Sustainability at Evonik

2025

NEXTGEN

EVONIK
Leading Beyond Chemistry

Our new vision: Evonik is Industry's Superforce

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Sustainable Innovation:
Main growth driver for the long-run

Product innovation

€1.5 bn additional sales by 2032 at >20% margin

Next Generation Solutions[1] with superior sustainability profile

NEXTGEN Solutions

Advance Precision Biosolutions	Enable Circular Economy	Accelerate Energy Transition

Process innovation

Drive cost leadership and reduce GHG[2] emissions

Next Generation Technology projects with avg. >25% IRR

NEXTGEN Technologies

Advanced Process Control	Innovative waste heat up-cycling	Process redesign

1. Next Generation Solutions; products with superior sustainability profile according to our PSA analysis | 2. Green house gas emissions

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Sustainability as backbone of Evonik's purpose and strategy
Setting the frame

MINDSET CHANGE

INCREASING DEMAND,
ABOVE-AVERAGE GROWTH,
HIGHLY PROFITABLE

AMBITIOUS SUSTAINABILITY
TARGETS AND COMMITMENTS

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Ambitious commitments on handprint and footprint

In line with Science Based Targets

NEXTGEN Solutions

	Sales by 2030
Next Gen Solution *(Leaders + Drivers)*	**>50%**
Challenged Products	**<5%**

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

NEXTGEN Technologies

	CO_2 reduction 2030
Scope 1+2 *(Well below 2 degrees)*	**-25%**
Scope 3	**-11%**

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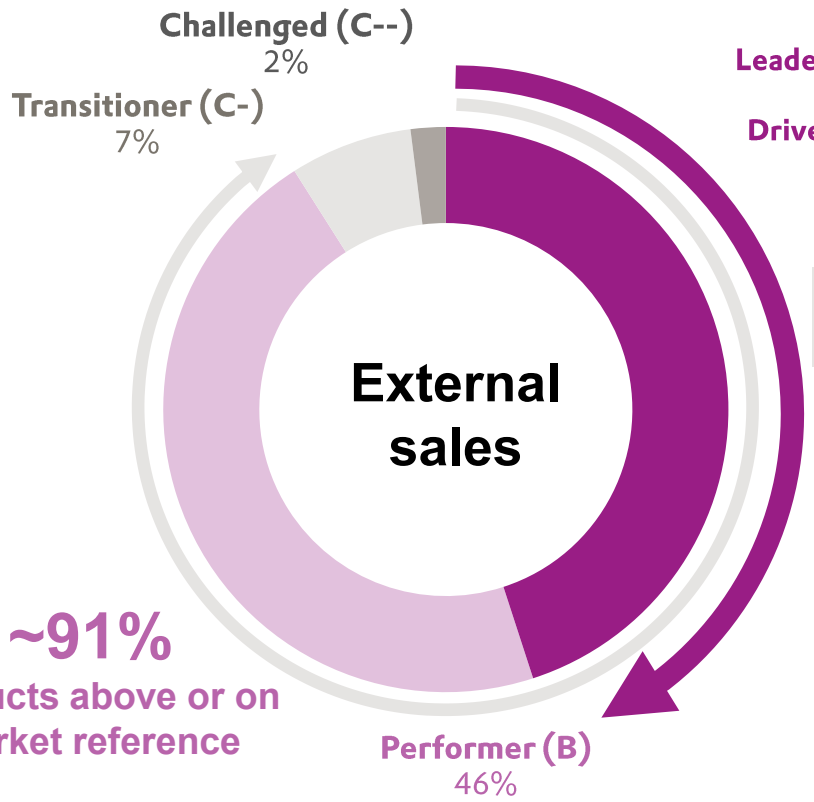
Handprint: “Next Generation Solutions”
45% of Evonik’s portfolio with superior sustainability benefits

Result of PSA analysis



45%

NEXTGEN Solutions

~91%
products above or on market reference

Best-in-class products in Evonik’s portfolio which…

…deliver **above-average growth**

…address **increasing customer demand** for sustainable solutions

NEXTGEN Solutions

…deliver **superior sustainability benefits** to our customers

NGS: “Next Generation Solutions” include “Leader” (A++) and “Driver” (A+) products and solutions

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Handprint: Portfolio circled around our three innovation growth areas

Evonik is Industry's Superforce

CONSUMER GOODS

- ⊕ H_2O_2 for food
- ⊕ Environmentally-friendly solutions, e.g. water-based artificial leather

BIOSURFACTANTS & BIOTECH ACTIVES

- ⊕ Bio-based & fully bio-degradable surfactants
- ⊕ Biodegradable active cosmetic ingredients

DESIGN FOR CIRCULARITY

- ⊕ Additives for extended durability of materials such as concrete and coatings

FUTURE MOBILITY

- ⊕ Green tires
- ⊕ Lightweight solutions
- ⊕ Solutions for battery materials

CELL CULTURE SOLUTIONS

- ⊕ Dipeptide
- ⊕ Ingredients for Biopharmaceuticals

RECYCLING

- ⊕ Catalysts enabling Recycling
- ⊕ Enabling PU recycling

ENVIRONMENT & UTILITIES

- ⊕ Biogas/Hydrogen membranes
- ⊕ Materials for windmills and PV
- ⊕ Carbon capture and usage

NUCLEIC ACID-BASED MEDICINES

- ⊕ Advanced oral & parenteral drug delivery systems (e.g. mRNA LNP)

ENABLE CIRCULAR ECONOMY

ACCELERATE ENERGY TRANSITION

ADVANCE PRECISION BIOSOLUTIONS

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Footprint: Our commitments to reaching the Paris Climate Agreement
Site-driven transformation

Next Generation Technologies

NEXTGEN Solutions

Sales by 2030

Next Gen Solution (Leaders + Drivers) >50%

Challenged Products <5%

SCIENCE BASED TARGETS

NEXTGEN Technologies

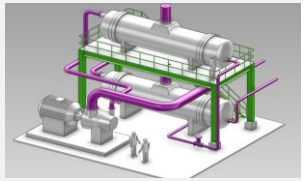
CO_2 reduction 2030

Scope 1+2 (Well below 2 degrees) -25%

Scope 3 -11%

Key levers

1 **Strong Sites**



2 **Process Efficiency**

3 **Renewable energy**

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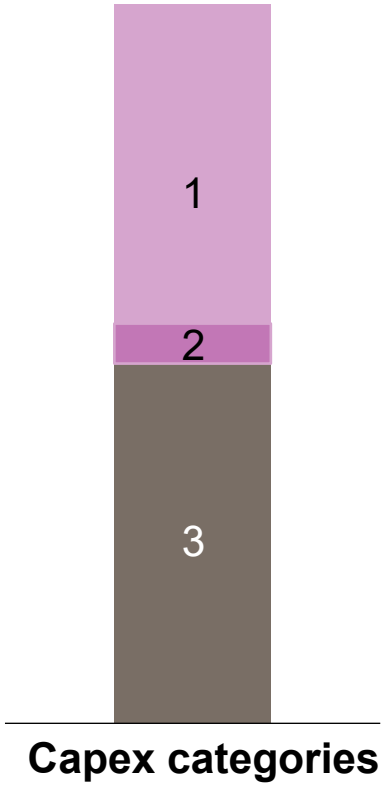
Spotlight on CAPEX: Guiding principles for a balanced approach

€850-900 m
per year



1 Structural Growth

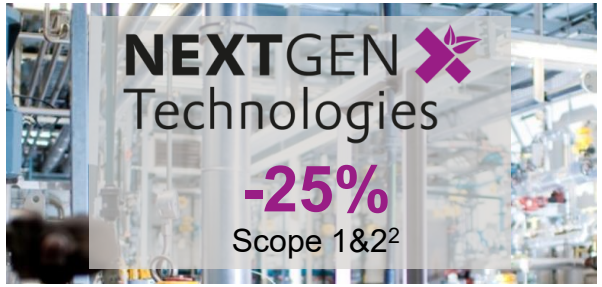
- Focused on attractive pockets of growth
- Next Generation Solutions with superior sustainability profile
- IRR > ROCE target (11%)

2 Immediate Return

- Small-sized growth projects
- Highly ROCE-accretive, with fast payback <2 years

3 Smart Preservation

- Preserve technology leadership & leading market positions
- Next Generation Technologies (~€80 m p.a.) to improve energy-efficient processes
- Asset maintenance & legal requirements



1. 2030 target: >50% of total sales generated by Next Generation Solutions products | 2. 2030 target: 25% reduction of GHG gross emissions; reference year 2021, target year 2030, SBTi approved

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Our mid-term targets

OUR TARGETS

Fully aligned with our compensation system[1]

UNTIL 2027

+€1 bn	~11%	>40%
adj. EBITDA[2]	ROCE[3]	Cash conversion rate[4]

Solid investment grade rating

UNTIL 2030

>50%	-25%
Sales share of NGS[5]	Reduction in GHG emissions[6]

1. KPIs part of annual short-term incentive system; ROCE to be decided on by 2026 AGM | 2. FY 2027 vs. FY 2023 | 3. Adj. EBIT / Capital Employed | 4. Free Cash Flow / Adj. EBITDA
5. Next Generation Solutions | 6. Green house gas emissions; scope 1 & 2 vs. base year 2021

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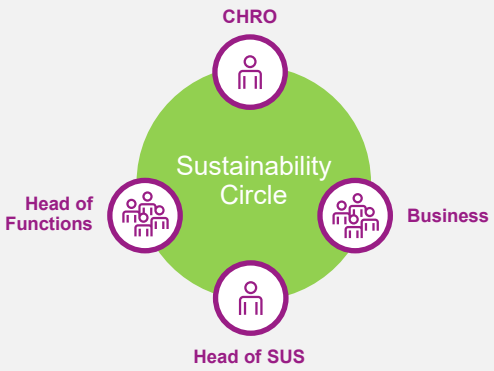
Complementing the governance on ESG
Reflected in organizational set-up and remuneration

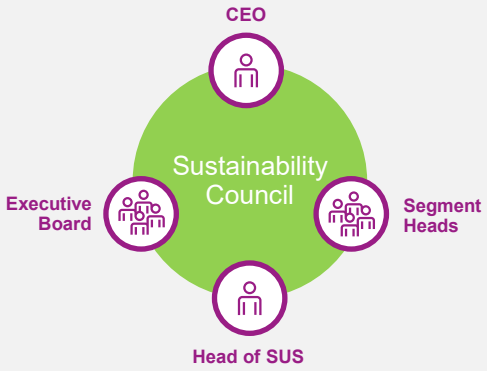
Clear responsibilities

- **Executive Board** has overall **responsibility** for sustainability
- Setting **strategic framework** and **executing measures** in close cooperation with operating divisions

Cross-functional & business alignment



Steering & decision-making



Part of remuneration

- Occupational safety part of remuneration of the executive board since more than a decade
- New ESG goals **integrated in remuneration schemes** of Executive Board

20% ESG thereof:

Long-term incentives linked to ESG KPIs:

- **40% Next Generation Solution**: increase sales share to more than 50% by 2030
- **40% Next Generation Technology:** Scope 1 & 2 reduction according to SBTi
- **20% Next Generation Culture:** increase of Training intensity, Health rate and diversity ratio

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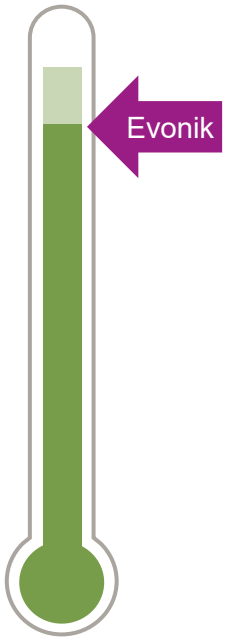
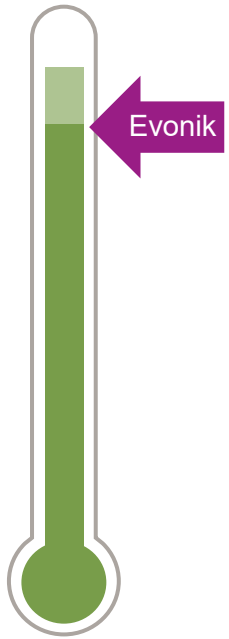
Sustainability Ratings – Updated in August, 2025

Evonik still best-in-class within chemicals sector, but back to level of 2022



MSCI

“AA”[1]

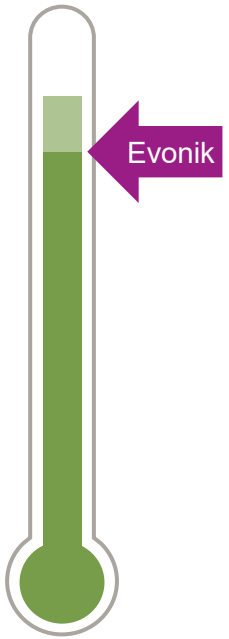


ecovadis

“Gold”[2]

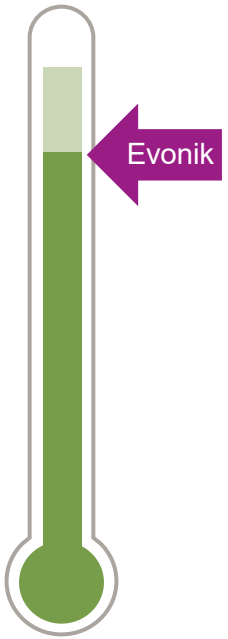
ISS ESG

“B-”[3]



SUSTAINALYTICS

Top 10%[4]



CDP

“A-”[5]

1: Rating on a scale of AAA to CCC | 2: Top 5% of companies assessed | 3: Rating on a scale of A+ to D- | 4: out of ~600 companies ranked in the chemical sector | 5: Rating on a scale of A+ to D-

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Sustainability strategy - Key take-aways

To improve life, today and tomorrow.

Sustainability is an **integral part of our purpose and strategy**

Sustainability is fully integrated into strategic management processes: portfolio & innovation steering, capital allocation

Handprint: increase NGS[1] sales share to **>50% by 2030**

Footprint: reduce CO_2 emissions by **25% by 2030**[2]

Driving **Next Generation Culture** & complementing **governance**

NEXTGEN Solutions **>50%**

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION **-25%**

1. NGS: “Next Generation Solutions”
2. Confirmed SBTi target for Scope 1 & 2 (“well below 2 °C”); gross emissions reduction with reference year 2021, target year 2030

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Our top ESG targets (I)
Implementation of our sustainability goals and their status in 2024

		Status 2024	Target
Strategy and growth	▪ Sales share to be generated from “Next Generation Solutions” by 2030	45%	>50%
	▪ Challenged products should be permanently below 5%	~2%	<5%
	▪ Generate at least €1 bn in additional sales with circular products by 2030	~€0.2 bn	~€1 bn
	▪ Generate at least €1.5 bn in additional sales with new innovation growth areas by 2032	-	~€1.5 bn
Environment	▪ Reduce greenhouse gas emissions		
	▪ absolute scope 1 and scope 2 emissions by 2030 (reference: 2021)	-20%	-25%
	▪ absolute scope 3 emissions by 2030 (reference: 2021)	-8%	-11%
	▪ Total saving of energy from implemented efficiency projects until target year 2030 (vs. 2021)	-	-1.,200 GWh
	▪ Increase of share of green sourced electricity to 100% by 2030	47%	100%
	▪ Reduce specific freshwater intake by 2030 (vs. 2021)	+21%	-3%
	▪ Reduce specific production waste by 2030 (vs. 2021)	+20%	-10%
	▪ TfS assessments of >90% of raw materials suppliers (with annual procurement volume >€100k) by 2030	71%	>90%

Our top ESG targets (II)
Implementation of our sustainability goals and their status in 2024

Social	▪ Women in top management by 2026	21.8%	30%
	▪ Women in senior management by 2026	19.1%	25%
	▪ Women in other management level by 2026	31.4%	33%
	▪ Intercultural mix[1] in top management by 2026	18.4%	25%
	▪ Intercultural mix[1] in other management level by 2026	26.2%	35%
	▪ Safety		
	▪ Accident frequency rate (LTI-R)[2]	0.14	<0.26
	▪ Incident frequency rate (PSI-R)[3]	0.44	<0.40
	▪ Occupational health performance index	5.5	>5.0
Governance and compliance	▪ 20% of Long-Term Incentive linked to Sustainability targets	-	✓
	▪ Cyber Awareness trainings covering at least 90% of workforce	94%	90%

1.. Non-German Employees | 2. New reference parameter from 2021 | 3. Modified calculation basis from 2021

Green bonds firmly established as financial instrument – supporting our sustainability strategy

Eligibility Categories for use of proceeds

1. **Eco-efficient products:** Capex and RD&I Opex for **Next Generation Solutions**
2. **Energy Efficiency**: Expenditure for ongoing development of production processes and infrastructure to reduce GHG emissions (e.g. **Next Generation Technologies**)
3. **Renewable Energy:** Expenditure related to sourcing of renewable energy

1. Green hybrid bond	1. Green senior bond		2. Green senior & hybrid bond
€500 m **August 2021**	€750 m **May 2022**		Each €500 m **Jan & Sep 2025**
2021	**2022**	**2023**	**2025ff.**
Green hybrid bond Full allocation	1. Green senior bond Allocation of €580 m	1. Green senior bond Allocation of remaining €170 m	2. Green senior and hybrid bond Allocation

100% of proceeds allocated to **Eco-efficient products**
(€1,080 m Next Generation Solutions)

First allocation to **Energy Efficiency**
(€81 m Next Generation Technologies)

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Agenda
Sustainability fully integrated into all three strategic levers

1 Portfolio
- Handprint: “Next Generation Solutions”
- Footprint: CO_2 emission reduction as key KPI

2 Innovation
- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3 Culture
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

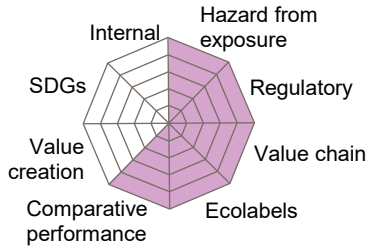
Social & Governance
- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Sustainability fully integrated in corporate strategy

PSA and Emission Data Cube: core tools for strategic management process

"Portfolio Sustainability Analysis" (PSA)

Assessing products vs. market signals

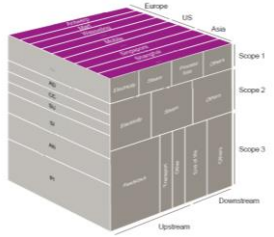


Categorization of product portfolio

- >500 PARC[1]s analyzed
- Classification into 5 product sustainability clusters with ranking from C-- to A++

"Emissions Data Cube" (Evonik GHG summary)

Emissions' analysis



3-dimensional emission data

- By business lines and divisions
- By type: scope 1-3 emissions, up- & downstream
- By site and region

Outcomes for Strategic Management Process

- Clear strategic roles of product groups acc. to sustainability cluster, managing "Next Generation Solutions"
- Portfolio guidelines for product and innovation steering

- Reduction targets considered in asset strategy and accounted for in resource planning
- Simulation of scenarios in all dimensions (e.g. portfolio moves, regional choices)

Portfolio management | **Innovation management** | **Capital allocation**

1. PARC: product-application-region combinations

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Agenda
Sustainability fully integrated into all three strategic levers

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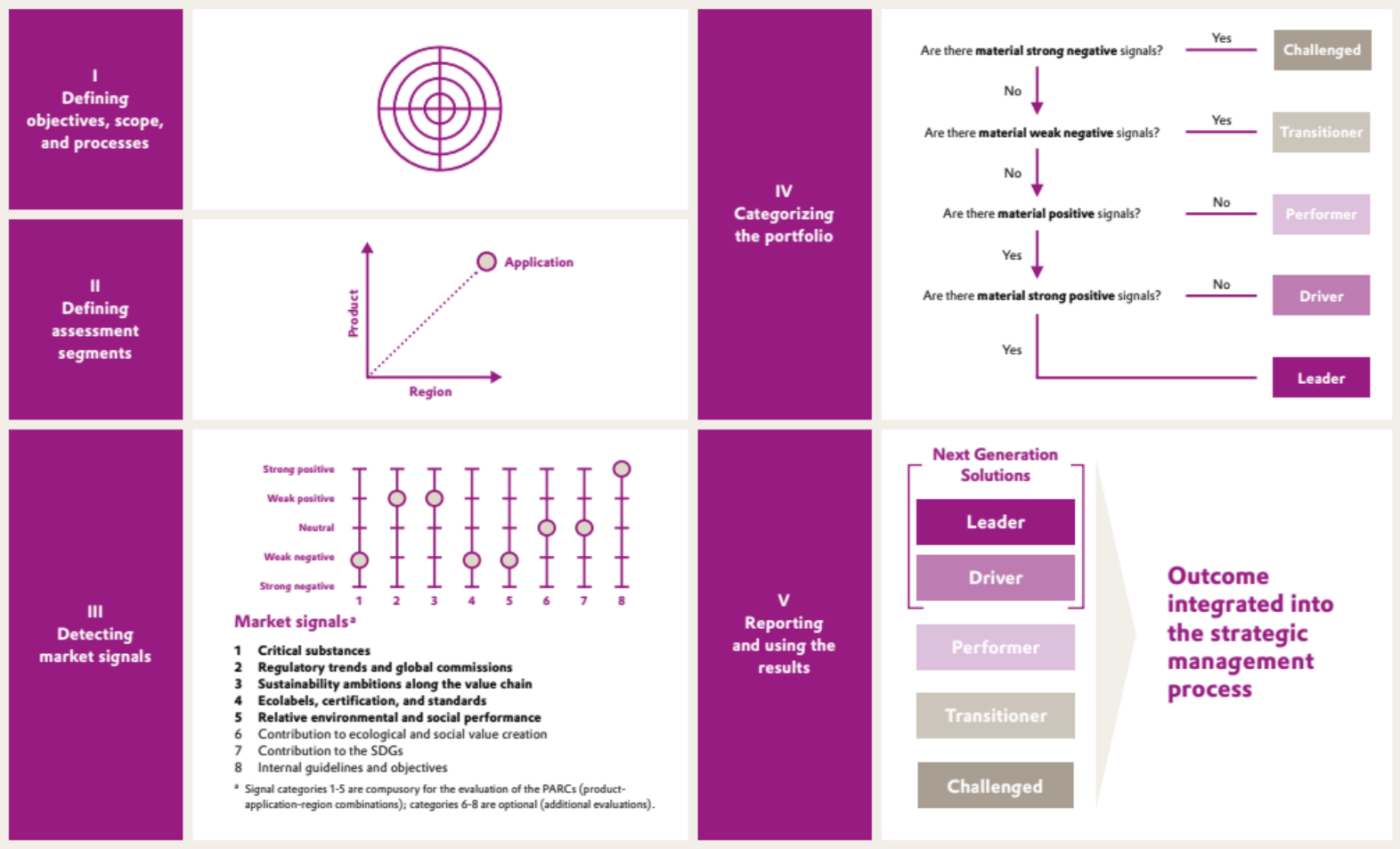
Portfolio Sustainability Analysis (PSA)

Categorization of product portfolio, integrated in Strategic Management Process



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Portfolio management: Adding sustainability as integral dimension

Alignment of sustainability clusters and strategic roles in strategy dialogues

Bringing together two approaches

Strategic roles in portfolio

Traditional strategy matrix

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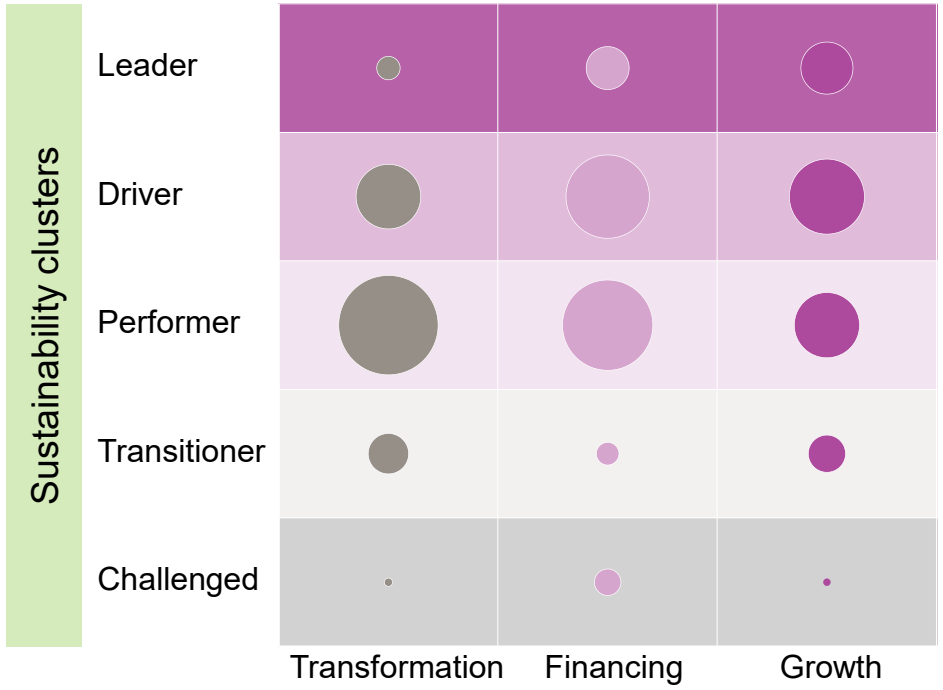
"Portfolio Sustainability Analysis"

Sustainability clusters

To derive new strategic actions



Strategic roles in portfolio

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Next Generation Solutions

Clean-tech market opportunities and impacts

Markets

Renewable Energy / Transformation	Biogas, Biofuel, Wind, Solar, Hydrogen, Energy Storage/Distribution			
Energy efficiency & Mobility	Advanced Materials, E-mobility, Batteries			
Green Building	Insulation, Advanced Construction Materials			Low VOC, safe materials
Sustainable Water / Sanitation			Wastewater Prevention & Treatment	
Pollution Prevention / Waste	CCS, CCU	Enable recycling	Pollution prevention & control, Environmental Remediation	
Sustainable Consumer Goods		Circular Carbon-Based Ingredients		Low VOC, safe materials
Sustainable Agriculture / Food			Resource efficient, low pollution animal nutrition	
Pharma & Medical therapies				Drug & vaccine delivery, Cell-culture based therapy
Impacts	Energy Efficiency Emission Reduction Climate Adaptation	Circular Materials Reduce, Recycle, Reuse Repurpose, Repair Remanufacture, Refurbish, Renature	Water & terrestrical Ecosystems Preservation Reduce emission & leaching of disputed and persistent chemicals	Reduce hazard exposure Replace disputed chemicals More effective therapies

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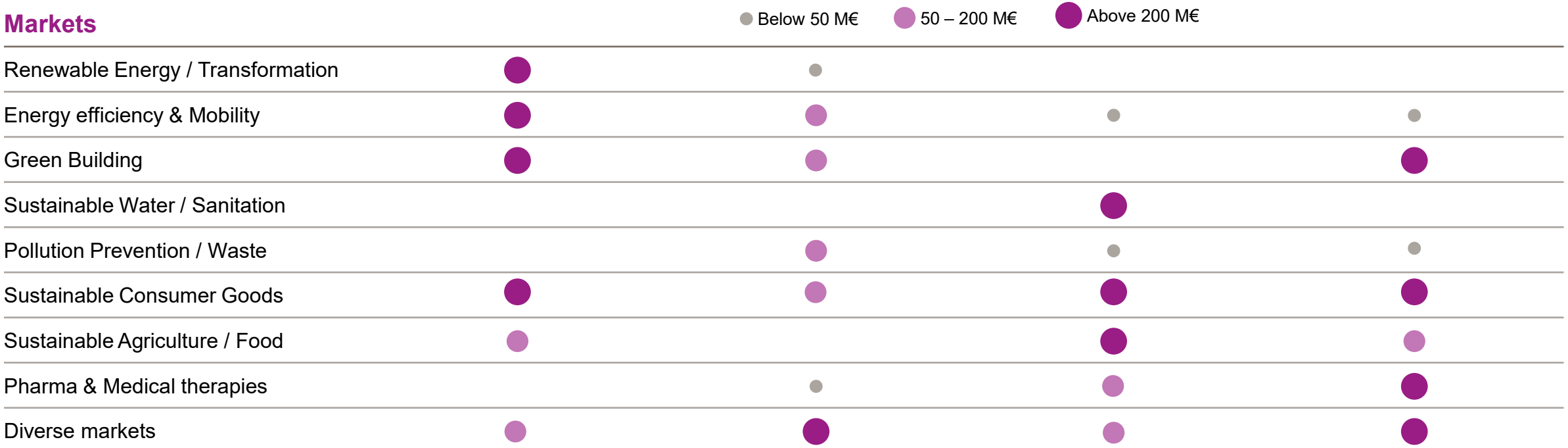
Next Generation Solutions across markets and impacts
45 % sales in 2024



Impacts	Energy Efficiency Emission Reduction Climate Adaptation	Circular Materials Reduce, Recycle, Reuse Repurpose, Repair Remanufacture, Refurbish, Renature	Water & terrestrical Ecosystems Preservation Reduce emission & leaching of disputed and persistent chemicals	Reduce hazard exposure Replace disputed chemicals More effective therapies

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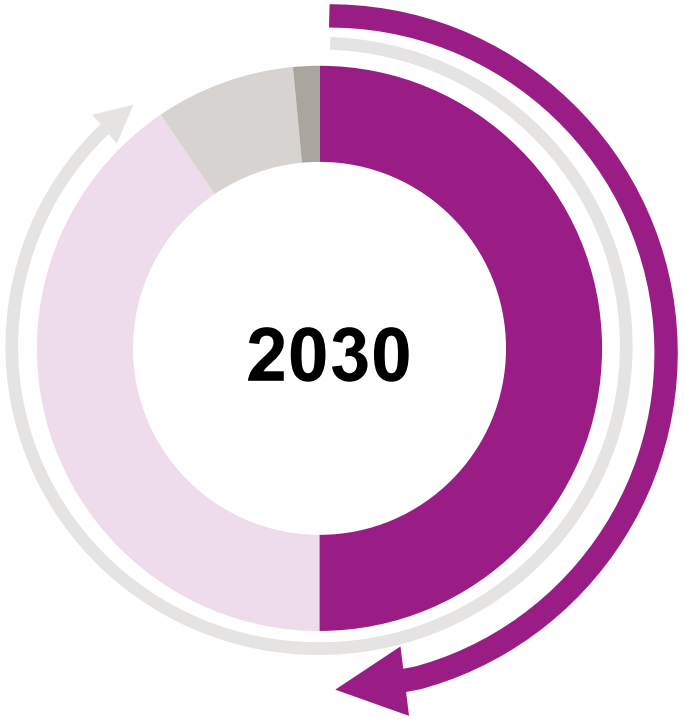
Handprint: “Next Generation Solutions” to grow beyond 50% by 2030

Ambitious new sales share target to be achieved through three levers

Increase “Next Generation Solutions”



>50%

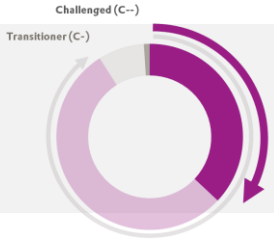
NEXTGEN Solutions

Three levers to increase the share of NGS

1 **Superior sales growth rates** of existing “Next Generation Solutions”

2 New sales from **innovations** becoming “Next Generation Solutions”

3 “**Challenged**” and “**Transitioner**” products exiting or with new formulations



NGS: “Next Generation Solutions” include “Leader” (A++) and “Driver” (A+) products and solutions

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Superior sales growth rates of existing “Next Generation Solutions”
Selected examples

Future mobility solutions

- Lightweight applications: PA12 portfolio
- Batteries: additives for electrodes / separators
- “Green tire” technology

Additives for durability in construction

- Water-repellents for building materials
- Additives for integrated protection and self-healing of concrete structures

Drug Delivery Systems

- Global development partner & solutions provider for delivery systems for effective drugs and vaccinations
- Evonik as pioneer in Lipid Nano Particle (LNP) field for mRNA technology

Biodiversity

- High-quality proteins with essential amino acids
- PhytoSquene® as an alternative to shark liver oil in vaccines, such as in the H1N1 flu vaccine

% values: Target CAGR 2021-2030 defined in Strategy Dialogue

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Handprint Example with focus on „Future mobility“

Focus “Future mobility”

Cooling and A/C

Lightweight through metal / rubber replacement

- Weight reduction supports CO_2 and NO_x reduction
- Smart battery temperature management

Materials for Li-Ion-Batteries

Nanostructured high-quality metal oxide and silicon particles improve safety, lifetime and energy density

- Metal oxides extend cathode lifetime by ~50%

Silica / Silane “green tires”

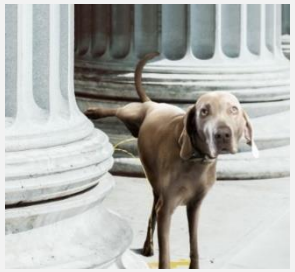
First Silica/Silane system for natural-rubber-based truck tires

- Fuel savings as high as 8%
- 20% lower rolling resistance (1 class better in tire label) and 5% improved wet grip
- No losses in wear resistance

Handprint example with focus on „Durability“

Focus “Durability”

TEGOVISIN®



Water-repellents for building materials:

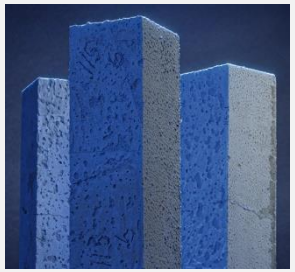
- Strong reduction of water uptake and efflorescence
- Long lasting stability and aesthetics reduce the need for resource and emission intensive maintenance

SITREN®

Additives for integral protection of concrete structure:

- Durability for new and renovated concrete surfaces by protection against environmental influences
- Less emissions and reduced resource use by longer lifetime of constructions

WallCraft

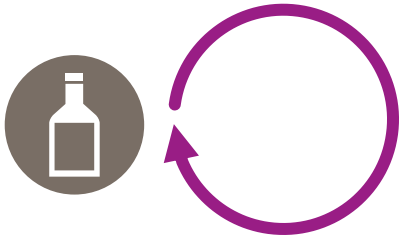


Self-healing concrete:

- Bacteria-based additive extends the longevity of concrete by stimulating its self-healing properties
- Cracks can grow together again resulting in a durable construction

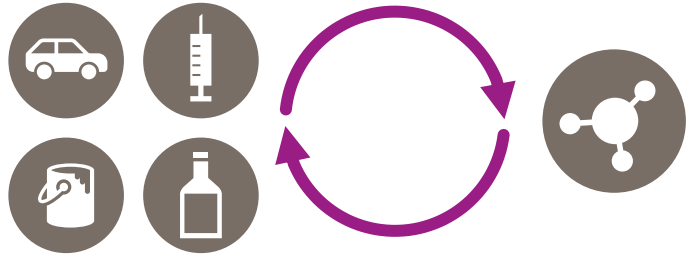
Handprint example with focus on „Circular Economy“

MECHANICAL RECYCLING



- During separation/washing,
  our additives help to make recycling processes more efficient – resulting in higher quality of recyclates
- During compounding,
  our additives improve processing leading to competitive costs and quality

CHEMICAL RECYCLING



- **Technologies & additives to enable chemical recycling**
- Additives enabling for example
  - use of recycled polyurethanes
  - silicone recycling

>€1 bn **sales potential of Evonik Circular Economy Program by 2030**

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Handprint example with focus on „Biodiversity“

Focus “Biodiversity”

Essential amino acids

The key to high quality proteins

- Modern, environmentally sound formulation techniques based on nutrient value, on supplementation with crystalline EAAs, and on animal nutrient requirement

Veramaris

Production of omega-3 fatty acids from microalgae

- Potential to reduce the fish-in-fish-out ratio to zero
- 1 ton EPA DHA replaces 60 Tons wild-caught fish

Peracetic Acid

Effective alternative to biocides for disinfecting wastewater

- Due to its low oxidant demand in wastewater, lack of harmful disinfection by-products, low ecotoxicity, and efficacy, peracetic acid offers a cost-effective alternative to chlorine, UV, and ozone

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Handprint example with focus on „Drug Delivery Systems“

Focus “Drug Delivery Systems”

Drug Delivery Systems

- Global development partner & solutions provider for delivery systems for effective drugs and vaccinations
- Evonik as pioneer in Lipid nanoparticles (LNP) field for mRNA technology

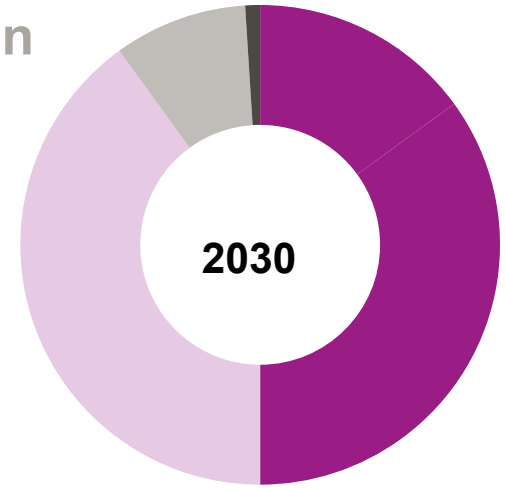
Next generations of LNP-based gene therapies

Vaccines	**Cancer immunotherapy** expected to be the next breakthrough of mRNA therapeutics
Protein therapeutics	mRNA-based therapies can potentially **treat hereditary diseases**
Gene editing	**In-vivo modification of genes** to prevent diseases expected to be commercial within the next years

Actively managing “Transitioners” & phase-out “Challenged” products
Either improvement or exit

Exit plans for CHALLENGED

TRANSITIONER trigger innovation



“Challenged” products addressed with exit strategies

- Alternative, new product solutions without any negative signals are offered
- “Challenged” products included in financial risk-management

“Transitioners” as driver for innovation

- Early identification of negative sustainability signals
- Valuable trigger for innovation and customer engagement in reformulation

Further products will be exposed to negative signals as higher sustainability requirements develop

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Agenda
Sustainability fully integrated into all three strategic levers

1 Portfolio

- Handprint: “Next Generation Solutions”
- Footprint: CO_2 emission reduction as key KPI

2 Innovation

- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3 Culture

- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Footprint: Evonik Carbon Footprint 2024

Focus on Scope 1&2, intensifying efforts on Scope 3

Scope 3 upstream[1]	Scope 2	Scope 1	Scope 3 downstream[1]
			
Suppliers	**Purchased energy**	**Production**	**End-of-life**
15.1m tons	**5.1m tons**		**6.6m tons**
▪ Raw materials as biggest contributor ▪ Intensifying collaboration with existing & new suppliers ▪ Increasing availability of low-carbon raw materials and break-through technologies beyond 2030	▪ **Scope 1 & 2 in our focus** due to direct influence ▪ 50% of emissions at 4 biggest sites – Marl, Antwerp, Mobile and Wesseling ▪ ~80% of emissions at 20 top sites		▪ Intensified activities regarding circular economy, e.g. Circular Economy Program

1. Scope 3 figures according to fast close estimate

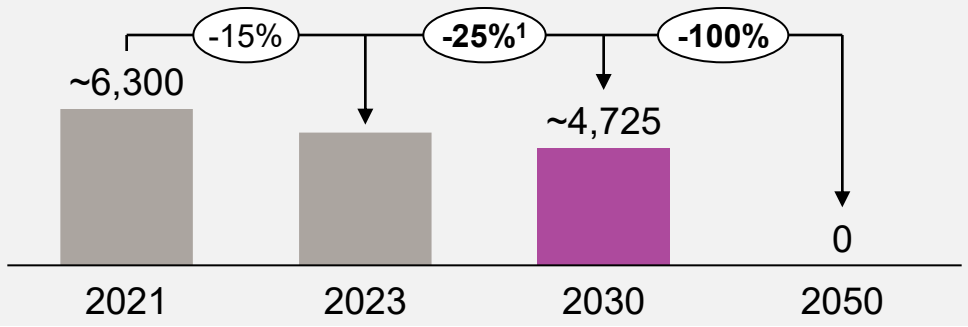
Our commitments to reaching the Paris Climate Agreement

Evonik will be climate neutral by 2050. Committed to SBTi.

Our path to climate neutrality

2050 -100%

Scope 1&2



New targets for GHG emissions' reduction

Scope 1&2

Well below 2°C[2]

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2030 -25%

Scope 3

2030 -11%

1. Gross emissions; reference year 2021, target year 2030. *) Scope 3 figures according to fast close estimate

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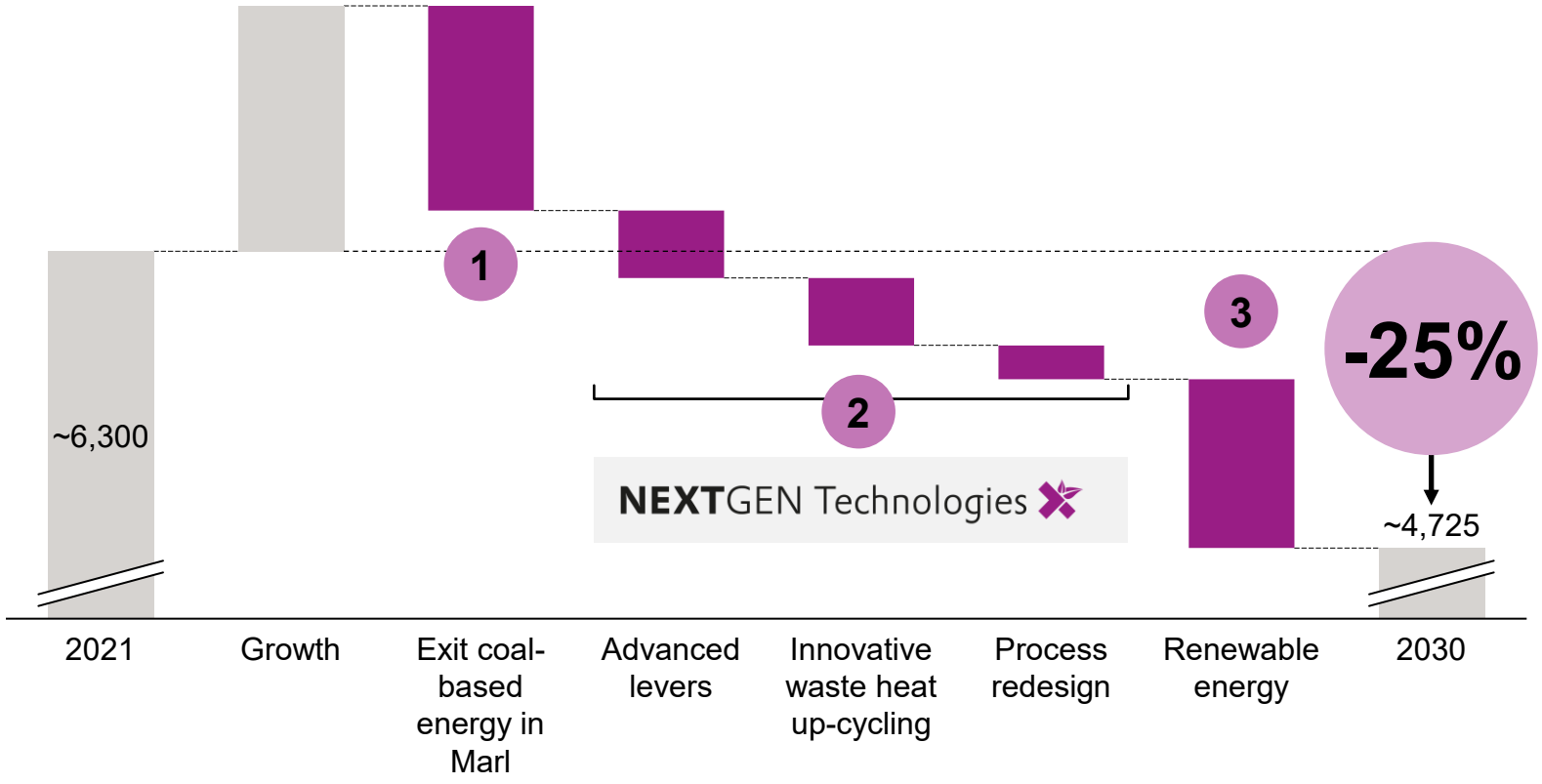
Footprint: Clear roadmap to achieve Scope 1 & 2 targets by 2030

Three clusters with economically attractive measures defined

Absolute GHG emissions scope 1&2[1]



Reduction measures

1. **Exit coal-based energy in Marl**

2. **"Next Generation Technologies"**
   a. Advanced levers, e.g. Adv. Process Control
   b. Innovative waste heat up-cycling, e.g. heat pumps
   c. Process redesign

3. **Renewable energy**, e.g. procuring green electricity

1. Gross emissions in kt CO_2e

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1 Exit coal-based energy in Marl

Modernization of Evonik's power plant park with two new power plants

The last coal-fired power plant at Marl Chemical Park was replaced by a **flexible combined cycle gas and steam power plant in April 2024**

Global **scope 1** GHG emissions cut **by ~20%**, mainly due to **annual reduction of up to 1 million metric tons**

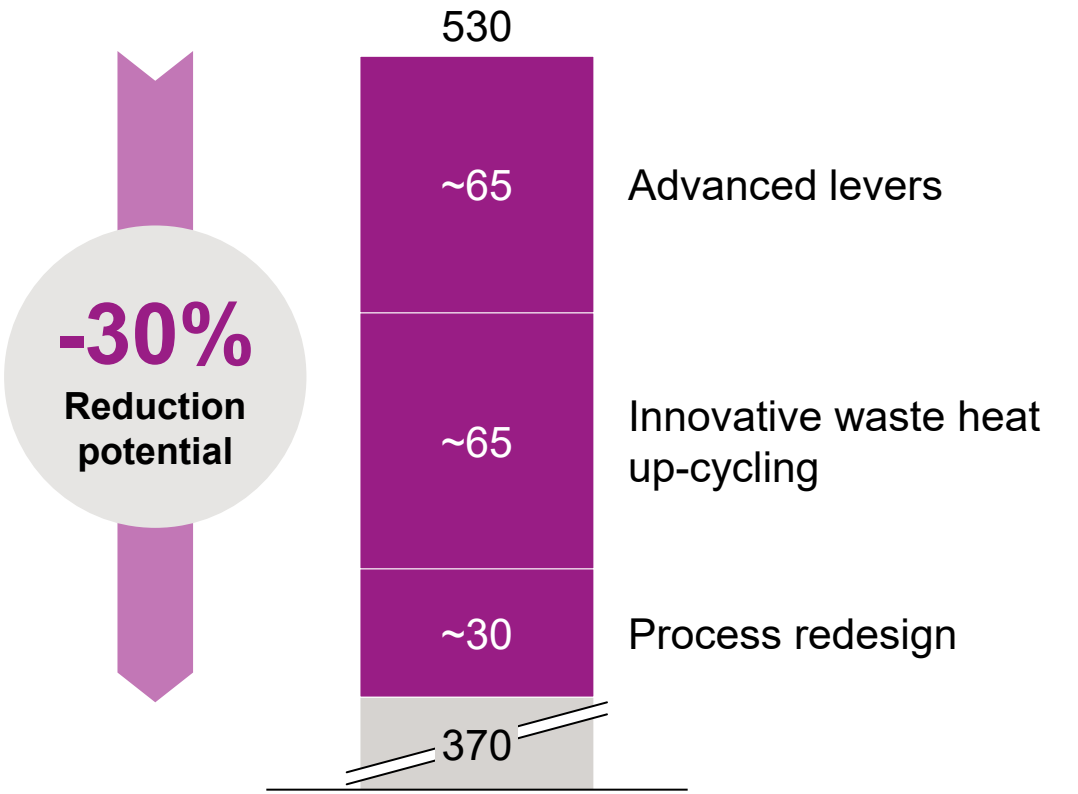
Additional turbine plant connected to the grid end of 2022, replacing an old reserve gas-fired power plant

Total power output of 270[1] megawatts with an **efficiency exceeding 90%**

1. 2x blocks in first power plant, 1x block in second plant, each generating 90 MW electricity and 220 tons of steam per hour

2 “Next Generation Technologies”
Example Antwerp as blueprint for other sites

Reduction[1] by economically attractive measures



“Next Generation Technologies” (selected examples)

2a
- Advanced Process Control (APC) ensuring production at ideal operating point
- Heat exchangers for improved heat integration

2b
- High temperature heat pumps for valorization of waste heat
- Mechanical vapor recompression

2c
- CO_2 reuse in production processes
- Adaptation of reaction conditions for increased energy efficiency

1. Gross emissions in kt CO_2e

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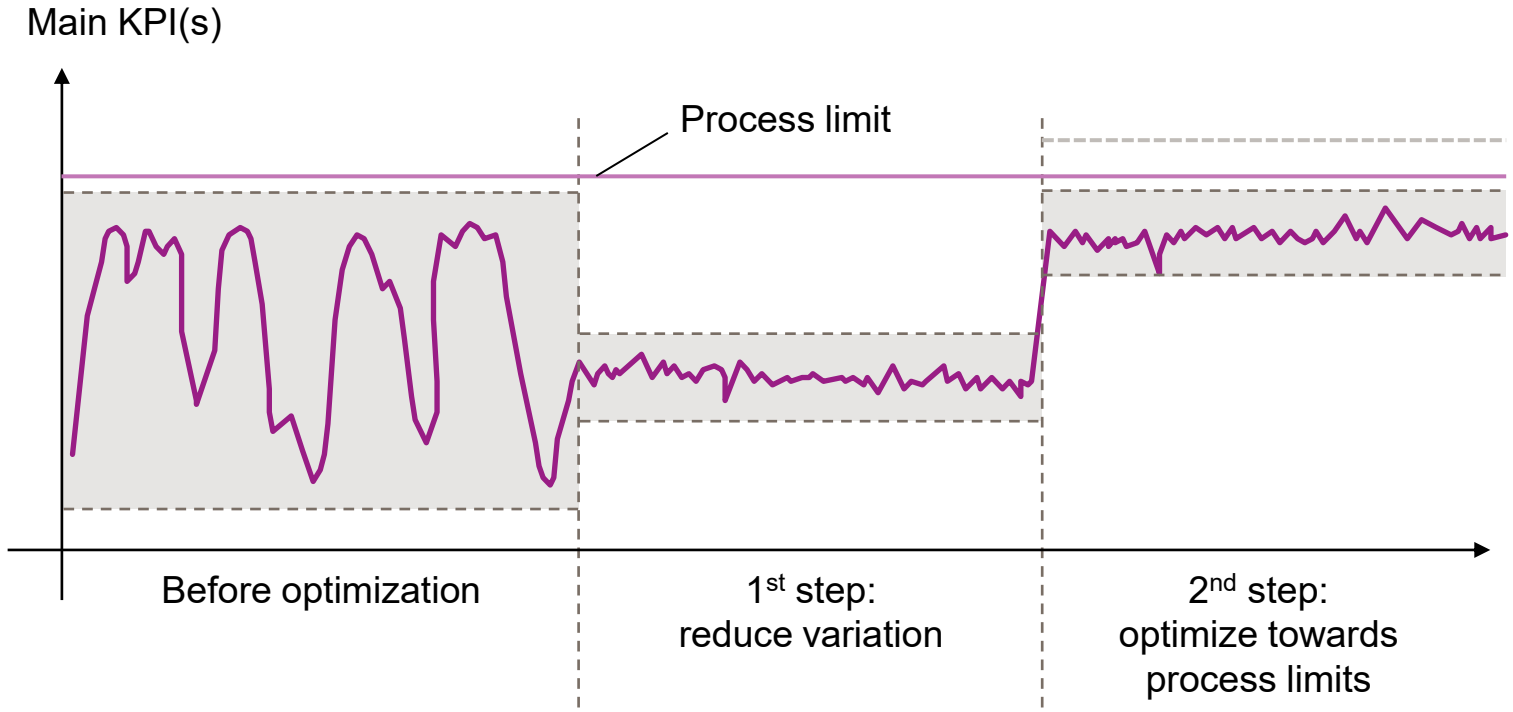
2a “Next Generation Technologies”: Advanced levers
Example

Advanced Process Control (APC)



APC optimizes complex production processes under consideration of many process parameters and ensures production at the **ideal operating point**

- Before optimization: High fluctuation
- 1st step: Reduce variation up to 50%
- 2nd step: Optimize towards process limits, typical benefit 5 % (throughput increase, specific energy/raw material consumption)

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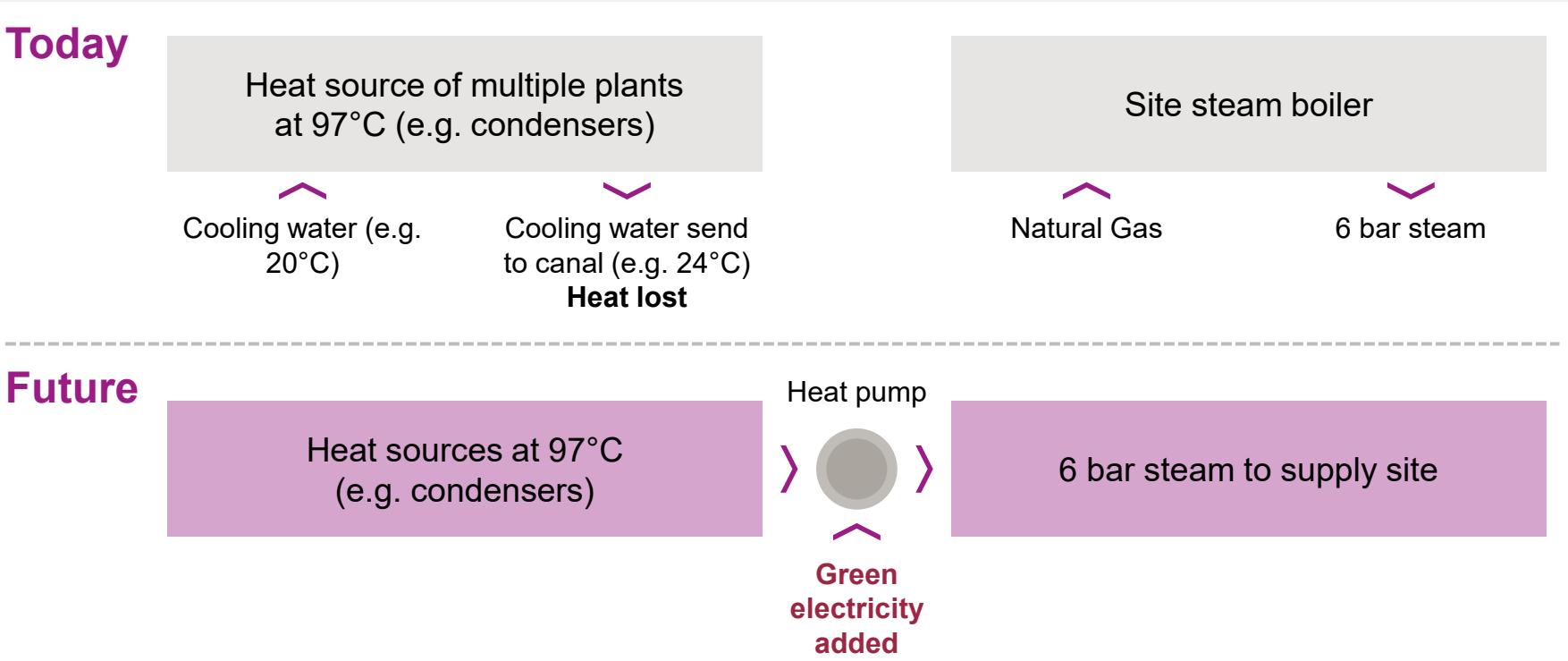
2b “Next Generation Technologies”: Innovative waste heat up-cycling
Example

Heat Pump deployment to switch entire site to renewable steam generation



- **High-temperature heat pumps** for steam generation out of waste heat at chemical multi-user sites
- **65% energy saving** by heat recovery
- Substantial **CO_2 reduction** through total avoidance of natural gas boiler
- Central step for **CO_2 neutral production site**
- Project under discussion with Siemens Energy

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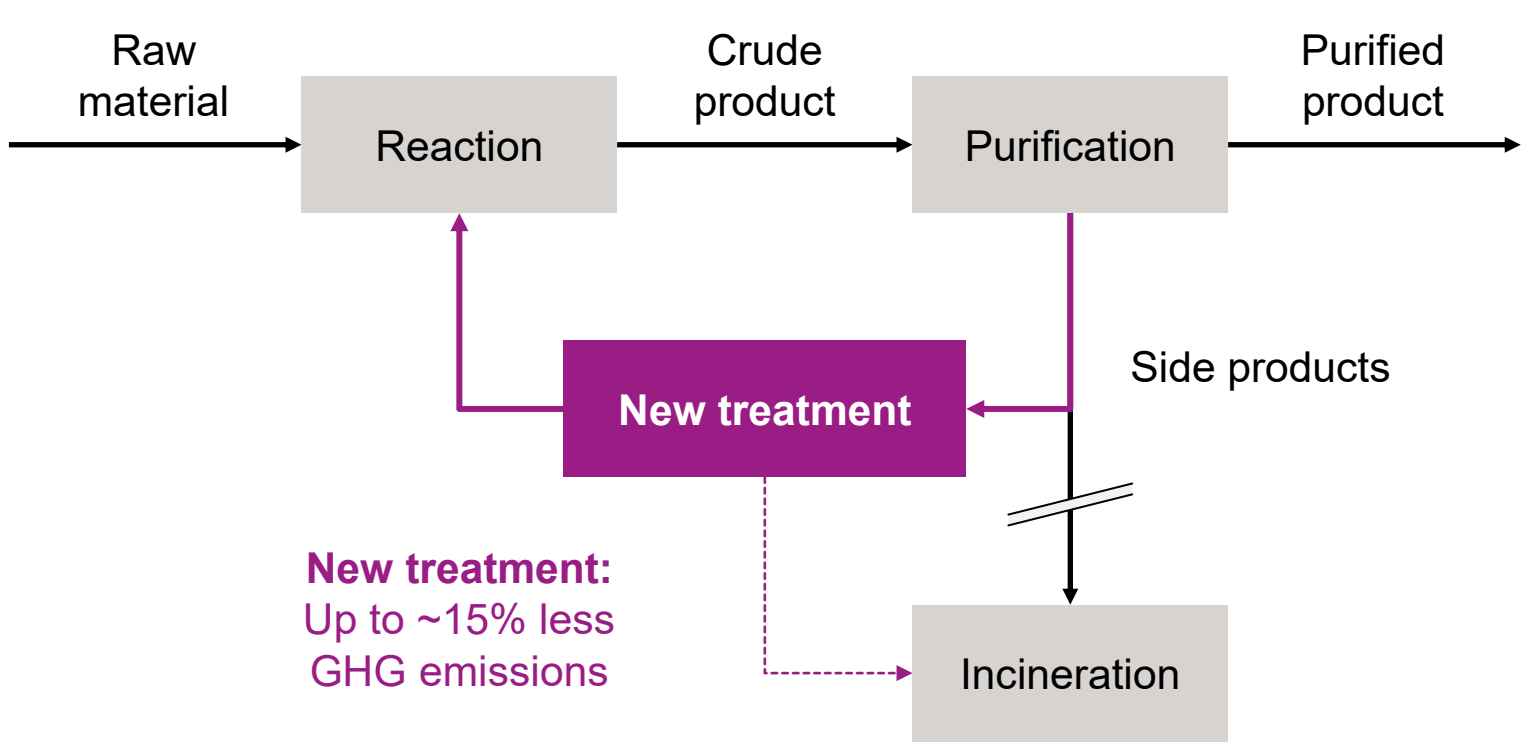
2c “Next Generation Technologies”: Process redesign
Example

Sustainable processes via electrochemical pH-shift

- Development of **sustainable processes** avoiding acids, bases and salt containing waste streams
- pH induced reactions by applying electrochemical process steps – **“electrons replace chemicals”**
- Technology as enabler to minimize carbon footprint

2c “Next Generation Technologies”: Process redesign
Example

Increased re-use of side products at our Herne site



- In the current process, all side products are incinerated
- A new side product treatment – as experimentally demonstrated for a single stream – would lead to GHG emission reduction of up to ~15 % in this process step
- Further CO_2 reduction potential by holistic network optimization

2 EAGER program to assess main CO_2 emitting sites
Definition of 2030 implementation plan with reduction measures

2021: Starting point

- Detailed analysis of options for Antwerp and Rheinfelden sites
- Definition of most important reduction levers with necessary investments
- Blueprint for other sites

2022-2030

- Identification of potential to reduce GHG, Water and Waste emissions
- Focus on our top 20 sites, accounting e.g. for 80% of GHG emissions
- Implementation plan defined by cross-functional working group

NEXTGEN Technologies

IMPLEMENTATION PLAN

Since 2023: Projects Implementation

- Investments into profitable projects
- ~€180 m spend in 2023 and 2024
- e.g. new facility in Singapore for carbon-neutral production of alkoxides and Steam at Antwerp

1. EAGER: Evonik Assessment of Greenhouse Gas Emission Reduction

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2 EAGER to support sound decision making on site investments

Program EAGER[1]

Setup

Organization

Cross-functional approach allows for fast and flexible execution

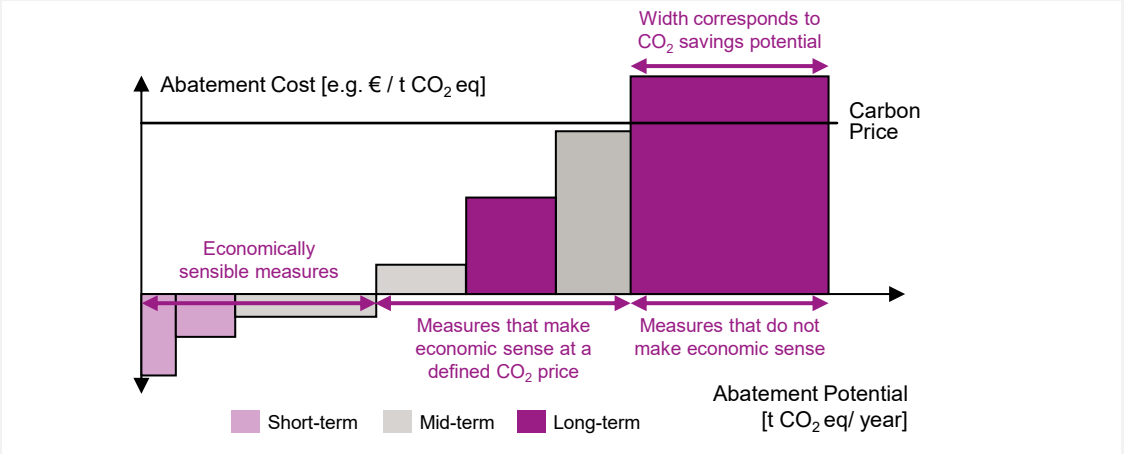
Methodology

Holistic assessment of top 20 sites, incorporating existing ideas, analyses and measures

Calibrated Point of Truth

Ensuring a harmonized approach to allow for cross-site comparison

Results



- Abatement Cost Curve: Specific measures on site level
- Validated CapEx/OpEx requirements considering real values and typical estimate accuracy
- Additional findings on water and waste data

1. EAGER: Evonik Assessment of Greenhouse Gas Emission Reduction

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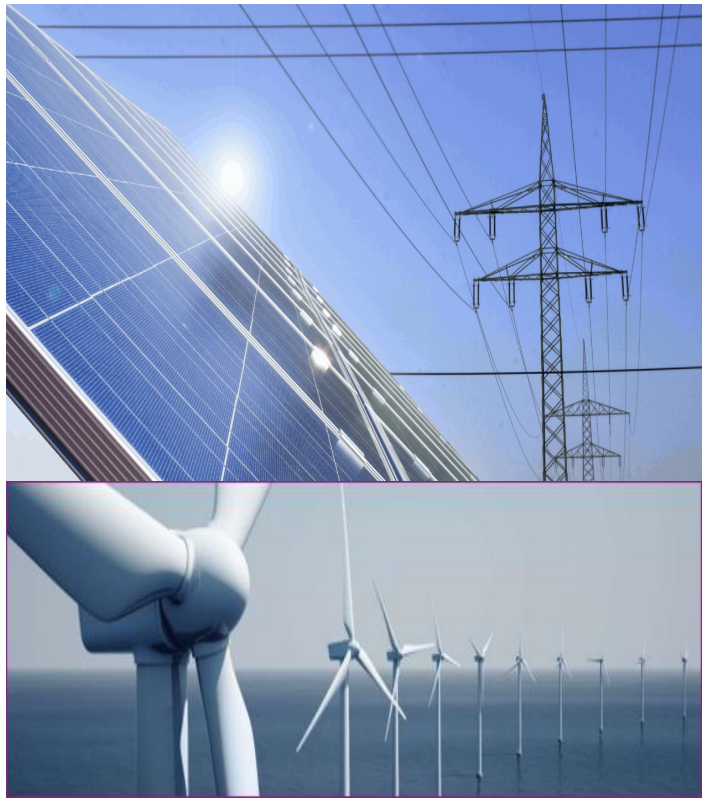
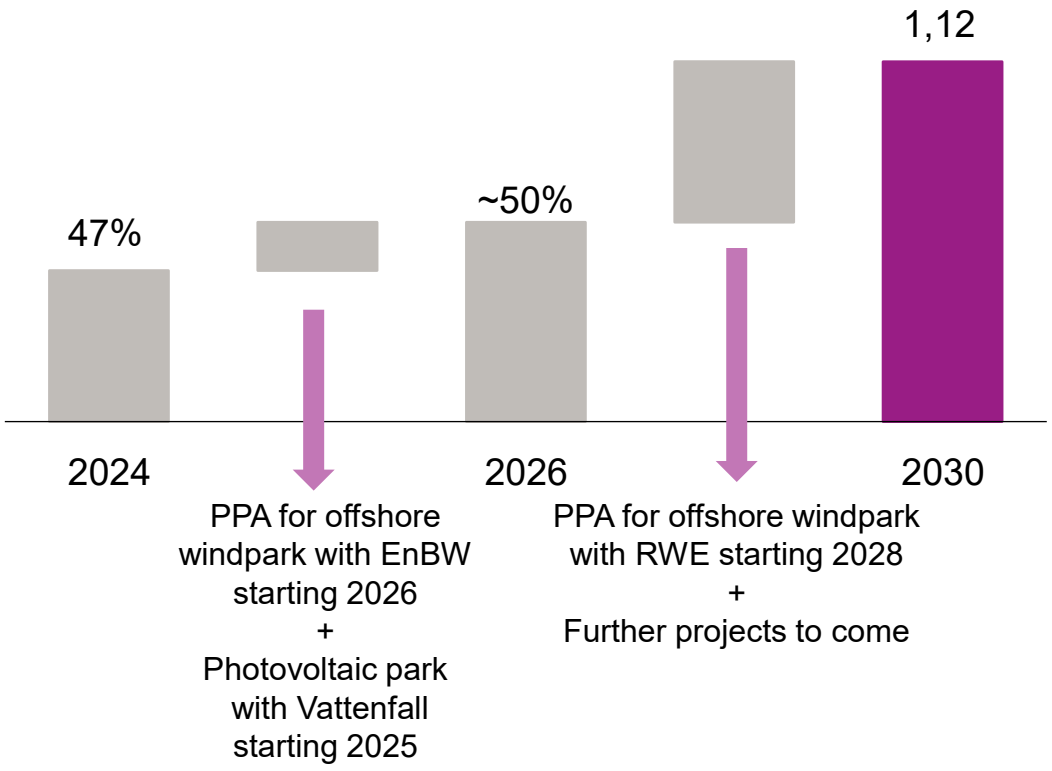
3 Renewable energy
Targeting 100% renewable sourced electricity until 2030

Increase of share of green sourced electricity to ~50% in 2026 with recent PPAs



Share of externally sourced green electricity globally



1. CO_2 reduction occurs in GHG protocol scope 1 or 3, dependent on selected accounting methodology (incl. or excl. biogenic carbon removals and emissions)

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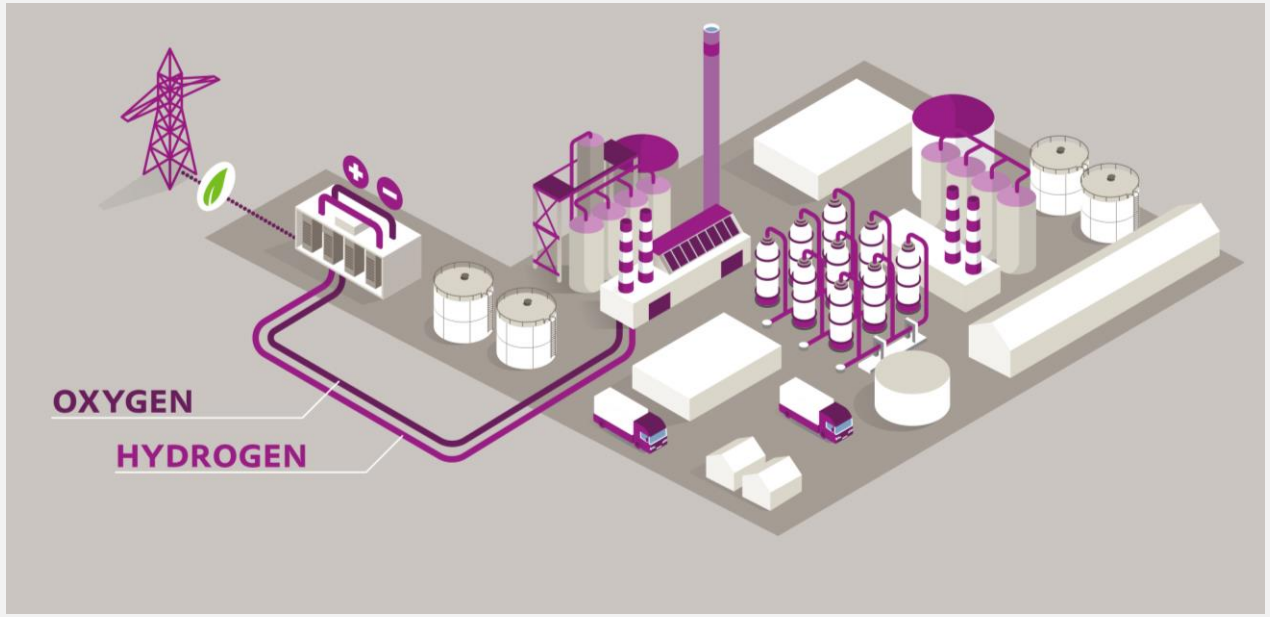
3 Renewable energy
Green Hydrogen for green wind energy

Partnering with Siemens to produce green hydrogen

Green hydrogen production by Siemens and Evonik in Herne, Germany



- Evonik is investing in a pilot electrolyzer in Herne (Germany) to produce green hydrogen as a starting product for isophorone diamine (IPDA), a key raw material for the rotor blades for wind turbines.
- In the electrolysis process, water is split into green hydrogen and green oxygen with the aid of green electricity.
  - It will be able to meet about 45 percent of the hydrogen required by this site each year
  - 100 percent of its oxygen requirements
  - Reduction of 12,500 metric tons CO_2 a year
  - Local production makes operation of the facilities at the site more reliable
  - Start of production is planned for 2025

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Evonik's Scope 3 approach

Different levers to deliver outcome that matters to our customers

Incremental Improvement

- Supplier engagement for raw materials and services investing in energy efficiency and use of renewable energy
- Turn electricity trading green
- Water stewardship and avoiding of production waste in alignment with scope 1&2 emission reduction pathway

Continuous reduction of product carbon footprints based on certified, market-based data

Green Opportunities

- For existing products access renewable raw materials and energy to deliver green(er) products for high market pull applications
- New products based on renewable carbon and green energy without significant harm to other environmental or social sustainability topics

Evonik able to serve market segments with high demand for credible green solutions

Back-Integration

- Backwards integration levering efficiency, green energy, carbon capture opportunities
- Reduce storage and transport of toxic chemicals
- Sites & technologies without high-carbon lock-in risk
- Access to raw materials with competitive green future

Improve resilience, profitability and competitiveness along the path to climate neutrality

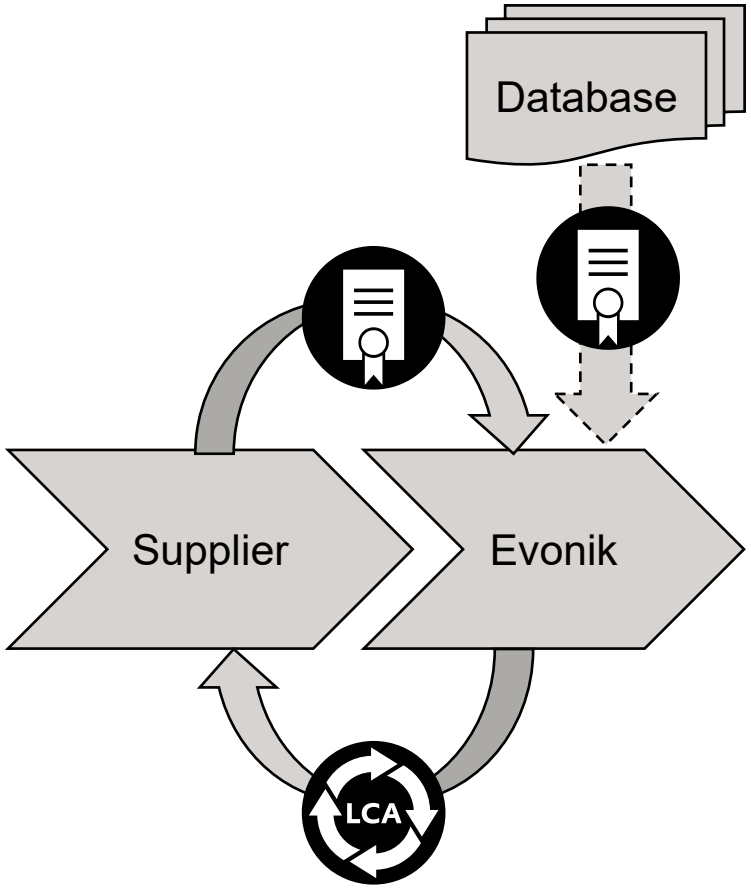
Asset Transformation

- Identify lock-in risks (portfolio / technology / site / raw material) and ensure that capital allocation and innovation are steered towards climate-neutrality, circularity and "safe & sustainable by design" chemicals
- Collaborate with, or transfer of business to best owner for an asset-heavy business model

Secure financial resources, technology, and raw materials for products, the world will need

Evonik's Scope 3 approach
Continuously improving the data quality on Scope 3 emissions

Incremental Improvement | Green Opportunities | Back-Integration | Asset Transformation



- Evonik motivates suppliers to provide primary ("real") emission factors for the actual purchased raw material
- Proxies from public databases are only used if the supplier does not provide a real emission factor
- Supplier commitment to deliver primary emission factors mandatory as of 2025
- Strong involvement in TfS development of digital formats to exchange sustainability data across value chains
- Evonik experts support suppliers in calculating Life Cycle Analyses (LCAs) for raw materials purchased by Evonik to be able to provide real emission factors

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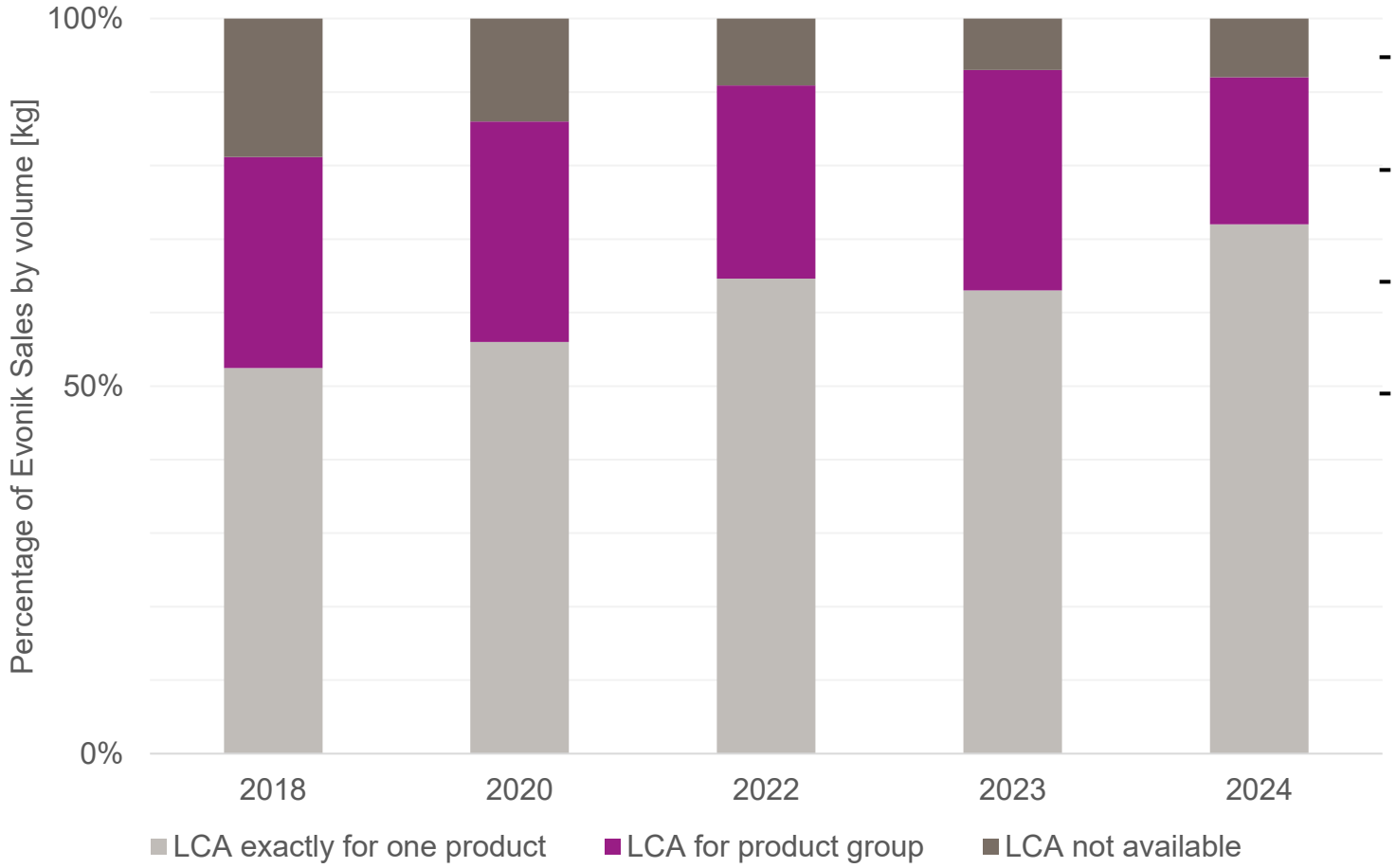
Evonik's Scope 3 approach

Continuously increasing the coverage of own products by LCAs

Incremental Improvement | Green Opportunities | Back-Integration | Asset Transformation



- Continuous increase of coverage of LCA[1]s for own products
- > 90% of sales volume covered with LCAs for the exact or a similar product in 2024
- Good understanding of environmental impact of own products
- Ability to respond quickly to customer requests for LCAs

1. LCA = Lifecycle Assessment

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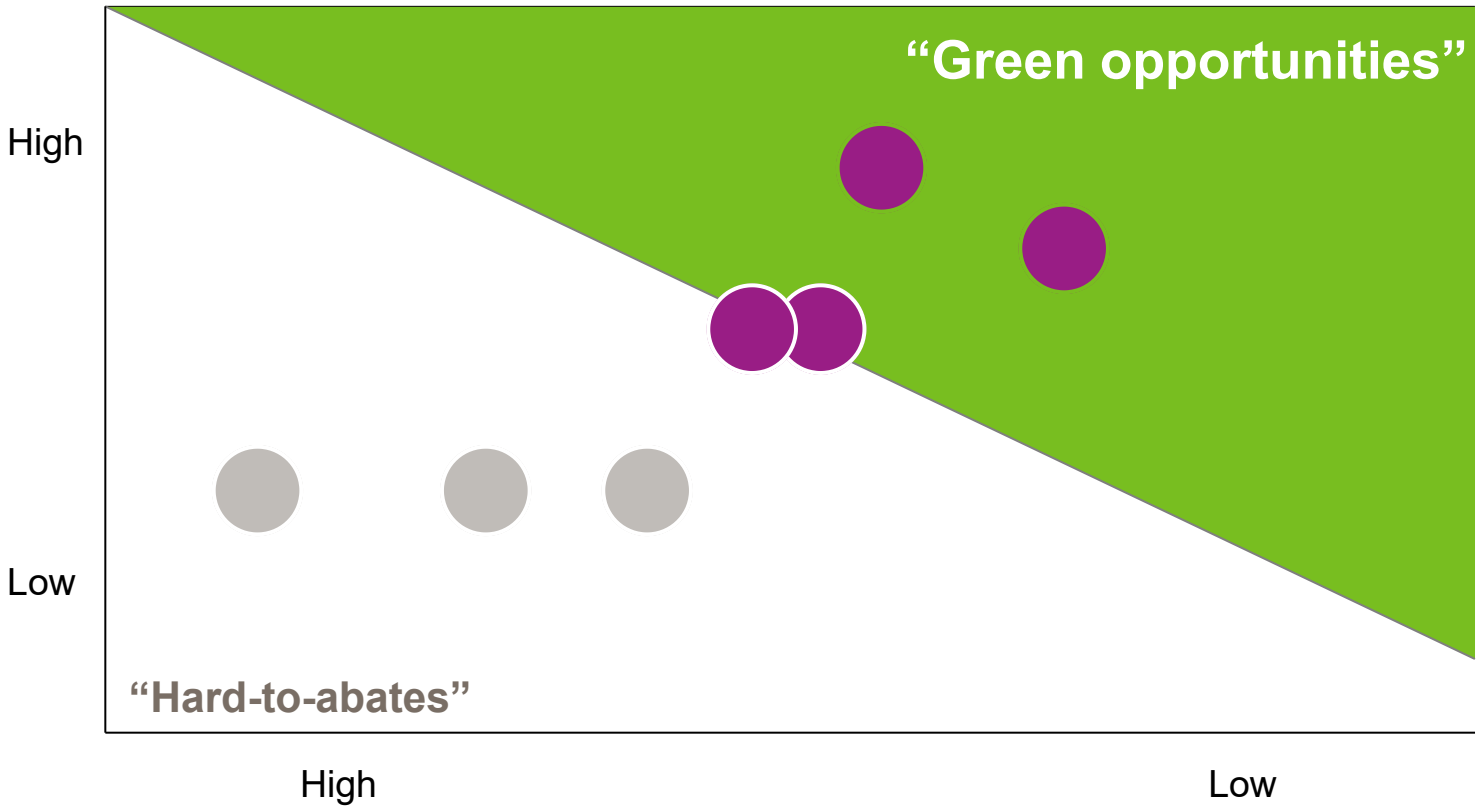
Evonik's Scope 3 approach

Taking a selective approach on GHG reductions with green opportunities

Incremental Improvement | **Green Opportunities** | Back-Integration | Asset Transformation

End market pull[1]



Green opportunities are e.g.,

- Rhamnolipids (bio-based feedstocks)
- Silica (bio-based or recycled feedstocks)
- Eco Products (circular feedstocks instead of virgin fossil ones)

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Evonik's Scope 3 approach

Leveraging market opportunities resulting from value chain transformations

Incremental Improvement | **Green Opportunities** | Back-Integration | Asset Transformation

In various products and markets, Evonik replaces virgin fossil raw materials with circular feedstocks to meet demand for green alternatives

Vestamid Eco	Sports and Engineering applications
Dynacoll Eco	Adhesives
Vestoplast Eco	Adhesives
Polyvest Eco	Polybutadiene in various applications
Trogamid Mycx Eco	Optics
Vestamin IPD Eco	Epoxy systems, e.g., in Windmill blades
Vestanat IPDI Eco	Epoxy systems, e.g., in Windmill blades
Vestasol IP Eco	Solvents in various applications

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Evonik's Scope 3 approach

Actively redesigning value chains to secure access to circular feedstocks

Incremental Improvement | Green Opportunities | **Back-Integration** | Asset Transformation

Rhamnolipids

New technology to produce sustainable tensides based on circular feedstock

Silica

Rice husk ash and sand processing residues as circular feedstock

Polyurethane recycling

Partnerships with all relevant steps in the value chain to close a circular value chain

Backward integration

Backward integration in Methionine value chain to secure low-emission feedstocks

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Evonik's Scope 3 approach

Active portfolio management reducing the emission profile of own assets

Incremental Improvement | Green Opportunities | Back-Integration | **Asset Transformation**

Divestment of high emission assets done or in progress

Functional Solutions

Performance Intermediates

Superabsorber

Carve-out of infrastructure services, incl. power plants in Marl and Wesseling finalized.

Site Services in Marl and Wesseling

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Sustainable use of palm oil

- Evonik member of *Roundtable on Sustainable Palm Oil* (**RSPO**) and cross-industry industry platform *Action for Sustainable Derivatives* (**ASD**)
- Our annual **demand** for palm-based derivatives is approx. 100 kilo tons, primarily used by Business Lines Care Solutions and Oil Additives
- For Evonik employees, we developed **recommendations for action** for the responsible handling of palm oil, palm kernel oil and their derivatives
- **Target:** By 2025, Evonik aims to ensure only RSPO-certified palm oil and palm kernel oil are used in its products.

Evonik's Personal Care Business

- ~60% of our cosmetic ingredients are made up of at least 50% renewable feedstocks
- Palm oil raw materials basket contains 60% RSPO-MB palm-based feedstocks
- Production of >40 cosmetic ingredients using CO_2-optimized processes

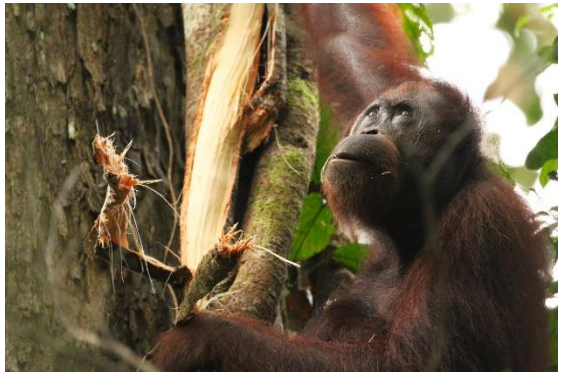
EVONIK Leading Beyond Chemistry

Promotion of sustainable palm oil production in Malaysia

Evonik and Beiersdorf support WWF project

- Beiersdorf and Evonik committed to a sustainable palm oil economy for many years, being both members of RSPO[1)] and ASD[2)]
- Conservation and sustainable development project launched in Sabah‘s Tabin landscape in late 2020
- Goal is to certify local palm-oil farmers for sustainable production (RSPO), restore ecological connectivity and protect wildlife habitats
- Tabin’s wildlife reserve safeguards many threatened species such as orangutans or Borneo elephants

Tabin’s ecosystem faces enormous challenges



1) RSPO = Roundtable on Sustainable Palm Oil 2) ASD = Action for Sustainable Derivatives

The EU Deforestation Regulation (EUDR) aims to protect forests globally

- Forests make an important contribution to combating climate change as well as preserving biodiversity and are threatened by conversion to agricultural land.
- Transformation of the industry and the benefits for our customers will foreseeably lead to increased demand for bio-based raw materials.
- Evonik is aware of the resulting impacts on deforestation and biodiversity loss and analyzes its product portfolio, not least in order to meet the requirements of the EUDR.
- Evonik is implementing a framework of procedures and measures to ensure that relevant products comply with EUDR obligations.
- Evonik is in close contact with suppliers of relevant commodities and products and follows developments regarding EUDR at EU level closely.

The EUDR initially applies to the following **commodities and certain derived products** that use them:

Obligations must be implemented by 30th Dec. 2025

Relevant commodities and products must:

- be deforestation-free,
- been produced in accordance with the relevant legislation of the country of production and
- be covered by a due diligence statement

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Highlight – Water

Methodology

- Distinction between water Scarcity Sites and Water Intensive Sites
- Introduction of the Sustainable Baseline Water Stress methodology in addition to AWARE[1]
- Holistic assessment of water risks by using WWF[2] Water Risk Filter
- Assessment according to Physical, Regulatory and Reputational Risks

Understand water as a place dependent and shared resource (Basin risks)	Understand Evonik's impact on local basins (Operational risks)	Assess and prioritize water-related risks	Optimize water governance, improve water efficiency and reduce pollution and footprint	Reduce water demand in water-stress areas to a sustainable level

Example

Multi-User Site Shanghai (MUSC)

- Demineralization of purge water from a cooling unit
- Usage in chemical processes
- Replacement of 250.000 m³ freshwater

-3% 〉

Reduction of specific freshwater intake by 2030[2]

- Site-specific action plans for water-stress production sites

Water Risk Filter

1. AWARE: available water remaining, 2. corresponding to the production volume, reference year 2021; 2. new tool used to analyze various physical risk aspects such as water stress, flooding, and water quality

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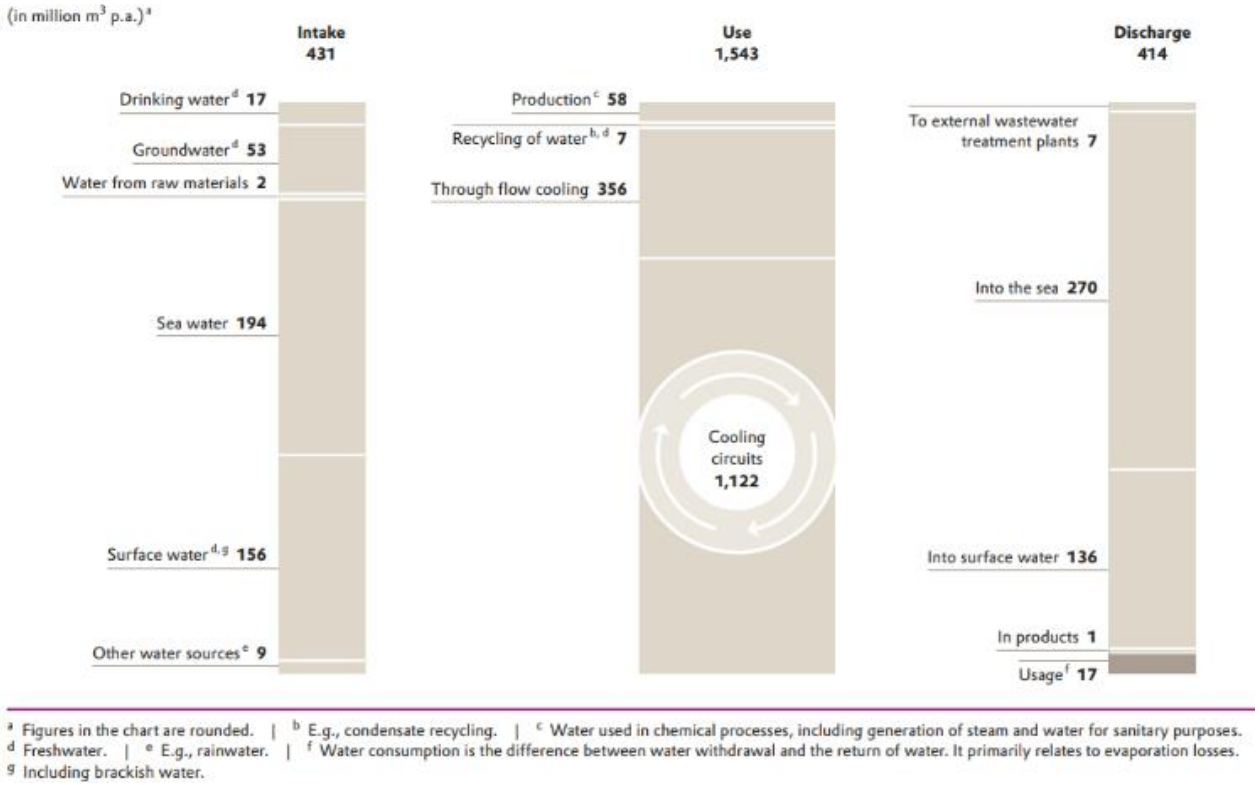
Water data 2024

Only 4% used for production

- Total water intake was 431 million m^3 in 2024, while discharges amounted to 414 million m^3
  - Difference of 17 million m^3 mainly comprises water used to replace evaporation losses
- ~96% of our total water use (including water consumption) was for cooling purposes in energy generation and production
- Only ~4% used for production purposes

Evonik's water data 2024



[a] Figures in the chart are rounded. | [b] E.g., condensate recycling. | [c] Water used in chemical processes, including generation of steam and water for sanitary purposes. [d] Freshwater. | [e] E.g., rainwater. | [f] Water consumption is the difference between water withdrawal and the return of water. It primarily relates to evaporation losses. [g] Including brackish water.

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Highlight – Waste

Methodology

Goal for waste management:

- Promote the environmentally sound treatment of waste generated by Evonik

Goal for waste reduction:

- Reduction of waste generated at Evonik

Example

Hanau-Wolfgang

- Recycling of solvent from a chemical process
- Usage in other chemical processes
- Adapted by other Evonik site in China

-10% 〉 **Reduction of specific production waste by 2030[1]**

- Reduce amount of non-hazardous waste sent to landfill

1. corresponding to the production volume, reference year 2021

EVONIK Leading Beyond Chemistry

Agenda
Sustainability fully integrated into all three strategic levers

1 **Portfolio**
- Handprint: “Next Generation Solutions”
- Footprint: CO_2 emission reduction as key KPI

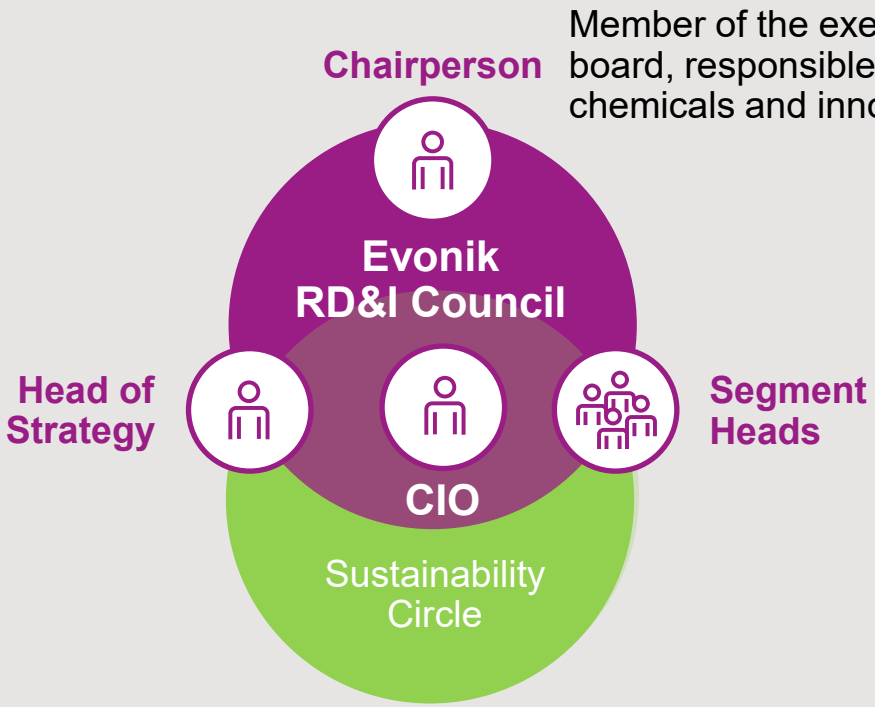
2 **Innovation**
- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3 **Culture**
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance
- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Sustainability is fully integrated into innovation portfolio steering

RD&I Council manages the company-wide innovation portfolio …



… using clear steering criteria

Qualitative	Strategic fit	Market / Industry
Quantitative	Growth potential	Necessary resources
Sustainability	NEXTGEN Solutions	
	NEXTGEN Technologies	

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R&D at Evonik at a glance 2024

Approx. €440 million R&D spend

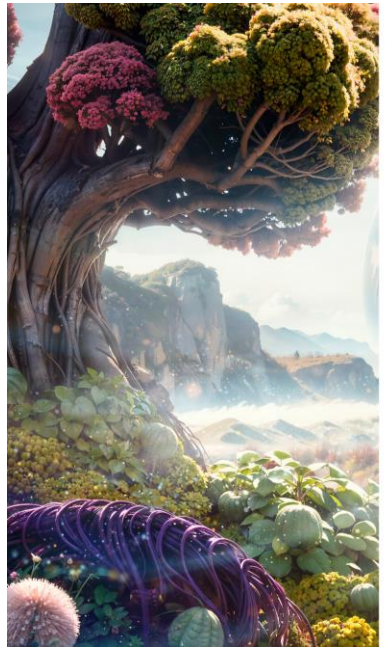
2.9% R&D ratio

>2,700 employees[1]

Approx. 23,000 patents[2]

100% sustainability-integrated

Evonik‘s Innovation Growth Areas



Advance Precision Biosolutions

Enable Circular Economy

Accelerate Energy Transition

1 RD&I, Application Technology, some Process Technology | 2 Patents and pending patents

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New Innovation Growth Areas – €1.5 bn additional sales targeted

Addressing our most relevant sustainability trends

Previous Innovation Growth Fields

Advanced Food Ingredients

Additive Manufacturing

Sustainable Nutrition

Cosmetic Solutions

Membranes

Healthcare Solutions

- Introduced in 2016
- Targeted €1 bn additional sales by FY 2025
- €650 m achieved by year-end FY 2023 with EBITDA margin well above Group average
- Further growth in FY 2024 despite difficult macroeconomic conditions

New Innovation Growth Areas

Advance Precision Biosolutions

Leveraging biotechnology to enhance human health and quality of life while protecting our ecosystems

Enable Circular Economy

Helping to close material cycles and paving the way for a sustainable future for our customers

Accelerate Energy Transition

Addressing emission reduction and the capture, utilization, and storage of CO_2

€1.5 bn additional sales by 2032[1]

1 Vs. reference base: 2023

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Advance Precision Biosolutions: Leveraging biotechnology to enhance human health and quality of life while protecting our ecosystems

WE GO BEYOND TO ADVANCE PRECISION BIOSOLUTIONS

Harness the power of living systems and modern science to address the complex demands of today's world

- **Cutting-edge technologies**: Producing advanced RNA-based medicines, enhancing cell culture performance, and creating innovative biosurfactants and cosmetic actives
- **Sustainability**: Moving away from fossil-based feedstocks and utilizing renewable resources through fermentative production processes
- **Leading expertise**: Pioneering role in industrial-scale biotechnological manufacturing

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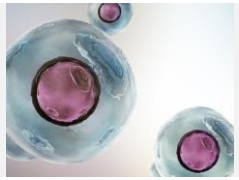
High-performance solutions that transform the pharmaceutical, biotech, and personal care industries

WE GO BEYOND TO ADVANCE PRECISION BIOSOLUTIONS

Nucleic Acid-Based Medicines & Drug Delivery Systems

We provide best-in-class solutions to engage in fast-growing innovative pharmaceutical markets

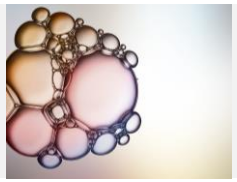
→ Enabling the next generation of **therapeutics**



Cell Culture Solutions

We empower pharmaceutical and biotech companies

→ Enabling the production of **innovative therapeutics** and **biotechnological processes**



Biosurfactants & Biofunctional Ingredients

We leverage safe, precise and low-energy fermentation processes based on renewable raw materials

→ Achieving **superior performance** & environmental benefits

Cosmetic Actives & Delivery Systems

We help our customers enhance their cosmetic formulations

→ Meeting **consumer demand** for effective, natural, and scientifically-backed cosmetic products

EVONIK
Leading Beyond Chemistry

Enable Circular Economy: Helping to close material cycles and paving the way for a sustainable future of our customers

WE GO BEYOND TO ENABLE CIRCULAR ECONOMY

- **Focus**: Minimizing waste and maximizing resource utilization by increasing the use of recycled and renewable feedstocks.
- **Innovative approach**:
  - Rejuvenate catalysts and inorganic materials
  - Create value from waste by harnessing the potential of renewable and recovered raw materials
  - We focus on principles of circular design to promote sustainable practices in design and manufacturing
- **Regulatory frameworks**: Globally, governments and associations drive the transformation towards a circular economy and increase restrictions on fossil-based raw materials.

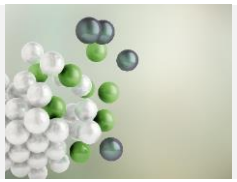
Our innovative approach goes beyond traditional plastics recycling and aims to rejuvenate catalysts and inorganic materials

WE GO BEYOND TO ENABLE CIRCULAR ECONOMY

Enable Plastic Recycling

We enable effective recycling to drive the **transformation of the plastics industry**

→ Replacing fossil raw materials with circular ones



Enable Catalyst and Inorganics Recycling

We **recover and repurpose** critical catalysts and metals, reduce waste, and conserve natural resources

→ Reducing reliance on finite resources

Renewable or Recycled Raw Materials

We transform our processes & products to **replace fossil raw materials** with renewable or recycled alternatives

→ Creating a competitive advantage for us & our customers

Design for Circularity

We support our customers to create a circular economy

→ Generating **less waste**, extending product's lifetime, facilitating **repair & reuse** of products & their components

EVONIK
Leading Beyond Chemistry

Accelerate Energy Transition: Leveraging our advanced capabilities in materials science & chemistry to lead the global transition to a greener future

WE GO BEYOND TO ACCELERATE ENERGY TRANSITION

- **Focus**:
  - Reducing the impact of fossil-based energy
  - Fostering solutions for energy savings
  - Enabling alternative energy production
- **Competences**:
  Our innovative material solutions and specialty additives make a decisive contribution to the energy transition.
- **Innovative approach**:
  We offer materials and procedures to reduce carbon footprints and energy consumption, build lightweight materials for the automotive and aviation industries to minimize fuel consumption, and develop materials to increase the efficiency and service life of renewable energy technologies.

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Leading Beyond Chemistry

Accelerate Energy Transition: Addressing emission reduction as well as the capture, utilization, and storage of CO_2

WE GO BEYOND TO ACCELERATE ENERGY TRANSITION

Membranes, Hydrogen Generation and Transport

We leverage our expertise in polymer & material design
→ Pioneering the future of the **hydrogen economy** and separation technologies for renewable natural gas

Future Mobility and Battery Solutions

We enhance the performance of batteries, tires, and lightweight materials
→ Powering the next generation of **electric vehicles**

Carbon Capture and Storage

We enable direct CO_2 removal from the air or from point sources like gas power plants
→ Contributing to reach a true **net-zero scenario**

Renewable Energy and Energy Efficiency

We provide additives for wind turbines, solar cells, & insulation
→ Accelerating the **expansion of renewable energy** and the **reduction of emissions from buildings**

Agenda
Sustainability fully integrated into all three strategic levers

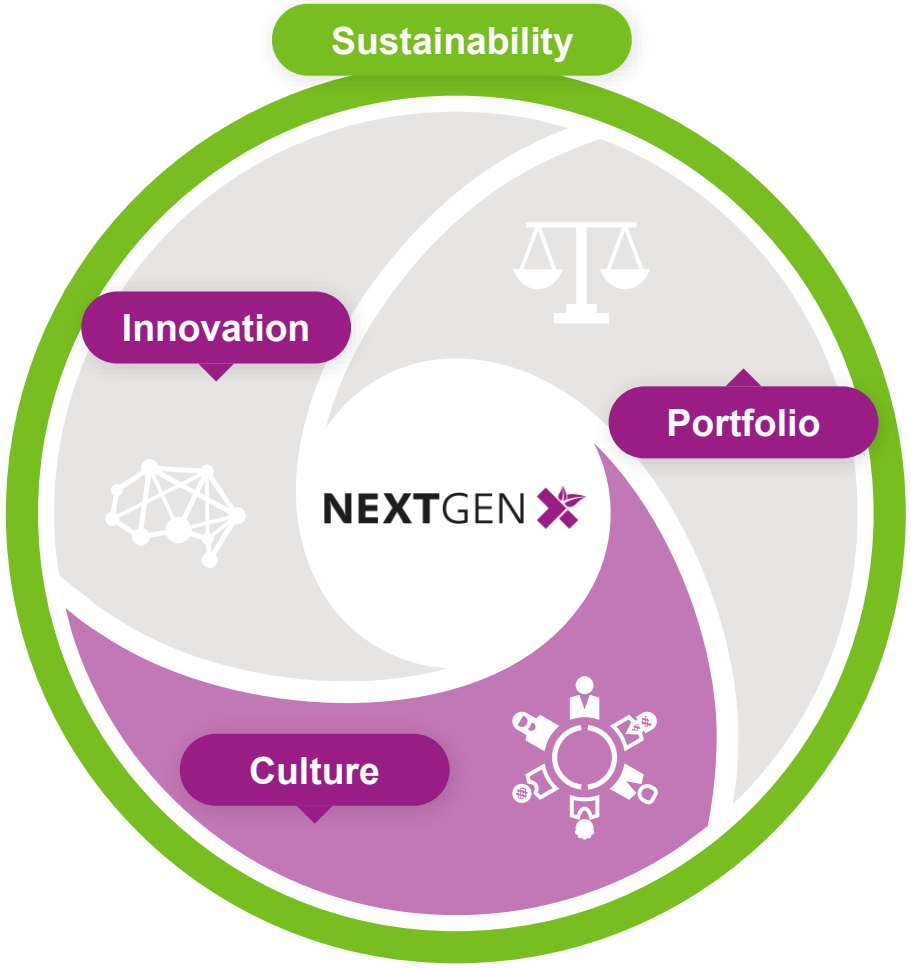
1 **Portfolio**
- Handprint: “Next Generation Solutions”
- Footprint: CO_2 emission reduction as key KPI

2 **Innovation**
- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3 **Culture**
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance
- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Driving “Next Generation Culture“
Shifting mindset in the entire organization



Safety first as foundation:

- Accident frequency as part of management compensation
- Low level secured over the last years[1]

Diversity as basis of our economic success:

- Ambitious targets defined
- Inclusive mindset and behavior foster diversity

Attractive employer:

- Employee commitment with increase of 5pp in latest employee survey
- Integrating sustainability stronger into HR core processes

1. below upper limit of 0.21 (number of accidents per 200,000 working hours)

EVONIK Leading Beyond Chemistry

Our sustainability commitments

External

UN Global Compact
Aligning companies‘ operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption

Responsible Care
The global chemical industry’s initiative to improve health, environmental performance, enhance security, and to communicate with stakeholders about products and processes

Chemie^3
An alliance of VCI, IG BCE and BAVC underpinning sustainability as a guiding principle of the chemical industry in Germany and providing inspiration for the international community

Internal

Global Social Policy
Evonik‘s internal commitment to human rights, core labor standards, international standards and principles of conduct

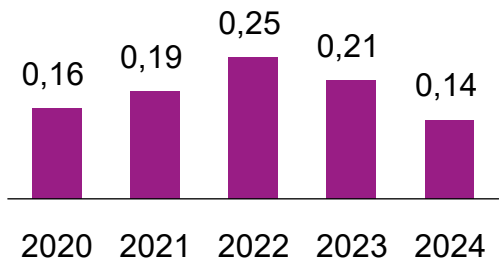
ESHQ Values
Protecting people and the environment, treating partners fairly, and focusing on the needs of customers as core beliefs for everyone at Evonik

Code of Conduct
Containing corporate values and principles, governing conduct of all Evonik employees; externally operated whistleblower system

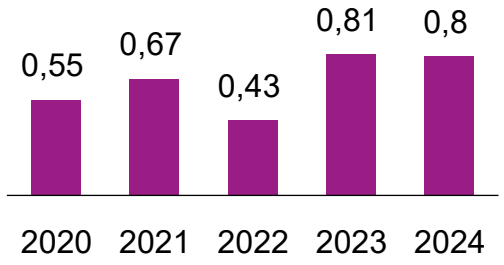
EVONIK Leading Beyond Chemistry

Safety is at the top of our agenda

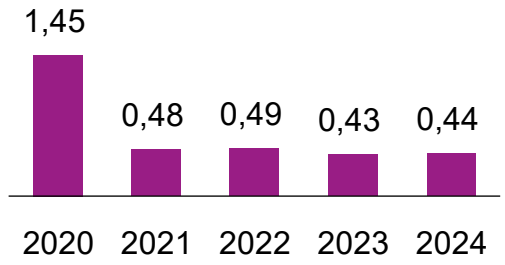
Occupational safety & plant safety



Lost time injury rate[1] for **Evonik employees**
low level helped by home office;
no fatal accident.
Upper limit: ≤0.26



Lost time injury rate[1] for **contractors**
above previous year level;
caused by workers tripping, slipping, or falling;
no fatal accident.



Process safety incident rate[2]
decreased due to targeted countermeasures.
Target: ≤0.40

Incorporation of safety performance in remuneration systems. Culture initiative “Safety at Evonik“ firmly established. Roll-out of new global server-based platform ESTER[3]

1) This indicator contains all work-related accidents (excluding traffic accidents) resulting in absences of at least one full shift per 200,000 working hours.
2) Number of incidents per 1 million working hours up to 2020, Number of incidents per 200,000 working hours as from 2021 in acc. with Cefic 2016 3) ESTER = Evonik Standard Tool ESHQ and Reporting

EVONIK Leading Beyond Chemistry

Diversity goes far beyond quantitative targets
We approach diversity with diversity

Diversity is key to economic success

- Evonik ranks among **top European companies** in terms of diversity

- We address **diversity** strategically, culturally and with an eye toward our business processes
- **Top management** as prominent **role model** in embracing diversity, e.g. in Diversity Council

Specific goals with highest priority (by 2026)

- **Gender diversity:** e.g. **30%** of executive, 25% of senior management and 33% on manager level (2024: 22%/19%/31%)
- **Intercultural mix:** e.g. **25%** of executive and **35%** of senior management positions (2024: 18%/26%)

Diversity goes far beyond quantitative targets!

- Diversity is not only a numeric game but a **matter of culture**
- An **inclusive mindset and behavior** ultimately determine if we can utilize diversity successfully

Diversity creates growth

Diversity creates innovation

Diversity brings us closer to our customers

Diversity is our future

EVONIK
Leading Beyond Chemistry

Agenda
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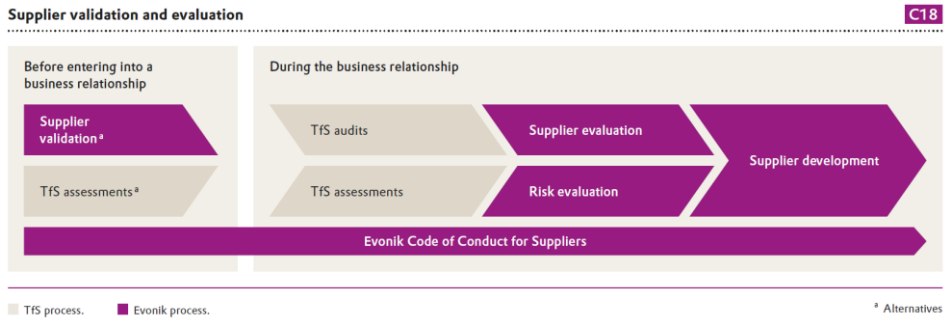
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance
- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Taking a broad view on human rights throughout our value chains

- Evonik commits to respecting human rights in line with the “Guiding Principles on Business and Human Rights” of the United Nations across its complete value chain.
- Our policy statement on human rights is based on
  - the International Bill of Human Rights,
  - the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work
  - the ten principles of the United Nations Global Compact.
- We also respect the OECD Guidelines for Multinational Enterprises.
- Evonik complies with applicable laws and regulations wherever it operates. In countries where local laws and regulations conflict with internationally recognized human rights, we seek ways to honor the above-mentioned international standards while not violating local law.



EVONIK
Leading Beyond Chemistry

Responsible supply chain management

TOGETHER FOR SUSTAINABILITY

Evonik **founding member** of “Together for Sustainability” (TfS) initiative of chemical industry driving transparency and sustainability along the supply chain.

GOLD | Top 5%
ecovadis
Sustainability Rating
SEP 2025

Setting a global standard for sustainable supply chains in the chemical industry

Minimizing efforts for suppliers and customers by replacing multiple individual assessments by a single evaluation

Official partnership European Chemical Industry Council **(Cefic)** and **TfS**

Shared supplier engagement program of leading global chemical companies

Third party assessments and audits managed by selected partner **EcoVadis.** Shared results on web-based collaborative platform showing the suppliers’ scorecard

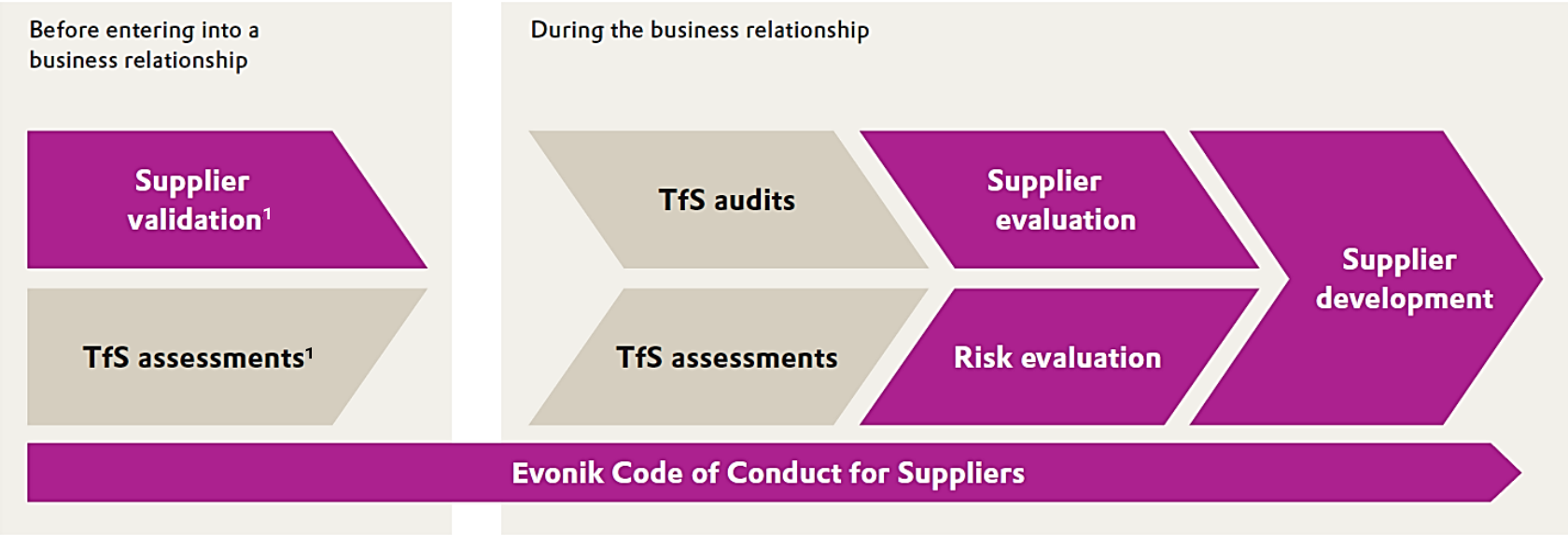
Cooperation with CPCIF[1]; 2019 Wanhua Chemical as first China-based member company

TfS currently counts **51 member companies** with global spend of >€400 bn[2]

1.CPCIF = Chinese Petroleum and Chemical Industry Federation 2) estimated figure for the chemical industry

EVONIK Leading Beyond Chemistry

Responsible supply chain management



596 TfS audits

22 initiated by Evonik

1,309 TfS assess-ments

92 initiated by Evonik

Our target

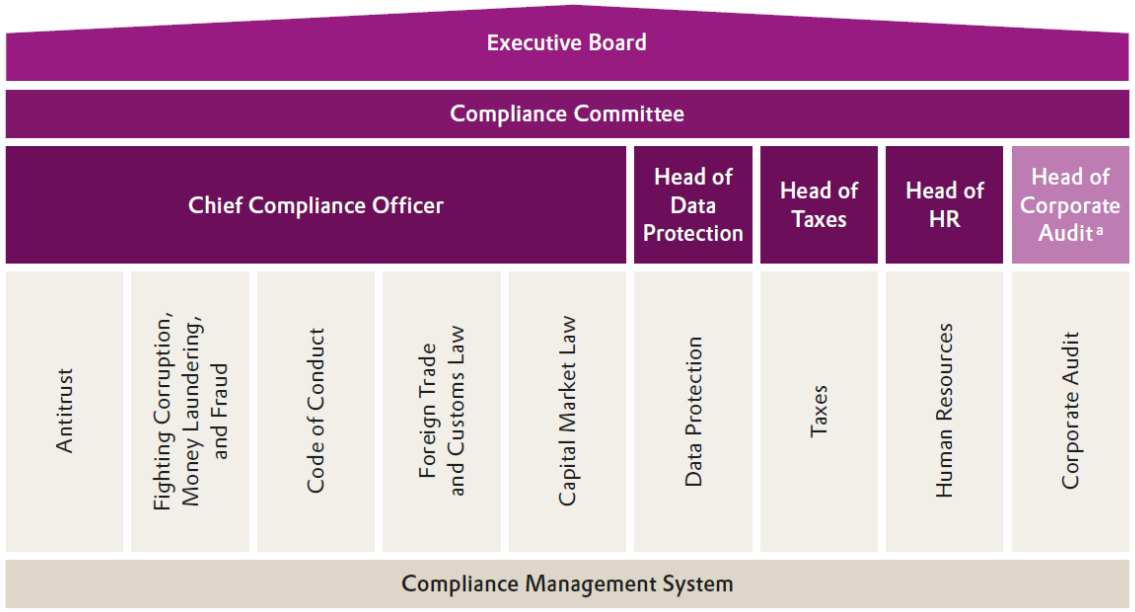
>90% of raw materials suppliers[2] to be covered by TfS assessments by 2030 (2024: 71%)

~87% (~78%) of Evonik's direct (indirect) purchasing volume covered by TfS assessments

FY 2023 | 1. Alternatives; 2. with annual procurement volume of >€100k

EVONIK Leading Beyond Chemistry

Compliance: Watching responsible business practices



House of compliance

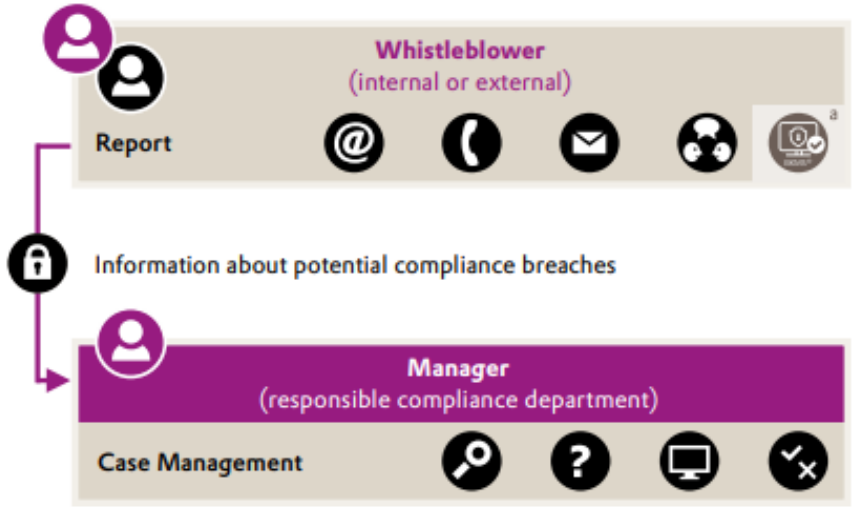
- The House of Compliance has been established to define minimum Group-wide standards for the relevant compliance management systems in relation to the topics specified above and to ensure that these standards are implemented
- Decision-making, exchange of experience, and coordination of the joint activities all take place in the Compliance Committee, which is comprised of the heads of the individual departments, who are independently responsible for their subject area, and the head of Corporate Audit

Compliance management system

- The compliance management system comprises, on the basis of defined values and objectives, the instruments shown in the chart and any measures to be taken accordingly

Compliance. Whistleblower hotline.

- All employees are required to report possible or actual violations of the code of conduct to the responsible department or compliance officer without delay
- In addition to internal reporting channels, electronic whistleblower hotlines operated by independent external providers are available group-wide
- Both employees and external stakeholders such as business partners and their employees, local residents near our sites, and employees' families can report suspected compliance violations
- Reports are possible on all key compliance issues and are automatically forwarded to the department responsible for the relevant compliance topic
- The whistleblower hotline is certified as conforming with European data protection legislation
- Evonik takes up all allegations and investigates them
- To protect whistleblowers, the general principles set out in the policy on internal investigations include security measures such as forbidding putting them at any disadvantage



[a] External Whistleblower System. Guarantees anonymity, if desired by whistleblower.

Sustainability integrated into management compensation scheme
20% of long-term incentive based on strategic ESG KPI's

Fixed salary ~1/3

To be paid in cash for each financial year

Bonus ~1/3

KPIs aligned to mid-term strategic targets
1. Progression towards EBITDA margin target
2. EBITDA growth (yoy)
3. Contribution to FCF target

… **and integrating Safety First mindset:**
4. Accident performance

Long-term incentive plan ~1/3

80% share price

- Granted LTI target amount calculated in virtual shares (4-year lock-up)
- Absolute performance: Real price of the Evonik share
- Relative performance against external index benchmark (MSCI Chemicals)

20% ESG

LTI based on strategic ESG KPI's, e.g.:
- **40%:** Sales share of "Next Generation Solutions"
- **40%:** CO_2 emission reduction
- **20%:** Next Generation Culture

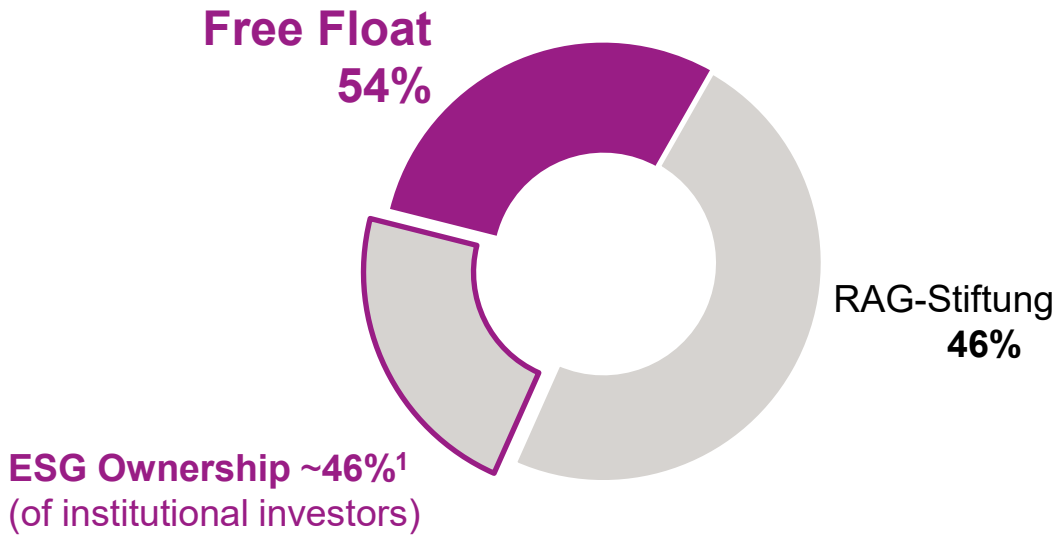
Shareholder structure

“RAG-Stiftung”, long-term shareholder with focus on total shareholder return

RAG Stiftung

- RAG-Stiftung (foundation) manages a portfolio of ~€18 bn assets, one of the biggest foundations in Europe
- Portfolio consists of publicly traded securities, private equity, direct holdings, real estate and bonds of various types
- RAG-Stiftung focuses on investments with high total shareholder return and strong cash/distribution profiles
- Underlying goal is to finance/cover the perpetual obligations arising from hard-coal mining in Germany
- About 75% of total portfolio invested in assets other than Evonik
- RAG-Stiftung with strong interest in Evonik’s profitable growth, resulting in significant shareholder returns
- Clear intention to remain significant shareholder

Ownership structure



1. as of March 2024

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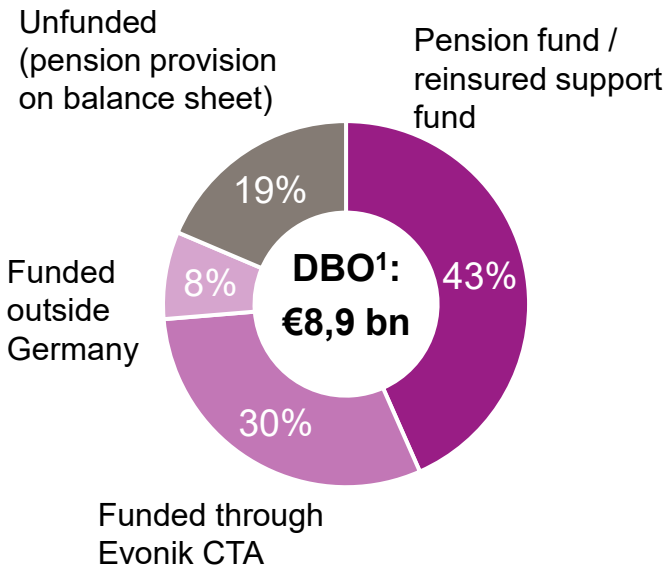
Sustainability embedded in pension asset management

Evonik Pensionstreuhand e.V. (**CTA**)

Sustainability process initially developed for portfolio held directly by Evonik Industries AG and thus directly under Corporate control (Contractual Trust Agreement, **CTA**)

- CTA: >80% of total plan assets under management supervised by managers committed to UN Principles for Responsible Investment (UN PRI)
- Segregated Accounts and mutual funds with minimum ESG guardrails (Art. 8 eligible)
- ESG monitoring

Funding level at 81%



Pensionskasse Degussa VVaG (**Pension fund**)

As one of the first pension funds in Germany, Pensionskasse Degussa VVaG **(PKD)** with own **ESG strategy** since April 2019

- Main focus on Governance requirements (compliance, audits, risk management, cyber security etc.)
- Investment criteria: managers required to have signed UN PRI; minimum ESG guardrails (Art. 8 eligble) for segregated accounts and mutual funds
- Asset Class Specific: Suitable ESG factors taken into account in riskmanagement process
- ESG monitoring

FY 2024 | 1) DBO = Defined Benefit Obligations | Pension funding overview as of Dec 31, 2024

Evonik Investor Relations / Sustainability team

Christoph Finke
Senior Vice President Investor Relations

+49 201 177 3145
christoph.finke@evonik.com

Dr. Ralf Düssel
Head of Sustainability

+49 201 177 3388
ralf.duessel@evonik.com

Cédric Schupp
Director Investor Relations & ESG

+49 201 177 3149
cedric.schupp@evonik.com

Sabine Kuznik
Head of Sustainability Relations

+49 201 177 4457
sabine.kuznik@evonik.com

Gevitha Selvakumar
Manager Investor Relations & ESG

+49 201 177 3142
gevitha.selvakumar@evonik.com

Katharina Gayk
Team Assistant

+49 201 177 3146
katharina.gayk@evonik.com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