



## 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<sup>a</sup>

 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
<b>Portfolio transformation</b>				
Proportion of sales from Next Generation Solutions	in %	41	43	43
CO <sub>2</sub> e avoided by using Evonik products <sup>b</sup>	in million metric tons CO <sub>2</sub> e	39	44	48
 Value chain and products	Unit of measurement	2021	2022	2023
<b>Research &amp; development</b>				
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
<b>Circular economy</b>				
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
<b>Product stewardship</b>				
Breaches of product labeling regulations	n	0	0	0

<sup>a</sup> Differences between the data and totals are due to rounding.


<sup>b</sup> 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.

<sup>c</sup> For details, see Evonik Sustainability Report 2023, chapter „The environment“, p. 53.

<sup>d</sup> Emissions from production and energy generation.

<sup>e</sup> Emissions of ozone-depleting substances calculated in accordance with the Montreal Protocol.

 The environment	Unit of measurement	2021	2022	2023
<b>Mitigating climate change</b>				
<b>Evonik Carbon Footprint<sup>c</sup></b>				
Scope 1: Direct energy- and process-related emissions	in million metric tons CO <sub>2</sub> e	4.4	4.2	3.8
<i>thereof methane<sup>d</sup></i>	in thousand metric tons CO <sub>2</sub> e	13	22	21
Scope 2: Indirect emissions from purchased energy (gross, market-based approach)	in million metric tons CO <sub>2</sub> e	1.9	1.8	1.5
Scope 3: Upstream and downstream emissions	in million metric tons CO <sub>2</sub> e	23.4	20.5	19.2
<i>thereof upstream</i>	in million metric tons CO <sub>2</sub> e	15.3	14.4	13.3
<i>thereof downstream</i>	in million metric tons CO <sub>2</sub> e	6.3	6.1	5.9
GHG emissions Evonik Carbon Footprint (sum of scope 1, 2, and 3)	in million metric tons CO <sub>2</sub> e	29.7	26.5	24.6
<b>Other emissions into the air</b>				
Carbon monoxide (CO)	in metric tons	1,096	800	803
Sulfur oxides (SO <sub>x</sub> /SO <sub>2</sub> )	in metric tons	1,530	1,185	1,027
Nitrogen oxides (NO <sub>x</sub> /NO <sub>2</sub> )	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 <sup>e</sup>	in metric tons CFC-11 equivalents	0.20	0.30	0.29

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Green energy	Unit of measurement	2021	2022	2023
<b>Energy</b>				
Gross energy input <sup>a</sup>	petajoules	80.55	74.96	71.82
Net steam required <sup>b</sup>	petajoules	41.32	38.29	37.09
Net electricity required	petajoules	15.73	14.32	13.31
Steam sold <sup>b</sup>	petajoules	10.86	9.51	9.64
Electricity sold	petajoules	0.85	0.83	2.41
Internal steam generation <sup>b,c</sup>	petajoules	37.66	34.03	33.88
Internal electricity generation	petajoules	6.00	4.44	4.78
Purchased electricity <sup>d</sup>	petajoules	10.58	10.70	10.94
<i>thereof renewable energy</i>	in %	–	27	35
Purchased steam <sup>b</sup>	petajoules	14.52	13.78	12.85
Net energy input <sup>e</sup>	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	– <sup>f</sup>
Sites certified as compliant with ISO 50001 energy management	n	45	48	57
<b>Water management</b>				
Total water intake	in million m <sup>3</sup> p.a.	460	444	403
<i>thereof freshwater</i>	in million m <sup>3</sup> p.a.	256	248	224
<i>thereof salt water (seawater)</i>	in million m <sup>3</sup> p.a.	204	197	179
Total discharges	in million m <sup>3</sup> p.a.	454	439	397
Total water consumption	in million m <sup>3</sup> p.a.	6	5	6

<sup>a</sup> Fuel inputs plus purchased electricity and steam.

<sup>b</sup> Conversion factor: 2.8 \* 10<sup>-6</sup> PJ/t steam.

<sup>c</sup> Including process heat, e.g. from acrolein production.

<sup>d</sup> Excluding trading and excluding supply of purchased electricity to third parties in Germany.

<sup>e</sup> Fuel inputs plus purchased electricity and steam less electricity and steam supplied to third parties.

<sup>f</sup> Figures for 2023 will only be available in summer 2024.

<sup>g</sup> Calculated using the AWARE (Available WAter REmaining) method recommended by the EU Commission.

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

<sup>i</sup> Chemical production + building + demolition rubble.

Sites with water risk classification of extreme or very high	n	10 <sup>g</sup>	13 <sup>g</sup>	0 <sup>h</sup>
Sites with water risk classification of high	n			5 <sup>h</sup>
Sites with water risk classification of medium or moderate	n	9 <sup>g</sup>	12 <sup>g</sup>	47 <sup>h</sup>
Total wastewater load (direct discharges only)	in metric tons	1,597	1,612	1,541
<b>Waste management</b>				
Hazardous waste, reprocessed <sup>i</sup>	in 1,000 metric tons	134	128	100
Non-hazardous waste, reprocessed <sup>i</sup>	in 1,000 metric tons	88	113	82
Hazardous waste, disposal <sup>i</sup>	in 1,000 metric tons	143	102	89
Non-hazardous waste, disposal <sup>i</sup>	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
<b>Biodiversity</b>				
Area of production sites adjacent to conservation areas	in km <sup>2</sup>	–	–	19.8
Production sites adjacent to conservation areas	n	–	–	34
Area of production sites adjacent to key biodiversity areas	in km <sup>2</sup>	–	–	2.0
Production sites adjacent to key biodiversity areas	n	–	–	11
<b>Employees</b>				
<b>Key data</b>				
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 <sup>a</sup>	n	506	583	229
Employees with disabilities <sup>a</sup>	n	1,735	1,752	1,695
Proportion of employees with disabilities <sup>a</sup>	in %	8.4	8.2	8.2
Apprentices <sup>a,b</sup>	n	1,569	1,510	1,668
Expenditure for vocational training <sup>a</sup>	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
<b>Attractiveness as an employer</b>				
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

<sup>a</sup> In Germany.

<sup>b</sup> Evonik apprentices (1,112) and apprentices being trained in cooperation with other companies (556).

<sup>c</sup> Employment terminated by new employees within the first year.

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

<sup>e</sup> Executives = executive functions, i.e., top management functions in the Evonik Group.

<sup>f</sup> Senior management = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate divisions.

<sup>g</sup> Other management levels = further management functions.

<sup>h</sup> No. of work-related accidents per 200,000 working hours. Upper limit ≤ 0.26.

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

<sup>j</sup> No. of incidents per 200,000 working hours. Upper limit ≤ 0.40.

<sup>k</sup> Lower limit ≥ 5.0. Upper limit 6.0.


<sup>l</sup> ODR for 2023 not available by the editorial deadline.

<b>Employee satisfaction</b>				
	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 <sup>c</sup>	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
<b>Diversity and equal opportunity</b>				
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 <sup>d</sup>	n	40	30	41
Women in management (total)	in %	27.9	29.1	29.6
Female executives <sup>e</sup>	in %	17.7	20.3	22.2
Women in senior management <sup>f</sup>	in %	17.6	17.1	18.5
Women in other management levels <sup>g</sup>	in %	28.7	29.9	30.3
<b>Safety</b>				
	Unit of measurement	2021	2022	2023
<b>Occupational and plant safety</b>				
LTI-R	n <sup>h</sup>	0.19	0.25	0.21
LTI-R contractors' employees	n <sup>i</sup>	0.67	0.43	0.79
PSI-R	n <sup>j</sup>	0.48	0.49	0.43
<b>Health protection and promotion</b>				
Workforce represented by safety committees	in %	> 99	> 99	> 99
Occupational health performance index <sup>k</sup>	n	5.6	5.5	5.5
Occupational disease rate (ODR)	n	0.28	1.11	- <sup>l</sup>

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 Governance and compliance	Unit of measurement	2021	2022	2023
<b>Responsible management/human rights</b>				
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 <sup>a</sup>	in %	26.9	38.5	38.5
Women at second management level <sup>a</sup>	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 <sup>b</sup>
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

<sup>a</sup> At Evonik Industries AG.

<sup>b</sup> Suspected cases that were not substantiated.

<sup>c</sup> Locations with more than ten IT employees.

<sup>d</sup> For us, local sourcing means deliberate procurement from sources close to our production sites.

<b>Cybersecurity</b>				
Locations certified under ISO 27001 or equivalent <sup>c</sup>	in %	–	–	100
Cybersecurity training participation rate	in %	–	96	95
Phishing test drives	n	14	8	8
<b>Data protection</b>				
Training rate: data protection	in %	85	–	81
<b>Responsibility within the supply chain</b>				
Procurement volume	in € billion	10.4	13.6	11.3
Local sourcing <sup>d</sup>	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