criminal) had to be initiated.
<b>Raw Material Suppliers Covered by TIS Assessments</b>	This number indicates how many raw material suppliers have been covered by TIS assessments in that year. The chemical industry set up the Together for Sustainability (TIS) initiative in 2011 with the goal to harmonize global standards in the supply chain to create transparency and make it easier for both suppliers and customers to reliably assess and evaluate sustainability performance. This includes assessing the suppliers' quality, grade of environmental protection, safety, health, energy management, the assessment of potential risk factors. Evonik is one of the founding members of this initiative.
<b>Greenhouse Gas Emissions</b>	Scope 1: Evonik's direct energy and process-related emissions; Scope 2: Purchased energy (net, total purchased power and steam - sale of power and steam to third parties; market-based approach); Scope 3: Indirect emissions, including emissions from the production of purchased raw materials, packaging materials, capital goods, energy-related emissions outside scopes 1 and 2, emissions from inbound shipments of raw materials, from the disposal of production waste, business trips, commuting by employees, Evonik's fleet of vehicles, energy requirements for offices and emissions from the disposal and recycling of products sold.
<b>Early Employee Turnover</b>	Turnover of newly hired employees within the first year of employment
<b>Management circles/ levels</b>	Management circle 1 = executive functions, i.e., top management functions in the Evonik Group Management circle 2 = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate functions Management circle 3 = further management functions
<b>Occupational Health Performance Index</b>	This index shows the extent to which internal requirements have been implemented and goals achieved. It is calculated from two parameters from each of the following areas: occupational medicine, health promotion and emergency medical management. Both the quality and the scope of the measures are taken into account. The index is calculated annually.
<b>Specific water intake</b> <small>in m3 freshwater per metric ton production</small>	Freshwater usage in relation to production.
<b>Total water intake</b>	Evonik's consumption of freshwater is the total of drinking water, groundwater, surface water, and recycled water. Total water intake is the sum of total freshwater and salt water (sea water).