

Update to the declaration of conformity with the German Corporate Governance Code pursuant to section 161 of the German Stock Corporation Act (AktG)

The executive board and supervisory board of Evonik Industries AG (subsequently **the company**) submitted their latest declaration of conformity with the German Corporate Governance Code pursuant to section 161 of the German Stock Corporation Act (AktG) in December 2025. This declaration is hereby updated to include the following exception:

According to recommendation C.5, members of the management board of a listed company should not accept the chairmanship of the supervisory board of a non-group listed company. The company's supervisory board has appointed Mr. Michael Rauch as a member of the company's executive board and chief financial officer (CFO) effective May 1, 2026. Mr. Michael Rauch is chairman of the supervisory board of edding Aktiengesellschaft. Following careful consideration, the supervisory board has reached the conclusion that this does not give rise to any relevant conflicts of interest. Moreover, Mr. Rauch has plausibly demonstrated to the supervisory board that he has sufficient time for his role as a member of the company's executive board and that he will perform his duties with the necessary care. The supervisory board is therefore satisfied that Mr. Michael Rauch has sufficient time for the proper performance of his duties as a member of the executive board. Taking into account all relevant aspects, an exception from recommendation C.5 is therefore considered justifiable.

In all other respects, the declaration of conformity of December 2025 remains valid without restriction.

Essen, April 2026

The Executive Board

The Supervisory Board