


Consolidated sustainability indicators for the Evonik group 2-22

The following tables are an overview of Evonik's principal company-specific KPIs. The structure is aligned with Evonik's six areas of action. **The 15 material topics** are highlighted in color. For more detailed information, please go to the relevant chapters of the Evonik Sustainability Report 2023.

Sustainability indicators 2023^a

 Strategy and growth	Unit of measurement	2021	2022	2023
Production	in million metric tons	9.5	8.4	7.5
Production sites worldwide	n	102	104	104
Sales	in € billion	14.9	18.5	15.3
Adjusted EBITDA	in € million	2,383	2,490	1,660
Net income	in € million	746	540	-465
Portfolio transformation				
Proportion of sales from Next Generation Solutions	in %	41	43	43
CO ₂ e avoided by using Evonik products ^b	in million metric tons CO ₂ e	39	44	48
Value chain and products				
Research & development				
R&D expenses	in € million	464	460	443
Ratio of R&D expenses to sales	in %	3.1	2.5	2.9
No. of new patent applications filed	n	280	256	227
Circular economy				
Proportion of renewable raw materials	in %	9.7	11.1	12.0
Proportion of RSPO-certified palm (kernel) oil in the RSPO accounting period (September 1, 2022 through August 31, 2023)	in %	-	-	60
Product stewardship				
Breaches of product labeling regulations	n	0	0	0

^a Differences between the data and totals are due to rounding.


^b In 2021, 4 products with sales of €1.8 billion were evaluated.

In 2023, 5 further products were added, bringing the total evaluated to 11 products with sales of €1.3 billion.

^c For details, see Evonik Sustainability Report 2023, chapter „The environment“, p. 53.

^d Emissions from production and energy generation.

^e Emissions of ozone-depleting substances calculated in accordance with the Montreal Protocol.

 The environment	Unit of measurement	2021	2022	2023
Mitigating climate change				
Evonik Carbon Footprint^c				
Scope 1: Direct energy- and process-related emissions	in million metric tons CO ₂ e	4.4	4.2	3.8
<i>thereof methane^d</i>	in million metric tons CO ₂ e	13	22	21
Scope 2: Indirect emissions from purchased energy (gross, market-based approach)	in million metric tons CO ₂ e	1.9	1.8	1.5
Scope 3: Upstream and downstream emissions	in million metric tons CO ₂ e	23.4	20.5	19.2
<i>thereof upstream</i>	in million metric tons CO ₂ e	15.3	14.4	13.3
<i>thereof downstream</i>	in million metric tons CO ₂ e	6.3	6.1	5.9
GHG emissions Evonik Carbon Footprint (sum of scope 1, 2, and 3)	in million metric tons CO ₂ e	29.7	26.5	24.6
Other emissions into the air				
Carbon monoxide (CO)	in metric tons	1,096	800	803
Sulfur oxides (SO _x /SO ₂)	in metric tons	1,530	1,185	1,027
Nitrogen oxides (NO _x /NO ₂)	in metric tons	3,799	3,192	2,803
Heavy metals (As, Cd, Cr, Cu, Hg, Ni, Pb, Zn)	in metric tons	0.82	0.31	0.26
Non-methane volatile organic compounds (NMVOC)	in metric tons	939	994	741
Ozone-depleting substances ^e	in metric tons CFC-11 equivalents	0.20	0.30	0.29

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Green energy	Unit of measurement	2021	2022	2023
Energy				
Gross energy input ^a	petajoules	80.55	74.96	71.82
Net steam required ^b	petajoules	41.32	38.29	37.09
Net electricity required	petajoules	15.73	14.32	13.31
Steam sold ^b	petajoules	10.86	9.51	9.64
Electricity sold	petajoules	0.85	0.83	2.41
Internal steam generation ^{b,c}	petajoules	37.66	34.03	33.88
Internal electricity generation	petajoules	6.00	4.44	4.78
Purchased electricity ^d	petajoules	10.58	10.70	10.94
<i>thereof renewable energy</i>	in %	–	27	35
Purchased steam ^b	petajoules	14.52	13.78	12.85
Net energy input ^e	petajoules	68.84	64.63	59.77
Change in net energy input versus 2020	in %	6	0	–8
Specific net energy input per million metric tons production	petajoules	7.22	7.71	7.97
Change in specific net energy input versus 2020	in %	–1	6	10
Savings due to measures to enhance efficiency	c	218	380	– ^f
Sites certified as compliant with ISO 50001 energy management	n	45	48	57
Water management				
Total water intake	in million m ³ p.a.	460	444	403
<i>thereof freshwater</i>	in million m ³ p.a.	256	248	224
<i>thereof salt water (seawater)</i>	in million m ³ p.a.	204	197	179
Total discharges	in million m ³ p.a.	454	439	397
Total water consumption	in million m ³ p.a.	6	5	6

^a Fuel inputs plus purchased electricity and steam.

^b Conversion factor: 2.8 * 10⁻⁶ PJ/t steam.

^c Including process heat, e.g. from acrolein production.

^d Excluding trading and excluding supply of purchased electricity to third parties in Germany.

^e Fuel inputs plus purchased electricity and steam less electricity and steam supplied to third parties.

^f Figures for 2023 will only be available in summer 2024.

^g Calculated using the AWARE (Available WAter REmaining) method recommended by the EU Commission.

^h Determined using the WWF Risk Filter, based on an analysis of various physical risk aspects, e.g., water stress, flooding, water quality.

ⁱ Chemical production + building + demolition rubble.

Sites with water risk classification of extreme or very high	n	10 ^g	13 ^g	0 ^h
Sites with water risk classification of high	n			5 ^h
Sites with water risk classification of medium or moderate	n	9 ^g	12 ^g	47 ^h
Total wastewater load (direct discharges only)	in metric tons	1,597	1,612	1,541
Waste management				
Hazardous waste, reprocessed ⁱ	in 1,000 metric tons	134	128	100
Non-hazardous waste, reprocessed ⁱ	in 1,000 metric tons	88	113	82
Hazardous waste, disposal ⁱ	in 1,000 metric tons	143	102	89
Non-hazardous waste, disposal ⁱ	in 1,000 metric tons	86	84	79
Total waste	in 1,000 metric tons	451	427	348
<i>thereof total reprocessed waste</i>	in 1,000 metric tons	222	241	182
Waste reprocessing rate	in %	49	56	52
Biodiversity				
Area of production sites adjacent to conservation areas	in km ²	–	–	19.8
Production sites adjacent to conservation areas	n	–	–	34
Area of production sites adjacent to key biodiversity areas	in km ²	–	–	2.0
Production sites adjacent to key biodiversity areas	n	–	–	11
Employees				
Key data				
Total employees	n	33,004	34,029	33,409
Total personnel expenses	in € million	3,408	3,487	3,254
Women as a proportion of the total workforce	in %	26	26	27
Men as a proportion of the total workforce	in %	74	74	73
Full-time employees as a proportion of the total workforce	in %	93	93	93
Part-time employees as a proportion of the total workforce	in %	7	7	7
Proportion of women working full-time	in %	80	80	80
Proportion of men working full-time	in %	97	97	97

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	Unit of measurement	2021	2022	2023
Proportion of women working part-time	in %	20	20	20
Proportion of men working part-time	in %	3	3	3
Agency staff ^a	n	506	583	229
Employees with disabilities ^a	n	1,735	1,752	1,695
Proportion of employees with disabilities ^a	in %	8.4	8.2	8.2
Apprentices ^{a,b}	n	1,569	1,510	1,668
Expenditure for vocational training ^a	in € million	62	61	64
Employees covered by collective pay agreements	in %	71	70	70
Employees covered by collective agreements on work time	in %	74	74	74
Employees aged under 21 years	in %	2.2	2.2	2.5
Employees aged 21-30 years	in %	16.3	16.7	16.4
Employees aged 31-40 years	in %	25.8	26.4	26.5
Employees aged 41-50 years	in %	23.7	23.3	23.8
Employees aged 51-60 years	in %	27.2	26.4	25.5
Employees aged over 60 years	in %	4.8	5.1	5.4
Attractiveness as an employer				
Employees who receive performance appraisals (total)	in %	80	80	88
Expenditure for CPD	in € million	11.2	18.3	12.4
Expenditure for CPD per employee	in €	338	538	371
Average learning time on the LILY and LinkedIn Learning digital platforms	hours	5.4	3.5	3.8
Participation in "Evonik learning sessions"	n	39,090	23,181	17,664
No. of "Evonik learning sessions"	n	109	94	74

^a In Germany.

^b Evonik apprentices (1,112) and apprentices being trained in cooperation with other companies (556).

^c Employment terminated by new employees within the first year.

^d Total remuneration of the highest paid person in the company/average total remuneration of the workforce in Germany.

^e Executives = executive functions, i.e., top management functions in the Evonik Group.

^f Senior management = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate divisions.

^g Other management levels = further management functions.

^h No. of work-related accidents per 200,000 working hours. Upper limit ≤ 0.26.

ⁱ No. of work-related accidents relating in absence per 200,000 working hours.

^j No. of incidents per 200,000 working hours. Upper limit ≤ 0.40.

^k Lower limit ≥ 5.0. Upper limit 6.0.

^l ODR for 2023 not available by the editorial deadline.

Employee satisfaction				
	Unit of measurement	2021	2022	2023
Participation in pulse checks	n	9,638	8,655	10,562
No. of pulse checks	n	50	30	27
Turnover rate	in %	7.0	6.7	6.6
Early turnover rate ^c	in %	2.2	1.9	2.2
Average length of service	in years	14.5	14.1	13.9
No. of employees who left the company - total	n	2,317	2,204	2,260
No. of employees who left the company - women	n	560	545	566
No. of employees who left the company - men	n	1,757	1,657	1,694
Employment terminated by employee	n	884	1,080	1,190
Diversity and equal opportunity				
Gender pay gap	in %	-	1	-6.6
Total remuneration of highest paid person in the company	in € '000	3,561	2,521	3,501
Average remuneration of total workforce (in Germany)	in € '000	89	85	85
Ratio ^d	n	40	30	41
Women in management (total)	in %	27.9	29.1	29.6
Female executives ^e	in %	17.7	20.3	22.2
Women in senior management ^f	in %	17.6	17.1	18.5
Women in other management levels ^g	in %	28.7	29.9	30.3
Safety				
	Unit of measurement	2021	2022	2023
Occupational and plant safety				
LTI-R	n ^h	0.19	0.25	0.21
LTI-R contractors' employees	n ⁱ	0.67	0.43	0.79
PSI-R	n ^j	0.48	0.49	0.43
Health protection and promotion				
Workforce represented by safety committees	in %	> 99	> 99	> 99
Occupational health performance index ^k	n	5.6	5.5	5.5
Occupational disease rate (ODR)	n	0.28	1.11	- ^l

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 Governance and compliance	Unit of measurement	2021	2022	2023
Responsible management/human rights				
Executive board members	n	4	4	4
Supervisory board members	n	20	20	20
Women on executive board	in %	25	25	25
Women on supervisory board	in %	30	30	30
Women at first management level ^a	in %	26.9	38.5	38.5
Women at second management level ^a	in %	29.2	31.0	33.3
Training rate: code of conduct	in %	89	89	92
Training rate: fighting corruption	in %	92	91	86
Training rate: anti-money laundering	in %	96	97	98
Training rate: antitrust law	in %	83	85	89
Training rate: human rights (new 2023)	in %	–	–	90
Locations with a certified anti-corruption management system	in %	100	100	100
Discrimination cases	n	7	4	12
Alleged breaches of human rights	n	–	1	2 ^b
Corruption cases (current year)	n	5	8	8
Reported cases	n	168	162	126
Reported internal investigations	n	136	142	110
Reported action	n	152	168	86

^a At Evonik Industries AG.

^b Suspected cases that were not substantiated.

^c Locations with more than ten IT employees.

^d For us, local sourcing means deliberate procurement from sources close to our production sites.

Cybersecurity				
Locations certified under ISO 27001 or equivalent ^c	in %	–	–	100
Cybersecurity training participation rate	in %	–	96	95
Phishing test drives	n	14	8	8
Data protection				
Training rate: data protection	in %	85	–	81
Responsibility within the supply chain				
Procurement volume	in € billion	10.4	13.6	11.3
Local sourcing ^d	in %	76	76	75
Raw materials and suppliers of total procurement volume	in %	57	53	47
Petrochemical feedstocks of total procurement volume	in %	62	61	65
Total suppliers	n	35,000	35,000	34,000
Suppliers validated by TfS audits and assessments	n	1,629	1,923	1,788
<i>thereof TfS audits</i>	n	284	378	492
<i>thereof Evonik audits</i>	n	16	11	17
<i>thereof TfS assessments</i>	n	1,345	1,545	1,296
<i>thereof Evonik assessments</i>	n	176	108	91
Newly-validated suppliers	n	1,754	1,804	1,440
Suppliers where corrective action is required	n	34	25	22
<i>thereof suppliers where a corrective action plan has been agreed</i>	in %	100	100	100
Procurement employees trained in sustainability aspects	in %	–	–	99
Suppliers with sustainability reporting or sustainability targets	in %	–	–	84