


Thomas Wessel

Chief Human Resources Officer and Labor Relations Director
of Evonik Industries AG

January 26, 1963, born in Herten, Germany

EDUCATION

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| 1979-1981 | Vocational training as an Industrial Clerical Officer at Bergbau AG Lippe, Herne, Germany |
| 1983-1985 | Trained as a Personnel Officer (IHK), Gelsenkirchen, Germany |
| 1986-1988 | Further training in Human Resources Management (VWA), Bochum, Germany |

CAREER

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| 1982-1988 | Human Resources Department, Bergbau AG Lippe, Herne, Germany |
| 1988-1996 | Human Resources Policy Issues Department, RAG Aktiengesellschaft, Essen, Germany |
| 1997-2001 | Head of Human Resources Policy Issues Department, RAG Aktiengesellschaft, Essen, Germany |
| 2001-2002 | Deputy Head of Human Resources Division and Head of Human Resources Policy/Controlling Department, RAG Aktiengesellschaft, Essen, Germany |
| 2002-2006 | Head of Human Resources Division, RAG Aktiengesellschaft, Essen Member of the Management Board of RAG Beteiligungs-GmbH, Essen, Germany |
| 2006-2009 | Chairman of the Management Board, RAG BILDUNG GmbH, Essen, Germany |
| 2009-2011 | Member of the Management Board and Chief Human Resources Officer of Evonik Degussa GmbH, Essen, Germany |
| Since September 1, 2011 | Chief Human Resources Officer and Industrial Relations Director of Evonik Industries AG, Essen, Germany |
| Since January 1, 2025 | Member of the Executive Board and Labor Relations Director of Evonik Operations GmbH, Essen, Germany |

MEMBERSHIPS

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| a) | Pensionskasse Degussa VVaG (Vice chair since June 28, 2024) Vivawest GmbH Vivawest Wohnen GmbH |
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| b) | Gesellschaft zur Sicherung von Bergmannswohnungen mbH |
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a) Membership of other statutory supervisory boards

b) Membership of comparable German and foreign supervisory bodies of business enterprises pursuant to Section 125 Paragraph 1 Sentence 5 of the German Stock Corporation Act (AktG)