FINANCIAL AND SUSTAINABILITY REPORT

25

EVONIK
Leading Beyond Chemistry

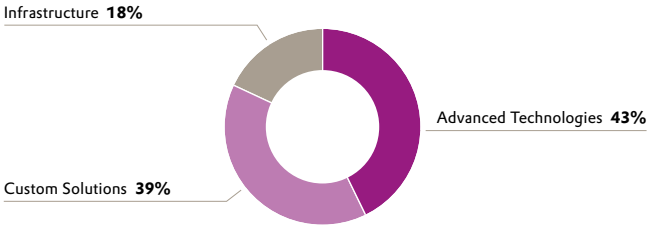
Key figures for the Evonik Group

T01

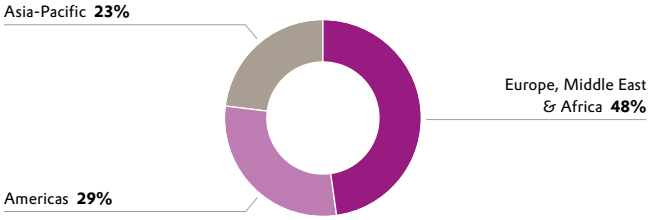
in € million	2021	2022	2023	2024	2025
Sales	14,955	18,488	15,267	15,157	14,069
Research & development expenses	464	460	443	459	418
Adjusted EBITDA[a]	2,383	2,490	1,656	2,065	1,874
Adjusted EBITDA margin in %	15.9	13.5	10.8	13.6	13.3
Adjusted EBIT[b]	1,338	1,350	521	1,027	861
Income before financial result and income taxes, continuing operations (EBIT)	1,173	942	–243	577	578
ROCE[c] in %	9.0	8.3	3.4	7.1	6.1
Net income	746	540	–465	222	265
Adjusted net income	986	1,054	370	777	634
Earnings per share in €	1.60	1.16	–1.00	0.48	0.57
Adjusted earnings per share in €	2.12	2.26	0.79	1.67	1.36
Total assets as of December 31	22,284	21,810	19,940	19,750	17,981
Equity ratio as of December 31 in %	42.1	50.7	45.1	46.1	45.5
Cash flow from operating activities	1,815	1,650	1,594	1,713	1,443
Cash outflows for investments in intangible assets, property, plant and equipment	865	865	793	840	748
Free cash flow[d]	950	785	801	873	695
Net financial debt as of December 31	–2,857	–3,257	–3,310	–3,253	–3,311
Lost time injury rate (LTI-R)[e]	0.19	0.25	0.21	0.14	0.18
Process safety incident rate (PSI-R)[f]	0.48	0.49	0.43	0.44	0.44
Next Generation Solutions in % of sales	41	43	43	45	48
Scope 1 and 2 emissions in million metric tons[g]	6.3	6.0	5.3	4.9	4.4
No. of employees as of December 31	33,004	34,029	33,409	31,930	31,053

[a] Earnings before financial result, taxes, depreciation, and amortization, after adjustments, continuing operations.
[b] Earnings before financial result and taxes, after adjustments, continuing operations.
[c] Return on capital employed.
[d] Cash flow from operating activities, continuing operations, less cash outflows for investments in intangible assets, property, plant and equipment.
[e] Number of work-related accidents (excluding traffic accidents) resulting in absences of at least one full shift per 200,000 working hours.
[f] Number of incidents in production plants involving the release of substances or energy, fire, or explosion per 200,000 working hours.
[g] 2024 figure restated.

Sales by segment C01



Sales by region[a] C02



[a] By location of customer.

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As industry's superforce, we at Evonik have a common aim: To power our customer's business with superior innovations and technologies.

WE GO BEYOND

In pursuit of this goal, we go far beyond chemistry. With courage, creativity, and the determination to work with our partners to positively influence the lives of present and future generations.

Only people who break out of familiar routines and push the boundaries of what can be done will find solutions to the most important questions of our shared future. At Evonik, we are already well on our way.

Evonik. Leading Beyond Chemistry

WE CREATE SOLUTIONS FOR A BETTER WORLD

A good future combines growth, responsible action, and prosperity. We are contributing to this development with our deep understanding of customers and markets.

Our experts are among the world's best, offering **tailored innovations** perfectly dovetailed with our customers' needs.

We harness our **leading technological know-how** and high-performance plants to set benchmarks across Europe, Asia and the Americas—efficient, scalable, and reliable.

This one-of-a-kind **symbiosis of innovation and industrial excellence** from a single source makes us a strong partner to industry.

Bottom line: We deliver **sustainable products and solutions** that improve the lives of millions of people—and guarantee our customers that all-important competitive edge.

PHYTOSQUENE® – AN INNOVATION THAT HELPS TO PROTECT MARINE ECOSYSTEMS

Amaranth instead of shark liver oil: Evonik's new plant-derived source of squalene for the pharmaceutical industry.

Evonik's Health Care business line has developed PhytoSquene®, the world's first pharmaceutical-grade, plant-derived squalene. This innovation provides a sustainable alternative to animal-derived squalene, which has primarily been sourced from shark liver oil. PhytoSquene® meets the growing demand for a safe and ecologically responsible supply of squalene for pharmaceutical applications, particularly vaccines, or cosmetics.

PhytoSquene® is made from amaranth oil, which is extracted from amaranth, a plant belonging to the foxtail family. Sharks are at the top of the oceanic food chain and help maintain its natural equilibrium. They therefore support the health and diversity of the entire marine ecosystem. By reducing the need for shark liver oil, PhytoSquene® helps preserve this vital ecological function and protect marine biodiversity.

With a purity of up to 100 percent, PhytoSquene® meets the highest pharmaceutical quality standards. This product is a prime example of Evonik's focus on transformation and innovation. It demonstrates how R&D and corporate responsibility work together to translate ecological challenges into commercial solutions.

Amaranth oil provides the starting product for Phytosquene®.

PhytoSquene® is one of Evonik's Next Generation Solutions—products with a positive sustainability profile—and reinforces its position as a sustainable provider of solutions for the life sciences industry. Moreover, this product opens up new opportunities for Evonik in the steadily growing pharmaceuticals market and expands its portfolio to include non-animal-derived pharmaceutical ingredients. Another example of a similar product is the plant-derived cholesterol PhytoChol®, which can be used in injectable and biopharmaceutical applications.

The new 100,000 metric ton production plant for alkoxides in Singapore.

ALKOXIDES TO DRIVE GROWTH IN ASIA

A new production plant in Singapore meets rising demand from customers in Asia.

The inauguration of Evonik's new alkoxide plant on Jurong Island (Singapore) marks a major milestone in the realization of the company's global catalyst strategy. Built by the Catalysts business line, the plant involved investment in the mid-double-digit million euro range and has an annual capacity of 100,000 metric tons. It highlights Evonik's commitment to further growth and its technological strength in the alkoxides business.

Alkoxides are essential catalysts and reagents for a wide range of applications. They are used, for example, to produce sustainable biodiesel from vegetable oils, used cooking oils, and other fat-based waste. They are also widely used in synthesizing active ingredients and fine chemicals in the life sciences industry. In addition, alkoxides are increasingly being used in chemical recycling.

Our first alkoxide plant in Southeast Asia enables a faster and more specific response to local customer needs and greater supply security, opening up new growth opportunities in the Asian market.

The plant meets the highest safety and ecological standards, enabling climate-neutral operation, and therefore supports our goal of reducing Scope 1 and 2 emissions. It therefore represents a further major step in the transformation of Evonik.

COOPERATION STRENGTHENS **THE CIRCULAR ECONOMY IN 3D PRINTING**

HP Inc. and Evonik are collaborating on sustainable solutions for additive manufacturing.

Evonik's High Performance Polymers business and HP Inc. in Barcelona (Spain) can look back on a successful ten-year partnership showcasing strong innovation and a common commitment to sustainability. Since the start of their collaboration in 2016, the focus has been on developing high-performance materials for HP Inc.'s Multi Jet Fusion (MJF) powder-based 3D printing technology, especially polyamide 12 (PA12).

PA12 powder can be used to print parts that are thin yet durable.

The cooperation has progressed from prototyping to industrial applications, demonstrating the enormous potential of additive manufacturing in key sectors such as the automotive industry, robotics, and aerospace.

Sustainability and resource efficiency

A central milestone in this partnership is the development of materials with good refresh rates[1]. These innovations reduce waste, support the circular economy, and enhance cost-efficiency. Both companies recognized the importance of saving resources early on and came up with solutions that meet the rising demand for sustainable production processes.

Dr. Arnim Kraatz of Evonik and Clara Remacha Corbalan of HP Inc. discussing drones.

[1] The refresh rate is the proportion of new powder that has to be added to the unsintered powder remaining after a print job to maintain the material quality and process stability. Example: A refresh rate of 30 means 30 percent new powder plus 70 percent recycled powder.

Evonik's powder is produced using renewable energy and biomethane. That has reduced the carbon footprint of parts printed using the MJF process by about 30 percent compared with previous standards—a sector benchmark that underscores ecological responsibility.

Through their partnership, Evonik and HP Inc. are opening up new areas of application, especially in medical devices, for example, orthotics and prosthetics, where lightweight, personalized solutions are important. Combining MJF technology with advanced materials such as PA12 enables the production of more stable, thin structures for high-end applications.

A shared vision

To mark the tenth anniversary of their collaboration, Evonik and HP Inc. are reiterating their strategic focus: open collaboration, continuous innovation, and consistent sustainability. The partnership positions both companies as leaders in additive manufacturing who are together ready to tackle the future challenges.

Evonik is working on many projects to unlock a truly circular economy. Other elements of its commitment are the development of material recycling technologies, collaboration with key players along the value chain, and setting up the Renity™ material collection system.

FURTHER INFORMATION, VIDEOS, AND PODCAST

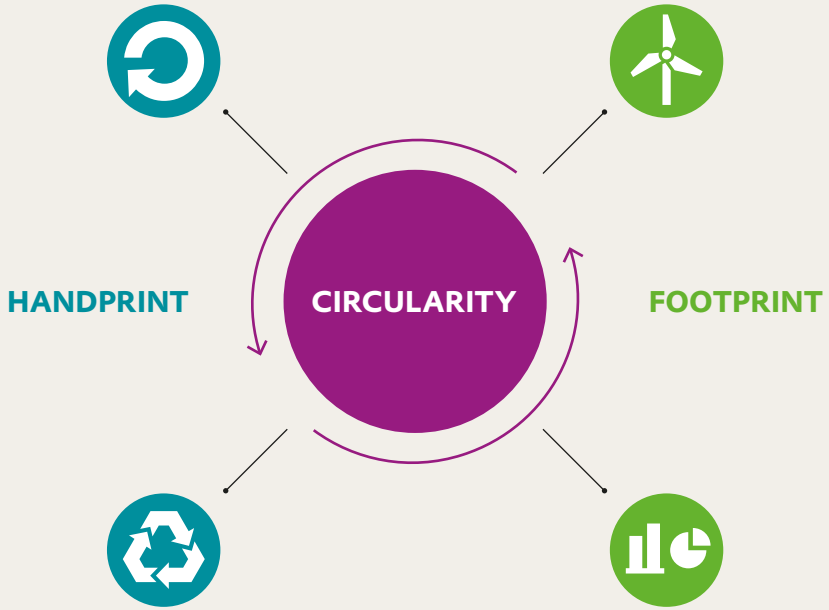
Jesus Lopez, Global Head of Technology & R&D at HP AM, in discussion with Holger Renners from Evonik.

REUSE

With INFINAM®, Evonik is offering the first reusable PA12 grades—only the powder consumed in the previous print job is replaced.

REDUCE

Our sustainable INFINAM® PA12 powders are produced using 100 percent renewable energy.



RECYCLE

Evonik is working on end-of-life options for PA12 powder. To this end, we have introduced the Renity™ material collection system, which recycles excess PA12 and unusable products from the 3D printing process.

RENEWABLE

The PA12 powders in the INFINAM® eCO product line are particularly sustainable. Carbon dioxide emissions are avoided through the use of renewable or circular raw materials—in conformance with the mass balance standard.

Our segments

ADVANCED TECHNOLOGIES

The Advanced Technologies segment includes Evonik's market-leading businesses that leverage technological expertise and process know-how.

Sales	Adjusted EBITDA
€5,973 million	€944 million

CUSTOM SOLUTIONS

The Custom Solutions segment focuses on innovation-driven, tailor-made solutions for customers in specific growth markets.

Sales	Adjusted EBITDA
€5,492 million	€909 million

INFRASTRUCTURE

The Infrastructure segment bundles the site-related infrastructure activities of the Marl and Wesseling sites in Germany and also includes the Oxeno business line (C_4 chemicals).

Sales	Adjusted EBITDA
€2,449 million	€213 million

More https://evonik.click/segments

A demanding year

- Considerable **slowdown in business** in challenging economic conditions
- **Group sales** down 7 percent; **volumes and prices** declined only slightly
- **Adjusted EBITDA** 9 percent lower at €1.9 billion
- **Free cash flow** amounted to €695 million
- **Adjusted net income** dropped to €634 million
- **Net income** improved 19 percent to €265 million
- **Outlook for 2026:** adjusted EBITDA expected to be between €1.7 billion and €2.0 billion

COMBINED MANAGEMENT REPORT

About this report

This **combined management** report covers both the Evonik Group and Evonik Industries AG. Given the influence of the subsidiaries, statements relating to the development of the segments in the Evonik Group also apply to Evonik Industries AG. The consolidated financial statements for the Evonik Group have been prepared in accordance with the International Financial Reporting Standards (IFRS), and the financial statements of Evonik Industries AG have been prepared in accordance with the provisions of the German Commercial Code (HGB) and the German Stock Corporation Act (AktG).

The **combined non-financial statement** (NFS) pursuant to sections 315b and 315c and sections 289b through 289e of the German Commercial Code (HGB) is integrated into the sustainability report, which is presented in the combined management report. The sustainability report is not part of the substantive audit. However, it is subject to a separate limited assurance engagement. The sustainability report was prepared in conformance with the European Sustainability Reporting Standards (ESRS). The principal topics of the sustainability report cover employee, environmental, and social matters, respect for human rights, and preventing bribery and corruption. In addition, the sustainability report contains the disclosures required by the EU Taxonomy Regulation. The full tables on the EU taxonomy can be found in the annex to the sustainability report p. 186 f.

The **declaration on corporate governance** p. 59 ff. pursuant to section 315d of the German Commercial Code (HGB) in conjunction with section 289f HGB is an unaudited component of the combined management report. It contains the declaration of conformity in accordance with section 161 of the German Stock Corporation Act (AktG), information on corporate governance and corporate management practices and on the work of the executive board and the supervisory board, and the diversity concept for the composition of the executive board and the supervisory board. It is also available on the internet at **www.evonik.finance/declaration-on-corporate-governance.**

Due to rounding, some figures in this report may not add up exactly to the totals stated.

The following symbols highlight sectors of relevance for the sustainability report:

⌜⌟ This section is also part of the sustainability report.

FINANCIALS

1 BASIC INFORMATION ON THE EVONIK GROUP

We go beyond to enable transformation—that summarizes Evonik's aspiration of finding answers to tomorrow's challenges. Our products, solutions, and applications technology already make an indispensable contribution to the benefits of our customers' products, which generate their success in global competition. Our goal is to increase the value of our company through profitable, resource-efficient growth and by improving our profitability.

No end-market accounts for more than

20%

of sales

48%

of our sales come from Next Generation Solutions

Production facilities in

27

countries

1.1 Business model

Evonik is a chemicals company with global operations. Our strengths include the balanced spectrum of our activities, end-markets, and regions. Our **competitive** position is based on collaboration with customers, our innovative capability, and our integrated technology platforms. Our products make an indispensable contribution to the benefits of our **customers'** products, which generate their success in global competition. Close cooperation with customers enables us to build up a deep knowledge of their business, so we can offer products tailored to their specifications and extensive technical service. Technology centers and customer competence centers play an important role in this around the world. Market-oriented research and development is an important driver of profitable, resource-efficient growth.

Sustainability is integrated into our strategic management process. We regard our sustainability management as an important basis for maintaining and extending Evonik's resilience and market success in the long term. Our sustainable corporate strategy with its ambitious targets and management instruments, which help us translate transformation requirements into profitable growth, makes a key contribution to this. Our goal is to substantially increase the proportion of sales from attractive growth businesses with a clearly positive sustainability profile (Next Generation Solutions). We aim to continuously reduce our CO_2 emissions (Next Generation Technologies). Evonik supports the objectives of the Paris Agreement on Climate Change. That is underscored by our commitment to the Science Based Targets initiative (SBTi[1]). We aspire to be climate-neutral by 2050.

Our **employees** are a key success factor. They drive forward Evonik on a daily basis through their expertise, hard work, and strong identification with the company. We have therefore developed a wide range of activities to gain and develop talented and qualified employees and to position Evonik as a preferred employer in order to retain them.

We systematically examine the positive and negative effects of business activities along the **value chain.** Early identification of future opportunities and risks makes our business model more resilient and sharpens our understanding of the long-term value that our activities create for society.[2]

Market-oriented corporate structure

Since April 1, 2025, Evonik has had a new corporate structure which allows far more differentiated management of the operational business. This management model groups our chemicals businesses in two segments: The Advanced Technologies segment comprises businesses where Evonik's high technological expertise gives it a leading position in global markets. The Custom Solutions segment concentrates on innovation-driven, tailor-made solutions for customers in specific growth markets. Further, the Infrastructure segment provides site-specific services for the chemicals segments and external customers at our sites in Marl and Wesseling in Germany. Effective January 1, 2026, these activities were combined as SYNEQT GmbH. Activities of the former Performance Materials division are also allocated to the Infrastructure segment. They include the C_4 chemicals grouped under the name Oxeno, which are to be sold in the foreseeable future.

[1] SBTi is a partnership of CDP, the United Nations Global Compact, the World Resources Institute, and the World Wide Fund for Nature. The initiative supports companies that align their activities to achieving the 1.5 °C target defined in the Paris Agreement.
[2] This disclosure complies with datapoint SBM-1 42 in the sustainability report.

Corporate structure as of December 31, 2025

C03

Evonik			
Segment	**Advanced Technologies**	**Custom Solutions**	**Infrastructure**
Description	The focus of the businesses in the **Advanced Technologies** segment is efficiency, enabled by high technological expertise and operational excellence. They include, for example, high-performance polymers, crosslinkers, hydrogen peroxide, silicas, and additives for animal nutrition.	The businesses in the **Custom Solutions** segment operate in specific markets and are very close to their customers, for whom they develop innovative, customized solutions. These include additives for coatings, adhesives, sealants, polyurethane foams and lubricants, catalysts, and ingredients for the cosmetics, cleaning, and pharmaceutical industries. Technology platforms such as biotechnology and silicone technology are leveraged across all business lines.	The **Infrastructure** segment combines the site-specific infrastructure activities at the Marl and Wesseling sites and is supplemented by the Oxeno business line (C_4 chemicals).
Products and applications (examples)	Inorganics **Fumed and precipitated silicas** and **silanes,** for example, for the automotive, tire, electronics, and cosmetics industries **Peroxides** as sterilizing agents, cleaning agents for silicon wafers in the manufacture of semiconductors, and environment-friendly bleaching agents for the paper and textile industries Organics **Isophorone** and **epoxy curing agents,** for example, for coatings, adhesives, and composites **Polyamide 12** for sports shoe soles, sunglasses, gas and oil pipelines, and many safety-critical automotive components **Polymer foams** for lightweight structures, **PEEK high-performance polymers** for medical applications, **membranes** for efficient treatment of biogas, natural gas, and hydrogen Animal Nutrition **D-/L-methionine** and **lysine** as essential amino acids for the animal nutrition industry	Additives **Additives for polyurethane foams** (rigid/flexible foam), for example, for mattresses, car seats, and insulating materials **Additives, matting agents, fumed and precipitated silicas, and specialty resins** for paints, coatings, and printing inks **Specialty catalysts** for synthesis **Alkoxides** for use as catalysts in the production of biodiesel **Pour point depressants and viscosity index improvers** for oil and other lubricants for construction machinery and the automotive sector Care **Pharmaceutical active ingredients:** exclusive synthesis of active ingredients, pharmaceutical polymers for drug delivery systems **Medical products:** biocompatible and bioresorbable materials for orthopedic and medical applications **Cell culture:** pharmaceutical amino acids and peptides **System solutions for the cosmetics and detergents industries**	Services for the Marl and Wesseling sites Supply of energy, for example, electricity, steam, and heat, technical services for the maintenance of production plants, construction and operation of pipelines, site security Oxeno **Butadiene, MTBE, butene-1, isononanol, DINP** for use, for example, in the plastics and packaging industries, the production of rubber, in fuels, and as a plasticizer in the construction and automotive sectors
Sites	Marl, Wesseling, Rheinfelden, Darmstadt (Germany), Antwerp (Belgium), Lenzing (Austria), Mobile, (Alabama, USA), Nanjing (China), Singapore, Yokkaichi (Japan)	Essen, Hanau, Darmstadt (Germany), Slovenská Ľupča (Slovakia), Lafayette (Indiana, USA), Mobile (Alabama, USA), Shanghai (China), Singapore	Marl, Wesseling (Germany), Antwerp (Belgium)

[1]

[1] This disclosure complies with datapoint SBM-1 40 a i) in the sustainability report.

Position in the supply chain

As a leading supplier of custom-tailored products and solutions, Evonik is essentially in the middle of various supply chains. Our suppliers are principally producers of fossil and inorganic basic chemicals, renewable raw material producers, and energy utilities.

Overall, Evonik has around 33,000 suppliers. The 100 largest suppliers account for around 40 percent of procurement expenditure. About 60 of these 100 suppliers are in Europe, 25 are in the Americas, and 15 in Asia.

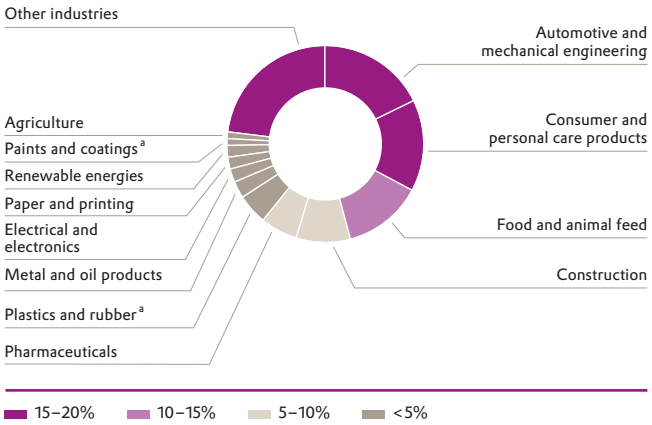
Value chain C04

Evonik's segments process the raw materials and precursors in various production processes and produce intermediates for customers in the manufacturing sector.

Broadly diversified end-customer markets

Most of our customers are industrial companies that use our products for further processing. The range of markets in which they operate is diverse and balanced. None of these end-markets accounts for more than 20 percent of our sales. In view of its focus on a broad spectrum of applications and its worldwide presence, Evonik operates in a business environment with many global and regional competitors. Since the chemical industry is highly interconnected, competitors in one product area are often customers of another product area.

Evonik's end-customer markets C05



a Where not directly assigned to other end-customer industries.

[1]

Integrated technology platforms give us a competitive advantage

Our products are manufactured using highly developed technologies that we are constantly refining. Evonik has many integrated production complexes where key precursors are produced in adjacent production facilities. In this way, we offer our customers maximum reliability of supply. At the same time, these integrated world-scale technology platforms, combined with technologically demanding production processes, act as entry barriers.

Global production

Evonik has a presence in more than 100 countries, and 82 percent of sales are generated outside Germany. We have production facilities at 98 locations in 27 countries on six continents and are therefore close to our markets and our customers. Our largest production sites, for example, in Marl, Wesseling, and Rheinfelden (Germany), Antwerp (Belgium), Mobile (Alabama, USA), Shanghai (China), and Singapore, have integrated technology platforms, most of which are used by several operating units.

Procurement

Procurement is organized globally at Evonik and comprises direct procurement (raw materials, logistics, and packaging) and indirect procurement (goods and services). Since it is a global function, methodological excellence, process efficiency, compliance, and the use of purchasing synergies are important to us. Cross-business demand is pooled to obtain favorable prices in the market. The core tasks of Procurement are ensuring the reliability of supply by accessing new procurement markets, expanding and diversifying our supplier base, and concluding long-term supply agreements. It continuously optimizes the cost of materials and services.

[1] This disclosure complies with datapoints SBM-1 40a ii) and SBM-1 42c in the sustainability report.

In 2025, there was good general availability of raw materials, packaging materials, and logistics services, and prices were generally stable or declined slightly. Isolated challenges such as global shifts in the flow of materials as a consequence of US tariff policy and attacks on the Red Sea trade route were successfully overcome. The prices and availability of capital goods were largely stable or increased slightly; the price of services trended upward due to the shortage of skilled staff.

In 2025, Evonik spent €9.8 billion (2024: €10.5 billion) on raw materials and supplies, technical goods, services, energy, and other operating supplies from almost 100 different countries. Europe accounted for the majority of Evonik's procurement expenditures (approx. 60 percent), the Americas for around 25 percent, and Asia for about 15 percent. Raw materials made up about 50 percent of total procurement volume. Evonik purchases fossil-based raw materials mainly from the petrochemicals (approx. 20 percent of total expenditures) and inorganics (approx. 10 percent) markets. We aim for a further increase in the proportion of renewable raw materials. Based on weight, the proportion increased in relative terms to about 10 percent of our raw material base in 2025 (2024: 9 percent).

Further factors that influence our business

Since the Evonik Group operates worldwide, it is exposed to economic, legal, and political influences. At present, these are, in particular, the global economic situation, geopolitical events, and energy prices. Evonik is also affected by ecological and social requirements, such as the EU emissions trading system and the future EU Corporate Sustainability Due Diligence Directive (CSDDD). As from a certain level, the resulting opportunities and risks are outlined in chapter 5. Opportunity and risk report p. 42 ff.

1.2 Principles and objectives

Our vision: Evonik is a superforce for industry and its customers

Our aspiration is to be a superforce for industry and give our customers a key competitive advantage with tailor-made products and solutions, thereby improving people's lives. Through our products and solutions, we want to make life a little better, day in, day out, and, at the same time, make a decisive contribution to the sustainable transformation of industry.

Evonik focuses on four strategic pillars: a leading portfolio, sustainable innovations, regional balance, and a culture of mutual respect and performance orientation.

Leading portfolio: Our portfolio focuses on high-growth products and solutions, many of which also offer specific sustainability benefits (Next Generation Solutions). We want to increase the proportion of sales generated by our Next Generation Solutions to over 50 percent by 2030.[1] An important contribution to managing and driving forward our business comes from the sustainability analysis of our business, which integrates measurable sustainability impacts into the strategic management process. Our new segment structure enables differentiated management of our chemicals businesses based on their strategic roles. In the Advanced Technologies segment, we focus systematically on production costs and efficiency. The aim is for the businesses in this segment to be cost leaders in international competition and set standards for technologies and processes. The Custom Solutions segment focuses on innovation-driven businesses. Here, we also tap into the potential of attractive niche markets and develop tailored solutions in close collaboration with our customers. In this way, we are constantly generating new business volume and driving forward our planned earnings growth.

[1] See chapter 9.3 Portfolio transformation p. 84 ff.

Sustainable innovations: Successful innovations remain the key to Evonik's success, both in terms of products and processes. We aim to generate additional sales of €1.5 billion by 2032 with new products from our three innovation growth areas—Advance Precision Biosolutions, Accelerate Energy Transition, and Enable Circular Economy. Process innovations play an equally important role in securing competitiveness and reducing greenhouse gases.

Regional balance: We already have production facilities for our key business in the three major regions, Europe, the Americas, and Asia. To achieve an even greater balance, we aim to generate one-third of sales in each of these three regions in the future. To this end, we need to increase the share of sales in Asia, in particular, through new facilities and more local management.

Excellence as a team: "Team" and "excellence" will define Evonik's culture in the future: striving together for outstanding performance—with mutual respect for each other and for different points of view. At the same time, this culture ensures that employees support the numerous change processes within the company.

Ambitious targets

Through this strategy, the Evonik Group aims to significantly increase its operational and financial performance in the mid-term. From 2026, the return on capital employed (ROCE) will play a greater role in the management of the company. Our mid-term aim is to achieve an ROCE of around 11 percent. That requires a significant increase in adjusted EBIT. The basis for this will be both the expected growth of the chemicals segments and the improvement in our cost position. The cash conversion rate, which Evonik has already improved significantly in recent years, should be over 40 percent. We want to maintain a solid investment grade rating and also pay an attractive dividend, which will be earnings-oriented from 2026.

Financial targets for the Evonik Group T02

	Status 2025[a]	Target
ROCE	6.1%	11%
Free cash flow: cash conversion rate	37%	>40%
Rating	A solid investment grade rating	A solid investment grade rating
Dividend	€1.00[b]	40% – 60% of adjusted earnings per share

[a] For information on the current development of these parameters, see chapter 2. Business review p. 17 ff.
[b] Proposal to the annual shareholders' meeting.

Growth in the chemicals segments should come from improved capacity utilization at new facilities, products in high-growth markets, and new products and solutions from our three innovation growth areas. Various cost-cutting programs will contribute to an improvement in our cost position. These programs are already being implemented. They include the group-wide Evonik Tailor Made program, as well as many projects to optimize individual businesses.

Although there will be a greater focus on ROCE in our mid-term management of Evonik in the future, adjusted EBITDA will remain a significant performance indicator as it is an important factor influencing ROCE. While we no longer report separate mid-term targets for adjusted EBITDA and the adjusted EBITDA margin, adjusted EBITDA remains a main component in our forecast.

We report on the development of our performance indicators in chapters 2.3 Business performance p. 20 ff. and 2.8 Financial condition p. 30 ff.

As a chemicals company that is aware of its responsibility, we are also continuing to pursue our **non-financial targets.** For the most important non-financial indicators, the lost time injury rate (LTI-R)[1] and the process safety incident rate (PSI-R)[2], we strive to remain below the upper limits we have set. Further non-financial indicators are presented in detail in an overview in the sustainability report[3], which also contains an extensive report on their development.

Targets for the most important non-financial indicators for the Evonik Group T03

	Status 2025[a]	Target
Targets for 2026		
LTI-R	0.18	≤0.26
PSI-R	0.44	≤0.40

[a] For information on the current development of these parameters, see chapter 11.3 Occupational health and safety p. 154 ff.

[1] Number of work-related accidents (excluding traffic accidents) resulting in absences of at least one full shift per 200,000 working hours.
[2] Number of incidents in production plants involving the release of substances or energy, fire, or explosion per 200,000 working hours.
[3] See chapter 9.7 Targets and significant actions p. 101 ff.

1.3 Business management systems

Most important financial key performance indicators

Financial management of Evonik is based on a consistent system of value-oriented indicators. These are used to assess the business performance of the operational units and the Evonik Group. Through systematic alignment with these indicators, Evonik endeavors to create value by raising profitability and ensuring profitable growth.

We use **adjusted EBITDA** (i.e., EBITDA after factoring out special items) as a financial performance indicator. Adjusted EBITDA and the corresponding relative indicator, the adjusted EBITDA margin, show operating performance irrespective of the structure of the assets and the investment profile. We use them, in particular, for internal and external comparisons of the cost structure and profitability of our businesses.

The return on capital employed **(ROCE)** is used as a further indicator of value-driven management of the company. It is calculated from adjusted EBIT in relation to average capital employed. Comparison with the cost of capital, which shows the risk-adjusted return expectations of our investors, indicates relative value creation. This is calculated using a weighted average cost of capital, which reflects the return expectations of both shareholders, derived from the capital asset pricing model, and providers of debt capital.

Our operating earnings indicators, adjusted EBITDA and adjusted EBIT, were adjusted for special items that, due to their nature or amount, are not attributable to the typical operating business. We classify these adjustments as structural measures, acquisitions and divestments, and other special items. We consider that the adjusted earnings figures are more suitable than unadjusted data for comparing the performance of operating units over several periods.

We also use **free cash flow** as an operational performance indicator. This is calculated from the cash flow from operating activities, continuing operations, less outflows for capital expenditures on intangible assets, property, plant and equipment. The free cash flow shows the remaining scope for financing. It therefore shows the company's internal financing capacity. To enhance management of the free cash flow in difficult economic conditions, we also look at the cash conversion rate. This shows the proportion of adjusted EBITDA that is converted into free cash flow.

In addition, we forecast cash outflows for capital expenditures on intangible assets, property, plant and equipment, which are an important factor affecting the free cash flow.

Most important non-financial key performance indicators

Evonik also uses a wide variety of non-financial performance indicators. Traditionally, we accord special significance to safety, which is regarded as a holistic management task that has to be lived at all management levels. Our guiding principles for safety are binding for all managers and employees. In accordance with corporate policy, all operating units at Evonik have an occupational safety target. In addition, all production units have a process safety target. The relevant indicators are the **lost time injury rate (LTI-R)** and the **process safety incident rate (PSI-R).**

2.

BUSINESS REVIEW

We continued our strategic development in 2025. The aims are leaner structures, more efficient processes, and higher profitability. Given the increasingly challenging economic conditions in 2025, the operating business did not perform as well as we had anticipated. Adjusted EBITDA and the free cash flow were below the prior-year level.

€1,874 million
Adjusted EBITDA

13.3%
Adjusted EBITDA margin

€695 million
Free cash flow

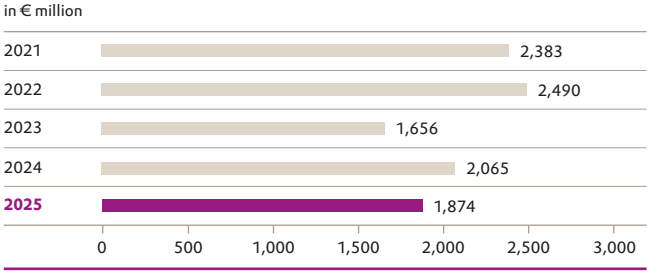
2.1 Overall assessment of the economic situation

We continued our **strategic** development in 2025. The new corporate structure was implemented on April 1, and a leaner management model was introduced. The chemicals business is now organized in two segments managed directly by members of the executive board. They are managed in a differentiated manner based on their business models and strategic roles. The former division management level has been eliminated. In addition, Evonik has sharpened its strategy and now focuses on four strategic pillars: a leading portfolio, sustainable innovations, regional balance, and a culture of mutual respect and performance orientation. The aim of this strategic focusing is to enhance our operational and financial performance. This will be measured by the return on capital employed (ROCE). In the mid-term, our target is an ROCE of around 11 percent. That requires a significant increase in adjusted EBIT. This should come from the expected growth of the chemicals segments and an improvement in our cost position. The internal Evonik Tailor Made program to optimize the administration is currently being implemented. All measures should be completed by the end of 2026, bringing annual cost savings of around €400 million and a reduction of 2,000 jobs. At the same time, we have a variety of projects in the segments to optimize individual businesses. In the Infrastructure segment, we transferred the German sites in Marl and Wesseling to a new company, SYNEQT GmbH, Essen (Germany), effective January 1, 2026. This combined setup enables SYNEQT to concentrate on its core business—infrastructure services—and serve a bigger customer base more competitively. In the future, further investors could join, taking different stakes to provide further funds to grow the business.

Given the increasingly challenging economic conditions in 2025, the **operating** business did not perform as well as had been anticipated at the beginning of the year. We registered a considerable reduction in demand in the second quarter. This continued and gained pace in the third quarter, leading to lower utilization of production capacities. Customers in all segments and almost all end-markets were very cautious. Nevertheless, selling prices only dropped slightly overall. Since our business performance was below our original expectations, we revised our forecast in fall 2025. We delivered on this revised forecast.

Overall, Group sales declined by 7 percent to €14.1 billion. **Adjusted EBITDA** was 9 percent lower at €1.9 billion. The **adjusted EBITDA margin** slipped slightly to 13.3 percent. **ROCE** dropped to 6.1 percent and was therefore significantly below the cost of capital, which was 10 percent, and our mid-term target of 11 percent. **Net income** increased from €222 million to €265 million as income taxes were lower than in the previous year. After adjustment for special items, adjusted net income, continuing operations was 18 percent lower at €634 million. Thanks to our clear focus on liquidity management, the Evonik Group generated **free cash flow** of €695 million. The cash conversion rate was 37 percent and thus slightly below our target of over 40 percent. Evonik has had a solid **investment grade rating** for many years. Net financial debt remains moderate. In addition to a comfortable liquidity position, we have high unutilized credit lines.

Development of adjusted EBITDA in the Evonik Group C06



The dividend proposal to the annual shareholders' meeting is €1.00 per share for fiscal 2025. This represents a transition to our future earnings-oriented dividend policy, which applies from 2026. This provides for a dividend distribution of between 40 percent and 60 percent of adjusted net income, representing an appropriate balance between the interests of the shareholders and Evonik's financial flexibility.

To sum up, we can say that, as a consequence of the global economic conditions, in 2025, our business did not develop as well as we had anticipated at the beginning of the year. Taking into account the free cash flow and stable financial position, we rate the overall situation of the Evonik Group as good. That also applies to Evonik Industries AG. Nevertheless, its net income declined, mainly due to lower income from investments.

2.2 Economic background

Geopolitical uncertainty is still holding back economic growth

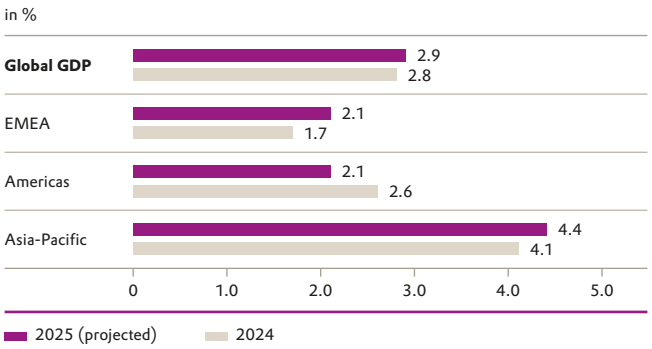
Global economic conditions were very challenging in the past fiscal year. The global economy was affected, above all, by trade policy conflicts, which resulted in very high uncertainty. In addition, global economic growth was still hampered by structural challenges such high energy prices in Europe compared to the international situation, the real estate crisis in China, and high global debt. The global economy therefore only posted moderate growth. Once again, two divergent trends were observed: Manufacturing industry developed dynamically at the beginning of 2025, but this was mainly fueled by non-sustainable front-loading effects to avoid US import tariffs. However, the increase in industrial output slowed significantly during the year, and only a few sectors such as defense and IT were able to buck this trend. As in previous years, the service sector showed far higher momentum and drove the growth in global GDP, which S&P Global[1] estimates rose by 2.9 percent in 2025.

Despite the continued reduction in energy prices, inflation in the G7 countries was around 2.5 percent and even edged up slightly to 2.8 percent at year-end. In the USA, tariff-related price rises became increasingly visible during the year, although the majority of the tariff-induced increases in consumer prices are probably still to come. The core inflation rate (consumer prices excluding energy and food) has been around 3 percent in the G7 countries for a year, which is above the central bank targets of 2 percent.

In view of the overall drop in inflationary pressure, the European Central Bank (ECB) kept up its monetary easing in 2025, with the policy of interest rate cuts initiated in June 2024 continuing until June 2025. In the USA, the Fed embarked on monetary easing as the labor market cooled, with the downward interest rate cycle beginning in September 2025. In the emerging markets, monetary easing started earlier overall. Nevertheless, the interest rate cuts continued in most emerging markets. In contrast to the rate cuts in many economies, the Japanese central bank has successively increased its reference rate since 2024, bringing it to the highest level for 30 years.

Despite lower interest rates, financing conditions for consumers and businesses have not improved. Yields on ten-year government bonds—which set the tone, for example, for property mortgages, in many countries—have remained constant or even risen against the backdrop of heightened uncertainty and higher long-term inflation expectations. The supply of government bonds also remained high in the past year as a result of the high budget financing requirements, and there was even a renewed rise in government deficits in some countries.

Development of GDP 2025/2024 C07



Based on data from S&P Global as of January 15, 2026.

Significant regional variations in economic growth

The euro-zone economy remained sluggish in 2025. Support came mainly from declining inflation, which dropped to around 2.0 percent, and rising real incomes. Delayed effects of monetary easing also had an impact. Economic growth was buoyed by the continued high demand for services, especially in the tourism sector. Nevertheless, consumer confidence as a whole was dampened by the structural problems and geopolitical uncertainties. Consequently, demand for consumer durables remained low.

The economic development in the Americas region was inhomogeneous. The pace of growth in the USA was only moderate in 2025. Although consumer spending remained a key driver of economic growth, the high macroeconomic and geopolitical uncertainty reduced momentum, especially in the first half of the year. Investment by the corporate sector also suffered from the high uncertainty and financing costs. Significant growth impetus only came from the construction of data processing centers. The labor market remained robust, although there were initial signs that it could be cooling slightly. By contrast, there was a modest improvement in economic conditions in Central and South America in 2025. Declining inflation rates and the stabilization of raw material prices led to an upturn in economic activity. Nevertheless, economic growth was hampered by the geopolitical uncertainty and, above all, US trade policy.

[1] Based on data from S&P Global as of January 15, 2026.

Asia-Pacific again registered strong economic growth in 2025, but with regional variances. The Chinese economy benefited from further measures to stimulate the economy and, despite the trade policy challenges, exports were very robust, posting growth overall, although direct exports to the USA declined. Nevertheless, consumer confidence remained low, and the real estate sector is still a big challenge. Economic growth in India was robust. In response to the trade policy challenges, fiscal policy measures were introduced to boost domestic consumption. The South Korean and Taiwanese economies, in particular, benefited from the AI boom.

A mixed picture in end-customer markets

There were divergent trends in the manufacturing sector in 2025, with significant differences between the traditional and high-tech sectors. While the high-tech sectors grew significantly, driven by the AI boom and the construction of data centers, the traditional manufacturing sectors, including the chemical industry, were badly affected by the protectionist trade policy and the economic slowdown. Regionally, there were also further significant differences in growth, with Asia-Pacific again registering the most pronounced growth.

In all, Evonik's **end-customer markets** only saw low growth in 2025. Activity in the food and animal feed sectors increased year-on-year in all regions, there was also higher demand for hygiene and personal care products in all regions apart from North America. On average, global production stagnated in the automotive and mechanical engineering sectors and only grew in the Asia-Pacific region.

Chemical production grew in China but suffered from protectionism in other regions

Regionally, the development of the **chemical industry** varied greatly in 2025. Global growth was attributable to strong growth in China. Globally, chemical output (excluding pharmaceuticals) grew by nearly 4 percent.[1] Compared with the already low reference base, chemical output (excluding pharmaceuticals) contracted by a further 2 percent in the EU and by nearly 3 percent in Germany. This wiped out the minimal growth registered in the previous year, and capacity utilization in the chemical industry remained at a very low level. In the USA, chemical production increased slightly, by about 2 percent, in 2025, while China again posted significant growth of around 8 percent.

In 2025, the prices of the specific raw materials used by Evonik were lower than in the previous year as industry supply significantly exceeded demand for selected raw materials, notably in the second half of the year.

The exchange rate for the euro versus Evonik's most important currency—the US dollar—averaged US$1.13 in 2025, significantly above the average exchange rate of US$1.08 in the previous year.

2.3 Business conditions and performance

Lower sales

The Evonik Group's **sales** declined by 7 percent to €14,069 million. We registered an organic drop in sales of 3 percent due to lower volumes and prices. Negative currency effects were responsible for 2 percent of the decline. Another factor in the reduction in sales was the disposal of the Superabsorbents business as of August 31, 2024.

Change in sales 2025 versus 2024 T04

in %	
Volumes	–2
Prices	–1
Organic change in sales	**–3**
Exchange rates	–2
Portfolio/other effects[a]	–2
Total	**–7**

[a] Contains material changes in the comparative base in the chemicals businesses such as portfolio effects. Also includes effects of transactions that are not regular such as royalties, changes in the price of precious metals, and adjustments for hyperinflationary economies. The change in sales of services provided by the Infrastructure segment for external customers at our sites is also included here.

[1] Based on data from the German chemical industry association (VCI) as of December 2025.

Year-on-year decrease in adjusted EBITDA

Adjusted EBITDA decreased by 9 percent to €1,874 million, as a result of the overall reduction in selling prices, lower volumes, and negative currency effects. The decline was mitigated by contractually agreed one-time compensation payments. The adjusted EBITDA margin fell from 13.6 percent in the prior year to 13.3 percent.

Adjusted EBITDA by segment T05

in € million	2024	2025	Change in %
Advanced Technologies	1,023	944	–8
Custom Solutions	978	909	–7
Infrastructure	275	213	–23
Enabling functions, other activities, consolidation	–211	–192	9
Evonik	**2,065**	**1,874**	**–9**

Prior-year figures restated.

The earnings contributed by the Advanced Technologies segment were below the prior-year level, mainly due to declining selling prices and negative currency effects. In the Custom Solutions segment, the main downside factors were lower volumes and negative currency effects. The contribution made by the Infrastructure segment was held back by decreased volumes and prices in the Oxeno business. The adjusted EBITDA reported by enabling functions, other activities, including consolidation, contains, among other things, expenses for strategic research and internal reinsurance.

Sales and reconciliation from adjusted EBITDA to net income T06

in € million	2024	2025	Change in %
Sales	**15,157**	**14,069**	**–7**
Adjusted EBITDA	**2,065**	**1,874**	**–9**
Adjusted depreciation, amortization, and impairment losses	–1,038	–1,013	
Adjusted EBIT	**1,027**	**861**	**–16**
Adjustments	–450	–283	
thereof structural measures	–405	–42	
thereof acquisitions and divestments	–34	–14	
thereof other special items	–11	–227	
Income before financial result and income taxes, continuing operations (EBIT)	**577**	**578**	**–**
Financial result	–143	–156	
Income before income taxes, continuing operations	**434**	**422**	**–3**
Income taxes	–194	–145	
Income after taxes, continuing operations	**240**	**277**	**15**
Income after taxes, discontinued operations	–	–	
Income after taxes	**240**	**277**	**15**
thereof income attributable to non-controlling interests	18	12	
Net income	**222**	**265**	**19**
Earnings per share in €	**0.48**	**0.57**	

The **adjustments** of –€283 million contained –€42 million for structural measures, especially for projects to optimize individual businesses. Further adjustments of –€14 million mainly comprised expenses in connection with the divestment of a European company. Other special items totaling –€227 million related, in particular, to asset impairments in the Oxeno business and non-capitalizable expenses in connection with the expansion of facilities. The prior-year adjustments mainly contained expenses

for structural measures, above all for the internal Evonik Tailor Made program to optimize the administrative structure, a project in the Custom Solutions segment to focus active ingredient production, and global projects to optimize production in the Advanced Technologies segment.

The **financial result** dropped to –€156 million, mainly because of higher interest expense for financial liabilities. **Income before income taxes, continuing operations** was €422 million, which was close to the prior-year level. Income tax expense was significantly lower than in the previous year at €145 million. **Net income** improved by €43 million to €265 million.

We use **adjusted net income** to assess the earnings power of the continuing operations, especially on a long-term view, and to forecast future development. The calculation starts from EBITDA[1] after adjustment for special items. The financial result is adjusted for income and expenses in connection with acquisitions and divestments and other income and expense items that, by nature or amount, do not form part of typical current financing activities. Further, we eliminate amortization of intangible assets, which mainly results from acquisitions, and adjust income tax for taxes on special items. Adjusted net income decreased by 18 percent to €634 million in 2025, while adjusted earnings per share fell from €1.67 to €1.36.

Reconciliation to adjusted net income T07

in € million	2024	2025	Change in %
Adjusted EBITDA	**2,065**	**1,874**	**–9**
Adjusted depreciation, amortization, and impairment losses	–1,038	–1,013	
Adjusted EBIT	**1,027**	**861**	**–16**
Adjusted financial result	–143	–162	
Adjusted amortization and impairment losses on intangible assets	144	131	
Adjusted income before income taxes[a]	**1,028**	**830**	**–19**
Adjusted income taxes	–233	–184	
Adjusted income after taxes[a]	**795**	**646**	**–19**
thereof adjusted income attributable to non-controlling interests	18	12	
Adjusted net income[a]	**777**	**634**	**–18**
Adjusted earnings per share in €[a]	**1.67**	**1.36**	

[a] Continuing operations.

[1] See chapter 1.3 Business management systems p.16.

Lower return on capital employed

Within our value-oriented management approach, our success is measured principally by **ROCE,** which was 6.1 percent and therefore below the cost of capital, which was 10.0 percent before taxes in the reporting period.

The average **capital employed** decreased by €0.5 billion to €14.0 billion. The reduction in the Group's ROCE was mainly attributable to the drop in adjusted EBIT. All segments reported a decrease in ROCE.

Capital employed, ROCE, and economic value added (EVA®) T08

in € million	2024	2025
Intangible assets	5,524	5,280
+ Property, plant and equipment	6,328	6,165
+ Right-of-use assets	937	901
+ Investments recognized at equity	46	47
+ Inventories	2,567	2,583
+ Trade accounts receivable	1,706	1,641
+ Other interest-free assets	537	532
+ Assets held for sale	145	–
– Interest–free provisions	–750	–817
– Trade accounts payable	–1,598	–1,500
– Other interest–free liabilities	–872	–794
– Liabilities associated with assets held for sale	–77	–
= Capital employed[a]	**14,493**	**14,038**
Adjusted EBIT	**1,027**	**861**
ROCE (adjusted EBIT/capital employed) in %	**7.1**	**6.1**
Cost of capital (capital employed x WACC)	1,449	1,404
EVA® (adjusted EBIT – cost of capital)	**–422**	**–543**

[a] Annual averages in each case.

ROCE by segment T09

in %	2024	2025
Advanced Technologies	8.1	7.1
Custom Solutions	10.7	9.9
Infrastructure	10.7	5.6
Evonik (including enabling functions, other activities)	**7.1**	**6.1**

Prior-year figures restated.

Year-on-year decline in EVA®

Economic value added **(EVA®)** is the difference between adjusted EBIT and the cost of capital, which is calculated by multiplying average capital employed by the average cost of capital (WACC). In 2025, EVA® was –€543 million, compared with –€422 million in the previous year.

2.4 Comparison of forecast and actual performance

Since business performance was weaker than expected in the second and third quarters, we reduced the forecast made at the beginning of the year in the half year financial report and again in the financial statement on the third quarter of 2025. We achieved almost all of the revised indicators.

Adjusted EBITDA declined by 9 percent to €1.9 billion as a result of the significant downturn in business and was in line with the expectation of around €1.9 billion published in September. The range originally forecast was not achieved. ROCE dropped to 6.1 percent, so we did not achieve either the original or the revised forecast for this parameter. Cash outflows for investments in intangible assets, property, plant and equipment totaled €748 million, which was in line with the revised forecast. The cash conversion rate was 37 percent, which was in the upper half of the revised forecast range of between 30 percent and 40 percent.

Turning to our non-financial indicators, the lost time injury rate (LTI-R) remained below the upper limit, but we failed to achieve our target for the process safety incident rate (PSI-R) in 2025.

Comparison of forecast and actual performance T10

Forecast performance indicators	2024	Forecast for 2025[a]	Revised forecast as of August 2025[b]	Revised forecast as of September 2025[c]	**2025**	Forecast for 2026
Adjusted EBITDA	€2.1 billion	Between €2.0 billion and €2.3 billion	At the lower end of the €2.0 billion to €2.3 billion range	Around €1.9 billion	€1.9 billion	Between €1.7 billion and €2.0 billion
ROCE	7.1%	Above the prior year	At the prior-year level	Slightly below the prior-year level	6.1%	At the prior-year level
Cash outflows for investments in intangible assets, property, plant and equipment	€840 million	Around €850 million	Around €750 million	Around €750 million	€748 million	Around €750 million
Free cash flow: cash conversion rate[d]	42%	Around 40%	Around 40%	Between 30% and 40%	37%	Around 40%
LTI-R	0.14	≤ 0.26	≤ 0.26	≤ 0.26	0.18	≤ 0.26
PSI-R	0.44	≤ 0.40	≤ 0.40	≤ 0.40	0.44	≤ 0.40

[a] As reported in the financial and sustainability report 2024.
[b] As in the half year financial report 2025.
[c] As reported on September 25, 2025.
[d] Defined as the ratio of free cash flow to adjusted EBITDA.

2.5 Performance of the segments

2.5.1 Advanced Technologies

Key figures T11

in € million	2024	2025	Change in %
External sales	6,089	5,973	–2
Adjusted EBITDA	1,023	944	–8
Adjusted EBITDA margin in %	16.8	15.8	–
Adjusted EBIT	565	492	–13
Capital expenditures[a]	367	342	–7
Depreciation and amortization	458	445	–3
Capital employed (annual average)	7,018	6,907	–2
ROCE in %	8.1	7.1	–
No. of employees as of December 31	9,568	9,177	–4

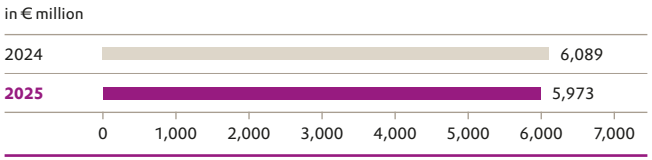
Prior-year figures restated.
[a] Capital expenditures for intangible assets, property, plant and equipment.

Slightly higher volumes

Sales in the Advanced Technologies segment contracted by 2 percent to €5,973 million. This was due to lower selling prices and currency effects, while volumes increased slightly.

Sales increased slightly year-on-year in the Animal Nutrition business. As we had expected, higher volumes were accompanied by a decline in selling prices, especially in the second half of the year. Volumes also developed positively in the Organics business. Certain high-performance polymers, for example, for 3D printing, and membranes and foams benefited from higher demand. By contrast, Crosslinkers registered considerable price pressure as a result of increased competitive pressure. Overall, the higher volumes could not fully offset the drop in selling prices and the adverse effect of the changes in exchange rates. Although selling prices in the Inorganics business were almost stable, sales decreased because of a slight drop in demand and negative currency effects.

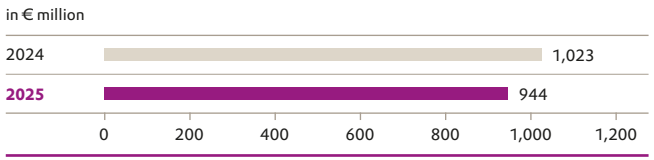
Sales Advanced Technologies C08



Year-on-year decrease in adjusted EBITDA

Adjusted EBITDA decreased by 8 percent to €944 million in the Advanced Technologies segment. This was principally attributable to declining selling prices and negative currency effects. By contrast, support came from contractually agreed one-time compensation payments, lower variable costs, and slightly higher volumes. The adjusted EBITDA margin was 15.8 percent, down from 16.8 percent in 2024.

Adjusted EBITDA Advanced Technologies C09



Lower return on capital employed

Capital expenditures in the Advanced Technologies segment decreased by 7 percent to €342 million. As a result, capital expenditures were significantly lower than depreciation and amortization, which amounted to €445 million. The average capital employed decreased slightly to €6,907 million. ROCE was 7.1 percent, down from 8.1 percent in the previous year, mainly due to lower adjusted EBIT.

Investment in new capacities

At the site in Yokkaichi (Japan), Advanced Technologies completed its first production plant for fumed aluminum oxide in Asia. AEROXIDE® aluminum oxides for ultra-thin separator coatings for the next generation of lithium-ion batteries enable electric vehicles with a greater range. They also improve safety, speed up charging, and increase the service life of batteries. This investment was in the mid-double-digit million euro range and was supported by funding from the Japanese government.

At its site in Lenzing (Austria), Advanced Technologies is further extending production capacity for SEPURAN® membranes for efficient gas separation. At the heart of the SEPURAN® membrane technology are fine hollow fibers based on a high-performance plastic that can withstand high pressure and temperature loads. Evonik is investing an amount in the mid-double-digit million euro range in the new capacity, which is scheduled for completion by the end of 2026.

A new facility for methylmercaptan, a precursor for methionine, is currently under construction in Mobile (Alabama, USA). This should come into service in 2026. It completes the backward integration of methionine in the USA; full backward integration has already been implemented at our production sites in Antwerp (Belgium) and Singapore. The aims are to strengthen our cost position and, at the same time, reduce our carbon footprint.

Advanced Technologies is investing in the extension of a production facility for precipitated silicas in Charleston (South Carolina, USA). Silica is used as an active filler for fuel-saving tires and other products, such as toothpaste and coatings. Investment is in the mid-double-digit million euro range, and the new production line is scheduled to start operating in early summer 2026.

2.5.2 Custom Solutions

Key figures T12

in € million	2024	2025	Change in %
External sales	5,737	5,492	–4
Adjusted EBITDA	978	909	–7
Adjusted EBITDA margin in %	17.0	16.6	–
Adjusted EBIT	663	602	–9
Capital expenditures[a]	311	300	–4
Depreciation and amortization	307	300	–2
Capital employed (annual average)	6,192	6,054	–2
ROCE in %	10.7	9.9	–
No. of employees as of December 31	9,736	9,529	–2

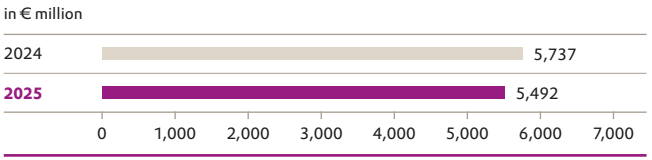
Prior-year figures restated.
[a] Capital expenditures for intangible assets, property, plant and equipment.

Slightly higher selling prices

Sales in the Custom Solutions segment dropped 4 percent to €5,492 million. This was caused by lower volumes and negative currency effects, while selling prices increased slightly.

The Additives business registered weaker demand for additives for polyurethane foams and consumable durables. Products for the paints and coatings industry were also affected by declining volumes. By contrast, there was a slight rise in volumes of oil additives. Overall, there was a considerable volume- and currency-driven reduction in sales in the Additives business, although selling prices were stable on the whole. Sales in the Care business were around the prior-year level thanks to a slight improvement in prices and stable volumes.

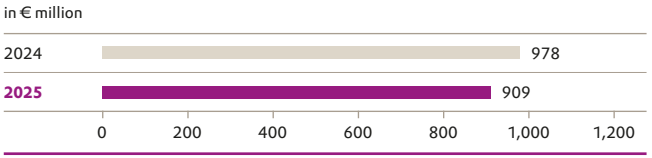
Sales Custom Solutions C10



Lower adjusted EBITDA

Adjusted EBITDA in the Custom Solutions segment was €909 million, down 7 percent year-on-year. This was mainly due to lower volumes and negative currency effects. Improved selling prices held back the downward trend. The adjusted EBITDA margin fell from 17.0 percent in 2024 to 16.6 percent.

Adjusted EBITDA Custom Solutions C11



Slight drop in ROCE

Capital expenditures in the Custom Solutions segment were down slightly year-on-year at €300 million and in line with depreciation and amortization, which amounted to €300 million. The average capital employed decreased slightly to €6,054 million. ROCE was 9.9 percent compared with 10.7 percent in 2024.

Focused investment

Custom Solutions completed a new production plant for alkoxides at Evonik's established site on Jurong Island (Singapore). The mid-double-digit million euro investment will enhance supply security for customers in the region and further strengthen our global alkoxides business. The expansion of our production capacities is a response to growing demand for alkoxides, which are primarily used as catalysts in biodiesel production and in synthesis applications. In the future, alkoxides will also play an important role in the circular economy through their use in the chemical recycling of PET plastics.

Production capacity for silicones is being extended at the site in Essen (Germany). This also involves extending the sourcing of raw materials and storage tank capacities. The specialty silicones produced in Essen are used in a wide range of applications, including the production of plastics and rubber, paints and coatings, labels and adhesive tape, and polyurethane foam. This facility is scheduled for completion in the first half of 2026.

As one of the world's leading suppliers of drug delivery technologies, Custom Solutions is building a new, highly flexible world-scale production facility for pharmaceutical lipids at the Tippecanoe site in Lafayette (Indiana, USA). This project also includes the establishment of the Lipid Innovation Center to promote cooperation with other companies and scientists in the development and optimization of pharmaceutical-grade lipids. The total investment is in the low triple-digit million US dollar range. The US authorities are providing support of over US$100 million for the construction of this plant, which is an investment in promising lipid-based drug delivery technology. The aim of this investment in lipid innovation and production is to reinforce our health care business and meet the changing requirements of the US pharmaceutical industry.

The Custom Solutions segment is extending its production facility for specialty amines in Nanjing (China). Investment is in the double-digit million euro range and the new facility will be powered by green electricity. It will specialize in the production of amine-based additives, which play an important role as catalysts in the production of epoxy and polyurethane foam and are highly significant for the construction, automotive, and furniture sectors. Expansion of production in China should improve market efficiency. Completion is scheduled for 2026.

2.5.3 Infrastructure

Key figures T13

in € million	2024	2025	Change in %
External sales	3,146	2,449	–22
Adjusted EBITDA	275	213	–23
Adjusted EBITDA margin in %	8.7	8.7	–
Adjusted EBIT	115	57	–50
Capital expenditures[a]	73	81	11
Depreciation and amortization	160	148	–8
Capital employed (annual average)	1,079	1,013	–6
ROCE in %	10.7	5.6	–
No. of employees as of December 31	3,863	3,691	–4

Prior-year figures restated.
[a] Capital expenditures for intangible assets, property, plant and equipment.

Significant year-on-year drop in sales

Sales in the Infrastructure segment were €2,449 million, 22 percent lower than in the previous year, which still contained sales from the Superabsorbents business, which was divested at the end of August 2024. While there was an increase in sales generated with external customers at the Marl and Wesseling sites in Germany, sales in the Oxeno business fell significantly due to lower volumes and declining prices.

Lower earnings

Adjusted EBITDA contracted by 23 percent to €213 million. This was attributable to significantly lower earnings from the Oxeno business. The adjusted EBITDA margin was unchanged at 8.7 percent.

Drop in ROCE

Capital expenditures in the Infrastructure segment increased by 11 percent to €81 million but were still below depreciation and amortization (€148 million). The average capital employed decreased by 6 percent to €1,013 million. ROCE dropped from 10.7 percent to 5.6 percent.

Investments to enhance efficiency

The investments in the Infrastructure segment are channeled to measures to optimize integrated C_4 production, enhance the efficiency of existing plants, and increase the availability of plants. In addition, capital expenditures are used for the replacement and long-term upkeep of existing infrastructure.

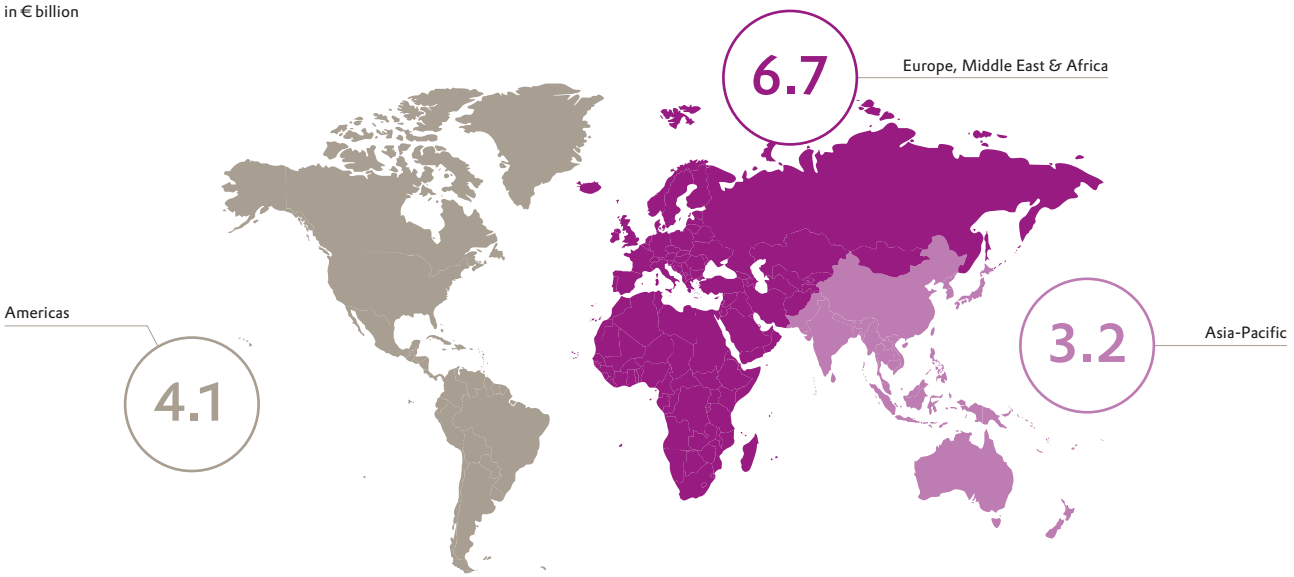
2.6 Regional development

A global presence

We generated 82 percent of sales outside Germany in 2025.

Sales in the **Europe, Middle East & Africa** (EMEA) region were 8 percent lower at €6,737 million. In Germany, sales amounted to €2,574 million, a year-on-year drop of 1 percent. EMEA accounted for 48 percent of the Evonik Group's sales. Capital expenditures were €416 million, which was slightly below the prior-year level (2024: €422 million). Production capacity for silicones is being expanded at the site in Essen (Germany) and should come on stream in the first half of 2026. The silicones produced here are used, for example, in plastics, paints, and adhesive tape. In view of the significance of membranes for the defossilization of the energy sector, the Advanced Technologies segment is extending its production capacities for SEPURAN® gas separation membranes in Austria. The new capacity is scheduled for completion by the end of 2026.

Sales by region [a] C12



[a] By location of customer.

The **North America** and **Central & South America** regions were combined to form the new **Americas** region effective January 1, 2025. Sales in the Americas declined by 9 percent to €4,119 million. The downward trend in this region was mainly attributable to the Infrastructure segment and was due to the sale of the Superabsorbents business. This region accounted for 29 percent of Group sales. Capital expenditures increased slightly from €263 million in the previous year to €259 million. A new facility for the production of precipitated silicas is under construction at our site in Charleston (South Carolina, USA). Silicas are used as active fillers in fuel-saving tires, toothpaste, and coatings. This facility is expected to come into service in early summer 2026. At our site in Mobile (Alabama, USA), we are erecting a production facility for methylmercaptan, enabling backward integration of our methionine production analogously to our production sites in Antwerp (Belgium) and Singapore. Construction should be completed in 2026. A new, highly flexible production facility for pharmaceutical lipids, the basis for promising mRNA technology, is being constructed at the Tippecanoe site in Lafayette (Indiana, USA). To supplement this facility, this project also includes the establishment of the Lipid Innovation Center to promote cooperation with other companies and scientists. This facility receives funding from the US authorities.

Sales rose 3 percent to €3,213 million in the **Asia-Pacific** region. This region accounted for 23 percent of Group sales. Capital expenditures were €93 million, which was significantly below the prior-year level of €135 million. The production plant in Nanjing (China), which specializes in the production of amine-based additives, is currently being extended. These specialty amines are used as catalysts for epoxy and polyurethane foams and in the construction, automotive, and furniture sectors. Completion is scheduled for 2026. In addition, the construction of a new production facility for alkoxides in Singapore was completed. This is Evonik's response to rising demand for alkoxides, which are used in the production of biodiesel and in the pharmaceutical and agriculture sectors. In Yokkaichi (Japan), we extended the production facility for fumed aluminum oxide. This capacity is geared to the production of specialty solutions for lithium-ion battery technologies for electric vehicles. This capacity expansion was supported by funding from the Japanese government.

2.7 Earnings position

Weaker business development

Sales contracted by 7 percent to €14,069 million. Without the negative currency effects, sales would only have declined by 5 percent. The main reasons for the decrease were slightly lower selling prices and volumes and the disposal of the Superabsorbents business effective August 31, 2024. The cost of sales only decreased by 5 percent to €10,825 million. Consequently, the gross profit on sales was 13 percent lower at €3,244 million. There was a considerable drop in selling and research and development expenses. Administrative expenses were 36 percent lower than in the previous year, which was affected by additions to provisions for the Evonik Tailor Made program. Positive currency effects and lower additions to provisions for earnings-based remuneration components had a positive impact on all functional areas, but negative effects came from the increase in factor costs. The other operating income was €293 million, up 8 percent year-on-year. This rise was principally attributable to income from provisions for restructuring and to insurance refunds. The other operating expense fell by 4 percent to €345 million. This was mainly due to the reduction in expenses in connection with business insurance and losses on the disposal of assets, especially from the divestment of the Superabsorbents business, which negatively impacted the prior-year period. The reduction was checked by non-capitalizable expenses in connection with the expansion of facilities. Income before financial result and income taxes, continuing operations was virtually unchanged year-on-year at €578 million.

Income statement for the Evonik Group T14

in € million	2024	2025	Change in %
Sales	15,157	14,069	–7
Cost of sales	–11,419	–10,825	–5
Gross profit on sales	**3,738**	**3,244**	**–13**
Selling expenses	–1,894	–1,736	–8
Research and development expenses	–459	–418	–9
General administrative expenses	–740	–474	–36
Other operating income	271	293	8
Other operating expense	–360	–345	–4
Result from investments recognized at equity	21	14	–33
Income before financial result and income taxes, continuing operations	**577**	**578**	**–**
Financial result	–143	–156	–9
Income before income taxes, continuing operations	**434**	**422**	**–3**
Income taxes	–194	–145	–25
Income after taxes, continuing operations	**240**	**277**	**15**
Income after taxes, discontinued operations	–	–	–
Income after taxes	**240**	**277**	**15**
thereof income attributable to non-controlling interests	18	12	–33
Net income (earnings attributable to shareholders of Evonik Industries AG)	**222**	**265**	**19**

Net income increased year-on-year

The main reasons for the 9 percent reduction in the financial result to –€156 million were higher interest rates and the year-on-year increase in the average level of financial debt. Income before income taxes, continuing operations declined slightly to €422 million. Similarly, there was a drop in income taxes to €145 million. In total, net income increased by €43 million to €265 million.

2.8 Financial condition

Central financial management

The principal objectives of financial management are ensuring solvency at all times, limiting financial risks, optimizing capital costs, and upholding a capital structure that allows unrestricted access to the capital markets. We therefore apply a central financing strategy. Borrowing and bond issuance are normally undertaken by Evonik Industries AG. To reduce external borrowing, surplus liquidity at Group companies is placed in a cash pool at Group level to cover financing requirements in other Group companies. Currency derivatives are used at Group level to hedge the resulting intragroup loans in foreign currencies. Evonik has a flexible range of corporate financing instruments to meet liquidity requirements for operating activities, investments, and the repayment of financial debt.

Solid investment grade rating

Evonik has a solid investment grade rating. Since 2012, Standard & Poor's has consistently awarded Evonik a rating of BBB+ with a stable outlook. Moody's has rated Evonik Baa2 since 2021 and raised the outlook from stable to positive in May 2025. Maintaining a solid investment grade rating is a central element in our financing strategy and one of the Evonik Group's financial targets. In this way, we gain access to a broad investor base on appropriate financing terms and thus maintain our financial flexibility. A solid investment grade rating gives banks, investors, customers, and suppliers a reliable basis for a long-term business relationship with Evonik.

Free cash flow below the high prior-year level

The **cash flow from operating activities, continuing operations** decreased by €270 million to €1,443 million. This was principally due to the reduction in adjusted EBITDA and higher cash outflows resulting from the utilization of provisions. By contrast, a positive effect came from the reduction in net working capital compared with the previous year's increase. As a consequence of lower cash outflows for investments in intangible assets, property, plant and equipment, the free cash flow only declined by €178 million to €695 million. The cash conversion rate[1] was 37 percent (2024: 42 percent).

The other investing activities resulted in a cash inflow of €96 million, which mainly comprised interest income and the proceeds from the sale of property, plant and equipment and financial assets. Financing activities led to a cash outflow of €731 million, which mainly comprised the payment of the dividend of €545 million for fiscal 2024 and interest payments.

Cash flow statement (excerpt) T15

in € million	2024	2025
Cash flow from operating activities, continuing operations	1,713	1,443
Cash outflows for investments in intangible assets, property, plant and equipment	–840	–748
Free cash flow	**873**	**695**
Cash flow from other investing activities, continuing operations	177	96
Cash flow from financing activities, continuing operations	–1,330	–731
Change in cash and cash equivalents	**–280**	**60**

[1] Ratio of free cash flow to adjusted EBITDA.

Slight increase in net financial debt

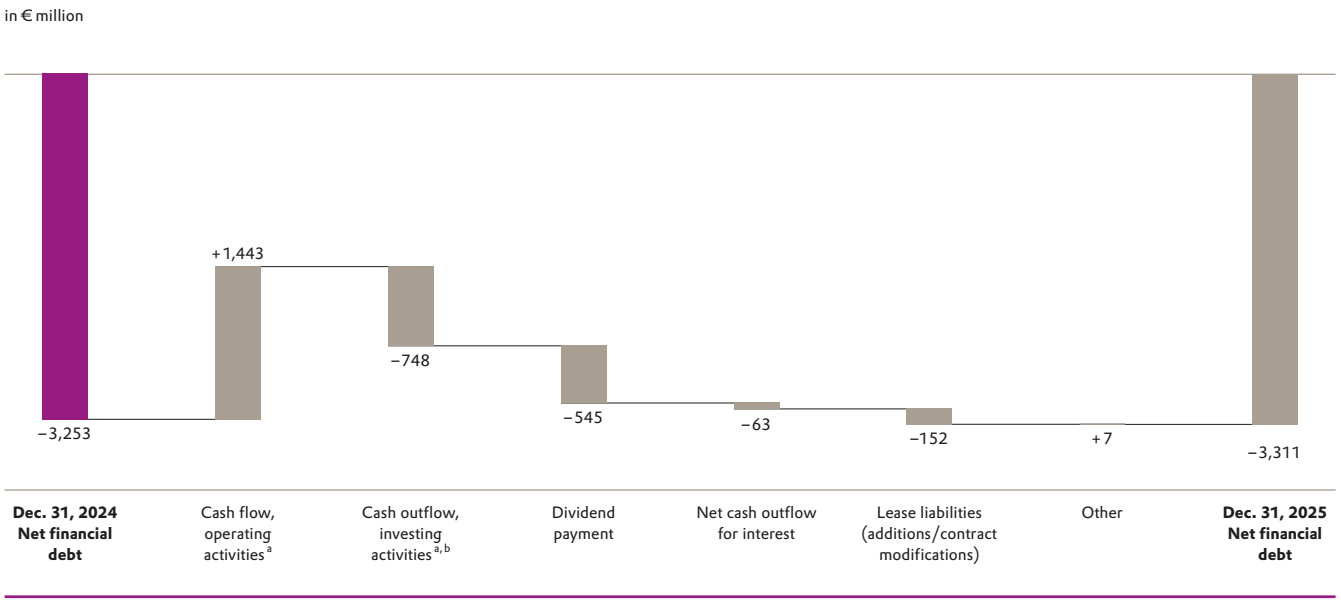
Net financial debt increased slightly to €3,311 million, a rise of €58 million compared with December 31, 2024. While the free cash flow was €695 million, there were cash outflows for the dividend payment of €545 million for fiscal 2024, net interest payments of €63 million, and the net addition of lease liabilities totaling €152 million.

Net financial debt T16

in € million	Dec. 31, 2024	Dec. 31, 2025
Non-current financial liabilities[a]	–2,961	–3,314
Current financial liabilities[a]	–883	–617
Financial debt	**–3,844**	**–3,931**
Cash and cash equivalents	461	495
Current securities	128	124
Other financial investments	2	1
Financial assets	**591**	**620**
Net financial debt as stated on the balance sheet	**–3,253**	**–3,311**

[a] Excluding derivatives, excluding the refund liability for the rebate and bonus agreements, and excluding customer credit liabilities.

Change in net financial debt C13



[a] Continuing operations.
[b] Cash outflows for investments in intangible assets, property, plant and equipment.

In January 2025, Evonik issued a green bond in a nominal amount of €500 million with a tenor of five years and an annual coupon of 3.25 percent. The purpose of this issue was to refinance a conventional bond of the same nominal amount, which was repaid upon maturity in September 2025.

Compared with December 31, 2024, financial debt increased by €87 million to €3,931 million. The main factor here was an increase in liabilities from bonds (€172 million), which was reduced by the repayment of Schuldschein loans (€75 million). The increase in liabilities from bonds was attributable to contrary effects. In September 2025, Evonik issued a green hybrid bond with a nominal value of €500 million and a tenor of 30 years. This has an annual coupon of 4.25 percent, and Evonik has a first right of redemption in 2031. The aim was to secure the early refinancing of a green hybrid bond with the same nominal value issued in 2021 which gives Evonik a first right of redemption between September 2026 and December 2026. In addition, Evonik made a tender offer to investors of this outstanding hybrid bond in September 2025. The take-up rate was around 66 percent. Therefore, a nominal amount of €328 million was repaid to the bond investors ahead of schedule in September 2025. Consequently, the net outstanding liability from hybrid bonds increased by €172 million as of December 31, 2025.

Bonds as central financing instrument

At year-end 2025, the financial debt of €3,931 million comprised five bonds with a total carrying amount of €2,441 million, bank loans totaling €299 million, Schuldschein loans totaling €176 million, commercial paper in the amount of €80 million, lease liabilities totaling €865 million, and other financial liabilities of €70 million.

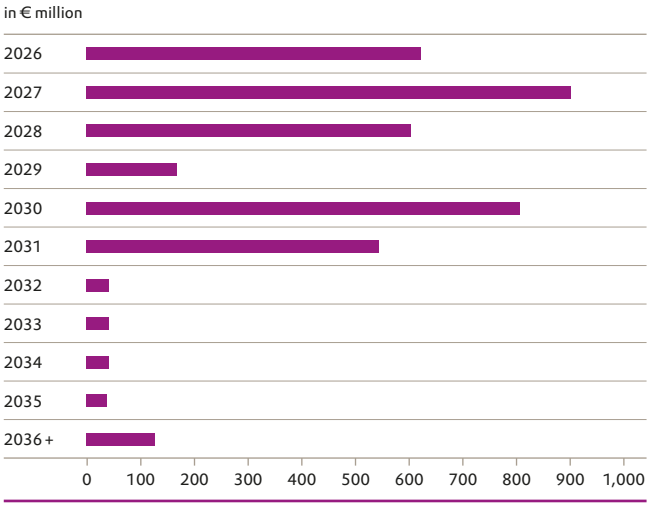
As of the reporting date, there were five bonds outstanding with a nominal value of €2.42 billion:

Bonds issued by Evonik Industries AG T17

	Nominal value in € million	Rating (S&P/Moody's)	Maturity	Coupon in %	Issue price in %
Bond 2016/2028[a]	500	BBB+/Baa2	Sep. 7, 2028	0.750	98.830
Green hybrid bond 2021/2081[b]	172	BBB–/Ba1	Sep. 2, 2081	1.375	99.375
Green bond 2022/2027[a]	750	BBB+/Baa2	Sep. 25, 2027	2.250	99.386
Green bond 2025/2030[a]	500	BBB+/Baa2	Jan. 15, 2030	3.250	99.973
Green hybrid bond 2025/2055[c]	500	BBB–/Baa3	Sep. 9, 2055	4.250	99.766

[a] Issued under the debt issuance program.
[b] The formal tenor of the bond is 60 years, and Evonik has a first redemption right in 2026. A nominal amount of €328 million of the original nominal amount of €500 million was repurchased ahead of schedule in September 2025.
[c] The formal tenor of the bond is 30 years, and Evonik has a first redemption right in 2031.

Maturity profile of financial liabilities C14



As of December 31, 2025.
The hybrid bond is included in 2026 (when Evonik has its first right of redemption).

Around 93 percent of the Evonik Group's non-derivative financial liabilities are denominated in euros. Including currency derivatives concluded for financing purposes, around 72 percent of financial liabilities are denominated in euros, 17 percent in US dollars, 9 percent in Singapore dollars, and 2 percent in other currencies.

Liquidity position remains strong

As of December 31, 2025, Evonik had cash and cash equivalents amounting to €495 million and current securities totaling €124 million. In addition, Evonik has a €1.75 billion syndicated credit facility as a central source of liquidity. Following the exercise of two extension options in 2023 and 2024, this credit facility, which was agreed in November 2022 with an original term of five years, now runs until November 2029. It represents a long-term liquidity reserve for the Evonik Group and was not drawn at any time in fiscal 2025. It still does not contain any covenants requiring Evonik to meet certain financial ratios. Furthermore, Evonik has bilateral credit facilities from commercial banks totaling €550 million. These had not been drawn as of December 31, 2025. They are available alongside the syndicated credit facility as an additional liquidity reserve. In addition, €250 million of the €500 million loan commitment by the European Investment Bank has not been drawn and is available to Evonik.

Solid funding of pension obligations

Pension provisions account for about one-third of our net debt (sum of net financial debt and pension provisions). They are non-current and depend on the discount rate as specified in IAS 19. Compared with year-end 2024, pension provisions declined slightly, by €172 million to €1,490 million. This was mainly due to the increase in the discount rate. The funding of pension obligations[1] was 86 percent as of the reporting date and thus still at a solid level in line with the industry norm.[2]

Capital expenditures down year-on-year

Investment projects are aimed at supporting value creation and accessing potential for sustained profitable growth, as well as maintaining the value and availability of the existing property, plant and equipment. Evonik is therefore expanding in businesses and markets where it already has—or intends to build—a strong competitive position. Every project is required to undergo detailed economic and strategic analyses. Evonik expects all projects to meet a minimum return requirement, which is the cost of capital. With regard to the expansion of our market positions, all projects are regularly reviewed for changes in the market situation.

[1] Ratio of plan assets to pension obligations.
[2] Internal evaluation of other chemical companies based on 2024.

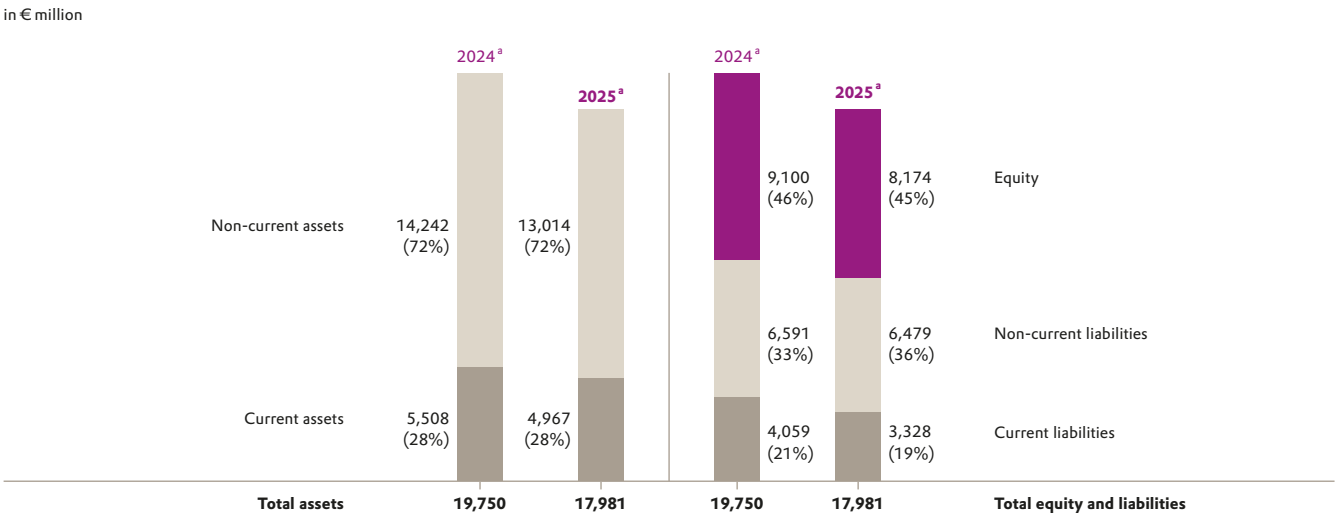
Capital expenditures[1] were €772 million, which was below the prior-year level of €816 million. There is a slight timing difference in outflows for intangible assets, property, plant and equipment as a result of payment terms. In the reporting period, outflows for capital expenditures totaled €748 million, compared with €840 million in the previous year. The Advanced Technologies segment accounted for the highest share of capital expenditures (44 percent). The Custom Solutions segment accounted for 39 percent, and the Infrastructure segment for 10 percent. Regionally, capital expenditures were focused on the Europe, Middle East & Africa region (54 percent), followed by the Americas (34 percent), and Asia-Pacific (12 percent).

Major projects completed or virtually completed in 2025 T18

Project	Location
Advanced Technologies	
Construction of a production plant for specialty oxides	Yokkaichi (Japan)
Custom Solutions	
Construction of a production plant for alkoxides	Singapore

For further information on current capital expenditure projects, see chapter 2.5 Performance of the segments p. 25 ff.

Balance sheet structure of the Evonik Group C15



[a] As of December 31.

2.9 Asset structure

Reduction in total assets

As of December 31, 2025, total assets were €18.0 billion, which was €1.8 billion lower than at year-end 2024. The decrease in non-current assets was primarily due to negative currency effects and impairment losses on property, plant and equipment. Overall, non-current assets were €1.2 billion lower at €13.0 billion and made up 72 percent of total assets (2024: 72 percent). Current assets fell by €0.5 billion to €5.0 billion. This was mainly attributable to a reduction in inventories and trade accounts receivable. Current assets made up 28 percent of total assets (2024: 28 percent).

Equity decreased by €0.9 billion to €8.2 billion. In addition to the annual dividend payment, the reduction was mainly due to negative currency effects. By contrast, the positive net income increased equity. Overall, the equity ratio decreased from 46.1 percent to 45.5 percent. Non-current liabilities slipped slightly, by €0.1 billion, to €6.5 billion. Financial liabilities were increased by the issuance of two bonds with a combined nominal value of €1 billion. This was countered by the early redemption of one bond in the amount of €0.3 billion, the reclassification of a bond that was maturing to current liabilities, and a drop in provisions for pensions and other post-employment benefits, partly as a result of the increase in the discount rate. Current liabilities were €0.7 billion lower at €3.3 billion. Debt was reduced by the repayment of a bond with a nominal value of €500 million, which was due in September 2025, and the decline in trade accounts payable. This was countered, above all, by the reclassification of a bond with a remaining nominal amount of €172 million, which can be redeemed between September 2026 and December 2026.

[1] Capital expenditures for intangible assets, property, plant and equipment. For information on purchase commitments, see note 9.6 to the consolidated financial statements p. 263 f.

3. PERFORMANCE OF EVONIK INDUSTRIES AG

Evonik Industries AG performs key functions for the companies in the Evonik Group. These include the central financing strategy, borrowing and the issuance of bonds, and managing a cash pool for Group companies' surplus liquidity.

€1.00
Dividend per share

7.5%
Dividend yield

Evonik Industries AG, Essen (Germany), is the parent company of the Evonik Group. It holds direct and indirect stakes in all subsidiaries in the Evonik Group. The annual financial statements for Evonik Industries AG have been prepared in accordance with the accounting standards set out in the German Commercial Code (HGB) and the German Stock Corporation Act (AktG).

Earnings position

The earnings performance of Evonik Industries AG is essentially dependent on income from its subsidiaries, income and expenses relating to corporate financing, and portfolio management activities. Financial management is therefore based on net income as an earnings indicator that contains all these effects and forms the basis for the ability of Evonik Industries AG to pay a dividend.

Sales increased by €82 million to €561 million, driven mainly by the intragroup transfer of service activities to Evonik Industries AG through an asset deal effective April 1, 2025. Other operating income rose to €447 million, mainly as a result of higher currency translation gains. Due to the ban on netting in section 246 paragraph 2 of the German Commercial Code (HGB), currency translation gains of €404 million (2024: €295 million) are shown in other operating income, while the corresponding currency translation losses of €409 million (2024: €309 million) are shown separately in other operating expense. The net effect was a loss of €5 million (2024: loss of €14 million). Higher pension expenses, for example, due to pension adjustments and the transfer of employees in connection with the aforementioned asset deal, were the main reason for the increase in pension expense to €427 million, a rise of 14 percent year-on-year.

Income statement for Evonik Industries AG T19

in € million	2024	2025
Sales	479	561
Other own work capitalized	1	1
Other operating income	341	447
Cost of materials	–13	–14
Personnel expense	–375	–427
Depreciation and amortization of intangible assets, property, plant and equipment	–19	–21
Other operating expense	–746	–764
Operating result	**–332**	**–217**
Income from investments	1,091	482
Net interest income/expense	32	–18
Income before income taxes	**791**	**247**
Income taxes	–10	5
Income after taxes	**781**	**252**
Net income	**781**	**252**
Profit carried forward from the previous year	100	325
Allocations to (–) other retained earnings	–11	–7
Distributable profit	**870**	**570**

The other operating expense increased from €746 million to €764 million, principally due to the higher currency translation losses outlined above. A countereffect came from the previous year's expense of €119 million for additions to restructuring provisions in connection with the internal Evonik Tailor Made program.

Income from investments was €609 million lower at €482 million, mainly as a result of lower profit transfers. At the German subsidiaries, earnings were reduced by pension valuation effects.

The net interest position declined significantly year-on-year from €32 million to –€18 million. The reasons for this included lower income from the valuation of pension assets. Net interest also contains interest income and expense from the group-wide cash pool, which is concentrated at Evonik Industries AG.

Income before income taxes decreased to €247 million, principally as a result of lower profit transfers. The income tax effects comprised tax income of €5 million compared with expense of €10 million in the previous year. This change was mainly attributable to income from the reversal of tax provisions.

The **net income** of Evonik Industries AG, calculated on the basis of the German Commercial Code, decreased by €529 million year-on-year to €252 million. After allocating €6,781,547.73 to other retained earnings and taking into account the profit of €324,780,000 carried forward from the previous year, the distributable profit is €570,000,000. A proposal will be put to the annual shareholders' meeting that €466,000,000 of the distributable profit should be used to pay a **dividend** of €1.00 per share. The remaining €104,000,000 will be carried forward to fiscal 2026.

Asset structure

Balance sheet for Evonik Industries AG T20

in € million	Dec. 31, 2024	Dec. 31, 2025
Intangible assets, property, plant and equipment	37	45
Financial assets	7,722	7,721
Non-current assets	**7,759**	**7,766**
Receivables and other assets	4,287	3,723
Securities	118	113
Cash and cash equivalents	133	186
Current assets	**4,538**	**4,022**
Prepaid expenses and deferred charges	28	24
Total assets	**12,325**	**11,812**
Issued capital	466	466
Capital reserve	723	723
Retained earnings	3,552	3,559
Distributable profit	870	570
Equity	**5,611**	**5,318**
Provisions	940	947
Other liabilities	5,773	5,547
Deferred income	1	–
Total equity and liabilities	**12,325**	**11,812**

The total assets of Evonik Industries AG declined from €12.3 billion to €11.8 billion. Financial assets mainly comprise shares in subsidiaries and were almost unchanged at €7.7 billion. The receivables mainly comprise financial receivables of €3.6 billion (2024: €4.1 billion), principally in connection with cash pooling activities and intragroup loans. Securities comprise units totaling €113 million in two specialized funds, which were purchased in 2019.

Equity decreased by €0.3 billion to €5.3 billion because the net income of €0.3 billion in 2025 was lower than the dividend payment for 2024 (€0.5 billion). The equity ratio decreased from 45.5 percent in 2024 to 45.0 percent. The receivables and liabilities reflect the group-wide financing activities of Evonik Industries AG in its role as the holding company for the Group. The liabilities include financial liabilities of €5.3 billion (2024: €5.6 billion). Of this amount, €2.5 billion (2024: €2.8 billion) comprises liabilities to affiliated companies, principally in connection with cash pooling activities. A further €2.4 billion (2024: €2.3 billion) relates to corporate bonds.

Financial position

Evonik Industries AG plays a central role in the financial management of the Evonik Group.[1] Borrowing and bond issuance are normally undertaken by Evonik Industries AG.

As of December 31, 2025, Evonik Industries AG had cash and cash equivalents amounting to €186 million and current securities totaling €113 million. In addition, Evonik Industries AG has a €1.75 billion syndicated credit facility as a central source of liquidity. Furthermore, Evonik Industries AG still has access to bilateral credit lines from commercial banks totaling €550 million. These had not been drawn as of December 31, 2025. They are available alongside the syndicated credit facility as an additional liquidity reserve. In addition, €250 million of the €500 million loan commitment by the European Investment Bank has not been drawn and is available to Evonik. In January 2025, Evonik issued a green bond in a nominal amount of €500 million with a tenor of five years and an annual coupon of 3.25 percent. The purpose of this issue was to refinance a conventional bond of the same amount, which was repaid in September 2025 upon maturity. In September 2025, Evonik issued a green hybrid bond with a nominal value of €500 million and a tenor of 30 years. This has an annual coupon of 4.25 percent, and Evonik has a first right of redemption in 2031. The aim was to secure the refinancing of a green hybrid bond with the same nominal value issued in 2021 which gives Evonik a first right of redemption between September 2026 and December 2026. In addition, Evonik made a tender offer to investors of this outstanding hybrid bond in September 2025. The take-up rate was around 66 percent. Therefore, a nominal amount of €328 million was repaid to the bond investors ahead of schedule in September 2025.[1]

At Evonik Industries AG, additions to intangible assets amounted to €22 million in the reporting period (2024: €3 million), and additions of property, plant and equipment totaled €6 million (2024: €9 million). The additions of intangible assets mainly resulted from the intragroup asset deal as of April 1, 2025 (see above).

Opportunities and risks

The most significant operating subsidiaries in Germany have profit-and-loss transfer agreements with Evonik Industries AG. In line with the central financing strategy of the Evonik Group, most internal and external financing transactions are handled by Evonik Industries AG. Consequently, Evonik Industries AG is essentially exposed to the same risks and opportunities as the Evonik Group. Further information can be found in chapter 5. Opportunity and risk report p. 42 ff.

Outlook[2] for 2026

The decline in earnings was significantly greater than had been forecast in the previous fiscal year. This was principally due to the substantial reduction in income from profit transfers. We expect Evonik Industries AG to report a significant rise in earnings in 2026. In particular, we assume a significant increase in profit transfers but a slight decline in the operating result.

Report on relations with affiliated companies

A report on Evonik Industries AG's relations with affiliated companies has been prepared in accordance with section 312 of the German Stock Corporation Act (AktG). It concludes with the following declaration: "Our company received adequate remuneration or compensation for each of the transactions set out in this report on relations with affiliated companies under the circumstances known to us at the time when the transactions were undertaken. No actions were performed or omitted at the instigation of such companies."

[1] See chapter 2.8 Financial condition p. 30 ff.
[2] For details of the assumptions, see chapter 6. Report on expected developments p. 55 ff.

4

RESEARCH AND DEVELOPMENT

With our innovation growth areas, which address three major challenges of our time, we aim to generate additional sales of €1.5 billion by 2032 (reference base: 2023):

- Advance Precision Biosolutions
- Enable Circular Economy
- Accelerate Energy Transition

€418 million
R&D expenses

3.0%
R&D ratio

Approx.
21,300
patents and pending patents

Sustainable innovations

Innovations play a key role in our systematic alignment with sustainability and profitable growth. At the same time, our sustainable innovations help our customers achieve their goals in the areas of climate protection, biodiversity, and circularity. Our Skin Institute, which pools our competence in skin science and the efficacy of cosmetics and complements the skin microbiome expertise of our Biotech Hub, is a further example of sustainable innovation, as is our Innovation Satellite in Cambridge (Massachusetts, USA). One focus of the work there is developing novel formulations and transport systems for nucleic acid-based medicines.

Sustainability is a basis of our innovation portfolio, because our aim is to improve both our handprint and our footprint. Linking sustainability and innovation is reflected, among other things, in the fact that some members of the research, development & innovation (RD&I) council and the sustainability council are identical. We use strategic perspectives to allocate our research and development resources. That includes an intensive sustainability assessment using the methodology that has become established for the sustainability analysis of our business. The Idea to Profit (I2P) process is used to manage our R&D projects in several systematic steps—from the idea through development to profitable commercialization.

In 2024, we laid the foundations for three new innovation growth areas, with which we aim to generate additional sales of €1.5 billion by 2032 (reference base 2023). These innovation growth areas relate to three major challenges of our time:

- **Advance Precision Biosolutions:** We are using biotechnology to develop biosurfactants and cosmetic and pharmaceutical solutions that improve people's quality of life and, at the same time, protect our ecosystems.
- **Accelerate Energy Transition:** To become genuinely climate-neutral, we need to avoid emissions, capture more CO_2, and build a hydrogen economy.
- **Enable Circular Economy:** We pool our focal areas of research for a modern circular economy, help close material cycles, and pave the way for a circular future for our customers.

Through our innovation growth areas, we are concentrating on solutions for a bio-based, energy-saving, circular economy and society.

Our R&D activities are managed by the RD&I function, which comprises the R&D teams of the segments, innovation management, Creavis, which is our business incubator and strategic research institute, and Evonik Venture Capital. The R&D strategy is set by the RD&I council, which also manages the targeted allocation of human and financial R&D resources. The council, which is chaired by the executive board member responsible for innovation, also includes the chief innovation officer, the head of Corporate Strategy, and the segment heads.

Our strategic innovation unit, **Creavis,** serves as a business incubator for mid- and long-term projects outside the product and market focus of the Evonik Group's operational business.

Creavis currently bundles its activities in three incubation clusters:

- The Defossilation cluster helps industries become less dependent on fossil raw materials by developing high-growth solutions that make a contribution to the transition to a circular, climate-neutral economy.
- The Life Sciences cluster focuses on novel concepts for resource-efficient and sustainable food production for the world's continuously growing population. Another focal area is preventing and curing diseases, especially as many people are living to an advanced age.

- Solutions Beyond Chemistry fosters traceable, safe, and circular value chains based on special application know-how and data-based solutions. These increase the transparency, effectiveness, and sustainability of industrial systems.

Creavis focuses on businesses that drive forward at least one of the three innovation growth areas.

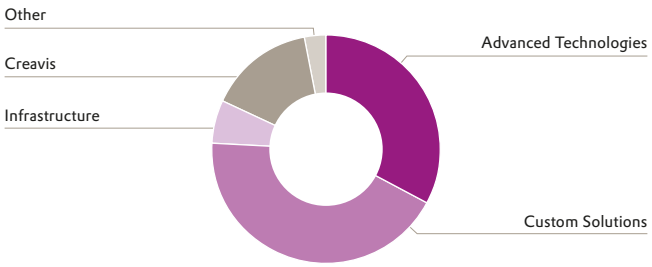
Our **venture capital** activities facilitate early insight into innovative technologies and business models. By collaborating with start-ups and technology funds around the world, Evonik gains more rapid access to attractive future technologies and markets. The Evonik Group has made more than 55 investments since the establishment of Evonik Venture Capital in 2012. One important instrument is the Sustainability Tech Fund, which was set up in 2022 and has a total investment volume of €150 million. It invests in start-ups that complement our innovation growth areas.

The **Evonik Biotech Hub** develops custom-tailored, competitive solutions for its internal and external customers. For this it uses its extensive understanding of complex biological systems, microbial strain development, and biotechnological production processes up to and including large-scale production facilities, with a focus on all of Evonik's business lines.

We place our trust in industrial biotechnology for the production of biomolecules and functional micro-organisms, such as

- highly soluble, ultra-pure collagen of non-animal origin for use in pharmaceutical and medical applications as well as in cell culture and tissue engineering;
- biosurfactants for household and cosmetic applications;
- omega-3 fatty acids, such as EPA and DHA produced from natural microalgae for animal nutrition;
- amino acids for low-protein diet formulations as a global standard for animal nutrition;
- probiotics and other feed additives to reduce the use of antibiotics in livestock farming;
- microbial ferments that are used as microbiome-friendly cosmetic active ingredients; and
- microbial surface cleaners for long-lasting cleaning effects in households and industrial facilities.

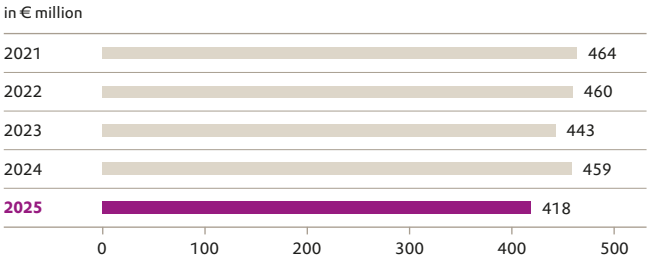
Breakdown of R&D expenses C16



Global research network

RD&I has more than 40 locations worldwide and around 2,450 R&D employees. R&D expenses totaled €418 million in 2025. The ratio of R&D expenses to sales was unchanged at 3.0 percent. At present, our operational chemicals businesses account for around 82 percent of our R&D expenses, while Creavis accounts for 15 percent. In the reporting period, some of our projects received funding from the European Union or the Federal Republic of Germany. In all, we received funding of around €5.9 million.

R&D expenses C17



Evonik has an extensive patent strategy to protect new products and processes. The value and quality of our patent portfolio have increased steadily in recent years. In the reporting period, 246 patent applications were submitted. Overall, we had around 21,300 patents and pending patents. To position ourselves close to our partners and customers with our innovative ideas, minimize geopolitical risks, and enable us to respond quickly to regional trends, we are driving forward our globalization strategy, for example, through innovation hubs in attractive growth regions. Outside of Germany, we currently have innovation hubs in:

- **Allentown** (Pennsylvania, USA): product development focusing on applications for amines, high-performance polymers, and polyurethanes,
- **Mumbai** (India): research focusing on formulations for the pharmaceuticals industry, catalysts for oils and lubricants, and the development of applications for construction and agriculture,
- **Shanghai** (China): research focusing on applications for lithium-ion batteries, cosmetics, and silicone, and
- **Singapore** (Singapore): research focusing on cell cultures, skin models, and coating additives.

Research, Development & Innovation: progress in 2025

In 2025, our many research projects and products made a contribution to the climate-neutral transformation of Evonik and its customers towards sustainability and more efficient use of resources. This is illustrated by the following examples:

Researchers from the Leibniz Institute for Catalysis, Ruhr University Bochum, and the Oxeno business line have developed a novel catalyst system that enables the use of the climate gas carbon dioxide (CO_2) as a raw material for the chemical industry. This allows far more sustainable production of key products such as fragrances and building blocks for plastics. By using this new bimetallic catalyst system, toxic carbon monoxide can be replaced by carbon dioxide and green hydrogen. In the presence of the transition metals iridium and palladium, along with a proven industrial phosphine ligand, olefins are directly converted into esters. This catalyst system has very high selectivity for linear products, for which there is particularly high demand for industrial applications.

The Coating Additives business line is making a key contribution to driving forward the circular economy in the recycling of packaging with its innovative co-binder TEGO® Res 1100. This methacrylate copolymer optimizes the deinking of printed plastic film. TEGO® Res 1100 can be integrated easily into common solvent-borne ink formulations. Its benefits are very high solubility and compatibility with a wide range of binders and solvents, including alcohols and esters, without reducing the performance of the printing inks. Adding TEGO® Res 1100 to solvent-borne ink formulations enables deinking of flexible packaging without costly changes to existing equipment or established processes.

Construction of a pilot production plant for our innovative, high-performance anion exchange membrane (AEM) has started in Marl (Germany). This membrane, which was developed by Evonik, is marketed as DURAION®. It is a central element in AEM water electrolysis and has the potential to enable cost-effective production of green hydrogen. The plant is scheduled to come on stream in early 2026 and will produce membranes for customers for use in commercial electrolyzer systems. When completed, the plant should be able to produce enough membranes each year to provide 2.5 gigawatt of electrolysis capacity for hydrogen production.

R&D at Evonik T21

	2025
R&D expenses	€418 million
R&D ratio[a]	3.0%
No. of new patent applications filed	246
Patents held and pending	approx. 21,300
R&D employees	approx. 2,450
R&D locations[b]	more than 40

[a] R&D expenses as a proportion of sales.
[b] Locations with more than five R&D or applications technology employees.

5 OPPORTUNITY AND RISK REPORT

Evonik has a group-wide internal opportunity and risk management system to identify opportunities and risks as early as possible in order to ensure optimal utilization of opportunities and take appropriate action to minimize and mitigate risks.

We only enter into entrepreneurial risks if we are convinced that, in this way, we can generate a sustained rise in the value of the company.

MATERIAL RISKS:

(Expected value >€100 million)

- Threat of cyberattacks
- Reduction in the price and volume of C_4 chemicals
- Macroeconomic downturn

MATERIAL OPPORTUNITIES:

(Expected value >€100 million)

- Increases in the price and volume of C_4 chemicals
- Changes in exchange rates

5.1 Opportunity and risk management

Risk strategy

Evonik has a group-wide internal opportunity and risk management system (subsequently referred to as risk management), which is a central element in the management of the Evonik Group. The purpose of this system is to identify opportunities and risks as early as possible to ensure optimal utilization of opportunities and take appropriate action to minimize and mitigate risks. As a Group, we only enter into entrepreneurial risks if we are convinced that, in this way, we can generate a sustained rise in the value of the company and, at the same time, permanently limit possible negative implications.

Tools to implement the risk strategy

In compliance with the requirements of section 91 paragraph 2 of the German Stock Corporation Act (AktG), Evonik has established a risk detection system as part of its **risk management system** (RMS). Risk management also includes safeguarding the functioning of all material business processes through **internal control systems** (ICS). These are principles, processes, and measures introduced by the management, comprising the control environment, risk assessment, control activities, information and communication, and oversight. As a further risk prevention and mitigation tool, we establish and maintain **compliance management systems** (CMS). These are based on the standards derived from IDW PS 980. We have CMS of this type for the areas we deem to be particularly relevant from a compliance risk perspective. The main purpose of the CMS is to systematically identify the corresponding risks, define suitable risk prevention measures, and continuously manage these processes. The CMS are therefore an integral part of risk management and the ICS.

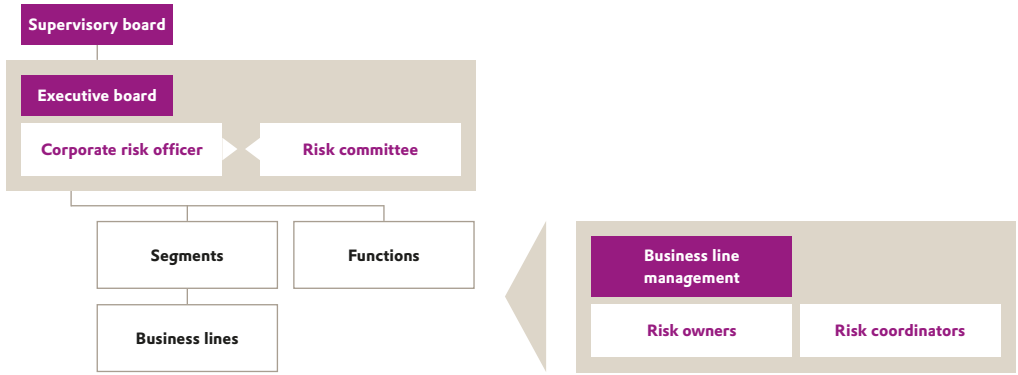
Information on material risks is taken into account in risk management through reporting. Further information on the appropriateness and efficacy of these systems can be found in the declaration on corporate governance p. 59 ff.

Structure and organization of risk management

At Group level, risk management is assigned to the chief financial officer and is organized on a decentralized basis in line with Evonik's organizational structure. The segments and functions bear prime responsibility for risk management. That comprises early identification of risks and estimating their implications. Furthermore, suitable preventive and control measures have to be introduced, and internal communication of risks must be ensured. Risk coordinators in the organizational units are responsible for agreeing on the relevant risk management activities and ensure the reporting line to the corporate risk officer. The outcome of each risk assessment is agreed with the management within the operational unit, and mitigation measures are discussed. The opportunities and risks are documented in full using risk management software implemented for the entire Evonik Group. At all levels in the Group, systematic and timely risk reporting is a key element in strategic and operational planning, the preparation of investment decisions, projections, and other management and decision-making processes.

A central corporate risk officer coordinates and oversees the processes and systems for the Group. The corporate risk officer is the contact for all risk coordinators and is responsible for information, documentation, and coordination at Group level. Further responsibilities include the ongoing development of the methodology used for risk management. The risk committee is chaired by the chief financial officer and composed of representatives of the functions. It validates the group-wide risk situation and verifies that it is adequately reflected in financial reporting. Risk management, together with the material impacts for the Group, is reported to the executive board as part of the planning and forecasting process. The supervisory board, especially the audit committee, is informed of the present opportunity and risk situation at every meeting of the audit committee. The audit committee oversees the risk management system.

Structure of risk management C18



[1]

[1] This disclosure complies with datapoints GOV-5 36d and e in the sustainability report.

In 2025, risk management again included all consolidated companies in the Evonik Group. At companies where we do not exert a controlling influence, we implement our risk management requirements primarily through our presence in management and supervisory bodies. Material opportunities and risks are integrated into our risk management via our matrix organization. The Group Audit function monitors risk management in our organizational units to make sure they comply with statutory and internal requirements and to ensure the continuous improvement of risk management. The risk detection system is included in the annual audit in compliance with the requirements for listed companies.[1]

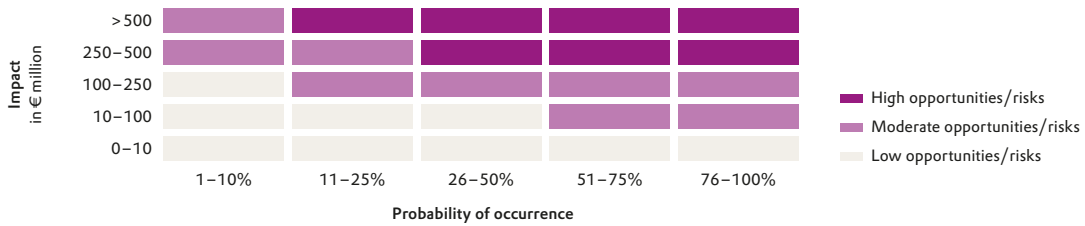
The RMS is based on the internationally recognized COSO Enterprise Management standard. It is implemented through a binding group-wide policy. Individual risks are systematically identified and managed with the aid of special risk management software.[1] The possible damage (potential impact) and probability of occurrence are evaluated and documented, together with their expected value (product of potential impact and probability of occurrence). Analogously to current planning, the evaluation is based on a period of three years (mid-term planning). Opportunities and risks are defined as positive and negative deviations from the plan. The relevant indicators include adjusted EBITDA. In addition, longer-term opportunities and risks, including those relating to sustainability, are included. The group-wide risk catalog ensures uniform classification of opportunities and risks. Climate-related opportunities and risks are integrated into appropriate established categories.

The organizational units conduct an extensive annual risk inventory in connection with the mid-term planning process. They are required to provide details of the measures to be taken with regard to the risks identified, introduce them immediately, and track their timely implementation. Internal management (for example, reporting by the risk committee) takes a mid-term view. The opportunities and risks identified are classified as low, moderate, or high (see opportunity and risk matrix). The evaluation is always based on a net view, in other words, taking into account risk limitation measures. Risk limitation measures can reduce, transfer, or avoid gross risks. Common measures include economic mitigation measures, insurance, and the establishment of provisions on the balance sheet. In the context of the risk inventory, the risk exposure (expected aggregate value of all risks) is compared with the risk-bearing capacity. The risk-bearing capacity is calculated using a combination of an equity-based and a liquidity-based approach. The expected risk exposure is below the calculated risk-bearing capacity.

The risk inventory is supplemented by a review of all opportunities and risks relating to the present year as of the relevant forecasting dates, both to spot changes in the opportunities and risks that have already been identified and to identify new risks and opportunities.

All high and moderate risks and opportunities with an expected value of over €100 million in the mid-term are classified as material individual risks and opportunities. The expected value is used exclusively as a basis for prioritization and to focus reporting on key issues.[2]

Opportunity/risk matrix C19



5.2 Overall assessment of opportunities and risks

Given the measures planned and implemented, as of the reporting date, no risks have been identified that—either individually or in conjunction with other risks—could jeopardize the continued existence of Evonik as a whole, including Evonik Industries AG in its role as the holding company for the Group.

For **2025,** we expected more risks than opportunities. Given that the global economic recovery still failed to occur, the expected opportunities were around the same level as in the prior year. The future macroeconomic development is also reflected in the risk expectations. The overall risk expectation for 2025 was

[1] This disclosure complies with datapoint GOV-5 36a in the sustainability report.
[2] This disclosure complies with datapoint GOV-5 36b in the sustainability report.

greater than in the previous year. In all segments, more risks than opportunities materialized in 2025. Our reporting distinguishes between the categories markets & competition, legal & compliance, and processes & organization. The main parameters influencing the risk categories in terms of both the opportunities realized and the risks that materialized resulted from the development of specific market and competitive situations. From the present standpoint, as in previous years, the risks for **2026** outweigh the potential opportunities.

Material individual risks for the Evonik Group arise from the threat of cyberattacks, a reduction in prices and volumes for C_4 chemicals, and a macroeconomic downswing. By contrast, an increase in prices and volumes for C_4 chemicals and favorable changes in exchange rates in the currencies of relevance for Evonik are **material opportunities.** Measures to reduce the risks include general economic mitigation measures, strengthening our IT security, and, especially with regard to the risks inherent in changes in exchange rates, the use of hedging instruments. Chapters 5.3 Markets & competition opportunities and risks p. 45 ff., 5.4 Legal & compliance opportunities and risks p. 52 f., and 5.5 Process & organization risks p. 54 present the material risks and opportunities, along with further opportunities and risks in each of the main categories (see C20). Except where otherwise indicated, they apply to all segments.

Risk catalog C20

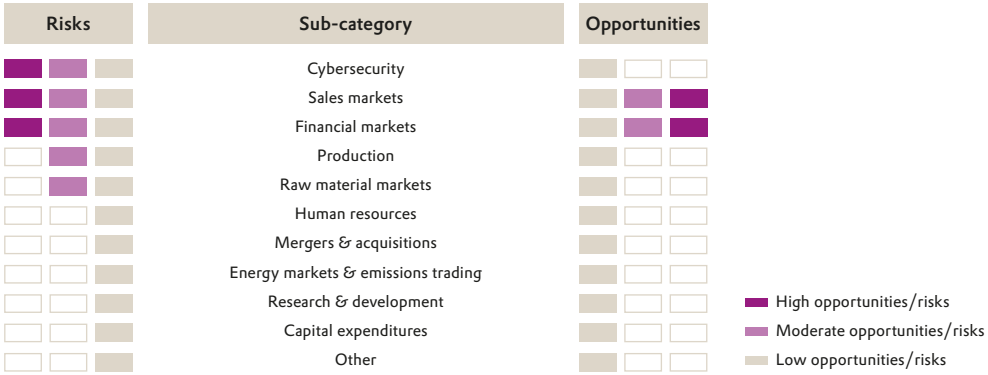
5.3 Markets & competition opportunities and risks

In accordance with our internal management, opportunities and risks in the markets & competition category are allocated to risk quantification classes within sub-categories (see chart). This chart shows the highest class to which an individual risk or opportunity is allocated in each sub-category. Individual opportunities and risks may also be allocated to the lower risk classes. The sub-categories are then ranked in descending order based on the highest expected value of the risks.

1. Cybersecurity

IT-assisted business processes are key elements in Evonik's success. As well as offering opportunities, however, the use of artificial intelligence, the "Internet of Things," and opportunities for digital networking and control of complex processes or production plants also entails risks. The risk from cyberspace is higher than ever. As in previous years, a high threat from cybercrime was observed. Ransomware was again the main threat. Therefore, sustained protection of the availability, confidentiality, and integrity of IT-assisted business processes is especially important. The possibility of these systems being compromised, detrimental effects on our business and production processes,

Opportunity & risk classes within the markets & competition category C21



and manipulation through cyberattacks are therefore treated as material risks. To protect these systems and the related knowledge within and outside of the Evonik Group from cybercrime and digital industrial espionage and ensure the secure use of information systems, Evonik has a cybersecurity strategy and binding group-wide policies and regulations. Organizational and technical measures and contingency plans are derived from them, for example, in cybersecurity programs, and are constantly updated. These are driven forward and monitored through an internal control system. Compliance is ensured by a cybersecurity organization.

In view of the considerable and continuously rising threat, we regularly review and test our security measures, implement risk-based countermeasures as required, and adapt them wherever necessary. Compulsory and advanced training, constant information, for example, via the Evonik Group intranet and internal social networking platforms, and awareness-raising campaigns are used to reinforce employees' awareness of the need for cybersecurity. In addition, those IT systems that are at particular risk are identified, and appropriate protective measures are implemented. At the same time, action is taken to raise managers' and employees' awareness of cybersecurity. The Evonik Cyber Defense Team (CDT) is networked externally at various levels (Germany: member of the German CERT network and the German cybersecurity organization DCSO; Europe: member of TF-CSIRT; globally: member of FIRST). [1]

2. Sales markets

The global macroeconomic development entails both opportunities and risks for Evonik. Downside factors are, in particular, the high uncertainty about future US economic and trade policy and possible retaliation by trading partners, which could reduce demand in the submarkets of relevance for Evonik and weaken global trade. Moreover, a resurgence of inflation could prompt central banks to expand their restrictive monetary policy again and increase the risk of stagflation. Furthermore, the global economy could develop differently from our expectations as a result of a financial crisis or geopolitical conflicts such as the Ukraine war and the conflict in the Middle East. Overall, the global economy is going through a phase of low growth impetus, heightened economic policy uncertainty, and structural problems, examples being the high energy prices in Europe, the real estate crisis in China, and the high global debt.

The following growth factors have been taken into account in the planning. Nevertheless, there is a risk that the resulting impetus could be below expectations. Growth impetus should come from further easing of monetary policy and improved financing conditions. Rising real wages should also contribute to an upturn in consumer spending and economic activity. Deregulation and tax cuts initiated by the "One Big Beautiful Bill" should support economic growth in the USA. In Europe, rising spending on infrastructure and defense is expected to support economic growth and increase market demand.

Global economic trends influence the development of Evonik's earnings and cash flows. We counter these economic risks by constantly monitoring the macroeconomic environment, optimizing cost structures and competitive positions in our established areas of business, setting up production facilities close to our markets, and extending businesses in our portfolio that have low cyclical exposure.

Alongside the general demand situation, intensive competition in the various market segments entails both opportunities and risks. These may result from either demand in specific markets or the competitive situation in various industries. Changes in demand can have a considerable impact on our business volume and sales. Here, material opportunities and risks come from price and volume developments for C_4 chemicals. Further material risks arise from the lack of a macroeconomic recovery and increased price pressure in the amino acids business. Another potential risk factor for the amino acids business, for example in Asia, arises from potentially substandard food quality and food safety and the associated drop in demand. In our market segments, climate change could also result in both opportunities and risks for Evonik. The growing demand from our customers for resource-saving products could increase significantly, resulting in a correspondingly positive impact on our business. Additional regulations or weather-related incidents could put pressure on production costs and, at the same time, lead to rising demand for our resource-efficient products. To reduce the risks, we monitor the specific developments and work closely with our customers on the development of sustainable solutions. [1]

The increased competitive pressure caused by new capacities and aggressive pricing policies by emerging markets and developing countries, especially China, is a challenge for our selling prices and volume trends. To counter this, we are expanding our production capacities outside of Germany and gaining access to new markets in high-growth regions such as Asia and South America. Our operating units also counter these competitive risks by taking action to strengthen customer loyalty, acquiring new customers, establishing strategic research partnerships, and extending the services offered along the value chain. We are constantly

[1] This disclosure complies with datapoint GOV-5 36c in the sustainability report.

investing in the development of innovative and competitive products and technologies to avoid chemical products being replaced by new, improved, or less expensive materials or technologies. As part of our ongoing strategic development, we are gaining access to new markets to secure profitable future growth options for Evonik.

Customer concentration is basically low in our chemicals business. None of the end-customer industries/markets that we serve accounts for more than 20 percent of sales. Nevertheless, some operational units, especially in the Advanced Technologies segment and the services business in the Infrastructure segment, have a certain dependence on key customers. Dependence may arise, in particular, with regard to production facilities erected in the direct vicinity of major customers. The possible loss of a major customer could result in the loss of sales and consequently impairment losses.

3. Financial markets

As a rule, liquidity, currency, interest rate, and credit default risks, and the risks relating to pension obligations are managed centrally. All material financial risk positions are identified and evaluated in accordance with group-wide policies and principles. This forms the basis for selective hedging to limit risks. In the use of derivative and non-derivative financial instruments to minimize the risks, Evonik applies the principle of separation of front office, risk controlling, and back office functions and takes as its guide the banking-specific minimum requirements for risk management (MaRisk) and the requirements of the German legislation on corporate control and transparency (KonTraG). Financial derivatives[1] are only used in connection with corresponding hedged items.

Liquidity risks

To manage the fundamental liquidity risk, Evonik uses central liquidity risk management.[2] At its heart is a group-wide cash pool. In addition, the Evonik Group's solvency is secured through a broadly diversified financing structure, a €1.75 billion syndicated credit facility, and bilateral credit facilities totaling €800 million as central sources of liquidity. In addition, our financial independence is supported by our solid investment grade rating. Overall, we believe that adequate financing instruments are available to ensure sufficient liquidity at all times.

Exchange rate volatility

Transaction-related exchange rate risks arise from the translation of operating monetary assets and liabilities on the balance sheet into the functional currency of the respective Group company. The resulting net risk is normally hedged in full using derivatives. Furthermore, our transaction-related currency management takes account of forecast cash inflows and outflows, which are hedged on the basis of forecast transactions, with a target hedging rate of up to 75 percent. Material opportunities and risks may arise from the remaining unhedged items and from discrepancies between the actual forward rates and the average rates used to hedge forecast transactions. Scenario analyses are performed to estimate and control such risks and opportunities. The focus is on the main foreign currencies of relevance for the Evonik Group, the US dollar and the Chinese renminbi yuan. In addition, there are currency-related risks from the translation of separate financial statements. The high exchange rate volatility can be seen, in particular, in emerging markets classified as hyperinflationary economies such as Argentina and Turkey. On principle, the related transaction risks are hedged. Economic risks also arise because exchange rates influence our competitiveness in global markets.

Changes in interest rates

Potential changes in capital market rates on the financial markets result in opportunities and risks. These comprise, on the one hand, changes in the fair value of fixed-interest financial instruments and, on the other, changes in interest payments on variable-rate financial instruments. To control these risks, when setting interest rate terms, Evonik pays special attention to a balanced mixture of fixed and variable interest rates in its financing and uses interest rate swaps for further optimization where appropriate. Through the use of fixed-interest loans and interest rate hedging instruments, 77 percent of all financial liabilities were classified as fixed-interest as of the reporting date and therefore had no material exposure to changes in interest rates.

Default risks

Default risks involve the risk of a loss if our debtors are fully or partially unable to meet their payment commitments. The credit risk of our customers and financial counterparties is therefore systematically examined when the contracts are concluded and monitored continuously afterwards. Limits are set for each contractual partner on the basis of internal or rating-based creditworthiness analyses.

Financial opportunities and risks in connection with pension obligations

Both opportunities and risks may arise from potential changes in the parameters used to evaluate our pension obligations.[3] Changes, especially in interest rates but also in mortality rates and rates of salary increases, can alter the present value of pension obligations, which directly alters equity and can result in changes in the expenses for pension plans.

[1] Further details of the financial derivatives and their recognition and measurement can be found in note 9.4 to the consolidated financial statements p. 242 ff.
[2] A detailed overview of liquidity risks and their management can be found in note 9.4 to the consolidated financial statements. Details of the financing of the Evonik Group and action to protect liquidity can be found in chapter 2.8 Financial condition p. 30 ff.
[3] See note 6.10 to the consolidated financial statements p. 221 ff.

Market opportunities and risks, and liquidity and default risks relating to financial instruments, also arise from the management of our pension plan assets. We counter these risks through an active risk management approach, combined with detailed risk controlling. Strategic management of the portfolios takes place via regular asset/liability studies. To minimize risk, we use derivative hedging strategies where appropriate. The broad diversification of asset classes, portfolio sizes, and asset managers is designed to avoid cluster risks, but there are unavoidable residual risks in the individual investments.

Impairment risk

The risk of asset impairment arises when the interest rate used in an impairment test rises, the forecast cash flows decline, or investment projects are halted. Specific risks may arise in connection with goodwill or individual assets.

4. Production

As a chemicals company, Evonik is exposed to the risk of business interruptions, quality problems, and unexpected technical and IT malfunctions. Business operations could also be disrupted by pandemics or climate-related factors, for example, extreme weather events such as the extremely low water level in the river Rhine in 2022 as a result of the hot summer in Europe, or by geopolitical disruption such as the conflicts between Russia and Ukraine and in the Middle East, with the resulting threat of an energy shortage in Europe. Bottlenecks in the supply of electricity affecting our European sites as a result of such factors cannot be entirely ruled out. Cold periods could result in temporary bottlenecks. All sites have emergency plans. With a view to the supply of natural gas, Evonik has set up scope to use other fuels at various sites. Moreover, in the event of shortages of natural gas, the German sites are dependent on decisions made by the Federal Network Agency. Capacity constraints could hold back organic growth. Evonik uses complex production processes, some of them with interdependent production steps. Consequently, disruption and stoppages can adversely affect subsequent production steps and products. The outage of production facilities and interruptions in production workflows could have a significant negative influence on business and earnings performance and could also harm people and the environment. Group-wide policies on project and quality management, site-specific emergency plans, highly qualified employees, and regular maintenance of our plants effectively minimize these risks. Insofar as is economically viable, we take out insurance to cover damage to our plants and sites and production stoppages, so the financial consequences of potential production risks are largely insured. Nevertheless, there is a risk of unforeseeable individual incidents.

5. Raw material markets

Evonik purchases a broad spectrum of raw materials, ranging from high-volume raw materials that generally have good availability to low-volume specialties that are sourced from a limited number of suppliers. As a downstream producer of specialty chemicals with production facilities in all regions of the world, we procure raw materials both globally and regionally/locally. This enables us to mitigate the volatility of our sector, which arises from geopolitical events, legislation, the disruption of logistics, and weather-related incidents. Moreover, insofar as possible, all key raw materials are procured from several sources and secured by long-term contracts to ensure both reliability of supply and competitive economic conditions. In addition, an annual risk analysis is performed for the majority of raw materials in order to identify potential risks and subsequently develop and implement measures to mitigate them.

Significant raw materials procured for the Oxeno business line comprise upstream petrochemicals such as butadiene. Our Custom Solutions segment purchases a broad portfolio of intermediates and highly derivatized specialty chemicals, including oleochemicals obtained from natural sources, siloxanes, and amine-based intermediates. The Advanced Technologies segment procures high-volume commodity chemicals, including silicon metal, natural gas, sodium silicate, methanol, propylene, and caustic soda.

Supply chain

Compliance with sustainability criteria and human rights in the supply chain is a central aspect of procurement. Failure to fulfill sustainability criteria entails reputational and business risks. On the other hand, there are opportunities if the minimum legal requirements are exceeded and proactive action is taken to increase sustainability in the supply chain. To realize these opportunities, we expect our suppliers to share our principles of entrepreneurial responsibility. We therefore have our own code of conduct for suppliers, based on the principles of the UN Global Compact, the International Labour Standards issued by the International Labour Organization (ILO), and the Responsible Care® initiative. This approach to sustainability is also supported by the sector initiative Together for Sustainability, of which Evonik is a founding member, through the global use of standardized audits and assessments. The majority of Evonik's significant suppliers have already taken part in these. We classify

significant suppliers as those where our recurring procurement volume is >€100 thousand a year. They are evaluated by an impartial sustainability rating company. In addition to general sustainability aspects of our suppliers, opportunities are identified in the areas of defossilization, not least in view of rising customer requirements. In this context, increased supply chain transparency and the associated reduction in the CO_2 of our products add value for our customers and are a differentiation factor.[1]

Logistics and packaging

In order to supply products reliably to our customers, it is essential to procure and manage transportation and warehousing capacities. Risks for global marine transportation result from several factors, including geopolitical conflicts, the closure of ports, traffic status, changing state regulations, weather conditions, and pronounced fluctuations in demand due to unforeseen economic dynamics. These factors can cause imbalances in global trade flows and consequently temporary local shortages of transportation capacities. Logistics challenges in Germany are weather-related restrictions on transportation, for example, by inland waterway due to low water levels in the Rhine river. In addition, present and planned infrastructure measures and maintenance and repairs to the German road and railroad networks can cause delays or temporary interruptions in European road and railroad transportation. The low availability of drivers in Europe is also becoming an increasingly critical factor, leading to rising transportation costs. The availability of packaging such as drums, intermediate bulk containers, pallets, and paper sacks is vital for the safe delivery of products to Evonik's customers. At present, there is sufficient capacity on the market (and therefore no significant supply risk).

6. Human resources

As a global corporation, we respect the principles of the International Charter of Human Rights, the ten principles of the UN Global Compact, the OECD Guidelines for Multinational Enterprises, and the labor and social standards of the ILO. Qualified specialists and managers are the basis for the achievement of our strategic and operational targets and thus a key competitive factor. Both the loss of key personnel and difficulties in attracting and hiring skilled and talented staff could therefore constitute a risk. In this context, one challenge at present is that the current restructuring of the Group in a demanding market and employment environment could increase staff turnover. Temporarily, this could result in a higher number of vacancies, which could adversely affect the efficiency of individual units. However, we are working continuously to ensure that mission-critical activities can continue smoothly even in the event of temporary personnel shortages. To ensure that we can recruit and retain qualified staff despite the volatile labor market conditions, we offer varied employment opportunities worldwide, systematic personnel development, and competitive remuneration. Our regular strategic human resources planning identifies personnel requirements for a five-year period, so timely steps can be taken to meet them appropriately. From a financial perspective, opportunities and risks for the Evonik Group relate to the development of personnel expenses, for example, as a result of future collective bargaining agreements. The heads of the functions discuss the personnel risks with their management teams regularly, at least once a quarter.

As a responsible employer, Evonik helps the majority of employees build financial security to cover adverse risk factors, for example, as a result of accidents or disability, and to provide for retirement, either directly or through pension contributions to external institutions. The arrangements are based on the economic, legal, and tax situation in the various countries. In addition to this, employees are supported in personal aspects, for example, through various consulting offers for employees caring for close relatives, and support in childcare. In this way, we retain and foster high-performers and talented employees and also position Evonik as an attractive employer for prospective staff. We maintain close links to universities and professional associations to help us recruit suitable youngsters for our Group companies. Diversity has a special place in the Evonik Group. Therefore, our employer branding is explicitly aligned with diversity. This is supplemented by further internal activities that enhance the attractiveness of Evonik for talented employees, specialists, and executives.[1]

7. Mergers & acquisitions

Active portfolio management has high priority for Evonik as part of our value-based management approach. We have set out clear procedures for preparing, analyzing, and undertaking acquisitions and divestments. In particular, these include clear rules on accountability and approval processes. An intensive examination of potential acquisition targets (due diligence) is undertaken before they are acquired. This involves systematic identification of material opportunities and risks and an appropriate valuation. Key aspects of this process are strategic focus, sustainability, earnings power, and development potential on the one hand, and any legal, financial, and environmental risks on the other.

[1] This disclosure complies with datapoint GOV-5 36c in the sustainability report.

New companies are rapidly integrated into the Evonik Group and thus into our risk management and controlling processes. Every transaction of this type entails a risk that integration of the business may not be successful or that integration costs may be unexpectedly high, thus jeopardizing realization of the planned quantitative and qualitative targets such as synergies. Where businesses no longer fit our strategy or meet our profitability requirements despite optimization, we also examine external options. If a planned divestment is not achieved successfully, this could generate risks that impact the Evonik Group's earnings position.

8. Energy markets & emissions trading

The operation of Evonik's chemical facilities and infrastructure requires considerable amounts of energy from a variety of sources. Following the exit from coal at the site in Marl (Germany) in 2024, the main sources of energy are natural gas and electricity. At several sites, our power and steam requirements are fully or partially met by highly efficient co-generation plants. We constantly monitor trends in the national and international energy markets, including the extended scope to use energy from renewable resources, enabling us to respond in a risk- and cost-conscious manner, which is compliant with our strategy.

In countries where the energy market is not state-regulated, we procure and trade in energy and, where necessary, emission allowances (CO_2 allowances) on the futures and spot markets, within the framework of defined risk strategies. The aim is to balance the risks and opportunities of the volatile markets for energy and CO_2 allowances. The various geopolitical hotspots, especially in Ukraine and the Middle East, and more stringent US customs regulations and trade policy led to unrelenting volatility on the energy markets in the reporting period, with market participants displaying persistent jitteriness. There was no improvement in Europe's structural energy cost disadvantage compared with competing regions. Despite various political initiatives at national and European level to alleviate this disadvantage, the outlook remains subdued, not least due to the rising costs resulting from EU emissions trading. The impact of the highly volatile development of fuel prices was mitigated by a multi-year procurement strategy. Depending on market developments, fixed-price trading positions for energy and CO_2 allowances could have a positive or negative influence on Evonik's cost situation.

The reliability of the supply of natural gas in Europe stabilized further as a result of the systematic expansion of the infrastructure for importing LNG. Nevertheless, as in other regions of the world, extreme events could lead to shortages and production constraints. There are also residual risks with regard to the supply of electricity. The erection of the He Dreiht offshore wind farm in the German North Sea by our contractual partner EnBW is still proceeding in line with our expectations, and we will probably start sourcing green electricity from this installation in 2026 at a fixed price on the basis of our long-term power purchase agreements (PPA). Since September 2025, green electricity has been sourced from the first of two photovoltaic locations in Schleswig-Holstein under the PPA with our partner Vattenfall. Moreover, some green electricity should be supplied from the second location in 2026. From 2028, additional volumes will be supplied by our partner RWE from the Kaskasi offshore wind farm in the German North Sea, which has already been brought into service. The total power supplied under the PPAs with all three partners is expected to cover more than half of Evonik's current electricity requirements in Europe.

For those Evonik facilities that fall within the scope of the European emissions trading system (EU ETS 1), increasingly adverse effects arise from the more stringent regulatory framework for the fourth trading period (2021 to 2030), especially the considerably more stringent benchmark for the allocation of free CO_2 allowances. As a consequence, an increased volume of CO_2 allowances, which are required for compliance with EU ETS 1, has to be purchased on the open market. Moreover, since 2021, our German sites have been affected by the national emissions trading system (nETS) for the heating and transportation sectors (which are outside the scope of EU ETS 1). The related financial burden is only partially offset by the measures to prevent carbon leakage under the German Fuel Emissions Trading Act (BEHG) and the related carbon leakage ordinance. Austria also has a mechanism comparable to the nETS. EU ETS 2 is expected to be introduced in all EU member states from 2028 (rather than in 2027 as originally planned). In parallel with EU ETS 1, this will extend carbon pricing, especially to the heating and transportation sectors (which are outside the scope of EU ETS 1). EU ETS 2 will replace the nETS in Germany and Austria and will implement a market pricing system. Carbon pricing regimes are to be sharpened or introduced in other jurisdictions as well in the foreseeable future, but the resulting costs will still be concentrated in Europe. More far-reaching regulatory measures, such as climate protection laws or tougher energy efficiency requirements, cannot be ruled out or are already being planned.

Furthermore, the Carbon Border Adjustment Mechanism (CBAM), a carbon levy on certain imported goods (aluminum, ammonia, iron, electricity, steel, hydrogen, cement), was introduced in October 2023, and the definitive regime came into effect on January 1, 2026. The political objectives of the CBAM

are to strengthen the competitiveness of European industry and prevent it relocating outside the EU (carbon leakage). A final assessment of the actual impact in international competition is not yet possible. Starting in 2026, CBAM certificates showing the CO_2 embedded in imported goods have to be purchased and subsequently surrendered. The price is based on the EU ETS 1 price. Initially, it will only be applied partially to imported goods, with full application starting in 2034. Based on the present volume of goods imported by Evonik, the direct impact is low because we only import a few of the goods affected. Moreover, in the past, the goods imported by Evonik were always below the newly introduced CBAM threshold. However, free allocation of certificates for EU ETS 1 facilities that manufacture CBAM goods will probably be progressively reduced to zero between 2026 and 2034. It is therefore anticipated that, with respect to raw materials procured in the EU, this will lead to a further increase in the cost ammonia and hydrogen. Additionally, this will result in a reduction in free allocation of certificates for Evonik's EU ETS 1 facilities that produce hydrogen. Furthermore, the EU intends to roll out the CBAM to all sectors covered by EU ETS 1 by 2030, which could result in further cost increases.

In the area of emissions trading, Evonik could benefit if the anticipated tightening of the underlying regulations and the associated increase in the cost of CO_2 allowances were to be withdrawn or lowered as a result of the current political debate on the future development of EU ETS 1, EU ETS 2 or the CBAM on the competitiveness of European industry.

In the broader regulatory context, how energy-related fees, taxes, and levies develop, and whether the existing relief for industry is upheld or modified in Germany are of particular significance for Evonik. Possible additional costs could arise from the increase in fees for electricity grids and the natural gas network resulting from the energy transition, including further state-driven cost components and possible fundamental changes to the grid fee system (including complete or partial withdrawal of special regulations for industrial users), energy taxes, or regulatory requirements for greater flexibilization of power consumption loads by industry. Opportunities for Evonik arise from the scope for national legislation created by the Clean Industrial Deal State Aid Framework (CISAF) adopted by the European Commission in 2025. This applies, above all, for the introduction of an industrial electricity price for energy-intensive companies. However, the interaction with other regulations on state aid remains to be seen. In this context, it should be noted that there is also the possibility that electricity price compensation could be extended to other sectors, which would benefit Evonik.

To sum up, we are exposed to fluctuations in the market price and cost of various energy sources and CO_2 allowances of various types as a result of the specific demand/supply situation, (geo) political developments, market volatility, and the changing regulatory framework. These entail both opportunities and risks. Regular meetings of the internal control bodies enable businesses to play an active part in shaping the hedging and risk strategies for energy sources (including those from renewable sources) and CO_2 allowances. Moreover, these bodies ensure that the relevant energy market developments and changes in the regulatory environment are taken into consideration for the business lines. Through regular and ad-hoc meetings, a transparent risk strategy is developed. This rules out speculative trading and and focuses on procurement for requirements that are considered certain, while regular reporting of trading transactions ensures price transparency and risk minimization by dividing procurement into tranches.[1]

9. Research & development

Opportunities for Evonik also come from market-oriented research and development (R&D), which we regard as an important driver of profitable growth. Our R&D pipeline comprises a balanced mixture of short-, mid-, and long-term projects. On the one hand, we constantly strive to improve our processes in order to strengthen our cost leadership, and on the other, our projects open the door to new markets and new fields of technology. Our project portfolio is consistently aligned with our innovation growth areas and Next Generation Solutions, which have high sustainability benefits. Through our venture capital investments, we take stakes in companies whose know-how can support us in joint developments. Digitalization-related topics are still very significant for us. Opportunities and risks in R&D relate to the viability of planned product and process developments and the timing of their implementation. In our view, the main additional potential arising from the introduction of new products that go beyond our present planning comes from our Next Generation Solutions.

10. Investments

Investments geared to creating and protecting value involve inherent risks in connection with the selection, definition, and execution of the projects. These risks are addressed using structured processes and policies. For example, defined risk assessment methods are used to mitigate the risk in the selection of projects, while project execution risks are minimized through

[1] This disclosure complies with datapoint GOV-5 36c in the sustainability report.

technical standards. Both projects that are at the planning stage and those that have been approved and have commenced are constantly monitored to track project progress and changes in the market situation and adjusted as necessary. Evonik regards planning and building new production facilities in target regions and markets as a key element in leveraging sustainable and profitable growth. In this context, the strategic development and transformation of Evonik is supported, in particular, by steady investment in Next Generation Solutions, i.e., products that are both ecologically and economically sustainable and thus have a positive sustainability profile.

11. Other

Constant efforts are made to improve the efficiency of the organizational structure, production, procurement, and technology through the continuous improvement process. This mainly comprises our efficiency enhancement programs to support our strategy of sustainable growth and enhance our competitiveness. There may be both opportunities and risks relating to the achievement of cost-saving targets. The possible risks include delays in implementation, the loss of key personnel, ineffectiveness of measures, and higher costs for the realization of measures. Project management, including involving relevant stakeholders, is used to counter these risks. Further risks and opportunities may arise from portfolio adjustments by customers or suppliers, possibly resulting in compensation payments for Evonik, depending on the contractual terms.

5.4 Legal & compliance opportunities and risks

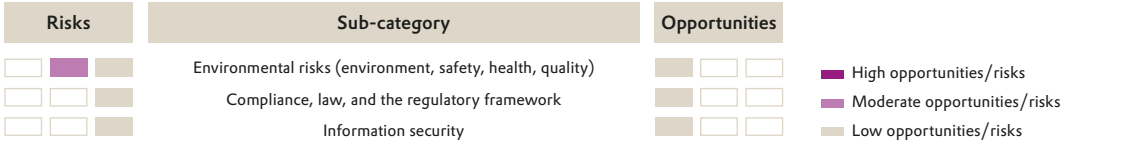
The opportunities and risks in this category are far more difficult to quantify than those in the markets & competition category, as they not only have financial implications but often also involve reputational risks for the company and/or criminal law consequences. Provisions are set up on our balance sheet to cover the financial impact. These are reflected in our system as reducing risk. Legal & compliance opportunities and risks are nevertheless assigned to the sub-categories shown in the opportunity/risk matrix.

1. Environmental risks (environment, safety, health, quality)

The effects of climate change are already visible today, for example, in water stress[1] and acute weather-related events such as low water levels in the river Rhine and hurricanes. Alongside these direct negative effects of climate change, we are also exposed to risks resulting from stricter environmental regulations (including possible restrictions resulting from national and international regulations on PFAS[2]). The group-wide environmental protection and quality management system, which is validated as conforming to international standards, undergoes constant development and improvement. As a responsible chemical company, Evonik ensures that such processes are operated in accordance with the principles of the global Responsible Care® initiative and the UN Global Compact. Adequate provisions have been established to secure or remediate contaminated sites where necessary. Alongside the need to adjust environmental provisions identified through structured internal processes, for example, as a result of changes in the regulatory framework, further unplanned additions to such provisions may be necessary.

Evonik is exposed to risks in the areas of occupational and plant safety. For example, workplace accidents and incidents in production facilities can cause injury to our employees or substance releases that impair the health of our employees and local residents. Our guiding principles for safety are binding for all managers and employees. In this way, Evonik makes it clear that safety is a central element in its corporate culture. We analyze accidents and incidents carefully so we can learn from them. Moreover, audits are conducted at the request of the executive board to check the controlled handling of such risks.

Opportunity & risk classes within the legal & compliance category C22



[1] Especially water scarcity.
[2] Per- and polyfluoroalkyl substances.

We examine our products along the value chain—from procurement of the raw materials to delivery to our industrial customers. This approach covers product stewardship and does not comprise a complete life cycle assessment. We make all legally required product safety information relating to the handling of our products available to our customers, together with additional advice, for example, on how to dispose of them. That includes, among other things, safety data sheets and technical information sheets.[1]

2. Compliance, law, and the regulatory framework

In its business operations, Evonik is exposed to normal legal risks, resulting, for example, from legal disputes such as claims for compensation, and from administrative proceedings and fines. In its operating business, the Evonik Group is exposed to liability risks, especially in connection with product liability, patent law, tax law, competition law, antitrust law, and environmental law. Changes in public law could also give rise to legal risks or materially alter such risk positions. Although the allocation of the cost of renewables under the Renewable Energies Act (EEG) ended on July 1, 2022, legal proceedings are still underway to clarify certain legal issues in connection with intersite supply of power from captive power generation. In this context, an appeal has been lodged against a judgment in favor of Evonik. A decision is still outstanding. Further, Evonik may be liable for guarantee claims relating to divestments. Structured post-transaction management closely monitors any liability and guarantee risks resulting from divestments. We have developed a concept involving high quality and safety standards to ensure a controlled approach to such legal risks. Insurance cover has been purchased for the financial consequences of any loss that may nevertheless occur as a result of damage to property, product liability claims, and other risks. Where necessary, Evonik sets up provisions for legal risks.

Compliance means lawful business conduct. The principal compliance rules are set out in the Evonik Code of Conduct, which explicitly prohibits, for example, all forms of corruption, including "facilitation payments," and violation of antitrust regulations. Risks could result from failure to comply with the corresponding regulations. To minimize compliance risks, extensive training and sensitization of employees are undertaken at face-to-face training sessions and/or through e-learning programs. Our code of conduct is binding for all Evonik employees worldwide, including the executive board and the governance bodies of all Evonik companies. They are required to comply with the rules set forth in the code of conduct, to ensure they are familiar with its content, and to take part in the relevant training.[2]

Evonik respects human rights in its own business area and in the supply chain. To minimize the risk of breaches of human rights, we have established a compliance management system for this area. In particular, we require compliance with the principles set out in our code of conduct for suppliers and the principles outlined in our policy statement on human rights.

In the area of human resources, there are risks relating, for example, to possible legislative changes and/or legal judgments on occupational pensions, which could require the recalculation of pension commitments entered into by companies in the Evonik Group and their legal predecessors. In addition, the planned reductions in headcount and managerial roles as part of the group-wide restructuring increase the risk of employment law disputes. Ultimately, the restructuring could result in higher staff turnover, which could result in temporary staff shortages in mission-critical areas. Tax opportunities and risks relate to differences in the valuation of business processes, capital expenditures, and restructuring by the financial authorities, tax reforms in some countries, and potential refunds or retroactive payments in the wake of tax audits.

3. Information security (protection of intellectual property and know-how)

Innovations play a significant part in Evonik's business success. Protecting intellectual property and know-how against both external and internal attacks is therefore of central importance. In view of the increasing globalization of business, a competent approach to protecting our competitive edge is a key element in our investment activities. The company is also exposed to a risk that intellectual property cannot be adequately protected, even through patents, especially when building new production facilities in certain countries. Similarly, the transfer of know-how in joint ventures and other forms of cooperation also entails a risk of an outflow of expertise from Evonik. For example, in the event of the possible separation from a joint venture or other cooperation partner, or an employee, there is no guarantee that they will not continue to use know-how or disclose it to third parties, thereby damaging Evonik's competitive position. Measures to minimize and avoid such risks are coordinated by the Group Security, Legal, and Intellectual Property Management functions.

[1] This disclosure complies with datapoint GOV 5-36c in the sustainability report.
[2] See declaration on corporate governance p. 59 ff.

5.5 Process & organization risks

1. General

This risk category relates to the interface between risk management and the internal control system (ICS). In this category, risks generally result from specific process shortcomings. Alongside general weaknesses, these include, in particular, risks within the ICS and the accounting-related ICS. Starting from key corporate processes (end-to-end processes), the existence of relevant control objectives and standard controls for the process risks identified is checked. In view of the types of risk in this category, a purely qualitative assessment is normally used. In the reporting period, the evaluation by the organizational units did not identify any specific risks resulting from process weaknesses because of the efficacy of the current controls.

2. Internal control system for financial accounting

The main financial reporting risks are identified in the accounting-related ICS through a quantitative and a qualitative analysis. Controls are defined for each risk area of the accounting process. Their efficacy is reviewed at regular intervals, and they are subject to a continuous improvement process. All elements of the control process are verified by the internal audit function on the basis of random samples.

To ensure the quality of financial statements, we have a group-wide policy, which defines uniform accounting and valuation principles for all German and foreign companies included in the consolidated financial statements for the Evonik Group. Apart from a few immaterial exceptions, the financial statements of the companies are prepared by Global Financial Services. Through systematic process optimization, standardization, and the utilization of economies of scale, this leverages sustained cost benefits and also improves the quality of accounting. The Accounting & Financial Processes function (center of excellence) has developed a standardized control matrix for the accounting-related internal transactional control system. This is implemented in the three global shared service centers: in Hanau (Germany) for Germany, Austria, Finland, Turkey, Slovakia, Russia, and Switzerland; in Kuala Lumpur (Malaysia) for the Asia region and countries in the EMEA region not served by the Hanau center; and in San José (Costa Rica) for the Americas region. The aim is to ensure a uniform global standard for the internal control system for financial accounting. We arrange for the annual financial statements of the majority of consolidated companies and joint operations to be audited.

All data are consolidated by the Accounting & Financial Processes function using the SAP SEM-BCS system. Group companies submit their financial statements via a web-based interface. A range of technical validations is performed at this stage. Computerized and manual process controls and checking by a second person are the key oversight functions performed in the financial reporting process. The preparation of the monthly consolidated income statement and three quarterly reports allows us to gain experience with new accounting issues and provides a sound basis for plausibilization of the year-end accounts. The executive board receives monthly reports, and quarterly reports are submitted to the audit committee of the supervisory board. Aspects that may represent opportunities or risks for financial reporting in the future are identified and evaluated early through the risk management system. This ensures that risk management can be closely aligned with the controlling and accounting processes.

6 REPORT ON EXPECTED DEVELOPMENTS

Evonik expects to report adjusted EBITDA of between €1.7 billion and €2.0 billion in 2026. The development of earnings will continue to be supported by a strong focus on cost discipline. The return on capital employed should be around the same level as in 2025.

BASIS FOR OUR FORECAST:

Global growth of
2.2%
(2025: 2.9%)

Internal raw material index:
slightly lower than in the prior year

6.1 Economic background

Continued challenging environment overshadowed by high economic policy uncertainty

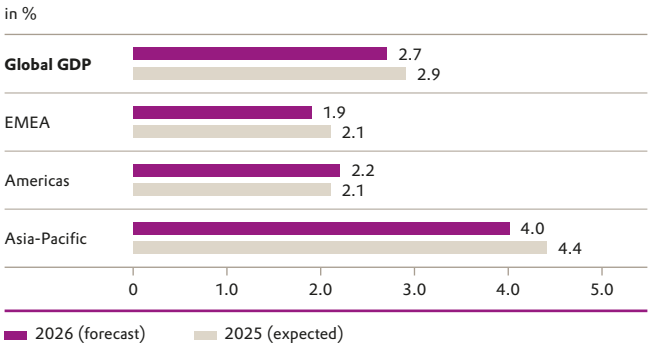
We assume that economic conditions will remain challenging in 2026.[1] The global economy is in a phase of heightened economic policy uncertainty, and the impact of US tariff policy is likely to become increasingly evident, leading to an ongoing economic slowdown. Structural challenges will probably also continue to have an adverse effect on economic growth.

Downside factors include, in particular, the present high uncertainty about future US economic and trade policy and possible retaliation by trading partners. The import tariffs already introduced by the USA and the possibility that they could be extended could have an increasingly negative influence, especially on the manufacturing sector. Moreover, the front-loading effects to avoid tariffs, which supported manufacturing in the past year, will probably no longer act as an expansionary factor in 2026. Moreover, it remains unlikely that financing conditions for private households and the corporate sector will provide any growth impetus.

Nevertheless, 2026 is also expected to bring effects that support the economy. In some cases, the interest rate cuts seen over the past year should continue and could impact the real economy with a time lag. In light of rising defense spending, especially in Europe and Germany, fiscal policy should also boost economic growth. Capital spending will presumably still benefit from high demand in the IT sector, especially for data processing centers. Moreover, the outlook for consumer spending is essentially positive in most countries because there is significant growth in real wages and labor markets should remain resilient.

Most economic forecasting institutions and banks anticipate that the economic environment will remain weak in 2026 and project that the global economy as a whole will grow by 2.7 percent.[2] In our internal planning, we assume that the gross value added of the traditional manufacturing sectors of relevance to Evonik is growing more slowly, and that the significant risk of escalation in the ongoing geopolitical trade conflicts is not factored into the base scenarios underlying current forecasts. In our internal planning, we therefore assume a global economic growth rate of 2.2 percent.

GDP forecast for 2026 C23



We anticipate that economic growth in Europe will be held back by uncertainty about economic policies and the continued weakness of the manufacturing sector. Energy prices, which remain high by international standards, and regulatory pressures are an ongoing challenge for European industry. Moreover, exports are likely to suffer from the strength of the euro, the protectionist US trade policy, and the moderate global economic situation. There is still a risk that the trade conflict with the USA could engulf further trading partners, such as China. By contrast, further growth impetus is expected to come from the service sector. In addition, rising real wages and a further slight decline in the savings rate could contribute to an upturn in consumer spending and economic activity. Capital expenditures, driven, among other things, by defense spending, will probably contribute to economic growth.

The economic situation in the Americas region will remain challenging in 2026. In the USA, growth in consumer spending is expected to slow, partly due to rises in the price of goods as a result of the tariff policy and partly because real wages are unlikely to grow so fast. Migration policy could also depress demand. Although further interest rate cuts are expected, financing conditions for private households and the corporate sector will remain challenging. By contrast, support could come from investments driven by the AI boom and the prosperity effect of high equity valuations. Tax cuts and further state support should strengthen consumer spending. Central & South America is facing a tougher environment in 2026: In all probability, the anticipated weak demand—especially from China—will reduce income in the commodity-driven countries, and exports will be hampered by the protectionist trade policy. The Brazilian economy might be weakened by high interest rates and the resulting low domestic demand.

[1] Based on data from S&P Global, Kiel Institute for the World Economy (IfW), Berenberg Bank, Hamburg Commercial Bank, and Oxford Economics as of December 2025/January 2026.
[2] Based on data from S&P Global as of January 15, 2026.

The growth prospects for the Asia-Pacific region in 2026 are again better than for the other regions. However, growth in the Chinese economy is expected to be considerably lower than in previous years due to structural challenges (including the real estate crisis, overcapacity, and high debt in the provinces), low consumer confidence, and the trade policy risks affecting export demand. The anticipated reduction in overcapacity as a result of the anti-involution policy is also likely to be accompanied by a drop in investment. Monetary and fiscal policy measures by the Chinese government should bolster the economy.

The forecast for the world economy still entails great uncertainty. Particular risks arise from the uncertainty about the protectionist US trade policy and potential retaliation by trading partners. There are also high risks for the global financing markets, including high debt ratios, geopolitical uncertainties, and high equity market valuations. A renewed flare-up of inflation—especially in the USA—could prompt central banks to tighten monetary policy again, which would slow the global economic recovery considerably and increase the risk of stagflation. Ultimately, the development of the global economy could differ from our expectations due to geopolitical conflicts, such as the war in Ukraine, and conflicts in the Middle East, Europe, Latin America, and the North Atlantic, as well as the disruption of trade routes.

We expect the trend in industry overcapacity to continue into 2026, resulting in average overall raw material prices for Evonik in 2026 that are slightly below the 2025 average.

6.2 Outlook

Our forecast is based on the following assumptions:

- Global growth: 2.2 percent[1] (2025: 2.9 percent)
- Lower growth of 1.7 percent in global industrial production[2] (2025: 3.1 percent)
- Internal raw material index slightly below the prior-year level
- Average US dollar/euro exchange rate US$1.18 (2025: US$1.13)

Expected development of earnings

Our outlook for 2026 is based on the persistently challenging macroeconomic situation described in chapter 6.1 Economic background p. 56 f. The global economy is going through a phase of low growth impetus caused by heightened geopolitical and economic uncertainties as well as structural problems, such as the high energy prices in Europe, the US tariff constraints, and continued weak growth in Asia. Therefore, we assume that the low economic momentum and persistently weak demand in key end-markets seen in the past year will basically continue in 2026. Overall, global growth in industrial production is expected to be below the already low growth rate registered in 2025.

The increasing utilization of production capacities completed in recent years and less pronounced destocking by customers compared to the past year should lead to a slight increase in volume sales, despite persistently weak demand. Positive impetus will come from structural growth in attractive niches and in our innovation growth areas. Assuming that raw material prices decline slightly, we aim to keep our selling prices fairly stable. One exception is the Animal Nutrition business, where we anticipate that prices will normalize.

Overall, we expect **adjusted EBITDA** to be between €1.7 billion and €2.0 billion in 2026 (2025: €1,874 million). As in previous years, the development of earnings will be supported by our focus on cost discipline. The Evonik Tailor Made restructuring program and the optimization programs in the operating businesses are increasingly delivering savings. Along with the introduction of further short-term contingency measures, this should more than offset the annual increase in fixed costs. In addition, lower energy costs due to declining market prices and the German government's support programs should provide a positive tailwind compared with 2025. On the other hand, the first half of the year could still be affected by negative changes in exchange rates.

In 2026, the return on capital employed **(ROCE)** is expected to remain stable in 2026 compared with the 2025 level (2025: 6.1 percent).

Development of the segments

For most businesses in the **Advanced Technologies** segment, we expect the ongoing phase of weak demand in our markets to continue in 2026. The more differentiated management of the businesses resulting from our new corporate structure is visible in the Advanced Technologies segment: Here, we are focusing

[1] Evonik's internal expectation for GDP in 2026, based on data from S&P Global (January 2026).
[2] Forecast for global industrial output in 2026, Oxford Economics (September 2025).

primarily on high utilization of production capacities. In the Organics business, we should benefit from the continued ramp-up of capacities for high-performance polymers, but Crosslinkers will continue to feel strong competitive pressure. A stable to slightly positive trend is expected for the Inorganics business, driven by its environment-friendly hydrogen peroxide and aluminum oxide-based solutions for a wide range of applications. In the Animal Nutrition business, a normalization of prices of essential amino acids will be noticeable compared with the previous year. Since the market will continue its solid long-term volume growth, higher volumes, supported by our extended production capacities in Singapore and, from the second half of the year onward, our improved cost position in the US resulting from full backward integration, should partially offset the anticipated price decline.

Additionally, we will further optimize our cost positions in the various businesses in this segment. Overall, we anticipate that earnings in the Advanced Technologies segment will be slightly below the prior-year level (2025: €944 million).

In 2026, the Additives business in the **Custom Solutions** segment will continue to benefit from its specific customer solutions, which are geared to improving product properties and sustainability profiles. Following the downturn in volumes and a phase of destocking, the trend should be somewhat more favorable this year. In particular, a positive earnings contribution should come from additional volumes from the ramp-up of the new production plant in Singapore for alkoxides, which are used as catalysts for the production of biodiesel.

In the Care business, our system solutions for active cosmetic ingredients should continue their profitable growth. New areas of application and sustained healthy demand for our innovative rhamnolipids (biosurfactants) will lead to increasing utilization of the production facility in Slovakia, which was completed in 2024. Looking at the products for the pharmaceuticals sector, the stronger focus on lipids—accompanied by the closure and divestment of production assets for keto and amino acids—will result in efficiency gains and a higher contribution to earnings.

In the past six months, the more focused management of our businesses resulting from our new corporate structure has enabled us to largely compensate for the decline in volumes by ensuring stable prices. This starting point, combined with a slight upturn in volumes and a slight downward trend in raw material costs, should enable the Custom Solutions segment to post a slight year-on-year rise in earnings in 2026 (2025: €909 million).

We anticipate that the **Infrastructure** segment (including Oxeno/C_4 chemicals) will develop favorably. The services at the German sites in Marl and Wesseling, which have been operated by our new company SYNEQT GmbH since January 1, 2026, will benefit from the new setup and the savings measures that have been initiated. In addition, an improvement in prices and margins from the low 2025 level is possible in the Oxeno business (C_4 chemicals). For this segment, together with Others, we expect earnings to be slightly above the prior-year level in 2026 (2025: €21 million).

Financing and investments

In recent years, **cash outflows for investments in intangible assets, property, plant and equipment** have been characterized by restraint. Due to the declining earnings development in 2025, we reduced cash outflows for investments to €750 million, which was below the long-term average. We will continue our disciplined approach in 2026 and maintain cash outflows at the same level (2025: €748 million).

Owing to strict discipline in capital expenditures and net working capital, Evonik was able to generate a high absolute **free cash flow** and thus an attractive cash conversion rate in 2025, even in a challenging environment. We will continue this in 2026. We expect the cash conversion rate to be around our target of 40 percent this year (2025: 37 percent; absolute free cash flow: €695 million). As the key elements of free cash flow are expected to be similar to those in 2025, a slightly positive effect should come from lower bonus payments for fiscal 2025.

Occupational and plant safety

Our aim is to avoid all accidents and incidents. Our goal is still to keep the **lost time injury rate (LTI-R)** below the upper limit of 0.26 defined for 2025. We are working to improve the **process safety incident rate** (PSI-R) and remain within the upper limit of 0.40 (2025: 0.44).

This report contains forward-looking statements based on the present expectations, assumptions, and forecasts made by the executive board and the information available to it. These forward-looking statements do not constitute a guarantee of future developments and earnings expectations. Future performance and developments depend on a wide variety of factors which contain a number of risks and unforeseeable factors and are based on assumptions that may prove incorrect.

7

DECLARATION ON CORPORATE GOVERNANCE[1]

The executive board and supervisory board of Evonik Industries AG are explicitly committed to responsible corporate governance and identify with the goals of the German Corporate Governance Code. The group-wide code of conduct, which is binding for both the executive board and all Evonik employees, requires strict compliance with all applicable laws, regulations, and other obligations. Evonik does not do business at any price. All employees worldwide receive regular training on the code of conduct and specific issues.

30%
target for female managers achieved

50%
women on the executive board

35%
women on the supervisory board

[1] In accordance with section 317 paragraph 2 sentence 6 of the German Commercial Code (HGB), the disclosures in this chapter are not included in the audit.

The following report on the principles of corporate management at Evonik (sections 289f and 315d of the German Commercial Code [HGB]) and corporate governance at the company in accordance with principle 23 of the German Corporate Governance Code is issued jointly by the executive board and supervisory board of Evonik Industries AG.

7.1 Principles of corporate governance and corporate structure

Corporate governance comprises all principles for the management and supervision of a company. As an expression of good and responsible corporate management, it is therefore a key element in Evonik's management philosophy. The principles of corporate governance relate mainly to collaboration within the executive board and supervisory board, between these two boards, and between the boards and the shareholders, especially at shareholders' meetings. They also relate to the company's relationship with other people and organizations with which it has business dealings.

Evonik is committed to the German Corporate Governance Code

Evonik Industries is a stock corporation established under German law. Alongside compliance with the provisions of the relevant legislation, the basis for ensuring responsible management and supervision of Evonik with a view to a sustained increase in corporate value is our commitment to the German Corporate Governance Code in the version dated April 28, 2022. This code, which was adopted by the Government Commission on the German Corporate Governance Code, contains both key statutory provisions on the management and supervision of publicly listed German companies and recommendations and suggestions based on nationally and internationally recognized standards of responsible corporate governance.

The executive board and supervisory board of Evonik Industries AG are explicitly committed to responsible corporate governance and identify with the goals of the German Corporate Governance Code. According to the foreword, in the interest of good and proactive corporate governance, a company may depart from the recommendations set out in the code if this is necessary to take account of company-specific characteristics.

7.2 Information on corporate management and corporate governance

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

Under section 161 of the German Stock Corporation Act (AktG), the executive board and supervisory board of Evonik Industries AG are required to annually submit a declaration that the company has been, and is, in compliance with the recommendations of the Government Commission on the German Corporate Governance Code, as published by the Federal Ministry of Justice and Consumer Protection in the official section of the Federal Gazette (Bundesanzeiger), and which recommendations have not been, or are not being, applied, together with the associated reasons. The declaration has to be made permanently available to the public on the company's website.

The executive board and supervisory board of Evonik Industries AG (hereinafter the company) hereby submit the following declaration pursuant to section 161 of the German Stock Corporation Act:

Since submitting its last declaration of conformity in December 2024, the company has complied with the recommendations of the German Corporate Governance Code in the version dated April 28, 2022, which was published in the Federal Gazette on June 27, 2022, with the following exceptions, and will continue to do so in the future.

According to recommendation B.3, the first-time appointment of management board members should be for a period of not more than three years. The company's supervisory board does not consider this fixed limit to be expedient; rather, within the legally defined limits, the appropriate term for first-time appointments should be based on the circumstances of the individual case. In particular, the individual qualifications and experience of the person to be appointed to the executive board should be taken into account, including, for example, those acquired through long-term management positions at the company.

According to recommendation C.5, members of the management board of a listed company should not hold more than two supervisory board mandates in non-group listed companies or comparable functions. Ms. Angela Titzrath was the chief executive officer of the listed company Hamburger Hafen und Logistik Aktiengesellschaft until September 30, 2025. In addition to her mandate on the company's supervisory board, she has other mandates covered by the recommendation. The supervisory board has satisfied itself that Ms. Titzrath has sufficient time to perform her mandate. In addition, her extensive experience in corporate management and her high level of economic and international

expertise make valuable contributions to the fulfillment of the profile of skills and the effective work of the supervisory board. Taking into account all relevant aspects, the deviation from recommendation C.5 was therefore considered justifiable. Since Ms. Titzrath has left the executive board of Hamburger Hafen und Logistik Aktiengesellschaft, the deviation declared here is not applicable in the future.

According to recommendation G.13 sentence 1, any payments made to a management board member due to early termination of their management board activity should not exceed twice the annual remuneration (severance cap) and should not constitute remuneration for more than the remaining term of the employment contract. The supervisory board reached a mutual agreement with Ms. Maike Schuh on her resignation from the company's executive board in September 2025. Under this agreement with Ms. Schuh, in the future, she will receive, in particular, payments where the amount depends in part on the actual achievement of targets for variable remuneration components. Consequently, the precise amount of the payments to be made cannot be determined at present. Under certain circumstances, the payments to Ms. Schuh might exceed twice the annual remuneration. The wording of recommendation G.13 sentence 1 does not specify how the recommendation is to be applied in practice in the case of payments that are to be made in the future, where the amount cannot yet be determined precisely. In view of this, as a precaution, a deviation from recommendation G.13 sentence 1 is hereby declared.

Essen, December 2025

The Executive Board The Supervisory Board

7.2.2 Relevant information on corporate management practices

Corporate governance

The company is explicitly committed to good corporate governance and complies with the recommendations of the German Corporate Governance Code, apart from the exceptions set out in section 7.2.1 p. 60 f.

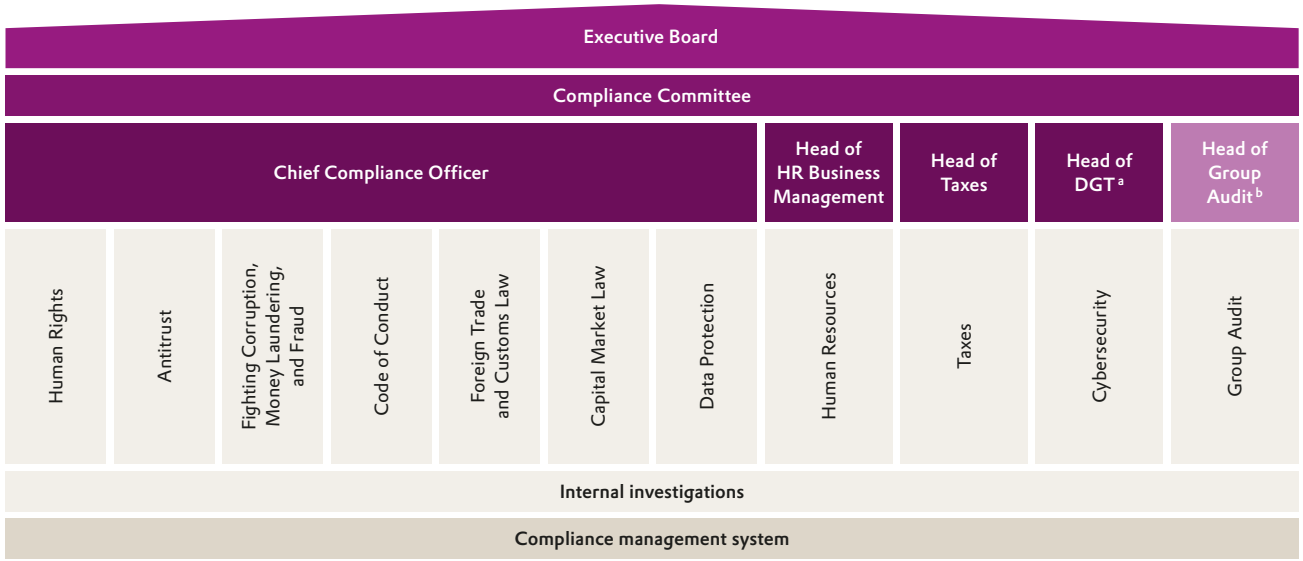
Compliance

Evonik understands compliance as all activities to ensure that the conduct of the company by its governance bodies and its employees respects all applicable mandatory standards such as legal provisions, statutory requirements and prohibitions, in-house directives, and voluntary undertakings.

The most important external and internal principles and rules are set out in Evonik's group-wide code of conduct. This is binding for both the executive board and all Evonik employees, both internally in their treatment of one another and externally in contact with shareholders, business partners, representatives of authorities and government bodies, and the general public. It requires all employees to comply with the applicable laws, regulations, and other obligations. Evonik does not do business at any price. All employees worldwide receive regular training on the code of conduct and specific issues. Systematic action is taken to deal with any breach of the code of conduct.

The compliance areas identified as being of specific relevance to our company are bundled in a House of Compliance. Failure to observe the applicable laws and regulations in these areas leads to substantial risks for the company, its legal representatives, and

House of Compliance C24



[a] DGT: Digital Governance & Transformation. | [b] Advisory role.

holders of protected legal positions. To ensure a risk-based approach and take account of similarities between topics, the areas covered by the House of Compliance therefore comprise human rights, antitrust law, fighting corruption, money laundering, and fraud, as well as the code of conduct, foreign trade and customs law, capital market law, data protection, taxes, human resources, and cybersecurity. Group Audit has an advisory role. The ESHQ & Security function independently manages and monitors compliance-related issues relating to the equally important areas of the environment, safety, health, quality, and (Group) security, including related aspects such as transportation security, protection of know-how, and emergency management. Compliance is managed through binding, group-wide policies, regular risk analyses, and clearly defined processes and accountability within each area. This is monitored by internal audits, continuous reporting, and regular training. The appropriateness and effectiveness of these measures are regularly reviewed and fulfill both group-wide, minimum standards and the legal requirements.

The role of the House of Compliance is to define minimum group-wide standards for the compliance management systems (CMS) for these areas and ensure that they are implemented. The process of forming a consensus, sharing experience, and coordinating joint activities takes place in the compliance committee, which is composed of the heads of the respective units, who have independent responsibility for their areas, and the head of Group Audit. The compliance units are responsible for the appropriateness, efficacy, and continuous improvement of the CMS for the compliance topics allocated to them.

Compliance management system C25

For information relating to principle 5 of the German Corporate Governance Code on the fundamental aspects of the CMS and its topics, please refer to the above presentation. There are no indications that the CMS for the compliance issues bundled in the House of Compliance are not appropriate or effective in all key respects. The necessary elements of the CMS are structured and implemented throughout the Evonik Group on a risk-oriented basis, reflecting the content required by the standards for the respective issue. By and large, the established standards and processes are put into practice in the company. Regular efficacy checks identify individual weak points relating to specific aspects, and suitable measures to remedy them are integrated into a continuous improvement process. In the same way, the CMS is adapted and aligned to changes in the basic framework (for example, due to changes in the relevant legislation or internal requirements or policies) and the actual circumstances (for example, due to changes in (corporate) structures or business models or other changes in external circumstances such as the political situation).

The establishment of the CMS for human rights has largely been completed. The standards, processes, and measures are being implemented in the company's own area of business and by its suppliers. The efficacy checks are being performed successively on the established CMS elements but do not yet fully cover all aspects.

The compliance issues and the appropriateness and efficacy of the relevant CMS are examined at regular intervals through internal and external audits, which also include business units or regions. Here are some examples:

- External audit of fighting corruption based on audit standard IDW PS 980 (KPMG, 2020)
- Internal audit of the anti-money laundering measures (Group Audit, 2022)
- Internal audit of antitrust law (Group Audit)
- External readiness check in the area of data protection based on IDW PS 980 (Luther law firm, 2022)
- External readiness check on the German supply chain legislation (KPMG, 2022)
- External audit of the tax CMS of Evonik Industries AG and other Group companies in Germany covering the areas of income tax, wage tax, value-added tax, transfer pricing, and withholding tax pursuant to IDW PS 980 (KPMG, 2023/2024)
- Internal audit of the tax CMS (Group Audit, 2021)
- Regular internal audits of internal export controls
- Official audits of customs and export control processes in connection with export permit processes, customs and foreign trade audits, and certification as an "Authorized Economic Operator" (AEO)
- Inspection of chemical weapons controls by the Organisation for the Prohibition of Chemical Weapons (OPCW)
- Internal audit of the implementation of the German Act on Corporate Due Diligence Obligations in Supply Chains (2025)

The above comments on the CMS are based on self-assessments by the relevant functional areas, which are prepared in good faith on the basis, in particular, of the references cited.

Further information on Evonik's CMS and the corresponding areas of focus, as well as the action taken in the year under review, can be found in the sustainability report **p. 163 ff.**

Sustainability

During the year, the executive board and supervisory board examine aspects of economic, ecological, and social sustainability from various perspectives. These include, for example, aspects relating to portfolio transformation, the environment, and safety. Sustainability was also one of the main topics at the supervisory board's strategy meeting in September 2025. For many years, the development of accidents and process safety in the previous fiscal year have been reflected in the executive board's short-term variable remuneration as a performance-related component. Furthermore, in addition to the areas of strategy/portfolio and the efficiency of cost structures, the executive board's annual non-financial targets include sustainability as a fixed category within the target system. Since 2023, the long-term incentive (LTI) system for members of the executive board and senior executives has been supplemented by a sustainability component. This comprises targets on reducing CO_2 emissions, increasing the proportion of Next Generation Solutions in the portfolio, and targets on learning, health, and diversity as reflected in the social index. Further information can be found in the financial and sustainability report **p. 107 f.** and in the remuneration report **www.evonik.finance/remuneration-report, p. 17 ff.**

Transparency

Evonik regards timely and equal public disclosure of information as a key basis of good corporate governance. Evonik provides extensive information in German and English on its website. This includes our financial calendar, which provides a convenient overview of important dates. **www.evonik.finance/investor-relations**

Evonik's business performance is outlined principally in our financial reports and investor relations presentations. These are supplemented by information on Evonik's shares, the terms of bond issues, and an overview of our credit ratings. Mandatory publications such as ad-hoc announcements, voting rights announcements, and information on directors' dealings are also published immediately on our investor relations site. **www.evonik.finance/investor-relations (News & Reports/Ad-hoc announcements, Share/Voting rights, and Corporate Governance/Directors' Dealings)**. The offering also includes information on corporate strategy and Evonik's corporate structure and organization. In addition, Evonik's website provides information on its approach to corporate responsibility and how the management and supervision of the company (corporate governance) are aligned with responsible and sustained value creation.

7.2.3 Work of the executive board and supervisory board

The German Stock Corporation Act (AktG) forms the legal basis for the incorporation of Evonik Industries AG. Further details are set forth in the company's articles of incorporation and the provisions of the German Corporate Governance Code. See section 7.2.1 **p. 60 f.**

Executive board

The executive board of Evonik Industries AG is responsible for running the company in the company's interests with a view to sustained value creation, taking into account the interests of the shareholders, employees, and other stakeholders. It works together trustfully with the other corporate governance bodies for the good of the company.

The executive board defines and updates the company's business objectives, its basic strategic focus, business policy, and corporate structure. It ensures compliance with statutory provisions and internal directives and exerts its influence to ensure that they are observed by Group companies (compliance). It is also responsible for ensuring appropriate measures aligned with the company's risk situation (CMS) and appropriate risk management and risk controlling in the company. A whistleblower system has been set up. This enables employees and third parties to report, in a protected manner, suspected breaches of the law within the company.

When making appointments to management functions in the company, the executive board applies the principles of diversity. In this it strives, in particular, to ensure adequate representation of women.

The executive board has four members at present. One member is appointed to chair the executive board. With the approval of the supervisory board, the executive board has adopted rules of procedure and a plan allocating areas of responsibility. The chairman coordinates the work of the executive board, provides information for the supervisory board, and maintains regular contact with the chairman of the supervisory board. If the chairman is not available to perform these tasks, they are assumed by the deputy chairperson. The members of the executive board are jointly responsible for the overall management of the company. They work together constructively and keep each other informed of the main activities and developments in their areas of responsibility. The executive board endeavors to make decisions unanimously but may also adopt resolutions by majority vote. If an equal number of votes is cast, the chairman has the casting vote.

Ensuring that the supervisory board receives sufficient information is the joint responsibility of the executive board and supervisory board. The executive board provides the supervisory board with the reports to be prepared in accordance with section 90 of the German Stock Corporation Act (AktG) and the rules of procedure of the supervisory board. It gives the supervisory board timely, regular, and full information on all matters that are relevant to the company and the Group relating to strategy, planning, business development, risks, risk management, and compliance. It outlines deviations between the planned and actual business performance and targets and the reasons therefor.

Further, the executive board submits timely reports to the supervisory board on business matters and actions for which it is required by the articles of incorporation or the supervisory board's rules of procedure to obtain the approval of the supervisory board. In addition, the supervisory board can make further business activities and measures dependent on its consent on a case-by-case basis.

Members of the executive board are required to act in the interests of the company. They may not pursue personal interests in their decisions or utilize business opportunities available to the company for themselves. The members of the executive board are subject to a comprehensive non-compete obligation during their term of office. They may only assume additional posts, especially seats on the supervisory boards of companies that are not affiliated companies of Evonik Industries AG, with the consent of the supervisory board. In such cases, the executive board member shall accept the post as a personal office and shall ensure strict confidentiality and strict separation from his/her activities as a member of the executive board. Every member of the executive board is required to disclose any conflict of interest to the chairman of the supervisory board without delay and to inform the other members of the executive board. In fiscal 2025, there were no conflicts of interest relating to members of the executive board of Evonik Industries AG.

All transactions between the company or companies in the Evonik Group, on the one hand, and executive board members and related parties, on the other, must take place on terms that are customary in the sector. The report of the supervisory board contains details of the relevant transactions in the reporting period p. 280 ff.

The composition of the executive board and membership of supervisory boards and similar governance bodies are outlined in the further information on corporate officers p. 287 ff.

Supervisory Board

The supervisory board advises and supervises the executive board. It appoints the members of the executive board and names one member as the chairperson of the executive board. It also decides on the remuneration of the members of the executive board. The executive board is required to obtain the approval of the supervisory board on decisions of fundamental importance, which are defined in a separate list. These include:

- Fundamental changes to the structure of the company and the Group
- Setting the annual budget for the Group
- Investments exceeding €100 million
- The assumption of loans and the issuance of bonds exceeding €300 million and with a maturity of more than one year

The supervisory board examines the company's annual financial statements, the executive board's proposal for the distribution of the profit, the consolidated financial statements for the Evonik Group, and the combined management report, including the combined non-financial statement. The supervisory board submits a written report on the outcome of the audit to the shareholders' meeting.

The supervisory board is subject to the German Codetermination Act (MitbestG). In accordance with these statutory provisions, the supervisory board comprises 20 members: ten representatives of the shareholders and ten representatives of the workforce. The representatives of the shareholders are elected by the shareholders' meeting on the basis of nominations put forward by the supervisory board as prepared by the nomination committee. The representatives of the employees are elected by the workforce and comprise seven employee representatives and three representatives of the industrial union.

The composition of the supervisory board should ensure that its members collectively have the knowledge, skills, and professional expertise required to properly perform their duties. The members of the supervisory board may not undertake any duties as officers or advisors to the company's major competitors.

No former executive board members have seats on the supervisory board. All members of the supervisory board shall ensure that they have sufficient time to perform their tasks as a member of the supervisory board. Members of the supervisory board who are also members of the executive board of a publicly listed stock corporation should not hold more than two seats on the supervisory boards of listed companies outside their group of companies or boards where comparable demands are made on them; members of the supervisory board who are not members of the executive board of a publicly listed corporation may not hold more than five seats on such supervisory or comparable boards. For this purpose, chairing a supervisory board counts as holding two seats.

Members of the supervisory board must act in the interests of the company and not pursue personal interests in their decisions, nor may they utilize business opportunities available to the company for themselves. Members must disclose conflicts of interest to the supervisory board. Any member of the supervisory board who discloses a conflict of interest is excluded from resolutions at the meetings of the supervisory board dealing with matters relating to the conflict of interest. In its report to the shareholders' meeting, the supervisory board discloses any conflicts of interest that have arisen and how they have been dealt with. Material conflicts of interest relating to a member of the supervisory board that are not by nature temporary should lead to termination of his/her term of office.

Consultancy, service, and similar contracts between a member of the supervisory board and the company must be approved by the supervisory board. There were no contracts of this type in 2025.

The supervisory board has adopted rules of procedure, which also govern the formation and tasks of the committees. At least two regular meetings of the supervisory board are held in each calendar half-year. In addition, meetings may be convened as required, and the supervisory board may adopt resolutions outside meetings. If an equal number of votes is cast when making a decision, and a second vote does not alter this situation, the chairman of the supervisory board has the casting vote.

The supervisory board has set the following objectives for its composition, which are taken into account in the proposals put to the shareholders' meeting with regard to the regular election of members of the supervisory board and the subsequent election of a member of the supervisory board:

- At least two members should have a sound knowledge of and experience in regions that are of material importance for the Evonik Group's business, either through their background or through professional experience gained in an international context.
- At least two members should have special knowledge of and experience in business administration and finance/accounting or auditing.
- The members of the supervisory board as a whole should be familiar with the chemical sector.
- At least two members should have experience in managing or supervising a major company.
- The supervisory board should comprise at least 30 percent women and at least 30 percent men.
- The members of the supervisory board should not hold consulting or governance positions with customers, suppliers, creditors, or other business partners that could lead to a conflict of interest. Deviations from this rule are permitted in legitimate individual cases.
- Members of the supervisory board should not normally be over 75 when they are elected.
- Members of the supervisory board should not normally hold office for more than three full terms within the meaning of section 102 paragraph 1 of the German Stock Corporation Act (AktG), i.e., normally 15 years. It is possible to deviate from this rule, in particular, in the case of a member of the supervisory board who directly or indirectly holds at least 25 percent of the company's shares or belongs to the governance body of a shareholder that directly or indirectly holds at least 25 percent of the company's shares.
- The collective knowledge and professional expertise of the members of the supervisory board should adequately reflect the skills profile.
- At least six supervisory board members representing the shareholders should be independent of the company and its executive board and independent of a controlling shareholder.

These targets were last revised in December 2019.

The supervisory board currently comprises seven women and 13 men. In accordance with its own targets and in compliance with statutory requirements, it therefore meets the minimum of 30 percent women and 30 percent men.

The independence of supervisory board members representing the shareholders is based on the current recommendations of the German Corporate Governance Code. In the supervisory board's opinion, the appropriate number of independent members is at least six. In light of the provisions of the German Corporate Governance Code, the supervisory board classifies all current members as independent. In its assessment of the employee representatives, the supervisory board assumes that their independence is not affected by their activities as employees of the company or an industrial union. In this context, it takes into account, in particular, Mr. Tönjes' position as chairman of the executive board of RAG-Stiftung. Mr. Tönjes also declares that he is independent. The supervisory board considers it important that the company's ownership structure is also reflected in the supervisory board. Based on the offices held at present and in the past, there is no reason to alter the current assessment of inde-

pendence. In particular, the supervisory board is satisfied that Mr. Tönjes' position as chairman of the executive board of RAG-Stiftung does not constitute a conflict of interests with regard to the work of the supervisory board that would counteract his independence. The supervisory board has reached the same conclusion with regard to the independence of Mr. Rüdiger, who has been a member of the supervisory board for more than 12 years. In the opinion of the supervisory board, it is of central importance that Mr. Rüdiger does not have any personal or business relationships with Evonik Industries AG or the executive board that could give rise to a conflict of interests. His extensive experience and proven expertise in the area of accounting appropriately offset the duration of his membership of the supervisory board. Mr. Rüdiger's period of service to date clearly demonstrates that he performs his duties as a member of the supervisory board and chairman of the audit committee with a high degree of integrity and professionalism. He performs his role in critical oversight with independent judgment and is available as an experienced advisor to the executive board. Moreover, in his function as chairman of the audit committee, he is in regular contact with the auditors, conducts discussions with the executive board, and questions their documents. During his term of office, he has worked with changing members of the executive board, so there is no indication that his long-standing service could interfere with his impartiality with respect to the executive board. Mr. Rüdiger has also given the supervisory board a declaration of independence. Furthermore, the supervisory board does not regard holding a position at a company that has business relations with Evonik as detracting from the independence of supervisory board members. Such transactions are undertaken at arm's length and their scope is not classified as material. No former member of the company's executive board and no family members of executive board members had a seat on the supervisory board in the reporting period.

The shareholders' representatives classified by the supervisory board as independent members are: Bernd Tönjes, Prof. Barbara Albert, Dr. Cornelius Baur, Prof. Aldo Belloni, Werner Fuhrmann, Dr. Christian Kohlpaintner, Cedrik Neike, Dr. Ariane Reinhart, Michael Rüdiger, and Angela Titzrath.

The financial experts within the meaning of section 100 paragraph 5 of the German Stock Corporation Act (AktG) and recommendation D.3 of the German Corporate Governance Code are Ms. Angela Titzrath (auditing expertise) and Mr. Michael Rüdiger (accounting expertise). In addition to their academic qualifications, both have acquired the necessary knowledge and experience for this through their professional careers, especially as members of executive boards of large companies, and their work on a variety of supervisory bodies. As a former executive board member at large companies and chairwoman of the executive board of a listed company, Ms. Angela Titzrath has extensive experience in the area of auditing. For a number of years, she has also been intensively engaged in the preparation and review of sustainability reports. Through his former role in the area of internal auditing, Mr. Michael Rüdiger has many years' experience in the field of finance and special knowledge and experience of the application of accounting policies and of internal control and risk management systems. As a member of the audit committee at another listed company, Mr. Michael Rüdiger is intensively involved in auditing, including the auditing of sustainability reporting. Moreover, as members of the audit committee of Evonik Industries AG, Ms. Angela Titzrath and Mr. Michael Rüdiger are continuously involved in these fields. Furthermore, as chairman of this committee, outside of its meetings, Mr. Michael Rüdiger is in contact with the external auditors, the executive board, and the heads of the relevant functions.

The length of membership of the supervisory board is disclosed in the resumes of the members of the supervisory board.

The present supervisory board satisfies the objectives for its composition.

In accordance with the recommendation in the German Corporate Governance Code, as well as setting objectives for its composition, the supervisory board has drawn up a profile of the skills and expertise required for the entire supervisory board. Proposals for the election of supervisory board members are based on this profile. The objectives and profile together form the supervisory board's diversity concept pursuant to section 289f paragraph 2 no. 6 and section 315d of the German Commercial Code (HGB), which is outlined in section 7.2.4 p. 69.

The supervisory board considers that the following skills and expertise are appropriate for the proper performance of its duties and are reflected by its members:

Profile of skills and expertise required of the supervisory board T22

	International experience	Knowledge of business administration	Experience in human resources and social issues	Scientific knowledge (especially of the chemical sector)	Experience in corporate management	Experience in ecological and social sustainability	Technological knowledge (including digitalization and information technology)
Bernd Tönjes		x	x		x	x	x
Alexander Bercht		x	x		x		
Martin Albers		x	x				
Prof. Barbara Albert	x			x	x	x	x
Dr. Cornelius Baur	x	x	x		x	x	x
Prof. Aldo Belloni	x	x	x	x	x	x	
Alexandra Boy		x	x		x		
Hussin El Moussaoui			x				
Werner Fuhrmann	x	x	x	x	x	x	
Dr. Christian Kohlpaintner	x	x	x	x	x	x	
Alexandra Krieger		x	x				
Martin Kubessa			x	x			
Thomas Meiers		x	x		x		x
Cedrik Neike	x	x	x		x	x	x
Dr. Ariane Reinhart	x	x	x		x	x	x
Martina Reisch		x	x		x		x
Michael Rüdiger	x	x	x		x	x	
Gerd Schlengermann (until December 31, 2025)			x				
Britta Sorge		x	x				
Angela Titzrath	x	x	x		x	x	x

The supervisory board has the following committees:

The **executive committee** comprises the chairman of the supervisory board, his deputy, and two further members. It undertakes the regular business of the supervisory board and advises the executive board on fundamental issues relating to the ongoing strategic development of the company. Insofar as is permitted by law, it makes decisions in place of the full supervisory board on matters which cannot be deferred until the necessary resolution is passed by the full supervisory board without detrimental effects for the company. It also makes decisions on the use of authorized capital. It prepares meetings of the supervisory board and, in particular, personnel decisions and resolutions on the remuneration of the executive board, including the main contractual elements and the overall remuneration of individual members of the executive board. It is also responsible for concluding, amending, and terminating employment contracts with the members of the executive board, where this does not involve altering or setting remuneration, and represents the company in other transactions of a legal nature with present and former members of the executive board and certain related parties. **Members:** Bernd Tönjes (chairman), Alexander Bercht (deputy chairman), Martin Albers, Prof. Aldo Belloni.

The **audit committee** has six members. Members of the audit committee have specialist knowledge and experience in the application of accounting standards and internal control systems. Moreover, the chairman is independent and is not a former member of the company's executive board. Acting on behalf of the supervisory board, the audit committee's principal tasks comprise supervising the accounting, the accounting process, the effectiveness of the internal control system, the risk management system, and the internal audit system, the auditing of the financial

statements, especially the independence of the auditor, any additional services provided by the auditor by prior agreement and retrospective review, as well as compliance and the related decisions. It can make proposals and recommendations geared to ensuring the integrity of the financial reporting process. It prepares the supervisory board's proposal to the shareholders' meeting on the appointment of the auditor. If the audit engagement is put out to tender, the proposal must include at least two candidates. Further, the audit committee makes decisions on the appointment of the auditor, the focal points of the audit, and the agreement on audit fees. It assumes the specific duties regarding the statutory audit of public-interest entities assigned to the audit committee under applicable law, especially EU Regulation no. 537/2014. The audit committee prepares the decision of the supervisory board on approval of the annual financial statements of Evonik Industries AG and the consolidated financial statements for the Evonik Group. For this purpose, it is required to conduct a preliminary examination of the annual financial statements of Evonik Industries AG, the consolidated financial statements for the Evonik Group, the combined management report, including the combined non-financial statement, and the executive board's proposal for the distribution of the profit. The audit committee also examines the auditor's report. The audit committee reviews the interim reports, especially the half year financial report, discusses the audit review report with the auditor—if an auditor is engaged to conduct a review—and decides whether to raise any objections. Further, it examines issues relating to corporate governance and reports to the supervisory board at least once a year on the status, effectiveness, and scope to implement any improvements to corporate governance, and on new requirements and new developments in this field. **Members:** Michael Rüdiger (chairman), Alexandra Krieger (deputy chairwoman), Alexandra Boy, Cedrik Neike, Gerd Schlengermann, Angela Titzrath.

The **investment and sustainability committee** has eight members. Its work covers aspects of corporate finance, investment planning, and sustainability. For example, it makes decisions on behalf of the supervisory board on approving investment and real estate transactions with a value of more than €100 million. Further, the investment and sustainability committee makes decisions on behalf of the supervisory board involving approval for the establishment, acquisition, and divestment of businesses, and on capital measures at other Group companies with a value of between €100 million and €500 million. It also prepares decisions of the full supervisory board on such measures, where they exceed €500 million. Furthermore, it makes decisions on the assumption of guarantees and sureties for credits exceeding €50 million and on investments in companies of more than €100 million. **Members:** Werner Fuhrmann (chairman), Alexander Bercht (deputy chairman), Martin Albers, Dr. Cornelius Baur, Thomas Meiers, Michael Rüdiger, Britta Sorge, Bernd Tönjes.

The **innovation and research committee** has eight members. It examines the company's innovation and research strategy, in particular by analyzing expected future developments both in the chemical sector and in the markets of relevance to the company. It discusses the resulting implications for the company's innovation and research programs with the executive board. **Members:** Prof. Barbara Albert (chairwoman), Thomas Meiers (deputy chairman), Prof. Aldo Belloni, Hussin El Moussaoui, Dr. Ariane Reinhart, Martina Reisch, Britta Sorge, Bernd Tönjes.

The **nomination committee** comprises three supervisory board members elected as representatives of the shareholders. The task of the nomination committee is to prepare a proposal for the supervisory board on the candidates to be nominated to the shareholders' meeting for election to the supervisory board. **Members:** Bernd Tönjes (chairman), Prof. Aldo Belloni, Dr. Ariane Reinhart.

Finally, there is a **mediation committee** established in accordance with section 27 paragraph 3 of the German Codetermination Act. This mandatory committee is composed of the chairman of the supervisory board, his deputy, one shareholder representative, and one employee representative. This committee puts forward proposals to the supervisory board on the appointment of members of the executive board if the necessary two-thirds majority of the supervisory board members is not achieved in the first vote. **Members:** Bernd Tönjes (chairman), Alexander Bercht (deputy chairman), Martin Albers, Prof. Aldo Belloni.

The mediation committee is only convened when necessary. All other committees meet regularly and may also hold additional meetings on specific issues in line with their responsibilities as set out in the rules of procedure for the supervisory board.

Further details of the work of the supervisory board and its committees in the past fiscal year can be found in the report of the supervisory board **p. 280 ff.** The report of the supervisory board also outlines the composition of the various committees and the meetings attended by members the supervisory board. The composition of the supervisory board and membership of supervisory boards and similar governance bodies are outlined in the further information on corporate officers **p. 287 ff.**

The supervisory board regularly examines the efficiency of the work of the entire supervisory board and its committees. In 2024, it conducted an extensive efficiency review with external support. Questionnaires on all matters relating to the supervisory board were completed by all members, and individual interviews were conducted on their basis. The questions included the working and discussion culture, the number, duration, and format of supervisory board meetings, the quality of the documents provided for the meetings, the structure and working methods of the committees, the composition of the supervisory board, and

the key issues addressed by the supervisory board. The results of both parts of the efficiency review confirmed that the supervisory board can be considered a professional body that works effectively in all major respects. A particularly high assessment was accorded to the performance of oversight functions. The composition and structure of the supervisory board are still regarded as key strengths. To further enhance efficiency, on the basis of the evaluation of the results, measures were resolved and implemented during the year.

Directors' dealings

In accordance with article 19 paragraph 1 of the EU market abuse regulation (MAR), members of the executive board and supervisory board and persons closely associated with them (including spouses, partners who are equivalent to a spouse, and dependent children) are required to notify Evonik Industries AG and the Federal Financial Supervisory Authority (BaFin) of any transactions in shares or debt instruments of Evonik Industries AG, or derivatives, or other financial instruments linked thereto. This applies to transactions undertaken within a calendar year after a total value of €20,000 has been reached. The transactions notified are disclosed on the website of Evonik Industries AG.
https://evonik.finance/Directors-Dealings

7.2.4 Diversity at Evonik

Since Evonik Industries AG is a publicly listed company and is also subject to German codetermination legislation, the diversity requirements set forth in the German Stock Corporation Act (AktG) and the recommendations of the German Corporate Governance Code apply.

The statutory ratio of at least 30 percent women and at least 30 percent men applies for the composition of the supervisory board. The supervisory board meets this ratio: Alongside 13 men, it has seven female members, three of whom represent the shareholders, and four of whom represent the workforce. For the proportion of women on the executive board, the supervisory board has set a target of at least 25 percent (which is equivalent to one woman as the executive board currently has four members), with a deadline for achieving this of June 30, 2027. The executive board comprises two women and two men. The executive board therefore also meets the statutory requirement that an executive board with more than three members must include at least one woman and one man (section 76 paragraph 3a AktG). For the period from January 1, 2025 through December 31, 2026, the executive board set a target of 30 percent female managers at both the first and the second management level below the executive board. As of December 31, 2025, the proportion of female managers was 31.8 percent at the first management level and 32.9 percent at the second management level.

Diversity concept

The previous diversity requirements set out in the German Stock Corporation Act (AktG) and the German Corporate Governance Code for publicly listed corporations that are also classified as large stock corporations have been extended by the provisions of section 289f paragraph 2 no. 6 of the German Commercial Code (HGB). The diversity concept, which has to be described pursuant to this provision, and which has to be followed in appointments to the supervisory board and the executive board, comprises the following elements at Evonik Industries AG:

The diversity concept for Evonik's supervisory board comprises both the supervisory board's objectives for its composition and the profile for the skills and expertise of the supervisory board as a whole. Further details can be found in section 7.2.3 **p. 63 ff.** Most of the requirements contained in the supervisory board's diversity concept are already reflected in the supervisory board's objectives. These include rules on the age and gender of supervisory board members and on professional experience and knowledge of business administration and the chemical sector. These objectives have been supplemented by a profile that sets out the required skills and expertise and documents the extent to which they are met. The diversity concept is implemented by ensuring that the proposals put to the shareholders' meeting for the election of supervisory board members reflect the objectives and the profile. The present composition of the supervisory board meets all requirements of the diversity concept. The supervisory board, executive committee, and executive board together ensure long-term succession planning for appointments to the executive board. Structured talent management and targeted executive development form the basis for filling executive board positions from within the company where possible. The principles of succession planning are agreed with the executive committee, and the chairman of the executive board and the chairman of the supervisory board regularly discuss potential candidates. The chairman of the supervisory board informs the executive committee or the full supervisory board of the status of succession planning, as necessary. The basis for this includes the diversity concept for the executive board. Alongside the target of 25 percent female members outlined above, it sets a maximum age of 68 years for members of the executive board. In addition to this age limit, when selecting suitable candidates for the executive board, the supervisory board ensures a suitable mixture of ages to ensure long-term succession planning. Further, as a global chemicals company, when making appointments to the executive board, Evonik pays attention to ensuring that at least one member has knowledge of the area of human resources, one has knowledge of finance and accounting, and one has knowledge of the chemical sector. In addition, at least one member of the executive board should have international professional experience. The present composition of the executive board fully meets the requirements set by the diversity concept.

7.3 Shareholders and the shareholders' meeting

The shareholders exercise their rights at the shareholders' meeting. The shareholders' meeting elects the auditor and the shareholder representatives on the supervisory board and resolves on the ratification of the actions of members of the executive board and supervisory board, the distribution of the profit, capital

transactions, and amendments to the articles of incorporation. The shares are registered shares. Shareholders who are entered in the register of shareholders are eligible to attend the shareholders' meeting and exercise their voting rights, providing they register in good time to attend the meeting. The shareholders may exercise their voting rights at the shareholders' meeting in person, through a proxy of their choice or through a proxy appointed by the company. Each share entitles the holder to one vote.

7.4 Information on accounting and auditing of the financial statements

Evonik Industries AG prepares its annual financial statements in accordance with the German Commercial Code (HGB) and the German Stock Corporation Act (AktG). The consolidated financial statements are prepared on the basis of the International Financial Reporting Standards (IFRS), as adopted for use in the EU. In addition, the applicable statutory provisions of section 315e paragraph 1 of the German Commercial Code (HGB) are taken into account. The consolidated financial statements are also published in the European Single Electronic Format (ESEF). As proposed by the supervisory board, the annual shareholders' meeting on May 28, 2025 elected KPMG AG Wirtschaftsprüfungsgesellschaft (KPMG), Berlin, as auditor for the annual financial statements of Evonik Industries AG, the consolidated financial statements of the Evonik Group, and the combined management report for fiscal 2025. The supervisory board previously ascertained the independence of the auditor. The auditors that sign the audit of the annual financial statements of Evonik Industries AG and the consolidated financial statements of the Evonik Group are Dr. Thorsten Hain (since fiscal 2021) and Dr. Kathryn Ackermann (since fiscal 2021). The statutory audit also comprised audits of the risk identification system in accordance with section 317 paragraph 4 of the German Commercial Code (HGB), the report on relations with affiliated companies within the meaning of section 313 of the German Stock Corporation Act (AktG), and the electronic reporting format pursuant to section 317 paragraph 3a HGB. Based on the resolution of May 28, 2025, KPMG also reviewed the half year financial report in fiscal 2025.

7.5 Internal control system and risk management

Evonik's internal control system (ICS) covers the entire organization and is designed to safeguard the functioning and cost-efficiency of business processes, the reliability of business information, protect assets, and ensure compliance with regulations. A defined procedure involving those responsible for the organization-wide end-to-end processes and the risk coordinators prevents the occurrence of systematic process and organizational risks in all areas of the organization.

In close alignment with Risk Management, all units within the Evonik Group assess whether the controls that are in place ensure an appropriate and effective control system. To support the identification of process risks, in collaboration with the process owners, Risk Management draws up a risk control matrix for material process and organizational risks. Processes are categorized uniformly using the Evonik Process House's end-to-end processes. The units perform a self-assessment to check for process and organizational risks and evaluate whether they could interfere with the effectiveness of Evonik's ICS. The organizational units are responsible for performing and documenting the process controls. The risk control matrix is regularly reviewed and updated or optimized by the end-to-end process experts.

Oversight of the internal control system is based on three elements: Risk Management, Group Audit, and external auditors. As part of the annual risk inventory, all risk coordinators are required to check the correct identification of process risks and the performance of process controls. This is documented by the risk coordinators on a randomized basis. Risk Management also checks that random sampling is performed by the individual organizational units. Group Audit evaluates the appropriateness and efficacy of the ICS and the risk management system (RMS) on the basis of these checks, which are selected using a risk-oriented planning approach. The Evonik Group's RMS, including the ICS relating to the accounting process, is described in chapter 5. Opportunity and risk report in the combined management report **p. 42 ff.** The audits performed by Group Audit in 2025 did not identify any systematic weaknesses in the ICS or the RMS. There are no indications that the ICS and RMS are not, in all material respects, appropriate and effective.

7.6 Remuneration

The principles of the remuneration system and the remuneration of the members of the executive board and the supervisory board are outlined in the remuneration report **www.evonik.finance/remuneration-report.** To meet the content requirements for the declaration on corporate governance pursuant to section 289f paragraph 2 no. 1a of the German Commercial Code (HGB), the remuneration system (section 87a paragraph 1 and paragraph 2 sentence 1 of the German Stock Corporation Act [AktG]) and the remuneration resolution (section 113 paragraph 3 AktG) are published on the website of Evonik Industries AG at **www.evonik.finance/remunerationsystem-executiveboard** and **www.evonik.finance/remunerationsystem-supervisoryboard.** In addition, the remuneration report and the auditor's report can be viewed at **www.evonik.finance/remuneration-report.**

8 TAKEOVER-RELEVANT INFORMATION

Each share entitles the holder to one vote. Employees have acquired shares in the company through employee share programs.

Evonik Industries AG is a contracting partner in agreements that are contingent upon a change of control resulting from a takeover bid.

Information pursuant to sections 289a and 315a of the German Commercial Code (HGB) and explanatory report by the executive board pursuant to section 176 paragraph 1 of the German Stock Corporation Act (AktG)

Structure of issued capital
The capital stock of Evonik Industries AG is €466,000,000 and is divided into 466,000,000 no-par registered shares. Each share entitles the holder to one vote. Under section 5 paragraph 2 of the articles of incorporation, shareholders do not have any claim to the issue of certificates for their shares unless the issue of a certificate is required by the rules of a stock exchange on which the share has been admitted for trading. There are no different share classes, nor any shares with special rights.

Restrictions on voting rights or the transfer of shares
In connection with Evonik's employee share programs, there are restrictions on the ability of participating employees to dispose of their shares for a certain time period. In particular, they are required to hold their shares in each case until the end of the next-but-one calendar year after the year of allocation. The executive board is not aware of any other restrictions on voting rights or the transfer of shares.

Direct and indirect shareholdings that exceed 10 percent of the voting rights
Under the German Securities Trading Act (WpHG), every shareholder whose voting rights in the company reach, exceed, or drop below a certain level, whether through the purchase or sale of shares or in any other way, must notify the company and the Federal Financial Supervisory Authority (BaFin). Under section 33 paragraph 1 of the German Securities Trading Act, the relevant thresholds are 3, 5, 10, 15, 20, 25, 30, 50, and 75 percent of the voting rights. Changes in voting rights between these thresholds are not subject to notification under the German Securities Trading Act, so the following data may differ from more recent overviews of the shareholder structure. In compliance with section 160 paragraph 1 no. 8 of the German Stock Corporation Act (AktG), the notes to the financial statements of Evonik Industries AG contain an overview of all voting rights notifications submitted to the company pursuant to section 33 of the German Securities Trading Act.

Under section 289a sentence 1 no. 3 and section 315a sentence 1 no. 3 of the German Commercial Code (HGB), all direct and indirect shareholdings exceeding 10 percent of the voting rights must be declared. As of December 31, 2025, the executive board had only received notification of one direct shareholding exceeding 10 percent of the voting rights—from RAG-Stiftung, Essen (Germany). The executive board is not aware of any further direct or indirect holdings in the company's capital stock that exceed 10 percent of the voting rights.

Method of exercising oversight through voting rights in the event of employee shareholdings
Employees can become shareholders in the company through employee share programs. Instead of exercising their rights of oversight themselves, employees who hold shares in the company's capital may transfer these rights to an employee shareholder association, which acts in their interests. As of the reporting date, 236,219 voting rights had been transferred to the employee shareholder association.

Appointment and dismissal of executive board members, amendments to the articles of incorporation
The appointment and dismissal of members of the executive board of Evonik Industries AG is governed by section 84 of the German Stock Corporation Act (AktG) and section 31 of the German Codetermination Act (MitbestG), in conjunction with section 6 of the company's articles of incorporation. Section 6 of the articles of incorporation states that the executive board should comprise at least two members. Further, the supervisory board is responsible for determining the number of members.

Changes to the articles of incorporation are normally resolved by the annual shareholders' meeting. Section 20 paragraph 2 of the articles of incorporation states that, unless mandatory legal provisions require otherwise, resolutions shall be adopted by a simple majority of the votes cast and—unless, besides a majority of the votes, a majority of the capital is required by law—by a simple majority of the capital stock represented. Under section 11 paragraph 7 of the articles of incorporation, the supervisory board is authorized to resolve on amendments to the articles of incorporation, provided they are only editorial. A simple majority vote is sufficient.

Authorization of the executive board, especially to issue and repurchase shares
Pursuant to a resolution of the shareholders' meeting of June 4, 2024, the executive board is authorized until June 3, 2029, subject to the approval of the supervisory board, to purchase up to 10 percent of the company's capital stock. Together with other

shares in the company, which the company has already acquired or still owns, or which are attributable to it pursuant to sections 71d and 71e of the German Stock Corporation Act (AktG), the shares acquired under this authorization may not, at any time, exceed 10 percent of the capital stock. Shares in the company may not be purchased for trading purposes. Subject to the principle of equal treatment (section 53a AktG), the purchase may take place via the stock exchange or via a public offer to all shareholders for the purchase or exchange of shares. In the latter case, notwithstanding the exclusion of tender rights permitted in specific circumstances, the principle of equal treatment (section 53a AktG) must also be taken into account. The resolution adopted by the annual shareholders' meeting on August 31, 2020 authorizing the executive board to buy back shares in the company was rescinded.

The annual shareholders' meeting on May 25, 2022 adopted an amendment to section 4 paragraph 6 of the articles of incorporation authorizing the executive board until May 24, 2027, subject to the approval of the supervisory board, to increase the company's capital stock by up to €116,500,000 (authorized capital 2022). This authorization may be exercised through one or more issuances. The new shares may be issued against cash and/or contributions in kind. The executive board is authorized, subject to the approval of the supervisory board, to exclude shareholders' statutory subscription rights when issuing new shares in the following cases:

- capital increases against contributions in kind
- if the capital increase is against cash and the proportionate share of the capital stock attributable to the new shares does not exceed 10 percent of the capital stock, and the issue price of the new shares is not significantly below the stock market price of shares already listed on the stock exchange
- to exclude fractional amounts arising from the subscription ratio
- insofar as is necessary to grant holders and/or creditors of warrants and/or conversion rights or obligors of warrant and/or conversion obligations subscription rights to new shares to the extent that they would be entitled to them after exercise of their warrants and/or conversion rights or fulfillment of their warrant and/or conversion obligations
- to grant shares to employees (employee stock), provided that the new shares for which subscription rights are excluded do not, in aggregate, account for a proportionate share of the capital stock in excess of 1 percent
- for the execution of a scrip dividend

The proportionate amount of the capital stock attributable to the shares for which subscription rights are excluded, together with the proportionate amount of the capital stock attributable to treasury stock or to conversion and/or warrant rights or obligations arising from debt instruments, which are sold or issued after May 25, 2022 under exclusion of subscription rights, may not exceed 20 percent of the capital stock. If the sale or issue takes place in application—analogously or mutatis mutandis—of section 186 paragraph 3 sentence 4 of the German Stock Corporation Act (AktG), this shall also be deemed to constitute an exclusion of subscription rights.

The executive board is authorized, subject to the approval of the supervisory board, to define further details of capital increases out of the authorized capital 2022. The authorized capital has not yet been utilized.

In connection with the authorization of May 25, 2022 to issue convertible and/or warrant bonds with a nominal value of up to €1.25 billion up to May 24, 2027, the capital stock is conditionally increased by a further €37,280,000 (conditional capital 2022). The conditional capital increase will only be conducted insofar as holders or creditors of warrant or conversion rights or obligors of warrant or conversion obligations arising from warrant bonds and/or convertible bonds issued or guaranteed on the basis of the authorization resolved at the annual shareholders' meeting of May 25, 2022, exercise their warrants or conversion rights or, insofar as they have an obligation to exercise the warrants or conversion obligations, meet the obligation to exercise the warrant or conversion obligations, and other forms of settlement are not used. The new shares are entitled to a dividend from the start of the fiscal year in which they are issued.

Significant agreements concluded by the company that are contingent upon a change of control resulting from a takeover bid

Evonik Industries AG is a contracting party in the following agreements that are contingent upon a change of control resulting from a takeover bid. This is deemed to have occurred if a person (apart from RAG-Stiftung or a (direct or indirect) subsidiary of RAG-Stiftung) or persons acting in a concerted manner within the meaning of section 30 paragraph 2 of the German Securities Acquisition and Takeover Act (WpÜG) directly or indirectly acquire(s) more than 50 percent of the voting rights in Evonik Industries AG.

- In 2022, the company agreed a €1.75 billion syndicated credit facility with its core banks; this had not been drawn as of December 31, 2025. In the event of a change of control resulting from a takeover bid, these banks could withdraw the credit facility.
- The company has bilateral credit facilities totaling €550 million with five core banks ("the lenders") for general funding of working capital, which had not been drawn as of December 31, 2025. Furthermore, in 2024, the company agreed a €500 million credit line with the European Investment Bank. As of December 31, 2025, €250 million of this had been drawn. In the event of a change of control resulting from a takeover bid, these banks could withdraw the respective credit facility.
- The company has a debt issuance program to place bonds with a total volume of up to €5 billion. By December 31, 2025, three bonds with a total nominal value of €1.75 billion had been issued under this program. The issue conditions contain a change-of-control clause. In the event of a change of control resulting from a takeover bid and a deterioration in the credit rating of Evonik Industries AG to non-investment grade within 90 days as a result of such change of control, the bondholders have the right to demand redemption of the bonds at nominal value plus accrued interest.
- The company issued a €500 million green hybrid bond in 2021. A nominal amount of €328 million was redeemed in 2025, so as of December 31, 2025 only a nominal amount of €172 million was still outstanding. In 2025, the company issued a further €500 million green hybrid bond. If there is a change of control and if, within a defined change-of-control period, the rating agencies withdraw all ratings previously assigned to the company or downgrade them to non-investment grade, Evonik Industries AG has the right to redeem the bonds within a defined period. If the bonds are not redeemed, the interest rate applicable for interest payments on the bonds will be increased by 5 percentage points p.a.

Agreements on payment of compensation by the company to members of the executive board or other employees in the event of a change of control

Change-of-control clauses are only agreed with members of the executive board in connection with long-term remuneration. A change of control is defined as cases when another company obtains control of Evonik Industries AG as defined in the German Securities Acquisition and Takeover Act (WpÜG), or there is a material change in the company's shareholders as a result of a merger or comparable reorganization or business combination. In such cases, the long-term remuneration due to the eligible employees is calculated immediately on a pro rata basis, i.e., based on the period between the grant date and the change of control relative to the total four-year performance period, and paid into their salary account with their next regular salary payment.

SUSTAINABILITY REPORT[1]

LEADING PORTFOLIO – SUSTAINABLE IMPACT

[1] The disclosures in the following chapters are not covered by the statutory audit, but were reviewed in the context of a separate assurance engagement.

9

GENERAL INFORMATION

At Evonik, our goal is to make life better for present and future generations. Our sustainable corporate strategy is an expression of this aspiration, including ambitious targets and an understanding of how to translate sustainability into profitability.

Material topics

- **Portfolio transformation**

- Mitigating climate change
- Green energy
- Water management
- Biodiversity
- Circular economy
- Product stewardship

- Attractiveness as an employer/ employee satisfaction
- Diversity and equal opportunity
- Occupational health and safety

- Responsible corporate governance/ human rights
- Responsibility within the supply chain
- Cybersecurity

Top
5%
Gold status from EcoVadis, placing Evonik in the top 5 percent of companies evaluated

13
material sustainability topics for Evonik

48%
Proportion of sales from Next Generation Solutions

Key messages at a glance: General information

- **Sustainability targets systematically pursued as part of our corporate strategy**
- **Issuance of third and fourth green bond**
- **New production facilities for aluminum oxide and alkoxides commissioned to expand our Next Generation Solutions**
- **Enhanced assessment of sustainability opportunities and risks bolsters our resilience**

9.1 About this sustainability report

Sustainability report 2025

ESRS 2 BP-1

This is the 18th full sustainability report published by Evonik and the second sustainability report in compliance with the European Sustainability Reporting Standards (ESRS). This year, our sustainability report corresponds to the combined non-financial statement. The report covers the period from January 1 to December 31, 2025, except where otherwise indicated.

Our goal is to provide our stakeholders with a transparent and objective picture of our sustainability performance. With a view to ensuring the consistency of reporting and our perceived stakeholder expectations, we have retained the basic structure for presenting Evonik's sustainable transformation and our holistic approaches. The outcomes of our double materiality assessment

ESRS 2 SBM-3

Guidance: Allocation of the chapters in the financial and sustainability report to the ESRS topical standards T23

ESRS topical standard	Chapter with key focus	Chapter with further disclosures[a]
ESRS 1 General requirements	Basis for all chapters in the sustainability report	
ESRS 2 General disclosures	**9. General information**	**1. Basic information on the Evonik Group** 1.1 Business model **5. Opportunity and risk report**
E1 Climate change	**10. Environmental information** 10.1 Mitigating climate change 10.2 Green energy	
E2 Pollution	**10. Environmental information** 10.6 Product stewardship	**11. Social information** 11.3 Occupational health and safety
E3 Water and marine resources	**10. Environmental information** 10.3 Water management	
E4 Biodiversity and ecosystems	**10. Environmental information** 10.4 Biodiversity	
E5 Resource use and circular economy	**10. Environmental information** 10.5 Circular economy	
S1 Own workforce	**11. Social information** 11.1 Attractiveness as an employer/employee satisfaction 11.2 Diversity and equal opportunity 11.3 Occupational health and safety	**12. Governance information** 12.1 Responsible corporate governance/ human rights
S2 Workers in the value chain	**12. Governance information** 12.2 Responsibility within the supply chain	**12. Governance information** 12.1 Responsible corporate governance/ human rights
S3 Affected communities	not material	
S4 Consumers and end-users	not material	
G1 Business conduct	**12. Governance information** 12.1 Responsible corporate governance/ human rights	**12. Governance information** 12.2 Responsibility within the supply chain
Entity-specific disclosures	**9. General information** 9.3 Portfolio transformation **12. Governance information** 12.3 Cybersecurity	

[a] This list serves as guidance and makes no claim to completeness. Other references are contained in the respective chapters.

define the direction and scope of our sustainability reporting at the aggregate level of material sustainability topics (see chapter 9.5 Materiality assessment p. 91 ff.). Allocation of our material topics to the topical ESRS is shown in the "Guidance" table T23 p. 77. The detailed index of disclosure requirements can be found in the annex to this sustainability report. In addition, we publish a GRI[1] and an SASB[2] index on our website.[3]

In the report, we identify ESRS disclosure requirements as follows: ESRS 2 BP-1.

We describe the minimum disclosure requirements for the MDR-P policies in the respective "Strategy and management" section, with additional detailed information provided in context in the "Actions" section. In the "Actions" and "Progress in 2025" sections, we disclose information in relation to MDR-A and in the "Targets" section information in relation to MDR-T. We have applied MDR-M to our metrics as shown in the "Metrics" section. These minimum disclosure requirements are not specifically identified within the report.

Basis for preparation

ESRS 2 BP-1, ESRS 2 BP-2

This sustainability report was prepared at consolidated level. The scope of consolidation is generally the same as that used to prepare Evonik Industries AG's IFRS consolidated financial statements. Alongside Evonik Industries AG, all material German and foreign subsidiaries directly or indirectly controlled by Evonik Industries AG are included. For the purposes of sustainability reporting, an assessment of the material impacts, risks, and opportunities (IROs[4]) was conducted for the entire Evonik Group, taking all subsidiaries into consideration. Wherever mandatory supplemental disclosures on specific environmental issues were required, associates, joint ventures, joint operations, other financial investments, and sites and production facilities not controlled by Evonik and hence not consolidated were analyzed to determine whether Evonik exercises operational control over them. This was not the case, meaning that the group of companies included in the consolidated financial statements corresponds to the group of companies included in sustainability reporting. No entities were excluded from the scope of consolidation for financial reporting for the sustainability report.

The sustainability report covers the Evonik Group's upstream and downstream value chain (see chapter 1.1 Business model p. 11 ff.) as follows:

- With regard to the assessment of material IROs, the upstream and downstream value chain was included through the sustainability analysis of the business activities, opportunity and risk management, the whistleblower system, and the evaluation of the business model.
- The group's strategies, actions, and targets affect its value chain in the following areas: sustainability analysis of business and related analytical methods, Evonik Carbon Footprint, circular economy, product stewardship, human rights compliance risk analysis, and responsibility within the supply chain.
- Data on the upstream and downstream value chain are included in the following input disclosures: quantifying the handprint of selected Next Generation Solutions, Evonik Carbon Footprint, whistleblower system, proportion of renewable raw materials, and validated suppliers.

The option to omit specific information corresponding to intellectual property, know-how, or the results of innovation was used in the following cases: operating expenditure in research and development to increase the proportion of Next Generation Solutions.

The exemption relating to the disclosure of impending developments or matters in the course of negotiation was not used.

Throughout the report, we provide the audited prior-year values for comparison. Information regarding any changes in methodology or adjustments of prior-year figures is provided on the relevant page.

As a general rule, Evonik applies the definitions of time horizons set out in ESRS 1. When analyzing our opportunities and risks in chapter 9.6 Opportunity and risk management p. 97 ff. and

[1] GRI = Global Reporting Initiative.
[2] SASB = Sustainability Accounting Standards Board.
[3] https://www.evonik.com/en/sustainability.html
[4] IROs = Impacts, risks, and opportunities.

chapter 9.7 Targets and significant actions p. 101 ff., we use data from our medium-term planning, which covers a period of up to three years from the end of the reporting period. The long-term horizon follows on directly from that time horizon and applies to a period of over three years. This means we depart from the definitions of the ESRS time horizons for these aspects.

Indirect sources (such as sector average data or other approximations used to calculate the Evonik Carbon Footprint) are explained in the relevant input disclosures for the value chain. We disclose assumptions and estimates, such as those for the Scope 3 calculation, in the relevant sections.

Uncertainties in the determination of inputs and monetary amounts arise especially in the case of data collected only once a year, in the extrapolation of data using a fast-close approach, and in making estimates. Additionally, all forward-looking information is by nature subject to uncertainty.

Relevant data on personnel and social indicators are largely collected via the global SAP HR information system. We use a structured, qualitative global process to obtain supplementary information. The global reporting date for the supplementary HR data was September 30, 2025. Solely the number of hours of continuing professional development was extrapolated for a twelve-month period.

The ecological data in this report comprise emissions and consumption figures for 98 production sites in 27 countries. Occupational safety data were recorded for additional locations (mainly sites exclusively engaged in administrative activities). Data collection, data analysis, and reporting are done using the environmental and incident management module of our global ESTER software (Evonik Standard Tool ESHQ[1] and Reporting). The reporting date for the environmental metrics is in each case December 31. The fast-close approach is still used only for Scope 3 emissions, except for category 3 (energy-related activities [not included in Scope 1 and Scope 2]) and category 5 (disposal and recycling of waste). The data for the full year are extrapolated on the basis of the first three quarters. We also apply the fast-close approach to some aspects of calculating the raw materials used, as described in chapter 10.5 Circular economy p. 130 ff.

The superabsorbents business was sold to the International Chemical Investors Group as of August 31, 2024. The relevant data for 2024 were recorded separately as of this reporting date.

All reporting units are clearly assigned to an organizational and business unit as well as coded using their geographical data. The key data in this report are rounded in line with standard commercial practice. In some cases, this may mean that individual values do not add up exactly to the totals given, and percentages are not an exact reflection of the values stated.

The following information was incorporated by reference into the sustainability report:

References T24

ESRS disclosure requirement at the data point level	Location of the reference in the sustainability report	Source referred to
ESRS 2 SBM-1 40 a i ESRS 2 SBM-1 40 a ii ESRS 2 SBM-1 42 ESRS 2 SBM-1 42 c	Chapter 9. General information p. 76 ff.	Chapter 1.1 Business model p. 11 ff.
ESRS 2 GOV-5 36	Chapter 9. General information p. 76 ff.	Chapter 5. Opportunity and risk report p. 42 ff.

[1] ESHQ = Environment, Safety, Health & Quality.

The non-financial key performance indicators are described in chapters 1.2 Principles and objectives p. 14 f. and 1.3 Business management systems p. 16.

Further information provided on websites is not part of this sustainability report and is identified by a .

Internal controls over sustainability reporting

ESRS 2 GOV-5

The process of sustainability reporting, as with financial reporting, is part of the processes/organization risk category of the risk management system in the Evonik Group (see chapter 5. Opportunity and risk report p. 42 ff.). Risks in this category arise primarily from process deficiencies. The basis for safeguarding against process-related risks is the ESRS Group Reporting Manual, which sets out the principles for sustainability reporting in the Evonik Group on the basis of ESRS requirements. In addition, there are a large number of procedural instructions governing the collection of data in the various spheres of responsibility.

Preparation of the sustainability report is part of the process of preparing the financial report. This means it is integrated into existing mechanisms for allocating responsibilities, implementing the dual control principle, and monitoring schedules. Furthermore, specific controls were implemented to ensure the accuracy and completeness of the ESRS sustainability reporting. These are subsequently reviewed and optimized on a regular basis. In addition to data validation in connection with the annual reporting process, our environmental data are subject to in-house performance analyses, benchmarks, internal and external audits, and oversight by various authorities during the year.

Disclosures relating to Evonik Industries AG

Evonik Industries AG is the parent company of the Evonik Group. It serves as the management holding company, defining the concepts and rules to be applied worldwide and monitoring their compliance. We have applied the ESRS in preparing our combined non-financial statement. The disclosures relating to the parent company were prepared without application of a framework. All the aspects described here apply equally to Evonik Industries AG and the Evonik Group. Data are recorded worldwide for the purposes of management and monitoring. For this reason, there is a clear focus on group metrics. There are few metrics that reasonably apply to Evonik Industries AG because it does not operate any production sites of its own.

Metrics relating to Evonik Industries AG T25

	2024	2025
Employees (reporting date: December 31)	2,417	2,654
Proportion of women in total headcount in %	47.4	45.2
Proportion of women in management functions in %	35.7	36.0
Total turnover in %	5.2	5.8
Average length of service in years	17.2	16.7

External assurance

To ensure that this report is up to date, we have included all relevant data available to us as of the editorial deadline on February 26, 2026.

All information is subject to a limited assurance engagement by KPMG AG Wirtschaftsprüfungsgesellschaft. The independent practitioner's limited assurance report is reproduced under "Supplementary information" p. 277 ff.

9.2 Sustainability at Evonik

ESRS 2 SBM-1

Evonik's aspiration is to create sustainable, value-added solutions for its customers. That promise is expressed in our purpose: **Leading beyond chemistry to improve life, today and tomorrow.** We lead beyond chemistry by networking competencies, perspectives, and partners. We describe our business model, our products, markets, and customer groups as well as Evonik's strategy in the financial section of the management report (see chapter 1. Basic information on the Evonik Group p. 10 ff.). Data on our employee structure can be found in chapter 11.1 in the table T50 "Employees by region, contractual status, and full-time/part-time working" p. 150).

Economic challenges and geopolitical crises have become part of our everyday lives. We do not see this as a reason to reduce our commitment to greater sustainability. On the contrary, we regard our sustainability management as a key cornerstone when it comes to safeguarding and extending both Evonik's resilience to geopolitical crises and our market success on a lasting basis. Our sustainable corporate strategy makes a significant contribution to this with ambitious goals and management tools that help us translate transformation requirements into profitable growth. The strategy comprises the following elements:

- Giving sustainability a firm place in our market proposition and purpose
- Integrating sustainability into our strategic management process
- Increasing the proportion of attractive growth businesses in our portfolio with a clear focus on sustainability (see "Portfolio transformation")
- Foresighted resource management with ambitious environmental targets, including systematically considering the impact of our business along the value chain, as well as taking account of the Sustainable Development Goals (SDGs)
- Selective improvement of our sustainability reporting

As part of **Next Generation Evonik,** sustainability is an integral component of key core processes such as portfolio and innovation management, production and technology, as well as human resources work. This strategic integration paves the way for us to meet our promise to be an enabler of sustainability in a wide range of markets and walks of life.

In view of the transformation requirements made on our business activities, we draw a distinction between market-driven, asset-related, and human resources impact drivers. Accordingly, our sustainable corporate strategy is focused on three core processes: **Next Generation Solutions** with the sustainability analysis of our business (market perspective), **Next Generation Technologies** with the Evonik Carbon Footprint (asset perspective), and **Next Generation Culture** involving all levels of our HR work (human resources perspective). ESRS 2 SBM-3

We have hence set ourselves strategic sustainability targets. These relate, on the one hand, to the transformation of our portfolio, where we aim to increase the proportion of sales from Next Generation Solutions to over 50 percent by 2030. Viewed long-term, we aim to keep the proportion of sales generated with products that are classified as Challenged (see category "Challenged", chapter 9.3 Portfolio transformation p. 84 ff.) as a result of changes in market conditions, consumer behavior, rising reference levels, or tighter regulation to below 5 percent. On the other, we have pursued our climate strategy for the period 2021 through 2030 in keeping with our commitments to the Science Based Targets initiative (SBTi).[1] Selective investment in Next Generation Technologies will contribute to our target of reducing Scope 1 and 2 emissions by 25 percent between 2021 and 2030. We aim to reduce our Scope 3 emissions by around 11 percent by 2030[2] (see chapter 10.1 Mitigating climate change p. 111 ff.).

To meet these targets, we intend to invest more than €3 billion in the growth of our Next Generation Solutions between 2022 and 2030. These are products and solutions whose sustainability profile is above—or even significantly above—the market reference level. In the same period, we aim to invest €700 million in Next Generation Technologies. These are notably actions at production plants as well as infrastructure that are geared to reaching the goal of further reducing our CO_2 emissions. The aim of Next Generation Culture is to firmly embed sustainability at all levels of the human resources process—from recruiting through vocational training and continuing professional development to including sustainability metrics in remuneration systems. Through these three Next Generation Evonik building blocks, we are harnessing our agility to the full in order to create a business model that balances economic, ecological, and social aspects, thereby strengthening our resilience (see chapter 9.7 Targets and significant actions p. 101 ff.). ESRS 2 SBM-3

Our sustainability strategy is likewise the basis for our Green Finance Framework. In 2025, Evonik successfully issued its third and fourth green bonds—a senior bond in January and a hybrid bond in September, each with a nominal value of €500 million.

[1] https://sciencebasedtargets.org/companies-taking-action#dashboard
[2] Exact target: 11.07 percent.

The proceeds from the two bond issues will be allocated in accordance with our Green Finance Framework, with a particular focus on investments to expand our Next Generation Solutions and Next Generation Technologies.[1] ESRS E1-3

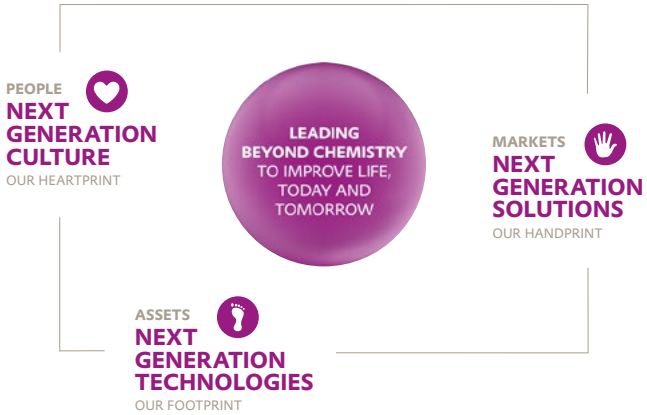
In order to manage Evonik's business development with a view to non-financial performance indicators, we need high-quality sustainability data. Alongside ESTER, our global ESHQ software for systematically capturing environmental data, our sustainability data management program—which we are gradually expanding to include additional sustainability-related management and reporting data—makes an important contribution here. Our ESRS reporting and our overview of Evonik's sustainability metrics contribute to enhancing transparency and the ability to rapidly retrieve data.[2]

Five key messages about sustainability at Evonik and what sustainability means for our company and our stakeholders.

1 **Our purpose**
We aspire to create sustainable, value-added solutions for our customers. That pledge is expressed in our purpose: **Leading beyond chemistry to improve life, today and tomorrow.** We lead beyond chemistry by networking competencies, perspectives, and partners.

2 **Next Generation Evonik**
We have integrated sustainability comprehensively into our corporate strategy—from research and development through portfolio management to our corporate culture. The core process is the sustainability analysis of our business. Research and development play a key role in the ongoing transformation of our portfolio.

Sustainability is the backbone of our purpose and our strategy C26



3 **Next Generation Solutions (handprint)**
We already generate 48 percent of our sales with products and solutions that have a positive sustainability profile. We aim to increase the proportion of sales generated with these Next Generation Solutions to over 50 percent by 2030.

4 **Next Generation Technologies (footprint)**
Evonik supports the objectives of the Paris Agreement on Climate Change. This is underscored by our commitment to the Science Based Targets initiative (SBTi). Between 2021 and 2030, we aim to reduce our Scope 1 and 2 emissions by 25 percent. For the reduction in our Scope 3 emissions, we are committed to a target of 11 percent.[3] Our targets have been validated by the SBTi and are aligned with the SBTi target level of "well below 2°C".

5 **Next Generation Culture (heartprint)**
We integrate sustainability into our human resources processes at all levels, from recruitment through vocational training and continuing professional development to engagement programs and remuneration.

Resources and value contributions

ESRS 2 SBM-1

Extensive transparency and sound analyses are our response to the growing interest in sustainability shown by our stakeholders. We take into account ecological, social, and economic effects to ensure a holistic assessment of our sustainability performance. Alongside potential future opportunities and risks for our business, we highlight the cost/benefit effects of Evonik's activities for society. We see this as an important contribution to the acceptance by society of new technologies and industrial production. The chart C27 "Resources and value contributions of Evonik in 2025" p. 83 provides an overview of how we create value for society.

In addition to its core business of manufacturing chemicals, Evonik is active in the fossil fuels sector. This accounted for sales of €590 million in 2025 (2024: €552 million), which mainly related to the sale of natural gas as well as electricity and steam from our highly efficient gas-fired power plants.

[1] https://www.evonik.com/en/investor-relations/bonds-rating/green-finance.html
[2] https://www.evonik.com/en/sustainability.html
[3] Exact target: 11.07 percent.

Resources and value contributed by Evonik in 2025[a]

C27

Input

Financial capital

- €6,006 million (€6,450 million) Property, plant and equipment
- €772 million (€816 million) Capital expenditures

Productive capital

- €9.8 billion (€10.5 billion) Procurement volume
- 98 (104) Production sites worldwide

Intellectual capital

- approx. 21,300 (approx. 21,400) Patents held

Human capital

- 31,053 (31,930) Employees
- €84.0 million (€75.3 million) Spending on vocational training and CPD

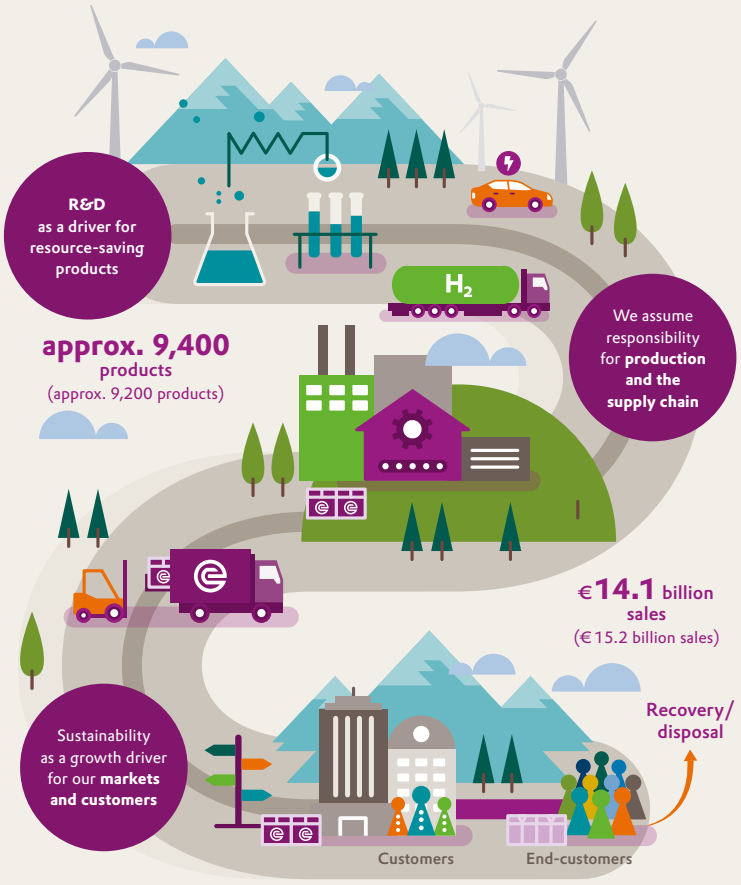
Social capital

- approx. 31,400 (approx. 32,000) Customers
- approx. 33,000 (approx. 33,000) Suppliers

Natural capital

- 13.88 terawatt hours (15.62 terawatt hours)[d] Net Energy input
- approx. 427 million m³ (approx. 430 million m³) Water intake

Our business



SDGs of particular relevance for Evonik

Output

Financial capital

- €1.9 billion (€2.1 billion) Adjusted EBITDA
- €695 million (€873 million) Free cash flow

Productive capital

- 6.0 million metric tons (7.3 million metric tons) Production output
- 48% (45%) Sales from Next Generation Solutions

Intellectual capital

- 246 (223) New patents

Human capital

- 5.3% (1.7%) Early employee turnover
- 2.1 hours (1.7 hours) Average learning time in Workday Learning

Social capital

- 86% (87%)[b] Suppliers evaluated[c]
- approx. 830 memberships (900 memberships) in industrial associations (Evonik and subsidiaries)

Natural capital

- 4.35 million metric tons (5.04 million metric tons) CO_2 emissions (Scopes 1 and 2)
- 9 million m³ (18 million m³)[d] Water consumption[e]

[a] Prior-year figures in brackets.
[b] Correction of an editorial error.
[c] TfS assessments of suppliers where annual procurement volume is > €100 thousand.
[d] Prior-year figure restated, see chapter 10. Environmental information p. 109 ff.
[e] For further details, see chart **C47** "Evonik's water data 2025" p. 124.

9.3 Portfolio transformation

ESRS 2 SBM-1, ESRS 2 SBM-3

Strategy and management

"Portfolio transformation" is one of the material topics from our double materiality assessment. By transforming our portfolio, we want to make Evonik even more resilient and gain access to **new, high-growth business opportunities.** At the same time, **our innovative products and technologies improve our customers' sustainability performance,** and we aim to use them **to strengthen customer loyalty.** Evonik has integrated sustainability into the strategic management process. A key tool for the strategic management and development of our portfolio is the sustainability analysis of our business. This gives us important insights into the quality of our portfolio, from determining the proportion of sales generated by our Next Generation Solutions to showing which products we classify as Transitioner or Challenged. We apply the industry standard[1] of the World Business Council for Sustainable Development (WBCSD), which takes account of the continuously expanding level of ambition in the markets. These are shaped by a dynamic competitive environment with shifting customer needs, new technologies, and rising regulatory requirements. A **change in consumer behavior could lead to a drop in Evonik's sales.** In the Custom Solutions and Advanced Technologies segments, **we are extending our product portfolio and specifically increasing sales with Next Generation Solutions.** Our sustainability analysis enables us to incorporate such factors into our strategic management process involving the executive board. In this way, we ensure that sustainability aspects play a direct and effective role in the management of our operating businesses.

In our view, one of Evonik's particular strengths is its close working partnership with customers. Most are industrial companies that use our products for further processing. The innovative solutions and technologies provided by our businesses offer important additional benefits for our customers compared with competitors in their end-markets. We cooperate with a broad spectrum of industrial partners to encourage the transformation to greater sustainability in our supply chains and end-markets.

Evonik strives to be integrated into customers' value chains wherever possible. This enables us to align our research and development, production, marketing, and distribution workflows closely with customer requirements. We also seek extensive contact with our stakeholders to enable the timely identification of relevant developments and help us understand their market impact. We use a wide range of internal analyses, training programs, and sales tools to increase our customer focus and the customer benefits of our offering. Notably research and development alliances help us address new market trends, mitigate technological and commercial risks, and enhance the market penetration of sustainable solutions.

Additionally, sustainability is closely integrated into the management of our innovation portfolio. In our innovation activities, the sustainability analysis of our business supports the selective optimization of business-related processes and products as well as the **further development of new business models.** Our innovation strategy focuses to an even greater extent on the most relevant sustainability trends in our business. The three innovation growth engines Advance Precision Biosolutions, Accelerate Energy Transition, and Enable Circular Economy are geared to high-growth Next Generation Solutions. Our innovative contributions to the transformation of many areas of application include novel membrane technologies, state-of-the art biosurfactants, and advanced catalyst recycling. Evonik also gains access to innovative technology and new business options through its corporate venture capital activities (see chapter 4. Research and development p. 38 ff.).

Targets

- Increase the proportion of sales generated with Next Generation Solutions to >50 percent by 2030
- Proportion of sales from Challenged products should be permanently <5 percent
- Generate €1.5 billion in additional sales from innovation growth engines by 2032

We aim to increase the proportion of sales generated by our Next Generation Solutions to over 50 percent by 2030. The proportion of the portfolio accounted for by Next Generation Solutions is part of the long-term incentive (see chapter 9.8, section "Performance-linked remuneration of senior management"). Viewed long-term, we intend to keep the proportion of sales generated with products that are classified as Challenged as a result of changes in market conditions, consumer behavior, rising reference levels, or tighter regulation to below 5 percent (see chapter 9.2 Sustainability at Evonik p. 81 ff.). Compared with 2023, we want to generate additional sales of €1.5 billion from the three innovation growth engines Advance Precision Biosolutions, Accelerate Energy Transition, and Enable Circular Economy by 2032.

Actions

We aim to achieve this, on the one hand, through the ongoing development of existing Next Generation Solutions. And, on the other, by aligning our research and development in order to generate additional sales with new Next Generation Solutions. At the same time, we are reducing the proportion of sales from products classified as Transitioner or Challenged through selective reformulation of chemical compositions or withdrawal from specific businesses.

[1] Chemical Industry Methodology for Portfolio Sustainability Assessments (PSA).

Continuous sustainability analysis of our businesses is the key tool for the strategic management and ongoing development of our portfolio. The methodology is based on the chemical industry standard for portfolio analysis. Extensive evaluation of these sustainability signals in all three dimensions of sustainability—economic, ecological, and social—provides insights for the foresighted management of individual products as well as entire business lines. The analysis findings are used in our strategic management process.

Sustainability analysis of our businesses: Methodology

The market signals identified by Evonik as significant form the core of our sustainability analysis. These include anticipated regulatory trends such as those relating to chemical safety along the value chain, ecological and social performance compared with alternative solutions, and major sustainability ambitions in our markets. The evaluation is aligned with the WBCSD framework. This lets us take account of different market signals in the various end-markets for our business.

The unit of evaluation is defined through a differentiated assessment of the relevant products in specific product-application-region combinations (PARCs). For each PARC, we also evaluate the sustainability performance of the products during their usage phase. This evaluation starts with a qualitative expert assessment that is then gradually refined and quantified using life cycle assessments. We dynamically extend the PARC approach to include new requirements, for example, in the areas of circularity and product stewardship. The sustainability analysis of our business provides us with timely signals in case key Evonik products or services are subject to prohibitions in certain markets. This is currently not the case. The chart **C28** "Sustainability analysis of our business: methodology" **p. 86** visualizes our approach.

Analysis of the measurability of sustainability **T26**

Type of analysis	Questions addressed
Sustainability analysis of our business	What are the strengths and weaknesses of the products in our portfolio with regard to sustainability requirements? (inside-out perspective and outside-in perspective)
Life cycle assessments	What are the environmental impacts of our products due to their production (cradle-to-gate) or including their application by our customers (cradle-to-grave)? (inside-out perspective)
Value chain analysis	What are the opportunities and risks associated with our products from a stakeholder perspective in their own value chains? (outside-in perspective)
Earnings per carbon emitted	How resilient is our business when it comes to carbon prices? (outside-in perspective)
Analysis for identifying sustainable development goals relevant to the group	Which products and solutions for our customers address the challenges facing society? How do we contribute to meeting the 17 SDGs? (inside-out perspective)

The assessment of all the PARCs analyzed is used in a structured overall evaluation of the sustainability performance of our portfolio, resulting in allocation to the performance categories "Leader" (A++), "Driver" (A+), "Performer" (B), "Transitioner" (C–), or "Challenged" (C––). We refer to products and solutions allocated to the categories "Leader" (A++) and "Driver" (A+) as Next Generation Solutions. These have attractive growth rates and stand out positively in their markets because of their clear sustainability benefits.

Life cycle assessments

Life cycle assessments are a focal area of our sustainability analysis. In 2025, we had the automated process for generating life cycle assessments certified by TÜV Rheinland. The findings are used for selective improvement of the product carbon footprint at our sites worldwide.

Value chain analysis

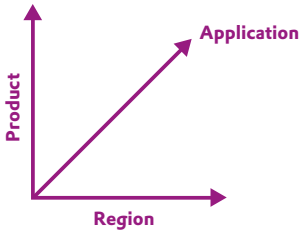
We involve the product managers of our businesses in the sustainability analysis of our business, enabling us to analyze the potential opportunities and risks of the relevant value chains. That includes disruptive factors observed in their markets, for example, as a result of shifting customer requirements or increased regulation. This is how we derive strategic recommendations for action on short- and long-term developments.

Sustainability analysis of our businesses: Methodology

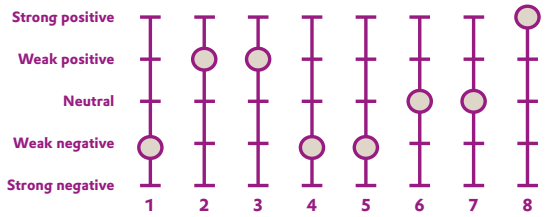
C28

I Defining objectives, scope, and processes

II Defining assessment segments



III Detecting market signals

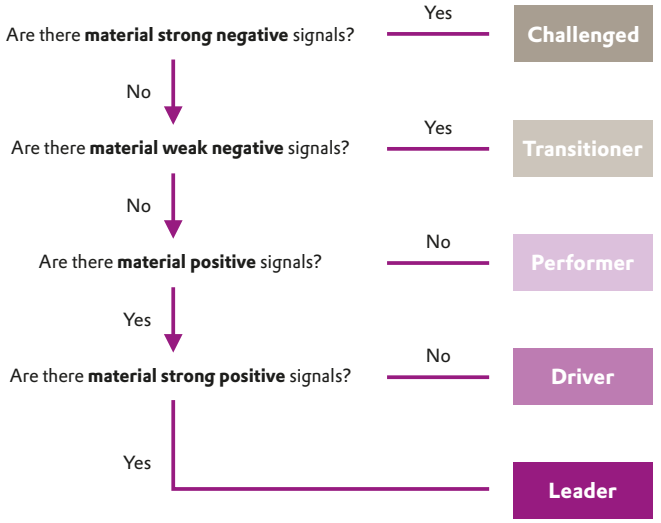


Market signals[a]

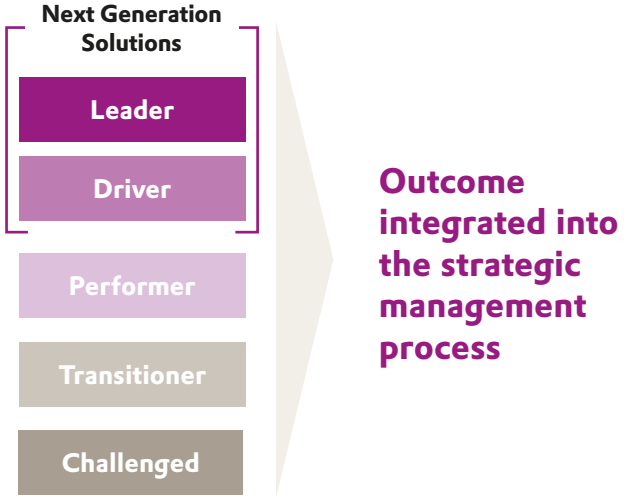
1 **Chemical hazard and exposure across the life cycle**
2 **Regulatory trends and global conventions**
3 **Sustainability ambitions along the value chain**
4 **Ecolabels, certification, and standards**
5 **Relative environmental and social performance**
6 Contribution to ecological and social value creation
7 Contribution to the SDGs
8 Internal guidelines and objectives

[a] Signal categories 1–5 are compulsory for the evaluation of the PARCs (product-application-region combinations); categories 6–8 are optional (additional evaluations).

IV Categorizing the portfolio



V Reporting and using the results



Integration of sustainability and financial information
We are selectively refining the management of our business and working on integrating sustainability and financial information. We have reported the metric of earnings per carbon emitted (EPCE), which we use to correlate our adjusted EBITDA with our Scope 1 and 2 emissions, since 2024. This ensures transparency by benchmarking, enabling us to use this metric in assessing investments and carbon prices, for example.

Progress in 2025

As part of our strategic transformation, Evonik is targeting green growth and sustainability to drive innovation. This includes our battery technology solutions for e-mobility. Evonik's first aluminum oxide facility in Asia, which focuses on specialty solutions for lithium-ion battery technologies, started production at the Yokkaichi site in Japan in the fiscal year. AEROXIDE®, an aluminum oxide for ultra-thin separator coatings for next-generation lithium-ion batteries, increases the range of electric vehicles. It also improves safety and speeds up battery charging as well as extending battery life and facilitating higher energy density.

Evonik completed its alkoxide production facility in Singapore in the fiscal year. Alkoxides are primarily used in the production of biodiesel fuels as well as for synthesis applications in the pharmaceutical and agricultural industries. Looking ahead, alkoxides are likely to play a greater role in the circular economy through their use in the chemical recycling of PET plastics (see chapter 10.5 Circular economy p. 130 ff.). The aim of this cutting-edge facility with its energy-efficient and sustainable production processes is to help customers reduce their carbon footprint (see chapter 10.1 Mitigating climate change p. 111 ff.). We describe the details of the investment projects in chapter 2.5 Segment performance p. 25 ff.

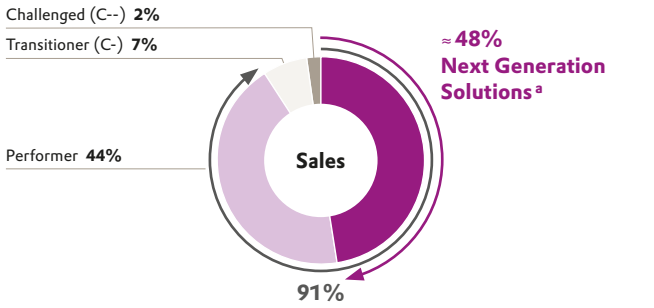
Metrics

2025 findings

In 2025, we examined 518 PARCs (2024: 532 PARCs), covering the total sales generated by Evonik with chemicals in the fiscal year. The slight decline in the number of PARCs compared with the previous year is due to portfolio adjustments and divestments. The following are the most important findings:

- Evonik generated 91 percent of sales with products and solutions whose sustainability performance was at least in line with the market reference level (Leader, Driver, and Performer). The figure for 2024 was likewise 91 percent.
- Forty-eight percent of Evonik's sales came from Next Generation Solutions. These are products and solutions with a positive sustainability profile that is above—or even well above—the market reference level (Leader and Driver categories). In 2024, the proportion was 45 percent. The percentage increase compared with 2024 resulted both from a higher number of sales relating to various Next Generation Solutions and from the sale of the superabsorbents business, which included a disproportionately small number of Next Generation Solutions.
- Slightly negative market signals were identified for 7 percent of sales (Transitioner category), while clearly negative signals were identified for 2 percent (Challenged category) (2024: also 7 percent Transitioner, 2 percent Challenged). We are addressing these in dialogue with our customers and suppliers through innovation or active portfolio management.

Portfolio overview C29



[a] Next Generation Solutions comprise products and solutions in the Leader and Driver categories.

In 2025, the additional sales generated by the three innovation growth engines—Advance Precision Biosolutions, Accelerate Energy Transition, and Enable Circular Economy—amounted to around €0.1 billion compared with 2023.

The EPCE of Evonik's portfolio in the reporting period was €431/metric ton of CO_2eq[1] (2024: €408/metric ton of CO_2eq).

Quantifying the handprint of selected Evonik Next Generation Solutions

Evonik markets a range of products whose use has a positive sustainability profile (handprint) compared with conventional alternatives. We use the metric of CO_2eq savings in the usage phase to quantify this effect. The savings are generated over the life cycle of the applications produced with the quantities of Evonik products sold. The calculation employs an in-house handprint evaluation methodology based on the new Guidance on Avoided

[1] CO_2 equivalents.

Emissions published by the WBCSD in 2025.[1] Both primary data for Evonik products and secondary data such as information from life cycle databases and market studies of reference products and their applications are used for calculation purposes. The assumptions for quantifying the sustainability impacts of our products during their usage phase are examined specifically by way of sensitivity analyses.

A total of seven product applications were analyzed in the reporting period.[2] The data used and the data quality are documented for both the Evonik product application and the reference product application for each example and are published on our website.[3] Our calculations show that, in 2025, application of the seven products analyzed—with which we generated sales of €1.5 billion—avoided greenhouse gas emissions of 44 million metric tons of CO_2eq (2024: 50 million metric tons of CO_2eq with sales of €1.5 billion generated by ten products). Since examples of other products were included in 2025, a direct comparison with the previous year is not meaningful.

UN Sustainable Development Goals of relevance for Evonik

ESRS E3-1

The Sustainable Development Goals (SDGs) provide guidance on actively aligning our current business activities with overarching development paths. Evonik supports implementing the SDGs and has been intensively examining its own positive and negative contributions for a number of years. Examples of the positive contributions made by our products and solutions to implementing the SDGs can be found on our website.[4] At the same time, we have devised a methodology to identify the SDGs that are of special relevance to the Evonik Group. This approach includes the 169 sub-targets of the 17 SDGs. An SDG is particularly relevant for us if there is a significant positive or negative influence on or by Evonik. To this end, we use a multi-step process to examine and weight key criteria such as sales, earnings contribution, and inclusion in our growth or innovation engines. The evaluation additionally includes the expectations of internal and external stakeholders. The SDGs of particular relevance for Evonik are:

SDGs of particular relevance for Evonik C30

In 2025, 58 percent of sales from our chemicals businesses (2024: approx. 55 percent) contributed to SDGs 3, 6, 12, and 13, which are of particular relevance from the viewpoint of the Evonik Group.

[1] https://www.evonik.com/content/dam/evonik/documents/Handprint%20methodology%20Avoided%20Emissions%202025.pdf.coredownload.pdf
[2] "Green" tire technology, amino acids for animal nutrition, additives for hydraulic fluids, the hydrogen-peroxide-to-propylene-oxide process, POLYVEST® for tires with lower rolling resistance, metal oxides for lithium-ion batteries, and Rohacell® for lightweight materials.
[3] https://www.evonik.com/en/sustainability.html
[4] https://www.evonik.com/en/sustainability/Sustainable-Development-Goals.html

9.4 Stakeholder engagement

Engaging with our stakeholders

ESRS 2 SBM-2

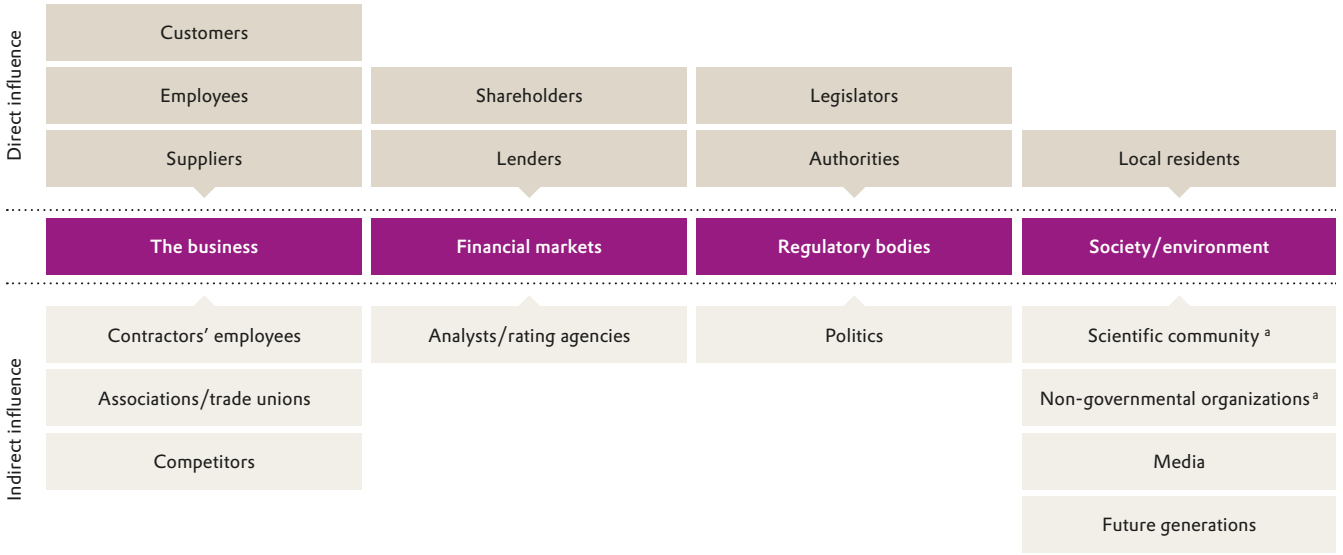
We firmly believe that only companies that act responsibly, enjoy people's trust, and are open to continuous improvement will be successful. This includes listening very carefully to how we are perceived by our stakeholders. In this way, we aim to counteract any potential lack of trust on the part of our key stakeholders—such as customers, suppliers, and shareholders.

Dialogue with our stakeholders is important as it gives us a better understanding of different perspectives and lets us regularly review our own positions. It enhances our insights into present and future societal challenges. In addition, we harness our stakeholder engagement to improve our grasp of how new market trends and developments may impact our business. This makes it easier for us to pinpoint potential opportunities and risks at an early stage and position Evonik more resiliently. We use the following criteria to define and prioritize our stakeholder groups:

- Type of influence (direct, indirect)
- Impact cluster (for instance, business, financial market)
- Characterization (for example, customers, employees, suppliers)

The following chart shows the stakeholder groups of relevance to Evonik and their influence on our company.

Stakeholder groups and their influence on Evonik C31



a We indirectly include nature as a silent stakeholder via data from NGOs and the scientific community.

Our dialogue with stakeholders is a continuous process—both in the operating business and at group level—and includes a wide range of topics and events. We use stakeholder-specific communication channels, including in-person or virtual meetings, site visits, our sustainability reporting, the Evonik website, and social media. Our whistleblower system provides a protected channel for reporting legal violations within the company (see chapter 12.1, section "Evonik's whistleblower system" p. 169 f.). Additionally, employees have the opportunity to participate in town hall meetings and staff meetings. We also conduct customer, supplier, and employee surveys.

Each year, our dialogue with stakeholders takes place through a wide range of topics and events (see chart C32 "Stakeholder engagement 2025" p. 90). Our executive board plays an active role in stakeholder engagement by attending events such as our annual shareholders' meeting, investor meetings, site visits, and town hall meetings. We share the insights gained within the company. These flow into the relevant processes, such as the sustainability analysis of our business and the materiality assessment. Our approach to engaging with our stakeholders includes involving Evonik's regions. In general, we take care to achieve the widest possible coverage of operational, political, social, and community perspectives, and also regularly hold a stakeholder conference.

Stakeholder engagement in 2025[a]

C32

	Most important material topics[b]	Examples of stakeholder engagement
CUSTOMERS **Effect:** Close dialogue with our customers to better understand market requirements; cooperative relationships to develop sustainable, innovative solutions; supporting our customers toward achievement of their sustainability targets	• Portfolio transformation • Mitigating climate change • Circular economy • Product stewardship • Responsible corporate governance/human rights • Responsibility within the supply chain • Cybersecurity	• Workshops on sustainable ammonia as well as on CO_2 and circularity roadmaps with manufacturers in the automotive industry • Dialogue with customers on carbon-reduced PA12 and circularity through the use of mechanically recycled products, including production trials • Dialogue on renewable energies and the coverage of life cycle assessments with a leading paint and coatings manufacturer
EMPLOYEES **Effect:** Transfer of knowledge; enhanced awareness of sustainability; development of skills for the application of sustainability principles in products, processes, and purchasing	• Portfolio transformation • Mitigating climate change • Attractiveness as an employer/ employee satisfaction • Diversity and equal opportunity • Occupational health and safety • Responsible corporate governance/human rights	• Works/employee meeting • Regular employee satisfaction survey • Internal training on topics such as long-term opportunities and risks, life cycle assessments, and mass balance methods • Best practices at Evonik Sustainability Roundtable • Evonik learning sessions • In-house social media communities • Civic education project "MUTausbruch" for apprentices
SUPPLIERS **Effect:** Improved sustainability and transparency of the supply chain; promotion of sustainable solutions in procurement and production; development of strategic partnerships along the value chain	• Portfolio transformation • Mitigating climate change • Circular economy • Responsible corporate governance/human rights • Responsibility within the supply chain	• Dialogue with strategic suppliers on topics such as product carbon footprint, supplier management, and data transfer • Partnership on green hydrogen at the Delfzijl site (Netherlands)
SHAREHOLDERS **Effect:** Transparent and efficient communication with shareholders; improved trust in corporate governance and strategy	• Portfolio transformation • Mitigating climate change • Green energy • Biodiversity • Circular economy • Product stewardship • Responsible corporate governance/human rights • Cybersecurity	• Virtual shareholders' meeting • Capital Markets Day • Roadshows, conferences such as Bernstein and Kepler Cheuvreux • Dialogue with individual investors and investor associations on governance and sustainability topics (e.g. Investor Initiative on Hazardous Chemicals)

	Most important material topics[b]	Examples of stakeholder engagement
LEGISLATORS **Effect:** Communication of key company positions and perception as a constructive partner for sustainable industrial policy; consideration of Evonik's positions in policy processes	• Mitigating climate change • Green energy • Water management • Biodiversity • Circular economy • Product stewardship • Diversity and equal opportunity • Occupational health and safety • Responsible corporate governance/human rights • Responsibility within the supply chain • Cybersecurity	• Dialogue and exchange with German and European politicians, including participation in European Commission CEO meetings and the North-Rhine Westphalia industry summit • Site visits by German and European politicians, including the German Vice Chancellor (Wesseling) and the Federal Minister for the Environment (Marl) • Exchange with United States representatives through participation in the ACC[d] and NAM[e] meetings (both held in Washington D. C.) • Opening of new production facilities in Yokkaichi (Japan) attended by public officials
AUTHORITIES **Effect:** Regulatory compliance ensured; constructive cooperation for safe production operations	• Mitigating climate change • Water management • Product stewardship • Diversity and equal opportunity • Responsible corporate governance/human rights • Cybersecurity	• Annual meeting with regulatory authorities • Meetings with regulatory authorities, including to discuss incident investigations and the outcomes • Dialogue with the Federal Waterways and Shipping Agency and the construction industry regarding the acceleration of infrastructure projects • Participation in a study on improving regulatory coherence in the chemicals industry[f]
LOCAL RESIDENTS[c] **Effect:** Promotion of sociopolitical engagement and social responsibility; sparking scientific interest	• Mitigating climate change • Green energy • Water management • Biodiversity • Attractiveness as an employer/ employee satisfaction • Occupational health and safety • Responsible corporate governance/human rights	• Supporting local projects and activities to promote democracy (in Wesseling, among other locations); international anti-racism weeks • Environmental education and social responsibility in Barra do Riacho (Brazil) • Open training day (Marl, Rheinfelden); workshops for children, including "Young Spirit" and "Your Future MINT"
LENDERS **Effect:** Transparent communication of corporate strategy and sustainability targets; enhanced trust in long-term orientation and ESG performance	• Portfolio transformation • Mitigating climate change • Green energy • Water management • Biodiversity • Circular economy • Product stewardship • Responsible corporate governance/human rights	• Continuous dialogue on sustainability topics • Investor meetings, including on the green bond and green hybrid bond

[a] Only includes stakeholder groups with a direct influence. | [b] Most important material topics for stakeholders from Evonik's perspective, see chart **C33** "Materiality assessment process" **p. 91.** | [c] Around Evonik sites. | [d] ACC = American Chemistry Council.
[e] NAM = National Association of Manufacturers. | f "Improving regulatory coherence as a means of reducing bureaucracy: case study of a company in the chemicals industry" commissioned by the Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety.

9.5 Materiality assessment

Procedure used for the materiality assessment

ESRS 2 IRO-1

We evaluated actual and potential positive and negative impacts of our business on our area of activity (inside-out perspective) and the impact of external factors on our business activities (outside-in perspective). Our double materiality assessment comprises five steps:

1 Analysis/description of Evonik's environment

First, we examined Evonik's business environment, including the upstream and downstream value chain. This was aimed at supporting the identification of current and potential positive/negative IROs. To this end, we took into account such aspects as our business model and Evonik's global operations, our sustainable corporate strategy, key performance indicators, and our communication with stakeholders.

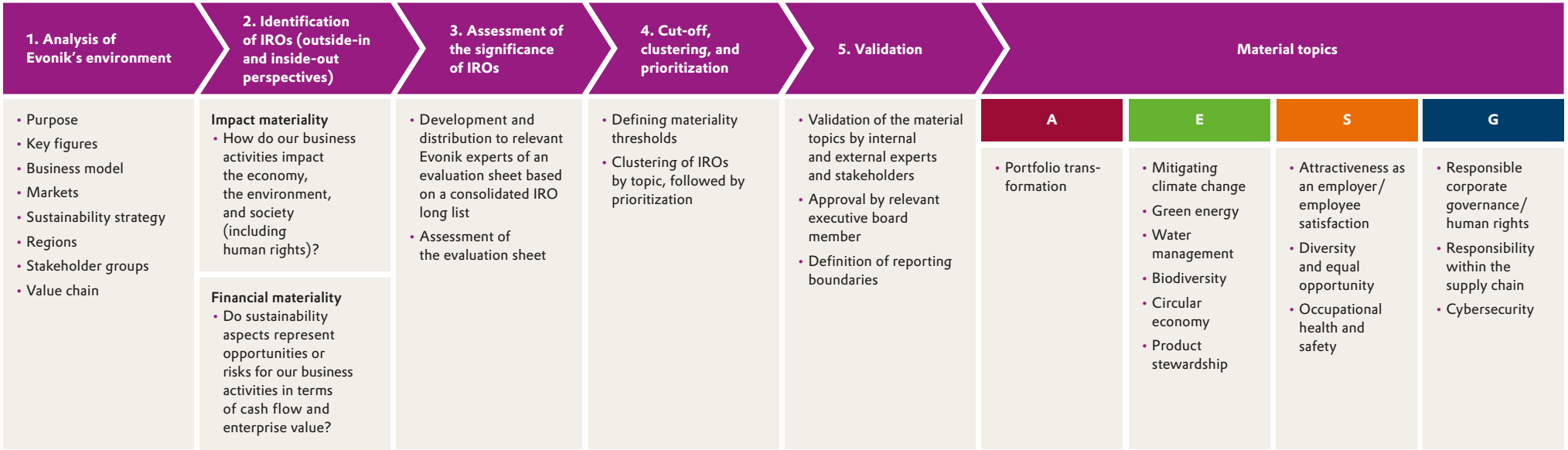
2 Identification of IROs

At its core, the second step involved identifying IROs. For this, we evaluated a wide range of internal and external data sources. Examples of internal sources included the sustainability analysis of our businesses, our risk management (see chapter 9.6 Opportunity and risk management p. 97 ff.), and our compliance, environment, and safety management systems. In addition, we considered aspects of the questionnaires for the sustainability rankings that are of relevance to us, such as those from MSCI and EcoVadis, as well as of reporting frameworks such as GRI, SASB, and TCFD[1]. Using this diversity of sources, we covered both the business and the stakeholder perspective. The IROs thus filtered out were determined in a gross analysis and are to be regarded as prior to formulating strategies or taking action. We combined the IROs on the long list into a consolidated long list.

3 Assessment of the significance of the IROs

Based on this consolidated long list, we generated an evaluation sheet to determine the impact materiality and financial materiality. This was assessed by internal experts who possess both an understanding of Evonik's business model

Materiality assessment process C33



[1] TCFD =Task Force on Climate-related Financial Disclosures.

and a close affinity to sustainability issues. When selecting these experts, we aimed for a well-balanced mix with regard to functions, regions, businesses, and age groups. The corporate functions ESHQ, Compliance, Human Resources, Innovation, Strategy, Investor Relations, Communications, Finance, Accounting, Controlling, and Sustainability were all involved, as well as Governmental Affairs and Procurement.

IROs were assessed using different criteria and scales. The impact materiality assessment was performed using the severity criteria defined in the ESRS (scale, scope, irremediability) and the likelihood of occurrence, with the latter relating solely to potential impacts. Financial materiality was assessed based on the ESRS and the implementation guidance published by EFRAG[1]. This involves assessing the likelihood of occurrence and potential scale of the impact in a single step according to a five-point scale from "minimal" = zero to "critical" = four[2].

The corporate functions involved served as proxies for stakeholders with direct or indirect influence on Evonik as well as for affected stakeholders and users of the sustainability statement. Stakeholder engagement took place notably in process steps two, three, and five: identification and assessment of the IROs and final validation of the material topics. Our more extensive analyses of opportunities and risks in relation to biodiversity, water, product stewardship as well as in our supply chain are based on the listed, data-based investigation methods and our stakeholder engagement described; as of today, they do not include any broader engagement of (potentially) affected parties or their representatives at the sites. ESRS E2.IRO-1, ESRS E4-3, ESRS E4.IRO-1

4 Cut-off, clustering, and prioritization

Analysis of the evaluation sheets led to four IRO rankings, subdivided into impact materiality and financial materiality—and further subdivided in each case into positive and negative IROs. Due to the significance (product of severity and likelihood of occurrence), we applied materiality thresholds for impact materiality. For financial materiality, we applied the materiality threshold of more than two recommended by EFRAG (classifications of "important", "significant", and "critical").

The result of this process step was the total amount of material IROs in the categories impact materiality and financial materiality. By clustering these IROs, we identified the material topics. These were then re-examined in light of company-specific and external conditions. As a result, "diversity and equal opportunity" was added as an additional topic in the prioritization process.

5 Validation of the material topics

We presented the findings of the materiality assessment, together with the underlying process and the methodological approach, to internal and external sustainability and financial experts who had not previously been involved in the evaluation. External validation was undertaken by representatives of industrial unions, industry associations, NGOs, sustainability consultancies, and the financial sector. The feedback we received generally confirmed our approach and prompted fine-tuning of the terminology for the material topics.

The final outcome, following the prioritization and validation steps, was a list of material topics. This list was then approved by the Evonik executive board member responsible for sustainability. This means that the focus of our reporting and the reporting boundaries are based on the sustainability topics derived from our materiality assessment.

Review of the materiality assessment

ESRS 2 IRO-1

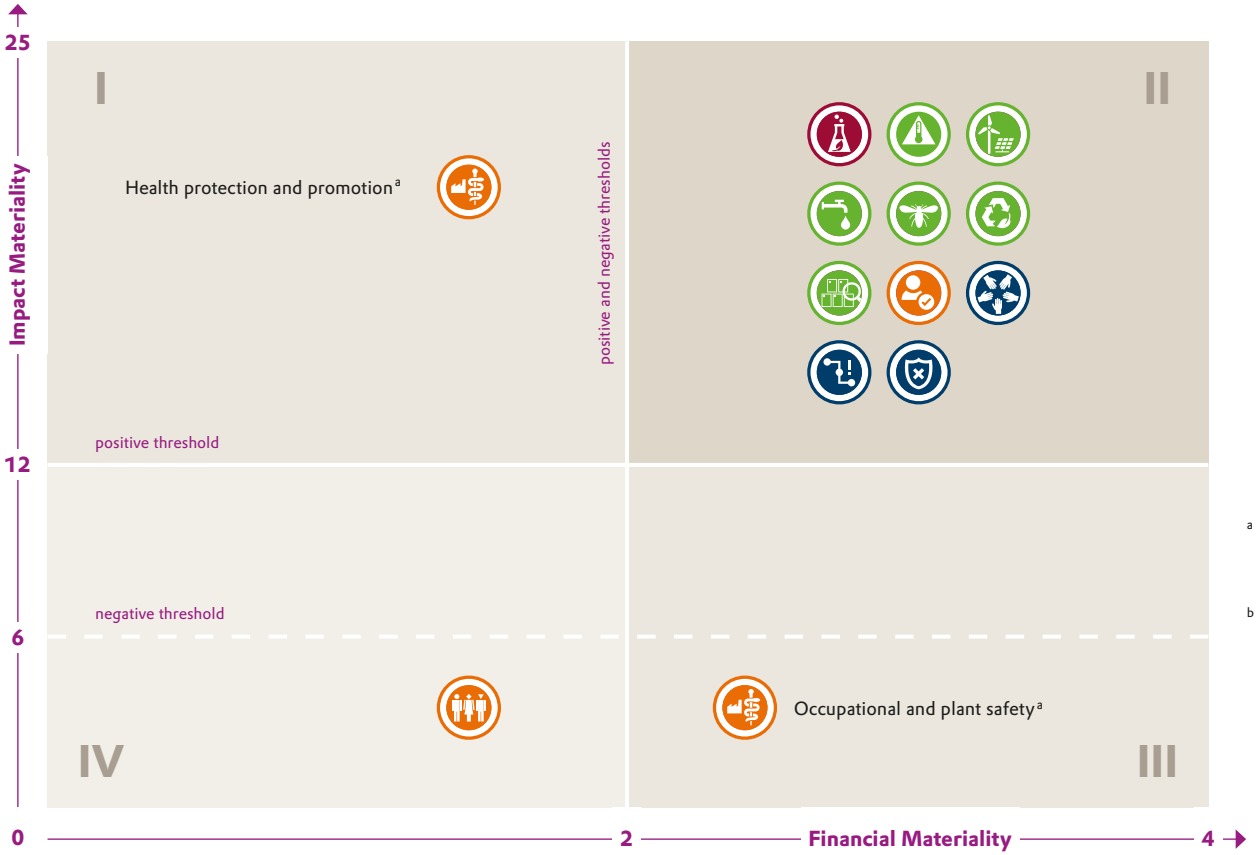
Each year, we review and update the findings of our double materiality assessment. If trigger events occur, such as significant acquisitions/divestments or modifications to the business model, we review the impacts, including changes in the scope of consolidation. Moreover, we incorporate any fundamentally new insights provided by our opportunity and risk management (see chapter 9.6 Opportunity and risk management p. 97 ff.).

In 2025, we again reviewed and validated the topicality and completeness of our material sustainability topics using a peer and media analysis. Changes to the scope of consolidation, as well as new findings from our opportunity and risk management, were reviewed; no such trigger events occurred. Based on our current understanding, Evonik's material sustainability topics, which are reflected in both the ESRS disclosures and the results of the materiality assessment, remain both complete and up to date. This means that the 13 material sustainability topics for Evonik remain unchanged (see chart C34 "Outcome of Evonik's materiality assessment" p. 93).

[1] EFRAG = European Financial Reporting Advisory Group.
[2] ESRG 1 = Double materiality conceptual guidelines for standard-setting (working paper), January 2022, page 19, paragraph 114.

Outcome of Evonik's materiality assessment

C34



- Portfolio transformation
- Mitigating climate change
- Green energy
- Water management
- Biodiversity
- Circular economy
- Product stewardship
- Attractiveness as an employer/ employee satisfaction
- Diversity and equal opportunity[b]
- Occupational health and safety[a]
- Responsible corporate governance/human rights
- Responsibility within the supply chain
- Cybersecurity

[a] Material topic consolidated in 2024, combining health protection and promotion with occupational and plant safety. The IROs for health protection and promotion fall in quadrant I; the IROs for occupational and plant safety fall in quadrant III.

[b] Added as a further material topic due to its significance for the Evonik Group.

In preparation for the expected transposition of the Corporate Sustainability Reporting Directive (CSRD) into German law, we provided the Transformation Committee of the Works Council, the employee representative body, with detailed information about the process and the outcomes of the materiality assessment and exchanged views on the planned scope of the report.

After assessing the materiality of the topical standards, we completed the review and definition of the materiality of the underlying data points on the basis of ESRS 1 Appendix E. For this purpose, we used available data and expert opinions from our specialist colleagues. We prepared two indices containing the findings (see "ESRS Index: Disclosure requirements covered" **p. 182 ff.** and "ESRS Index: Disclosure requirements under other EU legislation" **p. 185**). ESRS 2 IRO-2

The IROs aggregated into material topics that resulted from this process define the structure of our sustainability report 2025. We allocated these topics to the General information, Environmental information, Social information, and Governance information chapters stipulated in the ESRS.

The chart **C35** "IROs and material topics" **p. 95** shows the IROs allocated to the respective material topics as well as the positive/negative and actual/potential impacts of Evonik, whether these could give rise to a future opportunity or risk over the short, medium, or long term, the time horizon, and the focus in the value chain. We refined and, in some cases, updated the assessment of IROs with high impact materiality, whether potential or actual. ESRS 2 SBM-3

According to ESRS requirements, IROs must be assessed initially without countermeasures. Negative consequences may not be offset by positive ones. The effectiveness of the actions taken is detailed in the sustainability report, but not in the materiality assessment. However, these actions are important to understanding the IROs in the context of Evonik. That is why we describe the individual IROs, together with their relevance to the strategy and business model, in the management approaches in the respective chapters on the material topics, and **highlight the IROs there in the text.** We then describe the targets, actions, and specific progress in 2025 for the aggregated IROs related to the material topics.

IROs and material topics

C35

IRO	Focus of value chain[a]	Impact materiality > threshold	Impact type	Actual/ potential	Financial materiality > threshold	Op-portu-nity	Risk	Time horizon[b]	Material topic
Expansion of Evonik product portfolio to include sustainable products	U, G, D	x	Positive	Actual	x	x		S, M, L	**Portfolio transformation**
Access by Evonik to new business opportunities thanks to sustainable products and technologies	U, G, D	x	Positive	Actual	x	x		S, M, L	
Drop in Evonik's sales due to a change in consumer behavior	G, D	x	Negative	Potential	x		x	S, M, L	
Stronger loyalty among Evonik customers due to innovative products and technologies	D	x	Positive	Potential	x	x		S, M, L	
Improved customer sustainability performance due to the use of Evonik products	D	x	Positive	Actual	x	x		S, M, L	
Growth at Evonik due to the development of new business models	G, D	x	Positive	Potential	x	x		M, L	
Damage at Evonik caused by extreme weather events	U, G, D	x	Negative	Potential	x		x	S, M, L	**Mitigating climate change**
Lack of internal carbon pricing in Evonik's investment decisions	G	x	Negative	Potential	x		x	S, M, L	
Increase in CO_2 emissions by Evonik (incl. Scope 3)	U, G, D	x	Negative	Potential	x		x	S, M, L	
Increase in other emissions by Evonik	G	x	Negative	Potential	x		x	S, M, L	
Energy savings through the use of digitally controlled energy processes at Evonik	G	x	Positive	Actual	x	x		S, M, L	**Green energy**
Insufficient energy supply for production processes at Evonik	U, G	x	Negative	Potential	x		x	S, M, L	
Increased water consumption by Evonik in water stress areas	G	x	Negative	Potential			x	S, M, L	**Water management**
Production stoppages due to water shortages at Evonik sites in water stress areas	G	x	Negative	Potential	x		x	S, M, L	
Supply chain disruption and resultant production stoppages at Evonik caused by biodiversity loss and damaged ecosystems	U, G	x	Negative	Potential	x		x	L	**Biodiversity**
Loss of biodiversity on land and in the oceans, including microbial organisms	G	x	Negative	Potential	x		x	L	
Improved resource use by Evonik	G	x	Positive	Potential	x	x		S, M, L	**Circular economy**
Improved reliability of raw material supply for production processes at Evonik	U, G		Positive		x	x		S, M, L	
New business opportunities for Evonik thanks to growth of circular economy	U, G, D	x	Positive	Potential	x	x		S, M, L	
Increased proportion of renewable raw materials in production processes at Evonik	U, G	x	Positive	Potential	x	x		S, M, L	
Non-availability of renewable raw materials in production processes at Evonik	G	x	Negative	Potential	x		x	S, M, L	
Inadequate resource availability in Evonik's supply chain	U	x	Negative	Potential	x		x	S, M, L	
Future-proofing Evonik's product portfolio by replacing hazardous substances in the supply chain (upstream)	U, G		Positive		x	x		S, M, L	**Product stewardship**
Making Evonik's product portfolio more sustainable by providing alternative solutions for hazardous products (downstream)	G, D	x	Positive	Potential	x	x		S, M, L	
Damage to the environment and/or harm to human health caused by Evonik's products	G, D		Negative		x		x	S, M, L	

IROs and material topics (continued)

C35

IRO	Focus of value chain[a]	Impact materiality > threshold	Impact type	Actual/ potential	Financial materiality > threshold	Opportunity	Risk	Time horizon[b]	Material topic
Successful recruitment and retention of skilled personnel by Evonik	G		Positive		x	x		S, M, L	Attractiveness as an employer/ employee satisfaction
Vacant positions at Evonik due to the shortage of skilled workers	G	x	Negative	Potential	x		x	M, L	
Low productivity due to a lack of satisfaction among Evonik employees	G	x	Negative	Potential	x		x	S, M	
High turnover rate among new recruits at Evonik	G	x	Negative	Potential			x	S, M	
Increase in cases of discrimination at Evonik	G		Negative				x	S, M	Diversity and equal opportunity
Improved recruitment and retention thanks to diversity and equal opportunity at Evonik	G		Positive			x		M, L	
Damage to Evonik's production facilities resulting from inadequate in-house safety precautions	G		Negative		x		x	S, M, L	Occupational health and safety
Damage to Evonik's production facilities resulting from external influences (manipulation or terror attacks)	G		Negative		x		x	S, M, L	
Increase in fatal accidents involving Evonik employees	G		Negative		x		x	S, M, L	
Release of hazardous chemicals (hazardous substances) into the environment by Evonik	G		Negative		x		x	S, M, L	
Water pollution at Evonik's sites in water stress areas	G		Negative		x		x	S, M, L	
Lack of work-life balance among Evonik employees	G	x	Negative	Potential			x	S, M, L	
High rates of sickness-related absences at Evonik	G	x	Negative	Potential			x	S, M	
Increase in stress-related illness and mental health issues among Evonik employees	G	x	Negative	Potential			x	S, M, L	
Human rights violations (especially child and/or forced labor) by Evonik	G		Negative		x		x	S, M	Responsible corporate governance/ human rights
Compliance violations by Evonik (e.g., bribery and corruption, antitrust violations, money laundering, tax violations)	G		Negative		x		x	S, M, L	
Compliance violations by Evonik suppliers (e.g., bribery and corruption, antitrust violations, money laundering, tax violations)	U	x	Negative	Potential			x	S, M	
Lack of transparency in Evonik's value chain	U, G	x	Negative	Potential			x	S, M, L	Responsibility within the supply chain
Environmental violations by Evonik suppliers	U	x	Negative	Potential			x	S, M, L	
Human rights violations (especially child and/or forced labor) in Evonik's supply chain	U	x	Negative	Potential	x		x	S, M, L	
Loss of customer data at Evonik	G, D	x	Negative	Potential	x		x	S, M, L	Cybersecurity
Loss of Evonik's intellectual property	G	x	Negative	Potential	x		x	S, M, L	
Loss of business at Evonik due to cybersecurity risks	U, G, D	x	Negative	Potential	x		x	S, M, L	

[a] U = upstream; G = gate-to-gate); D = downstream. | [b] S = short-term (up to 1 year); M = medium-term (1 to 5 years); L = long-term (more than 5 years).

9.6 Opportunity and risk management

ESRS 2 IRO-1

Since it operates globally, Evonik is exposed to a range of influences along the entire value chain that may be either opportunities or risks. There are three elements to managing sustainability risks:

1. Risk management in compliance with the COSO framework (Committee of Sponsoring Organizations of the Treadway Commission): This identifies net opportunities and risks (after factoring in actions) that represent a positive or negative deviation from the present business plan or the medium-term plan over a three-year period. Both sustainability-related opportunities and risks that materialize within this period as well as extreme risks (long-term risk scenarios) are taken into account.

2. A long-term risk analysis based on the frameworks issued by the Task Force on Climate-related Financial Disclosures (TCFD, merged into the IFRS International Sustainability Standards Board, ISSB, in 2024) and the Taskforce on Nature-related Financial Disclosures (TNFD): This determines and evaluates long-term opportunities and risks using prescribed categories for defined scenarios. The scenarios are based on externally prescribed climate scenarios.

3. Sustainability aspects as an additional risk assessment criterion for capital expenditures for property, plant and equipment that exceed €25 million.

Our risk management in compliance with the COSO framework takes a multidisciplinary approach. Early identification and evaluation of potential opportunities and risks is part of our extensive opportunity and risk management. This takes into account financial and non-financial opportunities and risks—for example, in relation to occupational safety, process safety, product stewardship, health protection, and climate change. These insights are applied in our materiality assessment process (see chapter 9.5 Materiality assessment p. 91 ff.).

Our established risk management system methodically captures and monitors both quantifiable and non-quantifiable risks in the current fiscal year and the medium-term period. Risk reporting is the starting point and result of our continuous risk management process. Risk coordinators ensure that internal and external risks are identified and reported by their organizational unit (identification). Risk assessment uses clear and uniform criteria to allow classification and prioritization (see chapter 5.1 Opportunity and risk management p. 43 f.). The financial impact of a risk or opportunity is calculated as the net effect on adjusted EBITDA. The actions selected to manage risks are designed to limit the likely damage caused by the risk factors and/or their probability of occurrence (controlling). Progress of the actions implemented and the development of risks are tracked over time (monitoring). Monitoring ends only when a risk actually occurs, becomes obsolete, or is reduced to an insignificant level. All units are required to update their opportunity and risk reports on a quarterly basis. Ad-hoc risks must be reported without delay also outside the defined reporting intervals (reporting).

The multidisciplinary risk management process at Evonik C36

Examination of extreme risks

We continuously align our risk management system with new requirements. In accordance with German audit standard IDW PS 340, we also examine extreme risks. Alongside identifying opportunities and risks for extrapolation and planning purposes, we also consider long-term scenarios. In light of the increasing frequency of extreme weather events due to climate change, we have developed contingency plans for some of the sites at risk (e.g., the early shutdown of plants) in order to avoid or reduce

consequential damage to production facilities. Extreme risks are incidents that could cause a crisis—for instance, major fires, cyberattacks, or the collapse of supply chains. There is a very low probability that these risks will occur, but their impact on our business would be extensive and they could jeopardize the affected company's status as a going concern.

Identifying sustainability opportunities and risks within conventional risk management

Identifying sustainability opportunities and risks within conventional risk management and monitoring the actions taken are organized on a decentralized basis. Responsibility is assigned to the risk coordinators in our management units: They enter sustainability-related opportunities and risks, including their impacts and likelihood of occurrence, into the group-wide risk reporting system for the current year and the three-year medium-term period. The status of the relevant actions is also entered. This is how PARCs, as determined by the sustainability analysis for our business, that pose a sales risk due to negative sustainability signals are taken into account (see chapter 9.3 Portfolio transformation p. 84 ff.). Furthermore, our risk management addresses the effects of a potential ban on "forever chemicals" (PFAS), particularly the discontinuation of technical equipment in production processes, or production stoppages due to extreme weather events (e.g., hurricanes). Opportunities and risks relevant to sustainability can be flagged using the risk tool. We use our annual risk coordinator conference to raise awareness among the relevant personnel of the increasing significance of sustainability-related opportunities and risks.

Long-term risk analysis in accordance with the TCFD and TNFD frameworks

The significance for Evonik of the opportunity and risk categories in these frameworks has been evaluated. The LEAP[1] method contained in the TNFD framework is used to evaluate local environmental risks. The following opportunity and risk categories are the focus of our scenario assessment and integration into the corporate strategy and strategic financial planning:

Transition risks

ESRS E1.IRO-1

A Transition risks attributable to political and regulatory changes in the course of transitioning to a more sustainable economy

Evonik is exposed to risks arising from changes in policies and regulatory conditions in all countries where we source raw materials and services or have production operations or sales activities. Examples are changes in emissions and waste regulations, recycling legislation, or approval requirements. In 2025, we updated our exposure to the pricing of greenhouse gas emissions and of fresh water extraction and wastewater.

B Transition risks attributable to technological change

Evonik is exposed to technology risks wherever these affect the relative cost position of existing products and services. Examples include new production processes that are significantly more energy-efficient or use alternative raw materials and energy sources with far lower CO_2 costs. In the reporting year, we updated our risk exposure in this category to take into account a change in the raw material base as well as increasing restrictions on SVHC[2] chemicals.

C Transition risks attributable to market changes

Evonik is exposed to market risks that could affect demand for our products. Our assessment of market transition risks includes our exposure to long-term market changes due to shifts in consumer behavior and changes to socioeconomic framework conditions. We also assess our exposure to competing systems and whether our products and their application could be replaced by others on the market. Political decisions and business decisions by other companies could accelerate these transition risks. Examples include the substitution of combustion engines by electric motors and switching from non-recyclable or non-biodegradable, fossil-based materials to reusable materials.

D Legal transition risks

Evonik is exposed to legal risks because NGOs and political decision makers are increasingly resorting to legal means in order to urge companies to take action to mitigate climate change or address other sustainability issues. These risks are heavily dependent on where a legal dispute takes place and may relate to various aspects of our business, such as the manufacture of our products, our supply chain, or the disclosure of risks. Examples may include lawsuits to reduce environmental impacts, counter greenwashing, or obtain compensation for damage to people and the environment.

E Reputation transition risks

Evonik is exposed to risks resulting from an erosion of trust and loss of reputation among its customers, suppliers, communities close to its sites, authorizing agencies, and other stakeholders. A loss of trust could affect both the sales and the cost side as well as significantly restrict our ability to enter into strategic alliances.

[1] LEAP = Locate, Evaluate, Assess, Prepare (TNFD framework approach).
[2] SVHC = substances of very high concern.

Physical risks

ESRS E1.IRO-1, ESRS E1.SBM-3

F Acute physical risks of climate change

Evonik is exposed to acute physical risks[1] in the form of extreme weather events due to climate change such as floods and storms, as well as heatwaves, droughts, and fires. Acute events could impact production, supply chains, as well as our markets. In 2025, our more detailed assessment focused on damage caused by droughts and fires as well as flooding and storms.

Unlike in the previous year, we do not separately report chronic climate-related damage as a risk, since this is already integrated into the socioeconomic models used in the latest scenarios.

Opportunities (transition opportunities and opportunities related to the physical impacts of climate change)

G New product and service business opportunities

Evonik can seize opportunities by devising products and services that cause only low emissions, developing other sustainability aspects, and increasing the sales generated by these products and services. We also assessed opportunities arising from changes in consumer behavior and socioeconomic framework conditions. Besides mitigating greenhouse gas emissions, the reformulation of products to adapt to climate change and avoid critical chemicals also creates opportunities. In 2025, we updated the future growth opportunities of our Next Generation Solutions with a positive impact on climate change, biodiversity, and water withdrawal or pollution as well as further market opportunities.

Energy and resource efficiency and the use of renewable energies are considered as risk mitigation actions and are no longer reported as separate opportunity categories (2024: categories I and J).

For the quantification of some of the risk and opportunity categories described above, we updated the scenario data in 2025 and fine-tuned our monetization approaches with regard to the impact on existing and future sales and costs. The opportunities and risks were identified for the entire Evonik portfolio by compiling the categories listed above for both production platform-specific and end-market-specific aspects and classifying them into three impacts in line with the enterprise risk management system:

The potential gross impact before taking action is determined for the short, medium, and long term based on the difference between actual EBITDA compared with the planned figure, as well as the baseline projection used for scenario purposes. In the long-term period, the probabilities we work with depend on the scenario spread. The classification as "high", "medium", or "low" corresponds to the definitions applied in our risk management system in accordance with COSO (see chapter 5. Opportunity and risk report p. 42 ff.).

Sustainability opportunities and risks C37

Category: Opportunities and risks		**Gross** Current fiscal year **2025**	**Gross** Medium-term period **2026–2028**	**Gross** Long-term period **2029–2040**
Transition risks				
A	Political and regulatory changes: pricing for greenhouse gas emissions			High
A	Political and regulatory changes: pricing for freshwater withdrawal			Medium
B	Technological change: change in the raw material base			High
B	Technological change: SVHC exposure			Medium
C	Market changes			Medium
D	Legal	Not determined	Not determined	Not determined
E	Reputation	Not determined	Not determined	Not determined
Physical risks				
F	Acute physical risks of climate change: water scarcity/flooding & storms			Medium
Opportunities (transitional and physical impacts of climate change)				
G	New business opportunities			Medium

High Medium Low Not determined

[1] Country-specific risk assessments can be found in "Economics of Climate Change" (Swiss Re Institute, 2021) and "Climate risk and response: Physical hazards and socio-economic impacts" (McKinsey, 2020).

We use scenarios to identify opportunities and risks for the long-term period. The scenario data can be used to identify cost drivers such as prices for greenhouse gas emissions and growth rates for various end-markets. To apply suitable scenarios to our portfolio, we have based our analysis on the NGFS[1] Net Zero, Low Demand, Fragmented World, and Current Policies scenarios and supplemented them with data from other scenarios, allowing us to preserve the original character and consistency of the scenario factors. We assessed chronic risks for the first time through application of version 5 of the NGFS scenarios as well as the "REMIND-MAgPIE[2] integrated physical damages (median)" integrated assessment model. As a result, chronic climate-related damage is no longer separately reported as a risk, and we are focusing on the acute physical risks that could impact our supply chain, production, or value chain.

Scenario analysis T27

Scenario	Source	IPCC classification	Description
Net Zero	NGFS V	SSP1	Physical risks limited in the case of 1.4°C warming up to 2100. Swift political reactions reflected in high carbon prices. Rapid technology development as well as significant CO_2 storage and use. Global cooperation and level playing field. Reduction in environmental SVHCs.
Low Demand	NGFS V	SSP1	Significantly lower energy and resource consumption enables warming to be limited to 1.4°C up to 2100. Markedly lower investment in the transformation of energy systems and industry. Low transition risks for energy but high transition risks for industry. Change in consumer behavior.
Fragmented World	NGFS V	SSP3	Reaction to global warming varies widely between rival regions up to 2030. After 2030, policymakers react globally, taking more robust action. Transition and physical risks if warming is limited to 2.9°C up to 2100. Technology develops slowly up to 2030 but then picks up pace considerably.
Current Policies	NGFS V	SSP5	No further reaction by policymakers. This is the scenario with the highest acute physical risks of climate change with warming >3°C up to 2100.
Global Burden of Disease reference	GBD 2021	SSP1	A study on the significant increase in non-communicable diseases (cardiovascular, diabetes, neoplasms, chronic respiratory, neurological, musculoskeletal). This information is relevant for the growth potential of our healthcare activities. Allocated to NGFS Low Demand.
Global Burden of Disease combined intervention	GBD 2021	SSP1	This scenario describes a more minor increase in diseases thanks to interventions with regard to water, hygiene, child nutrition, and vaccinations. Allocated to NGFS Net Zero.
Circular economy model Germany	WWF Germany 2023	SSP1	A holistic approach to reducing GHG emissions as well as material and food consumption, including impacts on land use and biodiversity. The scenario also takes into account economic and social consequences. We are using this scenario to estimate sufficiency effects in developed economies. Allocated to NGFS Low Demand.
Food & agriculture >3°C historic trend	WBCSD/ McKinsey	SSP5	This scenario provides us with growth assumptions for meat as well as agricultural and forestry products, which are essential as a raw material base. Allocated to NGFS Current Policies.
Food & agriculture 1.5°C innovation	WBCSD/ McKinsey	SSP1	This scenario reflects the progress in agricultural technologies. Allocated to NGFS Net Zero.
Food & agriculture 1.5°C societal transformation	WBCSD/ McKinsey	SSP1	This scenario reflects changing consumer behavior. Allocated to NGFS Low Demand.
WWF Water Risk Filter pessimistic	WWF	SSP3	Allocated to NGFS Fragmented World.
WWF Water Risk Filter optimistic	WWF	SSP1	Allocated to NGFS Net Zero.

We are pursuing this work by confirming transition and physical risks with regard to our businesses and sites. Here, we plan to increase the granularity of the data and align them with the sustainability analysis of our businesses and production platforms. At the same time, we will incorporate updates from the long-term scenarios and work on a refined net perspective to optimize assessment of our resilience.

The scenarios presented are only used in Evonik's financial reporting if the inputs have been adequately clarified. This applies in particular to the anticipated developments in carbon and energy prices (see chapter 10.1, section "Carbon pricing" p. 113, and note 6.5 "Impairment test pursuant to IAS 36" in the financial report p. 215 ff.).

Sustainability as a separate criterion in the risk assessment of capital expenditures on property, plant and equipment

ESRS 2 GOV-2

Projects costing €25 million or more have to be approved by the executive board. The review criteria are country, competition, other stakeholders, Evonik resources and competencies, customers, and sustainability. This latter category addresses risks arising from changes in the political and legal situation, market developments, and technological change. These are assessed in light of production, cost efficiency, and reputational risks. Acute physical risks are included in the "country" category as location-based environmental risks, alongside the other risks considered in this category.

You will find further information on risk management in chapter 5. Opportunity and risk report p. 42 ff.

[1] NGFS = Network for Greening the Financial System. | [2] REMIND-MAgPIE = Regional Model of Investments and Development – Model of Agricultural Production and its Impact on the Environment.

9.7 Targets and significant actions

ESRS 2 SBM-3

We have defined the following targets at Evonik. Their management, as well as actions to be taken, are described in the individual chapters. The traffic light colors show the degree of target achievement.

Implementation of our sustainability targets and their achievement C38

▼ Sustainability areas of action	▼ Strategic targets for 2024 and beyond	▼ Status 2024	▼ Status 2025	▼ Target attainment in 2025
General information p. 76	**Portfolio transformation**			
	• **Increase the proportion of sales generated with Next Generation Solutions**[a] to >50 percent by 2030	45%	48%	●
	• Proportion of sales from Challenged products should be permanently <5 percent.	2%	2%	●
	• Generate €1.5 billion in additional sales from innovation growth engines by 2032[b]	–	~€0.1 billion[c]	●
	Sustainability governance[d]			
	• 30 percent women at both the first and second management levels below the executive board by 2026[e]	36.0 / 32.8%	31.8 / 32.9%	●
Environmental information p. 109	**Mitigating climate change/biodiversity**			
	• **Reduce absolute Scope 1 and Scope 2 emissions**[a] by 25 percent between 2021 and 2030	–22%[f]	–31%	●
	• Reduce absolute Scope 3 emissions[g] by 11 percent[h] between 2021 and 2030	–9%	–17%	●
	Green energy			
	• Overall savings of 1,200 GWh of energy from implemented energy efficiency projects in the period 2021 to 2030[b]	–	866 GWh	●
	• Switch from externally purchased or acquired electricity to 100 percent green electricity by 2030	47%	48%	●
	Water management/biodiversity			
	• Reduce specific[i] freshwater withdrawal by 3 percent between 2021 and 2030	+21%	+37%	●
	Circular economy/biodiversity			
	• Generate at least €1 billion in additional sales with circular products and technologies by 2030	~€0.2 billion	~€0.2 billion	●
	• Reduce specific[i] production waste volume by 10 percent between 2021 and 2030	+17%	+25%	●
	Product stewardship			
	• Include and evaluate substances/products from acquisitions[j] in CMS/CMS^{PLUS} by the end of 2029	–	–	●

Implementation of our sustainability targets and their achievement (continued) C38

Sustainability areas of action	Strategic targets for 2024 and beyond	Status 2024	Status 2025	Target attainment in 2025
Social information	**Attractiveness as an employer/employee satisfaction**			
	• Annual average employee commitment index[k] of ≥ 66 percent	–	–	●
	• **Learning time per employee in Workday Learning**[a,l] of > 3 hours per year up to 2026	1.7	2.1	●
	Diversity and equal opportunity			
	• **Proportion of women at executive management level**[a] should be 30 percent by 2026	22%	21%	●
	• **Proportion of women at senior management level**[a] should be 25 percent by 2026	19%	22%	●
	• Proportion of women at other management levels should be 33 percent by 2026	31%	32%	●
	• Intercultural mix at executive management level should be 25 percent by 2026	18%	19%	●
	• Intercultural mix at senior management level should be 35 percent by 2026	26%	29%	●
	Occupational health and safety			
	• Lost time injury rate (LTI-R) ≤ 0.26	0.14	0.18	●
	• Process safety incident rate (PSI-R) ≤ 0.40	0.44	0.44	●
	• Occupational health performance index ≥ 5.0	5.5	5.6	●
p. 143	• **Health ratio**[a,m] of 95.5 percent	94.3%	95.7%	●
Governance information	**Responsible corporate governance/human rights**			
	• Regular risk analyses by year-end 2025[n] and year-end 2026[o]	HU/AT: ✓	HU/AT: ✓	●
	• Achievement of a group-wide training rate of at least 80 percent for each compliance area[p]	84–99%	91–100%	●
	Responsibility within the supply chain			
	• Validation of 90 percent of significant raw material suppliers[q] by 2030 through TfS assessments	87%	86%	●
	Cybersecurity			
	• No critical cybersecurity incidents[k]	–	✓	●
p. 161	• Participation in cyber-awareness training of ≥ 90 percent[r]	94%	98%	●

[a] **LTI-related target.** | [b] New target set in 2024. | [c] Relative to 2023. | [d] Not a material topic. | [e] Target extended in 2024. | [f] Prior-year figure restated. The prior-year figure included the electricity of the new power plants at the Marl site twice – for both purchased and self-generated electricity. The adjusted figures allocate only the self-generated electricity to the power plants, reducing the proportion of purchased electricity. | [g] Scope 3 emissions comprise all upstream categories and the category "Downstream transportation and distribution." | [h] Exact target: 11.07 percent. | [i] Relative to production volume. | [j] Acquisitions 2021–2023: Target year 2026; acquisitions 2024–2026: Target year 2029. | [k] New target set in 2025. | [l] Workday Learning replaced and combined the previous LILY and LinkedIn Learning systems. | [m] 2024: Health ratio for Germany only. 2025: Extended health ratio covering Germany, Belgium, China and the USA. | [n] On human rights (HU), antitrust law (AT) and concept for fighting corruption and anti-money laundering (FC, AML). [o] On human rights (HU) (subject to any changes in the law) and fighting corruption and anti-money laundering (FC, AML). | [p] Antitrust law, fighting corruption and anti-money laundering, human rights, code of conduct and data protection. | [q] Relative to the expenditure for recurring procurement transactions. | [r] IT users with an active user account.

● Target not achieved
● Target horizon extends beyond 2025
● Target achieved

Significant investments will be necessary to reach our targets of increasing the proportion of sales from Next Generation Solutions and reducing our greenhouse gas emissions by 2030. We intend to invest more than €3 billion in **Next Generation Solutions** and approximately €700 million in **Next Generation Technologies** between 2022 and 2030. We have thus devised two action plans in line with ESRS. Actions can fall under both action plans and contribute to attaining multiple targets. This applies in particular to environmental targets. For instance, energy efficiency

actions can also go hand in hand with water conservation or waste reduction. Moreover, other actions contribute to reaching our sustainability targets, such as those geared to reducing our Scope 3 emissions. Alongside the action plans, we take into account individual investments of €25 million or more (€50 million up to March 31, 2025), which must be approved by the full executive board. We additionally use green finance instruments in compliance with our Green Finance Framework to finance investments in Next Generation Solutions and Next Generation Technologies (see chapter 9.2 Sustainability at Evonik p. 81 ff.). Very few of Evonik's products, especially our Next Generation Solutions, are covered by the EU taxonomy. For this reason, we have no explicit plans to expand taxonomy alignment. ESRS E1-1

Investments in Next Generation Solutions

Evonik is focusing its investments for growth on products and solutions with a strong sustainability profile. This allows us to enhance our role as an enabler of transformation. We aim to make these investments in Next Generation Solutions in attractive markets with a good competitive position. To ensure this, the annual capital allocation is aligned with the parameters that apply in our markets at the time.

Investments allocated to Next Generation Solutions T28

in € million	Short-term (2025)	Medium-term (2026–2028)	Long-term (2029–2030)
Investments allocated to Next Generation Solutions	290	> 1,000	> 1,000

In 2025, investments in Next Generation Solutions accounted for 38 percent of our total capital expenditures (2024: 41 percent). ESRS E1-3

Investments in Next Generation Technologies

We have combined our core actions for reducing the carbon footprint, fresh water consumption, and production waste in our global project "Evonik Assessment of GHG Emission Reduction" (EAGER) (see chapter 10.1 Mitigating climate change p. 111 ff.). Many mitigation actions in the EAGER project are currently being implemented. The focus is on reducing our Scope 1 and 2 emissions. In 2025, Evonik was in the process of planning and implementing projects that will reduce CO_2eq emissions by approximately 450,000 metric tons per year in the years ahead. The investment volume for these projects amounted to €56 million in the reporting period.[1]

Investments allocated to Next Generation Technologies T29

in € million	Short-term (2025)	Medium-term (2026–2028)	Long-term (2029–2030)
Investments allocated to Next Generation Technologies	56	> 180	> 180

In 2025, investments in Next Generation Technologies accounted for 7 percent of our total capital expenditures (2024: 12 percent). Of the investments in Next Generation Technologies in 2024, less than €1 million was taxonomy-aligned CapEx because most of the projects related to taxonomy non-eligible products. Since 2025, we no longer report taxonomy-aligned CapEx (see chapter 10.7 Disclosures on the EU taxonomy p. 140 ff.).

Other material actions

Other material actions during the reporting period to achieve our sustainability targets include actions to reduce Scope 3 emissions by investing in our own processes. A reverse integration project at our site in Mobile (Alabama, USA) reduces our Scope 3 emissions while simultaneously increasing Scopes 1 and 2. Overall, this has resulted in a significant reduction in CO_2 emissions across all Scopes (see chapter 10.1 Mitigating climate change p. 111 ff. and chapter 12.2 Responsibility within the supply chain p. 173 ff.).

Investments in individual projects T30

in € million	Short-term (2025)	Medium-term (2026–2028)	Long-term (2029–2030)
Investments in individual projects >€25 million over and above the action plans	> 30	> 30	n/a

The distribution of potential operating expenditures depends on the pricing structure along the value chain. Actions are implemented depending on our customers' willingness to pay—for example, to use circular raw materials. No significant operating expenditures were incurred in implementing the actions in 2025 and no significant operating expenditures are planned for this purpose in the years ahead.

[1] This figure relates to the CO_2 effects following completion of the project in question. As the execution of such projects stretches over several years, the actual total investment leading to the stated effects is higher.

9.8 Sustainability governance

Corporate governance

ESRS 2 GOV-1

As a chemicals company with a presence across the globe, Evonik considers good corporate governance with a long-term focus indispensable. The executive board and supervisory board are explicitly committed to responsible corporate governance and identify with the goals of the German Corporate Governance Code. We regard respecting and applying the principles of corporate governance as core management tasks. That starts with collaboration within the executive board and supervisory board, as well as between these two boards. It likewise includes Evonik's relationship with its shareholders as well as with other individuals and organizations who have a business relationship with the company.

As provided for by the foreword to the German Corporate Governance Code, Evonik reserves the right not to implement certain provisions if deviation from the recommendations is justified by factors specific to the company. The latest declaration of conformity with the requirements of the German Corporate Governance Code has been published on our website.[1]

Supervisory board

The supervisory board advises and supervises the executive board. It appoints the members of the executive board and names one member as the chair of the executive board. It also decides on the remuneration of the members of the executive board. The supervisory board examines the company's annual financial statements, the executive board's proposal for the distribution of the profit, the consolidated financial statements for the Evonik Group, and the combined management report. The executive board is required to obtain the approval of the supervisory board on decisions of fundamental importance, which are defined in a separate list. The supervisory board has established the following committees: an executive committee, an audit committee, an investment and sustainability committee, an innovation and research committee, a nomination committee, and the mediation committee required by the German Codetermination Act. Among other duties, the investment and sustainability committee addresses all topics related to sustainability—such as the portfolio transformation or the achievement of climate neutrality—that are relevant to the supervisory board. The chair of each committee reports to the full supervisory board at its next meeting on the topics discussed in the committee.

In accordance with the Articles of Association of Evonik Industries AG and the provisions of the German Codetermination Act, the supervisory board comprises 20 members, ten of whom are representatives of the shareholders while ten are representatives of the workforce. The supervisory board considers all of its current members to be independent.

A minimum quota of 30 percent women is set by law. The supervisory board currently meets this requirement as it comprises seven women and 13 men, meaning women account for 35 percent. In addition, the supervisory board takes diversity into account, both in its own composition and in appointments to the executive board. Its diversity concept includes rules on the independence and age of supervisory board members as well as their maximum term of office. Supplementary criteria apply to the skill set of the supervisory board as a whole. These relate to the requisite knowledge and abilities of its members—for example, international experience, a knowledge of business administration and science, or experience in managing a company. The supervisory board has expanded its skill set to include experience in ecological and social sustainability. At present, ten members of the supervisory board have expertise in this area.

Executive board

ESRS S1-9

The executive board of Evonik Industries AG is responsible for running the company in the company's interests, taking into account the interests of the shareholders, employees, and other stakeholders. It discusses sustainability at its meetings several times a year, especially aspects relating to the environment, safety, and portfolio transformation.

When making appointments to the executive board, the supervisory board considers both the professional qualifications of the candidates and the other criteria it has defined for the executive board as part of the diversity concept. These include, for example, a suitable mixture of ages, professional competencies, and fulfillment of the targets for the proportion of women on the executive board.

The executive board bears overall responsibility for sustainability and all climate-related aspects at Evonik. Direct responsibility is assigned to the chief human resources officer, who deals with sustainability issues on an ongoing basis and reports on them to the executive board and supervisory board.

[1] https://www.evonik.com/en/company/governance-compliance/corporate-governance.html

Percentage of women on the executive board and in management

For the period from July 1, 2022 through June 30, 2027, the supervisory board has set a target of 25 percent for the proportion of women on the executive board. As of December 31, 2025, two members of the executive board are female and two are male, so it meets this target.

For the period from January 1, 2025 through December 31, 2026, the executive board again set a target of 30 percent female managers at both the first and second management levels below the executive board of Evonik Industries AG. As of December 31, 2025, the proportion of female managers was 31.8 percent at the first management level (2024: 36.0 percent) and 32.9 percent at the second management level (2024: 32.8 percent).

The executive board provides regular, timely, and extensive information to the supervisory board on all matters of relevance for the company. Major sustainability aspects are included in context. On this basis, Evonik's sustainability activities were discussed at several supervisory board meetings in 2025.

You can find further information in the declaration on corporate governance (see chapter 7. Declaration on corporate governance p. 59 ff.), which is also available on our website.[1]

Sustainability in the governance structure and bodies

ESRS 2 GOV-1

Responsibility for sustainability management is defined in a corporate sustainability policy. Given its relevance for management, we have integrated sustainability into our governance framework.

Sustainability governance structure C39

CEO = Chairman of the Executive Board
CHRO = Chief Human Resources Officer and Labor Relations Director

The executive board has delegated responsibility for sustainability topics at a lower level as follows:

The sustainability council is responsible for the management of sustainability-related aspects and the associated decisions. It meets at least twice a year and is chaired by the chair of the executive board. Following approval by the executive board, the actions are implemented by the operational units in close consultation with the relevant functions—for instance, Strategy, Sustainability, Environment, Safety, Health, Quality & Security, Research, Development & Innovation, and Procurement. ESRS 2 GOV-2

The decisions taken by the sustainability council are prepared by the sustainability circle, which comprises representatives of the functions and organizational units of relevance for sustainability. The sustainability circle monitors such aspects as the defined sustainability targets and decisions on group-wide coordinated actions, and is responsible for new sustainability target proposals. Meeting at least twice a year, the sustainability circle is chaired by the chief human resources officer, who is the executive board member responsible for sustainability.

Commitments in respect of sustainability expertise C40

External	
World Business Council for Sustainable Development (WBCSD)	Chemie[3]
econsense—Forum for Sustainable Development of German Business	Global Reporting Initiative
UN Global Compact	Together for Sustainability

[1] https://www.evonik.com/en/company/governance-compliance/corporate-governance.html

Evonik is involved in national and international competency networks in the area of sustainability. The organizational units inform the executive board about new insights and relevant content. This is how we integrate the necessary sustainability expertise into the group. We are a member of the WBCSD and are committed to its Vision 2050. Furthermore, we collaborate with econsense—Forum for Sustainable Development of German Business—, Chemie[3], the sustainability initiative of the German chemical industry, and the global GRI Community.

As a member of the UN Global Compact, we have given an undertaking that, within our sphere of influence, we will actively respect and promote labor rights and human rights, protect people and the environment, and fight against corruption. In addition, we make a contribution to achieving the United Nations 17 SDGs (chapter 9.3 Portfolio transformation p. 84 ff.). Evonik is likewise one of the six founding members of the Together for Sustainability (TfS) initiative, which aims to increase transparency in the supply chain through collaboration (see chapter 12.2 Responsibility within the supply chain p. 173 ff.).

In the reporting year, within the framework of the sustainability council and sustainability circle bodies, the supervisory board and its investment and sustainability committee and audit committee as well as the executive board addressed matters including the following environmental, social, and governance (ESG) aspects, and hence the core material sustainability topics for Evonik (see chart C41 "Committees and sustainability topics"). ESRS 2 GOV-2

Committees and sustainability topics C41

Committee	Main material sustainability topics	Matters discussed at the meetings
Supervisory board	Portfolio transformation Mitigating climate change Green energy Circular economy Attractiveness as an employer/employee satisfaction Cybersecurity	• Next Generation Solutions • Next Generation Technologies and implementation of EAGER measures • Next Generation Culture • Sustainability reporting[a] and metrics • Circular economy • Evonik Transition Plan and opportunity and risk management • CO_2 pricing and competitiveness • Clean Industrial Deal and EU Omnibus Initiative • Hydrogen strategy • Cybersecurity and IT security
Investment and sustainability committee of the supervisory board	Portfolio transformation Mitigating climate change Green energy Circular economy Product stewardship Attractiveness as an employer/employee satisfaction	• Next Generation Solutions • Next Generation Technologies and EAGER measures • Next Generation Culture • Evonik Transition Plan and external influences of politics, science, and markets • Decarbonization strategy under scenarios • CO_2 pricing and competitiveness • Circular economy • Chemicals in the environment
Audit committee of the supervisory board	Occupational health and safety Responsible corporate governance/human rights Cybersecurity	• Sustainability reporting in accordance with CSRD[a] • Benchmarking of sustainability reporting, efficiency improvements, and materiality assessment updates[a] • EU Omnibus Initiative • Compliance update and annual report • Cybersecurity and other IT risks • Annual ESHQ report
Sustainability council in the context of executive board meetings	Portfolio transformation Mitigating climate change Green energy	• Next Generation Solutions • Next Generation Technologies and EAGER measures • Evonik Transition Plan • CO_2 pricing and competitiveness • Market mechanisms for sustainability • Sustainability data management • Sustainability reporting in accordance with CSRD[a] • Ratings, rankings, and peer comparisons
Sustainability circle	Portfolio transformation Mitigating climate change Green energy Circular economy Product stewardship Attractiveness as an employer/employee satisfaction Responsible corporate governance/human rights Responsibility within the supply chain	• Next Generation Solutions • Next Generation Technologies and EAGER measures • Next Generation Culture • Chemical safety management • Sustainability opportunity and risk management, including physical risks • Ongoing development of Evonik Transition Plan • Sustainability on the capital market and ratings • Sustainability data management • Regulatory update as well as compliance and audit management • Sustainability reporting in accordance with CSRD[a]

[a] Cross-business approach to all material sustainability topics.

Performance-linked remuneration of senior management

ESRS 2 GOV-3

The supervisory board is responsible for the employment contracts of executive board members. It sets the total remuneration package for each member of the executive board, comprising a basic salary, variable short- and long-term components, pension benefits, the reimbursement of expenses, insurance, and various other fringe benefits. The contracts of the executive board members and all executives include remuneration elements based on personal performance and the overall performance of the Evonik Group.

In addition to the basic salary and the executive board's short-term remuneration, the annual bonus, Evonik's remuneration system includes a long-term remuneration component in the shape of the long-term incentive (LTI) plans for members of the executive board and senior executives (approximately 125 people worldwide).

Alongside financial targets, the executive board's short-term remuneration includes a sustainability component. This considers the development of plant safety and the accidents that occurred in the past fiscal year. In addition, the following non-financial targets from the sustainability focus are included in the executive board remuneration performance factor for 2025:

- Publication of the financial and sustainability report prepared in accordance with ESRS, benchmarking, and ramp-up of the phase-in requirements
- Preparation of an initial overview of the opportunities and risks for the business lines under Evonik's climate transition plan, using Next Generation Solutions (NGS) and Next Generation Technologies (NGT)
- Further reconciliation and prioritization of investments in line with NGT/EAGER and in relation to the portfolio positioning (NGS)
- Development of a concept to empower business lines and functions in relation to sustainability that aligns with the new group management model under ETM[1]
- Next Generation Culture: Embedding a growth culture as part of the ongoing management of the company's transformation

Starting in 2023, the long-term remuneration system (LTI) for members of the executive board and senior executives has been expanded to include a sustainability component. Eighty percent of the award is based on the performance of Evonik shares and 20 percent on the achievement of one or more sustainability targets. The sustainability component is determined on the basis of Evonik's ESG targets. Each year, before allocating a tranche, the supervisory board stipulates the precise targets, their weighting in relation to each other, and their target value for measuring 100 percent target achievement. Target achievement ranges from 0 to 200 percent.

The defined targets for the 2025 LTI are:

- 1st target: CO_2 emissions reduction (40 percent weighting)
  This measures absolute CO_2 emissions, as defined for Scopes 1 and 2 (in millions of metric tons of CO_2/year). Target achievement is measured once at the end of the performance period for the final year, in this case, at the end of 2028. The base point for measurement is the value of 6.3 million metric tons of CO_2 emissions in 2021 that is defined in the SBTi targets. ESRS E1.GOV-3

- 2nd target: Increasing the proportion of the portfolio with an outstanding sustainability profile (Next Generation Solutions) (40 percent weighting)
  This measures the proportion of the portfolio with an outstanding sustainability profile (Next Generation Solutions) once at the end of the performance period for the final year, in this case, at the end of 2028. It is calculated as part of the sustainability analysis of the business. ESRS E1.GOV-3

- 3rd target: Social index (20 percent weighting)
  Three sub-targets relating to Learning, Diversity, and Health are measured for the social index. All three sub-targets are weighted equally by calculating their average target achievement as the target evaluation for the social index target, and doing so once at the end of the performance period for the final year, in this case, 2028.

[1] ETM = Evonik Tailor Made.

a) "Learning" sub-target
One aspect of the social index is the Learning sub-target, which measures the number of digital learning hours per employee relative to the total number of employees worldwide with access to a PC. This value is regarded as an indicator of continuous workforce upskilling through digital learning or a shift from in-person to online training.
b) "Diversity" sub-target
The second social index sub-target is Diversity in the form of gender diversity. This is measured as the proportion of women relative to the total number of employees worldwide at management levels 1 and 2 (approximately 590 people worldwide). It serves as an indicator of diversity and equal opportunity, and is particularly important for Evonik and its success as a company.
c) "Health" sub-target
Another important aspect of the social index is the Health sub-target. The relevant health ratio is calculated as the target working hours (100 percent) less total sickness-related hours lost relative to the target working hours. It is calculated for all Evonik employees in Germany, Belgium, China, and the USA. This value serves as an indicator of the success of actions relating to leadership, stress management, motivation, and health protection.

In accordance with the recommendations of the German Corporate Governance Code, the supervisory board commissions a remuneration report (vertical comparison) to review the remuneration of the executive board compared with that of senior executives and Evonik's workforce. The most recent such report was prepared in 2024 and the findings confirm that the remuneration system is in line with the market. Our 2025 remuneration report provides further information on executive board and supervisory board remuneration.[1]

Sustainability due diligence

ESRS 2 GOV-4

Sustainability is a core element of Evonik's overall strategy. All identified material sustainability topics are incorporated into the company's strategic alignment. This strategy is complemented by specific policies on topics such as climate change, water, biodiversity, product stewardship, and circular economy. The due diligence and risk management requirements, which are consistent with our sustainable corporate strategy, are firmly embedded in our business processes. This is effected through policies such as the policy statement on human rights, the Evonik Code of Conduct, and the Evonik Code of Conduct for Suppliers. The sustainability report contains an overview of the existing management systems with which we meet our due diligence obligations for each material topic. This report shows how Evonik assesses the IROs identified and what actions we have taken to counteract negative ones and give greater emphasis to positive ones, including the outcomes of those efforts.

Statement on due diligence T31

Core elements of due diligence	Page
a) Embedding due diligence in governance, strategy, and business model	81 ff., 91 ff., 101 ff., 105 f., 108
b) Engaging with affected stakeholders in all key steps of the due diligence	77 ff., 89 f., 91 ff., 105 f.
c) Identifying and assessing adverse impacts	91 ff., 95 f.
d) Taking actions to address those adverse impacts	77 ff., 89 f., 91 ff., 105 f.
e) Tracking the effectiveness of these efforts and communicating	77 ff., 101 ff.

[1] https://www.evonik.com/en/company/governance-compliance/corporate-governance.html

10.

ENVIRONMENTAL INFORMATION

Protecting our environment and the climate are major global challenges of our time. Maintaining the natural basis of life for future generations is part of our corporate responsibility. This also includes continuously reducing emissions in keeping with our sustainable corporate strategy.

Material topics:

- Portfolio transformation

- **Mitigating climate change**
- **Green energy**
- **Water management**
- **Biodiversity**
- **Circular economy**
- **Product stewardship**

- Attractiveness as an employer/ employee satisfaction
- Diversity and equal opportunity
- Occupational health and safety

- Responsible corporate governance/ human rights
- Responsibility within the supply chain
- Cybersecurity

–31%
Reduction in absolute Scope 1 & 2 greenhouse gas emissions[1]

–17%
Reduction in absolute Scope 3 greenhouse gas emissions[1,2]

48%
Proportion of green electricity in externally purchased or acquired electricity

[1] Relative to the base year 2021. | [2] Scope 3 emissions comprise all upstream categories as well as the downstream category "transportation and distribution" as defined in our SBTi target.

Key messages at a glance: Environmental information

- **Implementation of actions under our climate transition plan and our SBTi targets**
- **Continued expansion of external green electricity procurement**
- **Local freshwater consumption reduced at Singapore site thanks to climate action synergies**

Evonik is aware that its production activities—including the upstream and downstream value chains—impact the environment. To minimize the impacts, we set ourselves ambitious targets and put many actions in place. Our actions are based on an extensive, integrated management system covering the topics of environment, safety, health, and quality. This system applies to the whole of the Evonik Group and is based on legal requirements, internal policies, and standard operating procedures. Hence, we foster a targeted improvement in our environmental performance that goes well beyond meeting compliance requirements. At the same time, we require our manufacturing sites to be certified according to ISO 14001, the internationally recognized environmental management standard. Our businesses and regions are subject to annual audits in order to monitor the process of certification to DIN EN ISO 14001 and RC 14001 at our production locations. At present, more than 80 percent of our sites are certified accordingly. In 2025, we conducted internal and external ESHQ audits as part of matrix audits (ISO 9001, ISO 14001, RC 14001, ISO 50001) at 81 sites (2024: 77). The proportion of certified production volumes covered varies from year to year because of the addition of newly acquired units, but so far it has been between 95 and 100 percent.

The ESHQ corporate function has a central audit system to regularly monitor implementation of our strategy and management system. Based on the findings and analyses of internal and external audits as well as site inspections, talks are held on possible improvements and ways of implementing them. The executive board is informed annually of the audit outcomes.

The procedures used to collect and process environmental data[1] are subject to internal and external audits. Our quality standards are backed up by regular training. Data input is decentralized and the data can be evaluated with regard to management units, legal units, or regions. Since 2023, environmental data reporting has been carried out entirely through ESTER (Evonik Standard Tool ESHQ and Reporting). That has allowed us to significantly improve data quality and effect timely evaluation. Since 2024, we have recorded all internal and external audits for matrix certification in the ESTER tool. This further harmonizes processes and systems, thus contributing to enhanced efficiency.

The ESHQ function bundles all group-wide strategic management and coordination activities relating to the topics of environment, plant safety, occupational safety, and health (see chapter 11.3 Occupational health and safety p. 154 ff.). In the area of safety, the global strategy and its projected implementation are prepared in the ESHQE[2] governance committee and submitted to the executive board for approval. Committee members are representatives of the segments, regions, the production & technology steering council, and employee representatives. The ESHQE governance committee is chaired by the head of the ESHQ function, who reports directly to the chief human resources officer (CHRO). Management and decision making with respect to the topic of environment are assigned to the sustainability council and the sustainability circle. Both bodies work closely together to prepare and implement the sustainability and ESHQ functions (see chapter 9.8 Sustainability governance p. 104 ff.). ESRS E1-1

Our ESHQE positions are predicated on the protection of people and the environment. Together with more detailed policies and procedures, they form the ESHQE set of regulations. Evonik has published five policies adopted by the executive board.[3] They are designed to ensure sustainable business practices in the company relating to the topics of climate, water, biodiversity, circular economy, and product stewardship. The content of the policies was incorporated into the corresponding strategic and management approaches described in the following environment sections.

Policies C42

Internal				
ESHQE policy				
Climate	Water	Biodiversity	Circular economy	Product stewardship

[1] The reported data are based on a combination of direct measurements and calculations, as well as estimates made on the assumption that the data are similar to those of the prior period and/or developed in line with the production volume. These estimates are made against the data available and allowing for measurement uncertainties.
[2] ESHQE = Environment, safety, health, quality, and energy.
[3] https://www.evonik.com/en/sustainability/policies.html

10.1 Mitigating climate change

Strategy and management

Climate change is increasingly causing **damage as a result of extreme weather events.** This is a challenge that Evonik, too, has to face. It is also necessary to reduce CO_2 emissions worldwide. For this reason, we not only seek to avoid **increasing our CO_2 and other emissions that contribute to climate change,** but also to reduce them. In 2022, Evonik set new targets as part of its strategy (Next Generation Evonik). **Investment decisions may result in higher costs if there is no carbon pricing.** This is why we use carbon pricing as an additional planning criterion. Along the value chain, we are working on innovative solutions to reduce emissions—often in collaboration with our direct suppliers and customers. Evonik has published a climate policy on its website.[1]

ESRS 2 SBM-3, ESRS E1-2

In the reporting period, we worked on refining the Evonik transition plan. Our risk analysis (see chapter 9.6 Opportunity and risk management p. 97 ff.) has reinforced our commitment to implementing our portfolio transformation toward Next Generation Solutions as well as to reducing our Scope 1 and 2 emissions through Next Generation Technologies and also our Scope 3 emissions. The scenarios assessed in the risk analysis are based on theoretical parameters. This is why we track the actual development of external conditions and regularly adapt the characteristics and focus of the transformation to reflect these. Our climate transition plan[2] initially involves reducing our CO_2 emissions in line with our validated SBTi targets by 2030. We are planning to reduce the remaining greenhouse gas (GHG) emissions in the period from 2030 to 2050. ESRS E1-1, ESRS E1-7, ESRS E1.SBM-3

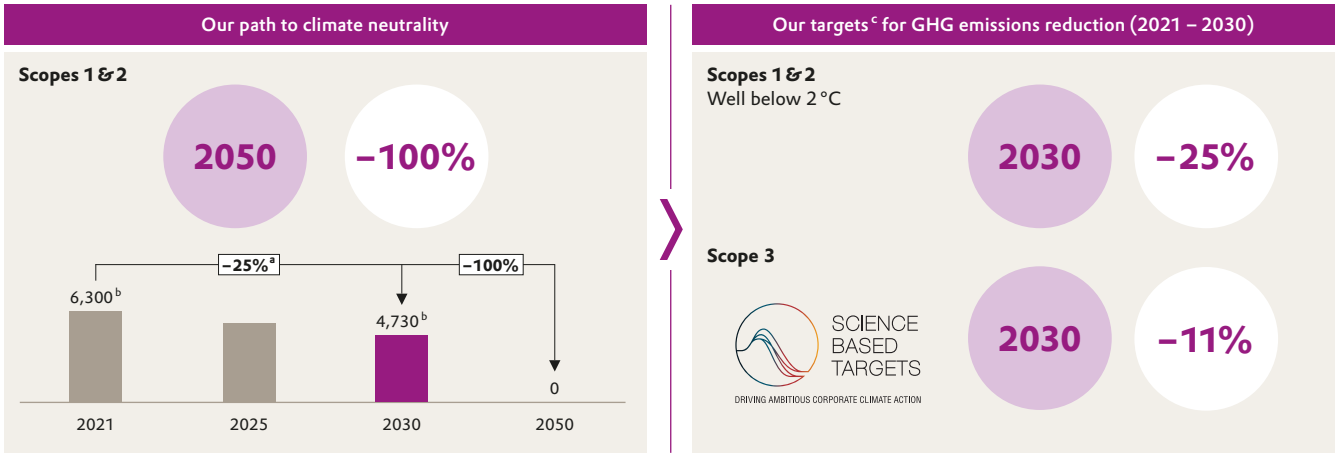
Targets

- Reduce absolute Scope 1 and Scope 2 emissions by 25 percent between 2021 and 2030[3]
- Reduce absolute Scope 3 emissions by 11 percent[4] between 2021 and 2030[3, 5]

Evonik announced its commitment to the Science Based Targets initiative (SBTi) in 2022. SBTi is a partnership of CDP[6], the United Nations Global Compact, the World Resources Institute, and the World Wide Fund for Nature. It defines and encourages best practices for science-based target-setting[7] and independently evaluates targets set by companies from this perspective. These have now evolved into internationally accepted standards.

We followed the SBTi recommendation for selecting the base year and chose 2021 because this was the most recent year of our GHG inventory at the time of our commitment to the SBTi. In 2023, the emission reduction targets submitted by Evonik were validated by the SBTi. It confirmed that the ambitious target set for Scope 1 and 2 emissions is suited to helping limit global warming to well under 2°C.[8] Our superordinate group-wide target is an absolute reduction in Scope 1 and 2 emissions by 25 percent between 2021 and 2030. Reducing our CO_2 emissions (Scope 1 and 2 emissions) is likewise embedded in the remuneration of the executive board and other executives (see chapter 9.8 Sustainability governance p. 104 ff.) and thus forms part of the long-term incentive. In addition, Evonik has given an

Ambitious climate targets C43



[a] Gross emissions; base year 2021, target year 2030.
[b] In thousand metric tons CO_2eq.
[c] Validated by SBTi, sciencebasedtargets.org/companies-taking-action#dashboard

[1] https://www.evonik.com/en/sustainability/policies.html | [2] Our transition plan is not a full transition plan within the meaning of the ESRS. | [3] The exact wording of all Evonik emissions reduction targets validated by SBTi can be viewed at: https://sciencebasedtargets.org/companies-taking-action | [4] Exact target: 11.07 percent. | [5] Scope 3 emissions of all upstream categories as well as the downstream category "transportation and distribution" as defined in our SBTi target, but excluding the Scope 3 emissions that fall within the scope of the SBTi criteria for the electricity sector and are hence covered by a different intensity target. | [6] https://www.cdp.net/en | [7] The SBTi methodology is subject to inherent uncertainties relating to the underlying scientific insights and forward-looking assumptions about reducing greenhouse gas emissions. | [8] Well below 2°C.

undertaking to reduce absolute Scope 3 emissions in the upstream categories and in the downstream category "transportation and distribution" by 11.07 percent within the same period.[1,2]

ESRS E1-4, ESRS E1.GOV-3

Evonik's science-based carbon reduction targets cover 100 percent of our Scope 1 and Scope 2 emissions and more than two-thirds of our Scope 3 emissions. Our climate targets form part of our climate transition plan and contribute to achieving the Paris Agreement goals. We aspire to be climate-neutral by 2050. Our SBTi targets and roadmap up to 2030 were approved by the executive board.

ESRS E1-1, ESRS E1-4, ESRS E1-7

Actions

ESRS E1-3

To achieve our ambitious climate targets, a number of GHG reduction levers are available to us (see chart **C44** "Our levers to reduce GHG emissions along the value chain").

Actions for implementing our climate transition plan: Scope 1 and Scope 2 emissions up to 2030

ESRS E1-1, ESRS E1-4

The chart **C45** "Our roadmap 2030" shows our action plan for achieving our Scope 1 and Scope 2 target. It consists of the three pillars "exiting coal-fired power generation", "Next Generation Technologies", and "renewable energies". We exited coal-fired power generation at the Marl site in spring 2024. The ongoing global development of production processes and infrastructure is bundled under our Next Generation Technologies. Additionally, we are gradually switching over to renewable energies. Our efforts will be supported by digital process technologies and the integration of sustainability data into existing business processes.

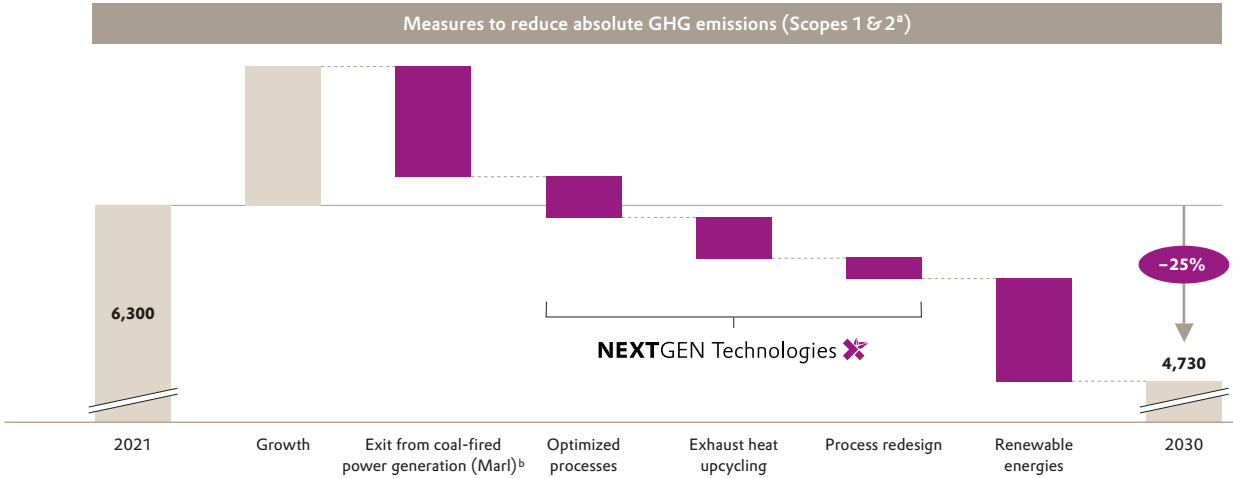
Our levers[a] to reduce GHG emissions along the value chain C44

Upstream	Gate-to-gate	Downstream
• Projects with key suppliers • Using climate-neutral instead of fossil-based raw materials • Closed-loop material flows; raw materials from recyclate	• Integrated facilities to use by-products • EAGER project[b]/Next Generation Technologies/research • Green energy • Process efficiency	• Next Generation Solutions • CO_2eq avoided by using Evonik products • Products to support a circular economy

[a] Examples. | [b] EAGER = Evonik Assessment of Greenhouse Gas Emission Reduction.

We are expediting our Scope 1 and 2 targets by investing in optimized processes such as enhancing energy efficiency and waste heat upcycling for heat integration, or in process redesign—for example, electrification. To do this, we implemented the EAGER project in 2022 to pinpoint the potential for reducing GHG emissions at our sites. In the period to 2030, we plan to invest €700 million in Next Generation Technologies—in other words, in the ongoing development of production processes and infrastructure to reduce GHG emissions (see also chapter 9.2 Sustainability at Evonik p. 81 ff.). In the reporting period, Evonik was in the process of planning and implementing projects that will reduce CO_2eq emissions by approximately 450,000 metric tons

Our 2030 roadmap (Scopes 1 & 2) C45



[a] Gross emissions in kt CO_2eq. | [b] Implemented in 2024.

[1] The exact wording of all Evonik emissions reduction targets validated by SBTi can be viewed at: **https://sciencebasedtargets.org/companies-taking-action** | [2] Scope 3 emissions of all upstream categories as well as the downstream category "transportation and distribution" as defined in our SBTi target, but excluding the Scope 3 emissions that fall within the scope of the SBTi criteria for the electricity sector and are hence covered by a different intensity target.

annually in the years ahead (2024: approx. 440,000 metric tons of CO_2eq per year). The investment volume for these projects amounted to around €56 million in 2025 (2024: approx. €99 million).

In addition, we intend to switch our externally purchased or acquired electricity completely to green energy in order to achieve our Scope 1 and 2 target by 2030 (see chapter 10.2 Green energy p. 119 ff.).

Carbon pricing

ESRS E1-8

Investment projects that help achieve our CO_2 reduction target and hence our climate transition plan are part of the annual financial resource planning and investment allocation process, including approval by the executive board and supervisory board. For instance, we apply internal carbon pricing when planning major capital projects. The aim is to harness this planning criterion so that developments in carbon-intensive investments can be reliably and consistently reflected in all investment applications worldwide. In addition, the expected development of carbon prices is factored into our impairment tests. When estimating useful lives, these are generally included in our profitability calculations. Our current assumption is that a price of €131/metric ton of CO_2 will be used in the EU Emissions Trading System (EU ETS) by 2030. In all other regions relevant to Evonik, we forecast an average of €37/metric ton of CO_2 by no later than 2030. This reflects the development of the political framework in key emerging markets and developing countries, which does not currently indicate an increase in carbon pricing. In view of regional differences in the baseline situation, we have developed scenarios for the development of carbon pricing—differentiated by country and region— showing the rise to the assumed final global price. Here, we take into account both direct CO_2 emissions (Scope 1 emissions) from production and energy generation and indirect CO_2 emissions from the purchase of secondary fuels (Scope 2 emissions). This generally applies to all of our Scope 1 and 2 emissions (100 percent). Specific calculations are made solely for investment planning. To support the departments affected, we use a CO_2 cost calculator that allows efficient and systematic calculation of the carbon costs to be factored into every investment. Location- and fuel-specific emission factors, as well as regional carbon price development scenarios, are applied. This enables harmonized evaluation of investments with regard to carbon cost throughout the group.

Actions for implementing our climate transition plan: Scope 3 emissions up to 2030

ESRS E1-1, ESRS E1-4

Reducing Scope 3 emissions is especially challenging for the entire value chain because these emissions are outside their direct sphere of influence and are affected by many external factors. This calls for in-depth cooperation with partners at every link in the value chain. Our action plan for achieving our Scope 3 target is based on reducing emissions of purchased raw materials, using alternative sources of raw materials, and cutting emissions in logistics and packaging.

We need reliable data on our suppliers' emissions to reduce the emissions associated with purchased raw materials. To this end, we have been gathering supplier-specific product carbon footprints for all key raw materials suppliers since 2019. Furthermore, a data exchange platform enabling the direct sharing of supplier-specific emissions data was established as part of the Together for Sustainability (TfS) Initiative (see chapter 12.2 Responsibility within the supply chain p. 173 ff.). Alongside acquiring primary emissions data, we discuss additional mitigation actions with our suppliers. These include the use of renewable energies, optimizing processes, and using alternative raw materials. We cooperate with our suppliers to agree on targets that support our customers' sustainability goals.

Given the limited availability of lower-carbon raw materials, we take a variety of approaches to reducing our Scope 3 emissions. For example, we use biomass-balanced materials, or inorganic raw materials produced using green electricity. We are currently looking at expanding this to other groups of raw materials. The contribution of circular materials to reducing emissions is likewise growing. Working closely with our suppliers, we are able to identify process improvements and translate these into specific mitigation actions. By factoring product carbon footprints into the tendering process, we can target our selection based on environmental impacts. At the same time, the inclusion of medium- and long-term scenarios means we are able to secure access to climate-friendly raw materials at an early stage and help strengthen our supply chains.

We have systematically reduced CO_2 emissions in the procurement of logistics services and packaging since 2023. To achieve this, Evonik has expanded its use of tracking, intermodal transportation, optimized full truckload consignments, and the use of alternative fuels such as hydrotreated vegetable oil. In 2025, we incorporated CO_2 intensity[1] as a contract award criterion in the transportation tender process.

[1] This is based on the CO_2 emissions per metric ton-kilometer for the different means of transportation.

Actions for implementing our climate transition plan: Emissions 2030–2050

ESRS E1-7

In the period after 2030, the remaining Scope 1 and 2 emissions will be reduced through further energy efficiency and heat integration actions. In the reporting period, we conducted a group-wide, top-down evaluation and bottom-up analysis of our businesses with the highest emissions in order to identify long-term pathways to transitioning to climate neutrality by 2050. The findings point to technological options as well as potential investment needs. We are already engaged in broad-based screening of our technology portfolio for Scope 3 emissions. This identifies potential circular (bio-based, recycled, or CO_2-based) raw material sources for our production processes and considers how our production processes could be adapted to circular raw materials. In the period up to 2030, this screening will be completed and we will forge ahead with the requisite research into modified or new manufacturing processes.

Generally speaking, for the period beyond 2030, we regard broadening our technology and raw material portfolios as well as globally rising costs for CO_2 emissions as the main drivers of our transformation. From 2035, we expect new technologies to reach maturity, one example being the widespread availability of green hydrogen. As for the following years, we anticipate the breakthrough of processes such as carbon capture and storage (CCS) as well as carbon capture and utilization (CCU). Carbon capture and utilization technologies pave the way to reducing the consumption of fossil fuels and cutting CO_2 emissions. Together with partners, we are engaged in research in this field to deepen our understanding of how such technologies interact with our portfolio under market conditions. For instance, our expertise in catalyst research offers the possibility of using the stable CO_2 molecule in combination with green hydrogen and renewable energies to generate a higher quality product. Following chemical conversion, CO_2 counts as a raw material and no longer as waste. This could enable the production of methanol and other hydrocarbons for use in products such as solvents, polymers, and liquid e-fuels. The use of CO_2 for e-fuels will be further boosted by the ReFuelEU regulations for aviation. We are supporting such projects and are in close contact with those involved at the relevant stages of the value chain.

A wealth of actions for achieving net zero by 2050 are already known today, but in many areas they cannot yet be implemented economically. In the reporting period, carbon pricing mechanisms with what are assumed to be very high global prices for CO_2 emissions represent the largest single risk in the net zero scenario (see table T27 "Scenario analysis" in chapter 9.6 Opportunity and risk management p. 100). ESRS E1.SBM-3

As of 2025, Evonik's portfolio includes no GHG emissions that cannot be technically reduced by 2050. At this time, it is not possible to forecast the economic viability of actions that are technically feasible by 2050. Potentially locked-in GHG emissions (Scopes 1 to 3) primarily result from the generation of heat and electricity using fossil fuels, notably in power plants, parts of production facilities, and raw materials. ESRS E1-1, ESRS E1.IRO-1

Progress in 2025

In the reporting period, Evonik continued implementing its EAGER projects as part of the company's climate transition plan. The following projects are among the initiatives contributing to our Scope 1 and Scope 2 target: In Singapore, we completed our new alkoxide plant, which will enable us to produce alkoxides carbon-neutrally going forward. We also began work on restructuring the steam supply at our site in Antwerp (Belgium) as part of the Ecluse project. In place of the previous combined steam and power supply from natural gas, steam is to be sourced from the neighboring waste incineration plant starting in 2027. About 50 percent of the plant's heat energy is generated from biomass. Future electricity requirements will be covered by our long-term green power purchase agreements (see chapter 10.2 Green energy p. 119 ff.). We additionally focused on operating and ongoing process improvements to increase energy efficiency and reduce emissions. Examples included the use of exhaust heat to preheat process streams as well as energy-optimized plant operation.

In the reporting period, we made further progress with regard to reducing our Scope 3 emissions in the upstream value chain. Requesting primary data from our raw materials suppliers has led to a significant increase in the data coverage for our Scope 3 emissions since 2024. Following up on process improvements at our suppliers has also helped reduce our Scope 3 emissions. At the same time, we enhanced our criteria with regard to tenders for selected, strategic raw materials to include CO_2 intensity. This contributed to additionally reducing Scope 3 emissions through the targeted supplier switching. Moreover, the quantities of some biomass-balanced and recycled raw materials were further increased compared with previous years.

Metrics

Since 2008, we have reported an extensive GHG emissions balance—from the extraction of raw materials through production to disposal of the products. The key metric is the carbon footprint (CO_2eq footprint). The data cover Evonik's direct energy and process emissions (Scope 1), emissions from purchased or acquired electricity and heat (Scope 2) as well as upstream and downstream emissions (Scope 3).[1] These include emissions from the production of purchased raw materials, services, and capital goods, fuel- and energy-related emissions not included in Scope 1 and Scope 2, emissions from inbound and outbound shipments, from the disposal of waste, emissions caused by business trips and employee commuting, energy requirements for leased administrative buildings and company vehicles, and emissions from the use and disposal of sold products. By contrast, we do not report emissions from the processing of Evonik products, from franchises or downstream leasing activities, or from investments. The method is closely based on the GHG Protocol Standard of the World Resources Institute (WRI) and the WBCSD as well as the Guidance for Accounting & Reporting Corporate GHG Emissions in the Chemical Sector Value Chain published by the WBCSD. Purchased or acquired electricity (Scope 2) is calculated by the market-based method using the relevant power suppliers' individual emission factors. Evonik does not use carbon offsets outside its own value chains in its carbon footprint accounting.

ESRS E1-6, ESRS E1-7

Evonik Carbon Footprint[a] ESRS E1-6 — T32

in million metric tons of CO_2eq		2024[b]	2025
Scope 1	Gas	2.00	2.02
	Coal	0.32	0.11
	Oil	0.00	0.00
	Substitute fuels and process emissions	1.02	0.83
	Methane (CH_4)	0.02	0.02
	Dinitrogen oxide (N_2O)	0.00	0.00
	HFCs, PFCs, SF_6, and NF_3	0.02	0.02
Total Scope 1 emissions		**3.39**	**2.99**
	thereof Scope 1 GHG emissions from regulated emission trading schemes (in %)	79	57
Scope 2	Purchased or acquired electricity (market-based)	0.68	0.54
	Purchased or acquired steam (market-based)	0.84	0.82
Total Scope 2 emissions[c]		**1.52**	**1.36**
Scope 3	Category 1: Purchased chemical raw materials, packaging materials, and indirect goods and services	11.8	10.6
	Category 2: Capital goods	0.3	0.3
	Category 3: Energy-related activities (not included in Scope 1 and 2)	1.7	1.6
	Category 4: Upstream transportation and distribution	0.9	0.8
	Category 5: Disposal and recycling of waste	0.3	0.2
	Category 11: Use of sold products (direct emissions only)	3.7	3.4
	Category 12: Disposal and recycling of products	2.9	2.5
	Categories 6–9 (consolidated)[d]	0.1	0.1
Total Scope 3 emissions[d,e,f]		**21.6**	**19.5**
	thereof upstream	15.1	13.6
	thereof downstream	6.6	5.9
Total GHG emissions (Scope 1, 2, and 3), market-based[g]		**26.5**	**23.9**
Intensity of GHG emissions, market-based, in thousands of metric tons of CO_2eq/€ million sales[h]		1.75	1.70

Prior-year figures restated. The prior-year figures included the electricity of the new power plants at the Marl site twice—for both purchased and self-generated electricity. The adjusted figures allocate only the self-generated electricity to the power plants, reducing the proportion of purchased electricity.

[a] The balance covers fossil GHG emissions and emissions of gases—other than CO_2—of biogenic origin. The relevant use of biomass and associated net amounts of CO_2 removal and biogenic CO_2 emissions in the current and previous reporting period are reported separately as follows: Scope 3 category 1: –1.3 million metric tons of CO_2 (2024: –1.3 million metric tons of CO_2); categories 11 and 12 together: 0.8 million metric tons of CO_2 (2024: 0.8 million metric tons of CO_2); and Scope 1 direct process emissions: around 0.1 million metric tons of CO_2 (2024: 0.1 million metric tons of CO_2).

[b] As subsequent calculation of the 2024 GHG inventory in 2025 on the basis of full-year data resulted in only minor changes in values, we have retained in this report the emissions data already reported in the previous year (calculated using the fast-close method, see chapter 9.1 About this sustainability report **p. 77 ff.**).

[c] Total Scope 2 emissions, location-based (2025): 1.61 million metric tons of CO_2eq (2024: 1.87 million metric tons of CO_2eq).

[d] Includes categories 6 "Business travel", 7 "Employee commuting", 8 "Upstream leased assets (electricity and heating of administrative buildings)", and 9 "Downstream transportation and distribution (to direct customers)". These individual categories are immaterial due to their insignificance but are included for information purposes as part of our Scope 3 target.

[e] Fast-close process reporting was in part used for the current period for Scope 3 (see chapter 9.1 About this sustainability report **p. 77 ff.**). Differences between the data and totals are due to rounding. Some calculations are based on assumptions and estimates.

[f] Contains categories 1–9, 11, and 12. Scope 3 categories 10 "Processing of sold products", 13 "Downstream leased assets", 14 "Franchises", and 15 "Investments" are not reported. For details, see "Emissions along the value chain (Scope 3)" **p. 117 ff.**

[g] Total GHG emissions (Scopes 1, 2, and 3), location-based (2025): 24.14 million metric tons of CO_2eq (2024: 26.87 million metric tons of CO_2eq).

[h] See the consolidated financial statements, "Income statement" table **T72** **p. 189**, "Sales" line item; prior-year unit corrected.

[1] For details, see "Emissions along the value chain (Scope 3)" **p. 117 ff.**

Total gross Scope 1 GHG emissions and gross market-based Scope 2 GHG emissions decreased by more than 10 percent year on year. This is attributable to the sale of the superabsorbents business, which was completed in August 2024, as well as the decommissioning of the coal-fired power plant in Marl at the end of March 2024. From this point in time, the two new, highly efficient gas and steam turbine power plants in Marl became fully operational. Other effects resulted from the implementation of EAGER projects, the higher proportion of green electricity, and the decline in production volumes due to reduced demand.

In 2025, Scope 3 GHG emissions calculated using the fast-close approach decreased to 19.5 million metric tons of CO_2eq compared with 21.6 million metric tons of CO_2eq in 2024. The ongoing weak economy in 2025 compared with the previous year led to a reduction in the volumes of purchased raw materials as well as sold products and energy. The effects of this extended beyond the directly affected categories to additionally influence, for instance, logistics emissions. Furthermore, the emissions of the sold superabsorbents business were still included for an eight-month period in 2024, as this is when they were generated. None of these emissions were included for any Scope 3 categories in 2025. A notable countereffect came from the switch to the spend-based emission factors updated by DEFRA (UK Department for Environment, Food & Rural Affairs), which Evonik uses to calculate the emissions of purchased indirect goods, packaging materials, and capital goods. Unlike the 2012 database used in earlier years (IPCC AR2), the data for 2025 are based on 2022 and take into account the characterization factors of the IPCC Fifth Assessment Report. Overall, this change led to higher emissions—notably for capital goods—compared with the previously used emissions data. Due to the level of emissions of the relevant (sub-) categories in relation to the total volume of the Evonik Carbon Footprint, the overall impact was only minor.

In 2025, Evonik had 21 (2024: 23) facilities that fell within the scope of the EU Emissions Trading System 1 (EU ETS 1). In total, these EU ETS 1 facilities emitted 1.6 million metric tons of CO_2 in the reporting period (2024: 2.2 million metric tons of CO_2). Moreover, we are subject to additional carbon pricing systems in a number of countries. Both Germany and Austria have a national emissions trading system alongside the EU ETS 1. In the provinces of Fujian and Shanghai in China, our Nanping and Shanghai sites are subject to regional emissions trading systems. National emissions trading systems apply to our sites in Morrinsville (New Zealand) and Ulsan (South Korea). Our sites in Gibbons and Maitland (Canada) and Singapore are subject to the relevant national CO_2 taxes. Overall, about 57 percent of Evonik's Scope 1 GHG emissions were subject to carbon pricing systems in 2025 (2024: 79 percent).

Status of emissions targets

- Reduce absolute Scope 1 and Scope 2 emissions by 25 percent between 2021 and 2030[1]
- Reduce absolute Scope 3 emissions by 11 percent[2] between 2021 and 2030[1]

Relative to the base year 2021, which is relevant for measuring our target achievement, we recorded a 31 percent reduction in our Scope 1 and 2 GHG emissions in 2025. Efficiency improvements in energy generation—especially due to substitution of the coal-fired power plant at Marl Chemical Park with the new gas and steam turbine power plants—were a major contributing factor. Added to this were the consistent expansion of the proportion of green electricity used and investments in Next Generation Technologies. The reduction was increased by the decline in our production volumes due to sustained weak demand and portfolio measures.

ESRS E1-4

Target achievement T33

in million metric tons of CO_2eq	Base year 2021	2025	Target year 2030	Change in %, 2025 versus base year
Scope 1 and Scope 2 emissions	6.30	4.35	4.73	–31
Scope 3 emissions[a]	15.8	13.1	14.1	–17

[a] Scope 3 emissions of all upstream categories as well as the downstream category "transportation and distribution" as defined in our SBTi target, but excluding the Scope 3 emissions that fall within the scope of the SBTi criteria for the electricity sector and are hence covered by a different intensity target. The exact wording of all Evonik emissions reduction targets validated by SBTi can be viewed at: **https://sciencebasedtargets.org/companies-taking-action**

[1] The exact wording of all Evonik emissions reduction targets validated by SBTi can be viewed at: **https://sciencebasedtargets.org/companies-taking-action**
[2] Exact target: 11.07 percent.

Emissions along the value chain (Scope 3)

ESRS E1-6

Calculating emissions along the value chain is a complex process requiring a wealth of activity-related and emissions data. As a general rule, all companies over which Evonik exercises operational control are included in the calculation of the Scope 3 GHG inventory. This largely corresponds to the scope of consolidation for financial reporting. In some cases, however, it goes beyond it, since the emissions data of some subsidiaries over which Evonik exercises operational control but which are not included in the consolidated financial statements for reasons of materiality are also included in the calculation of the Scope 3 GHG inventory. Emissions from micro-businesses whose data are not already included in Evonik's regular data systems are not reported due to their lack of materiality. Emissions from purchased raw materials are mainly determined using an emissions calculation tool developed in-house. Since 2025, categories 3 and 5 have been calculated in ESTER, which already contains most of the required activity data. All other calculations are largely based on Excel tables and are then performed using internally configured workflows in data analysis software. In some cases, assumptions must be made and estimates used, with each category being evaluated separately as described below.

Category 1: Purchased chemical raw materials, packaging materials, and indirect goods and services

Category 1 comprises emissions from the extraction, manufacture, and transportation[1] of chemical raw materials, packaging materials, and indirect goods and services.

Chemical raw materials:
The calculation of the CO_2eq "backpack" was essentially based on a list of all purchased chemical raw materials from Evonik's central ERP system, which were supplemented by relevant raw material quantities from other sources in individual cases. Emissions were calculated for all raw material quantities for which a carbon footprint was available at the time of calculation. GHG emissions for the raw material quantities with no available carbon footprint were extrapolated on this basis. When selecting emission factors, we prioritized specific emission factors provided to us by suppliers. Alternatively, we based them on secondary data from CarbonMinds or providers of generic LCA data, such as Sphera's Managed LCA Content database or the ecoinvent[2] database. If no suitable substance-specific emission factor could be determined, averaged emission factors were used or estimates made on the basis of similar products.

Packaging materials and indirect goods and services:
For the accounting of emissions from the production of services and purchased goods, with the exception of chemical raw materials, these items were assigned to categories 1 and 2 (capital goods) with the help of industry codes (Standard Industrial Classification (SIC)). The emissions were then calculated using output-based emission factors[3] for the corresponding codes. They are adjusted annually for inflation to ensure that they remain representative. Compared with the emissions caused by the purchase of raw materials, emissions from the purchase of other goods, services, and packaging are of little relevance.

Category 2: Capital goods

As described under category 1, a list of the indirect procurement items and allocation via industrial sectors were used to identify all capital goods relevant for category 2. It is calculated in the same way as the emissions calculation for indirect purchases in category 1.

Category 3: Energy-related activities (not included in Scope 1 and 2)

GHG emissions from the upstream value chain of solid, liquid, and gaseous fuels used in Evonik's power plants and processes during the reporting period were determined as the product of energy quantities and representative, region-specific emission factors from the Managed LCA Content database.[4] The global energy data are stored in ESTER. The upstream emissions for externally purchased energy quantities of steam and electricity were determined using assumptions regarding the fuel mix and the associated location-based emission factors. Emissions from purchased or acquired electricity resold to customers were also included. Approximate calculation was carried out using the classification of the electricity supplies from Evonik Operations GmbH and adequate CO_2 emission factors for activities outside of Germany, supplementing the corresponding upstream CO_2eq emissions. The calculation was primarily based on full-year data, eliminating the need for extrapolation using the fast-close approach. Only the emissions from the energy trading business were calculated on the basis of extrapolated data.

[1] Except for transportation to Evonik reported in category 4.
[2] GaBi database from Sphera Solutions GmbH or ecoinvent 3.11, as of 2025; GWP100, IPCC AR6.
[3] DEFRA (UK Department for Environment, Food & Rural Affairs) spend-based emission factors, produced by the University of Leeds, 2022 database; GWP100, IPCC AR2.
[4] GaBi database, Sphera Solutions GmbH, as of 2025; GWP100, IPCC AR6.

Category 4: Upstream transportation and distribution
Upstream transportation and distribution includes incoming goods transportation from direct suppliers to Evonik as well as transportation of products between Evonik sites, and from Evonik to customers, as instructed by Evonik. The CO_2eq emissions from internal and outbound transportation of (intermediate) products were calculated using specific emission factors[1], which take account of the different types of transportation as well as direct and indirect emissions (well-to-wheel). The calculations are based on data from logistics purchasing on quantities of goods, estimated transportation distances to direct customers or other sites using the Haversine formula, and the specific modes of transportation. Since we do not have complete information about the distances and means of transportation for inbound shipments, an average emission factor per metric ton of product transported was calculated based on data regarding Evonik's outbound shipments. Use of this average emission factor is based on the assumption that the means of transportation and average transportation distances can be applied to inbound shipments, whose emissions were then estimated using the quantity of raw materials purchased.

Category 5: Disposal and recycling of waste
Emissions from waste disposal were calculated on the basis of the volumes of waste for each type of disposal for the entire reporting period, which are recorded in the internal ESTER ESHQ software, together with the energy consumption figures. This included externally treated quantities of wastewater as well as solid production, construction, and demolition waste. The calculation was based on the average data method, with representative and in some cases regionalized emission factors for each type of disposal being determined using the Managed LCA Content database[2] and plausible assumptions regarding the carbon content.

Categories 6 to 9
Due to their relevance for our Scope 3 target, categories 6 to 9 are calculated and reported as a single total. Since the individual categories are immaterial due to their insignificance (total emissions of 0.1 million metric tons of CO_2eq), they are not reported in detail.

Category 10: Processing of sold products
Evonik sells intermediates primarily in a B2B environment. The portfolio includes thousands of products for a diverse range of end uses in a variety of end-customer markets. Evonik's position primarily at the heart of most value chains results in a large number of possible types and further intermediate steps for processing the individual products. This leads to an unmanageable complexity, making it impossible for us to calculate or even estimate a plausible figure for this category. It is a fundamental, familiar, and recognized problem for the chemical industry—especially in the early and mid-stage value chain.

Category 11: Use of sold products (direct emissions only)
Due to the diversity of Evonik solutions for different applications, the focus here is on calculating direct GHG emissions that are generated and released during the usage phase in the downstream value chain through metabolization and decomposition from the carbon content of the Evonik products sold. Calculation of the emissions in the reporting period was based on the sales volumes, the actual or estimated carbon content of the products, and stoichiometric conversion to CO_2. Also included were the N_2O emissions of nitrogen-containing products sold as fertilizers—converted into CO_2eq using the characterization factor defined by IPCC AR6. It was assumed that they are fully released into agricultural soils and the atmosphere.

Category 12: Disposal and recycling of products
Since Evonik is in many cases not aware of the end-use applications of its own products—especially the intermediates—the emissions from their disposal were not calculated for the applications themselves, but for our products. GHG emissions associated with the disposal of the product volumes sold—excluding the quantities directly emitted already during the usage phase—were calculated on the basis of the actual or estimated product carbon content. For this purpose, emission factors from the Managed LCA Content Database[2] were used or, for pure incineration, wastewater treatment, and landfill, the CO_2 emission volumes were calculated using stoichiometric conversion of the carbon content. For landfill and the wastewater treatment of inert products that do not degrade within 100 years[3], only the processing effort was modeled. Recycling was assumed to have an emission factor of 0. If energy recovery during waste treatment was expected to a relevant extent, this was taken into account using representative emission factors. Statistics were used to

[1] https://cefic.org/resources/calculating-ghg-transport-and-logistics-emissions-for-the-european-chemical-industry/
[2] GaBi database, Sphera Solutions GmbH, as of 2025; GWP100, IPCC AR6.
[3] See World Business Council for Sustainable Development: Guidance for Accounting & Reporting Corporate GHG Emissions in the Chemical Sector Value Chain (2013).

determine the proportions of different treatment types for certain (end) product groups. If applications and disposal route(s) were unknown, a division of treatment between incineration and landfilling was assumed.

Category 13 to 15
Category 13 emissions that arise when Evonik acts as a lessor are not reported because this category is not material for Evonik. Category 14 "Franchises" is not relevant for Evonik because it is not applicable. Screening was conducted for category 15 "Investments" and included those companies and joint ventures in which Evonik has an equity interest but over which Evonik does not exercise operational control. Including those activities where relevant emissions might be expected, this was estimated to account for less than 1 percent of Evonik's total emissions. This category is hence not considered to be material and is not reported due to the high cost of regular data collection.

In the reporting period, the proportion of Scope 3 emissions calculated based on the fast-close method using data from the value chain was 17 percent. This was primarily attributable to the increasing proportion of specific raw material emission factors made available to us by our suppliers.

10.2 Green energy

Strategy and management

To ensure that our production processes run dependably, Evonik has to rely on a stable energy supply. One of the ways in which we are countering **insufficient energy supplies and potential bottlenecks** is by switching to renewable energy sources over the long term. More than 50 sites in Europe, Asia as well as North and South America currently source or generate sustainable energy. We additionally see opportunities for **saving energy through new technologies and efficient processes (Next Generation Technologies: EAGER), such as digitally controlled energy systems.** Evonik is working to mitigate climate change by saving energy, thereby contributing to reducing the impact of adverse climate effects on people and the environment. ESRS 2 SBM-3

Our energy management system, currently comprising 60 (2024: 65) certified sites, ensures a lasting increase in energy efficiency within the group. The decline in the number of certified sites in the reporting period is largely due to the sale or decommissioning of previously certified sites. We have already optimized approximately 85 percent of our global energy requirements using this ongoing, certified improvement process. ISO 50001 certification is planned for further sites in the coming years. The aim is for certification to cover around 93 percent of Evonik's global energy consumption by 2027. ESRS 2 SBM-3

Targets

- Overall savings of 1,200 GWh of energy from implemented energy efficiency projects in the period 2021 to 2030
- Switch in externally purchased or acquired electricity to 100 percent green electricity by 2030

Evonik has set an ambitious target for 2030, aiming to achieve a reduction of 1,200 GWh through the energy efficiency measures implemented (base year 2021). The target centers on the implementation of improvement measures and supports the efforts of the sites and business units to reduce energy costs. At the same time, we plan to switch to green sources for 100 percent of externally purchased or acquired electricity by 2030. The energy targets approved by the executive board align with our Scope 1 and Scope 2 targets (see chapter 10.1 Mitigating climate change p. 111 ff.).

Actions

Evonik is using long-term green power purchase agreements (PPAs[1]) with various energy utilities to switch to green energy. This will make us significantly less dependent on fossil fuels at our sites in the future. Such long-term agreements ensure the financial viability and realization of the relevant projects and help advance the energy transition. Evonik compensates for fluctuations in the wind energy and solar power feed-in through its own management of balance zones in Germany. Alongside green electricity, biomethane is becoming increasingly important for Evonik as a substitute for fossil-based natural gas. In addition, we are implementing actions to increase energy efficiency on the basis of our EAGER project (see chapter 10.1 Mitigating climate change p. 111 ff.).

[1] PPAs are long-term power supply agreements between a producer (e.g., a wind farm operator) and a major customer (e.g., an industrial company).

Progress in 2025

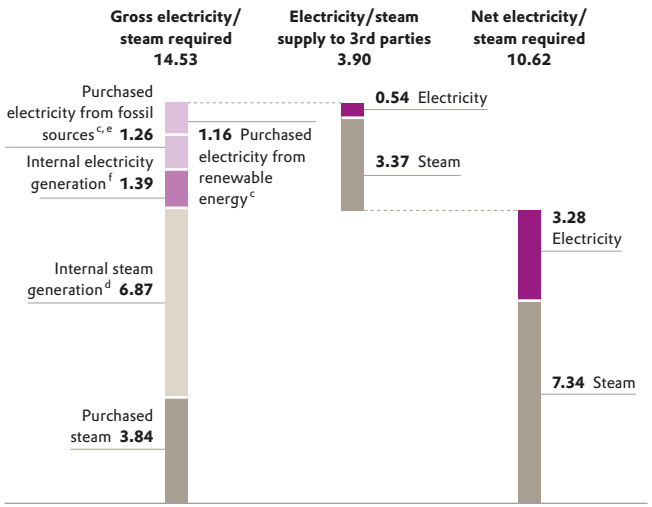
The 960 megawatt (MW) He Dreiht offshore wind farm already started feeding green electricity into the grid in 2025. Since September 2025, Evonik has been sourcing green electricity from Vattenfall through the Silberstedt photovoltaic site. A second photovoltaic site in Schleswig-Holstein is expected to go into operation in 2026. Following the scheduled start of commercial operations in 2026, we are expecting the first deliveries of green electricity under the PPAs agreed with EnBW in 2022 for a total of 150 MW to begin. In addition, RWE will supply us with around 37.5 GWh of green electricity annually from the Kaskasi offshore wind farm starting in 2028. Evonik Methionine Southeast Asia (EMSEA) also entered into a long-term PPA with energy utility Engie in the reporting period. A photovoltaic plant is under construction at our methionine production site in Singapore. Starting from the first quarter of 2026, this plant is expected to deliver around 2.7 GWh of sustainable energy per year for the site's own needs.

Since July 2025, Evonik's Coating & Adhesive Resins business line has been using green electricity for its polybutadiene production in Marl. Likewise in the reporting period, the Crosslinkers business line fully switched its epoxy hardener production to electricity generated from renewable sources. This has led to an annual reduction in this business line's Scope 1 and 2 emissions of around one-third.

Metrics

In our energy reporting, we distinguish between primary energy inputs, generally fossil fuels used to generate our own electricity and steam, and secondary energy inputs. The latter mainly comprise purchased or acquired electricity and steam. We also use substitute fuels such as thermal fuels, for instance, in the processing of by-products, waste, and sewage sludge.

Evonik's electricity and steam accounting 2025 [a,b] C46



[a] In terawatt hours (TWh).
[b] Including energy consumed for cooling. Excludes the sale of cooling energy to third parties and self-generated drying heat.
[c] Excluding trading and excluding supply of purchased electricity to third parties in Germany.
[d] Including process heat, e.g., from acrolein production.
[e] Including 0.03 TWh of electricity from nuclear power.
[f] Including 0.09 TWh of self-generated electricity from renewable sources.

Electricity and steam data T34

in GWh	2024	2025
Self-generated electricity and steam from fossil sources	9,468	8,167
thereof steam	8,191	6,867
thereof electricity	1,277	1,300
Self-generated electricity from renewable sources	101	88
Purchased or acquired electricity from fossil sources	1,503	1,237
Purchased or acquired electricity from nuclear sources	27	27
Purchased or acquired electricity from renewable sources	1,229	1,163
Purchased or acquired steam	3,929	3,844
Electricity sold	–435	–535
Steam sold	–3,039	–3,367
Total net electricity/steam consumption	**12,783**	**10,624**

Prior-year figures restated. The prior-year figures included the electricity of the new power plants at the Marl site twice—for both purchased and self-generated electricity. The adjusted figures allocate only the self-generated electricity to the power plants, reducing the proportion of purchased electricity.

Since the coal-fired power plant in Marl was decommissioned in 2024, coal has become an increasingly less significant component of Evonik's energy mix. In addition to natural gas-fired generation of our own electricity and steam, large amounts of process heat from exothermic reactions—for instance, from the production of acrolein—are used in integrated heating systems.

Evonik's net electricity/steam consumption in 2025 decreased by around 20 percent year on year to 10,624 GWh (2024: 12,783 GWh). Among other factors, this was due to a large number of energy-saving actions, the decline in production volumes, and the sale of the superabsorbents business that was completed in August 2024. The use of renewable energies in 2025 amounted to 1,293 GWh, which represents roughly 7 percent of Evonik's total gross energy consumption. Currently, 48 percent of our externally sourced electricity is green electricity (2024: 45 percent).

We will see this share successively increase in the period 2025 to 2040 thanks to our PPAs with Vattenfall, EnBW, and RWE. At the same time, we expect full implementation of these arrangements to reduce Scope 2 emissions (purchased power) by about 100,000 metric tons of CO_2 a year.

ESRS E1-5

Energy consumption[a] and mix T35

in GWh	2024	2025
Natural gas	9,901	10,008
Coal and coal products	931	315
Crude oil and petroleum products	1.1	0.7
Other fossil sources	1,424	1,055
Purchased or acquired electricity from fossil sources	1,503	1,237
Purchased or acquired steam	3,929	3,844
Total fossil energy consumption	**17,689**	**16,460**
Consumption from nuclear sources	**27**	**27**
Purchased or acquired electricity from renewable sources	1,229	1,163
Consumption of self-generated non-fuel renewable energy	101	88
Fuel consumption for renewable sources, including biomass[b]	44	42
Total renewable energy consumption	**1,374**	**1,293**
Total gross energy consumption	**19,090**	**17,780**
thereof share of fossil energy (in %)	93	93
thereof share of nuclear sources (in %)	0.1	0.2
thereof share of renewable sources (in %)	7.2	7.3
Energy intensity ratio in GWh/€ million sales[c]	**1.26**	**1.26**

Prior-year figures restated. The prior-year figures included the electricity of the new power plants at the Marl site twice—for both purchased and self-generated electricity. The adjusted figures allocate only the self-generated electricity to the power plants, reducing the proportion of purchased electricity.

[a] As a chemicals company, Evonik is allocated to the energy-intensive sector in accordance with NACE Code Division 20.

[b] Including industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.

[c] See the consolidated financial statements, **T72** "Income statement" table **p. 189**, "Sales" line item; prior-year unit corrected.

Status of energy targets

ESRS E1-5

- Overall savings of 1,200 GWh of energy from implemented energy efficiency projects in the period to 2030 (base year 2021).
- Switch in externally purchased or acquired electricity to 100 percent green electricity by 2030

In the reporting period, the total savings between 2022 and 2025 rose to 866 GWh (2022–2024: approx. 750 GWh). This increase is attributable to the implementation of 112 energy efficiency projects in the reporting period (2024: 160). This puts Evonik ahead on the path to achieving its target.

A preliminary figure was used for 2025, as the final, verified savings generated through energy efficiency projects will only become available after the editorial deadline. The figure was based on the calculated savings potential of the implemented projects at the sites up to October 1, 2025, together with feedback on projects still pending at that date received in early 2026.

Outside of Evonik Operations GmbH (Germany), Evonik obtains its electricity exclusively under external power purchase agreements (100 percent). In some cases, the responsible supplier provides individual green labeling. Unbundled guarantees of origin[1] accounted for around 96 percent (2024: 97 percent) while bundled renewable energy certificates only represented around 4 percent (2024: 3 percent). In Germany, Evonik Operations GmbH generates most of its electricity itself, supplemented by direct sales and purchases on the wholesale market. ESRS E1-6

Target achievement T36

	2025	Target year 2030	Target achievement in % in 2025
Total savings from implemented energy efficiency projects in GWh since 2021	**866**	1,200	72
Proportion of green electricity in externally purchased or acquired electricity in %	**48**	100	48

[1] Unbundled guarantees of origin can be marketed separately, meaning that guarantees of origin can be treated independently of the respective power supply agreement. Due to the statutory deadline to make an individual fuel mix disclosure provided for by section 42 of the German Energy Industry Act (EnWG), which does not occur until after the preparation of the 2025 financial report, the volumes not yet canceled at the time of preparing the financial report can only be duly canceled by Germany's Federal Environment Agency by the statutory deadline in 2026. This ensures that, as a minimum, the total reported volume of electricity from renewable sources has been achieved.

10.3 Water management

Strategy and management

ESRS E3-1

Adequate availability of water for cooling and production processes plays a key role in our production activities. **Production stoppages due to water shortages, particularly in water stress areas,** pose a potential risk. This is why Evonik regularly analyzes the short-, medium-, and long-term water risks at all production sites. In 2023, we broadened our approach to analyzing water stress at our sites so as to assess water risks holistically. We use the WWF Water Risk Filter to analyze various physical risks such as water availability, droughts, flooding, and water quality. Furthermore, we evaluate transition risks, including regulatory risks, as well as reputational risks such as water conflicts and media scrutiny. Another focus is on the 2030 and 2050 time horizons, based on the SSP (Shared Socioeconomic Pathways) climate scenarios defined by the IPCC[1]. **Increased water consumption** should be avoided in water stress areas. Going forward, we aim to develop location-specific action plans that contribute to reducing water usage and securing our production. In this way, we conserve water resources and show consideration for the needs of the neighbors at our sites. ESRS 2 SBM-3, ESRS E3-3

As a general rule, Evonik assesses its potential impacts, risks, and opportunities associated with water resources along its entire value chain (cradle-to-grave). We use the LEAP[2] method for this assessment. An extensive analysis of our direct operational activities has already been conducted. In 2025, we continued the water analysis for upstream and downstream activities. Water management at Evonik focuses especially on water scarcity as a material physical risk. Our water risk assessment looks at risks relative to the water catchment area and the type of water use at each site. Examples include particularly water-intensive processes. In 2023, we performed a full water catchment area assessment, which was updated in the reporting period. In addition to the water risks outlined above, we perform a holistic risk analysis covering the additional potential impact of natural catastrophes such as storms, hail, floods, hurricanes, tornadoes, and torrential rainfall (see chapter 9.6 Opportunity and risk management p. 97 ff.). Moreover, our sites are regularly audited by insurance companies. ESRS E3.IRO-1

Evonik saves water wherever possible and is working to further reduce emissions to water (see chapter 11.3 Occupational health and safety p. 154 ff.). Looking ahead, we intend to contribute to improving water use both in our own operations and along the upstream and downstream value chain. To achieve this, we are working on ways to optimize the reuse, recovery, reduction, and treatment of the water used in our operations. Water quality is improved through wastewater treatment plants. We harness advanced technologies for water treatment and reuse as well as for wastewater recovery. In this way, Evonik reduces its reliance on freshwater and lessens its environmental impact. We ensure that our approach to wastewater discharge meets the relevant legal requirements on the preservation and protection of the aquatic environment. Evonik has published a water policy on its website.[3]

Evonik additionally contributes to both reducing water consumption and keeping water clean through its products and solutions. In agriculture, for example, our amino acids for animal nutrition can help reduce water consumption in certain regions. Additionally, our hydrogen peroxide and peracetic acid products are playing an increasingly prominent role as environmentally friendly alternatives for the disinfection of wastewater. Their only by-products are water and readily biodegradable acetic acid.

Target

ESRS E3-3

- Reduce specific freshwater withdrawal by 3 percent relative to production volume between 2021 and 2030

Our aim is to reduce specific freshwater withdrawal by 3 percent relative to production volume between 2021 and 2030. This voluntary corporate target adopted by the executive board aims to reflect the special significance of freshwater compared with seawater. No differentiation is made based on individual water risks such as water stress. We plan to achieve our target through a wide range of actions applied across all of our production sites, taking technical and economic considerations into account. Identification of these actions and budgeting for their implementation are being carried out as part of our EAGER project (see chapter 10.1 Mitigating climate change p. 111 ff.).

[1] IPCC = Intergovernmental Panel on Climate Change.
[2] LEAP = Locate, Evaluate, Assess, Prepare.
[3] https://www.evonik.com/en/sustainability/policies.html

Actions

ESRS E3-2

Evonik uses the WWF Water Risk Filter to systematically assess all production sites for water risks. The findings of the assessment enable us to pinpoint water-related impacts, dependencies, and risks within our portfolio of sites in order to derive and prioritize future actions. In the reporting period, we obtained no rating of very high or extreme for any of our 98 production sites (equivalent to a WWF Water Risk Filter score of >4.2 for the physical, regulatory, and reputational risk types). Five locations were rated high risk (equivalent to a WWF Water Risk Filter score of between 3.4 and 4.2 for the physical risk type). A further 73 locations were classified as medium risk (equivalent to a WWF Water Risk Filter score of between 2.6 and 3.4) in respect of the water catchment area for one of the three risk types. Of these, 17 locations were in the upper range. We also examined future risks for the 2030 and 2050 time horizons, including analyses for the pessimistic, current trend, and optimistic scenarios, using the WWF Water Risk Filter. Based on the pessimistic scenario, 24 sites would be classified on average as high risk in 2030 (but none as very high or extreme). In 2050, 29 sites would be classified on average as high risk and a further six as very high risk (but none as extreme risk). Furthermore, we have continued our work on an approach to assign a monetary value to water risks (see chapter 9.6 Opportunity and risk management p. 97 ff.). ESRS E1.IRO-1

We refined the assessment of our sites' impact in relation to water risks (operational water risk) in the reporting period. A comprehensive survey was prepared, which from now on will be used to systematically record water withdrawal, wastewater, and regulatory risks. In addition, experts conducted interviews at sites located in water catchment areas at high risk or which have particularly high water consumption. The purpose was to raise awareness around water risks among all relevant parties at the sites and enhance understanding of the consequences—such as higher costs or business interruptions.

Furthermore, we continued our analysis of water risks along the entire value chain in 2025. For example, we evaluated the water consumption of our raw materials based on life cycle assessment data and identified water-intensive raw materials. We subsequently conducted a more detailed analysis of water risks along the supply chains for both these and selected strategic raw materials. For example, we analyzed the water risks of the raw materials dextrose and sodium silicate. The main focus was traceability in the upstream supply chain all the way to the natural resources' countries of origin. We drew on specific purchasing data as well as market analyses for our assessment. Overall, upstream and downstream activities are subject to a greater degree of ambiguity and complexity, so only parts of these activities are taken into account. Our direct operational activities are recorded and evaluated in full. Alongside life cycle assessments, we draw on data from our ESHQ software, ESTER. We model opportunities as part of the sustainability analysis of our businesses (see chapter 9.3 Portfolio transformation p. 84 ff.).

Progress in 2025

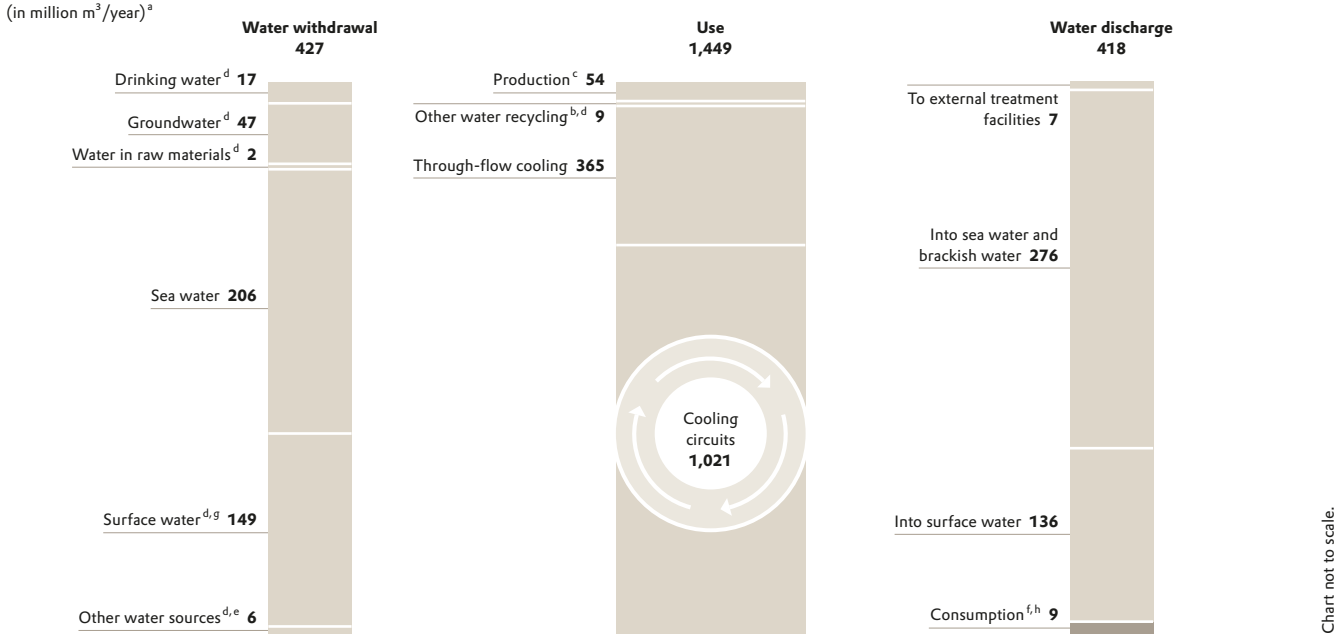
During the reporting period, we identified further EAGER projects that contribute to reducing specific freshwater withdrawal, alongside cutting CO_2 emissions. Vapor recompression went into operation at our Singapore site, meaning that one plant no longer needs to purchase any steam externally. This integrated heat management action has reduced our need for cooling water, in turn lowering the demand for freshwater. We are also continuing to use vapor recompression at our site in Delfzijl (Netherlands). As part of the Ecluse project (see chapter 10.1 Mitigating climate change p. 111 ff.), we expect to see annual savings of around 42,000 m^3 of water and at least 100,000 metric tons of CO_2 emissions at our site in Antwerp (Belgium) starting from 2027.

Outside of our EAGER projects, further process improvements are helping reduce freshwater consumption. For example, the municipal water utility in Antwerp is planning to build a cooling water factory with several technology companies to recycle and treat municipal wastewater. Evonik intends to use this treated municipal wastewater (other water sources) instead of drinking water for its cooling towers. Additionally, we aim to use the treated wastewater (other water sources) for steam generation, chemical processes, and in the desalination plants at this site. On completion of the municipal project, which is scheduled for 2027, and based on full capacity utilization, this should allow savings of around 2.5 million m^3 of drinking water a year at the site and reduce freshwater requirements by a further 10 percent.

Metrics

Evonik's water data 2025

C47



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

Total water intake was 427 million m³ in the reporting period, while discharges amounted to 418 million m³. Water consumption (including water in products)—defined as the difference between water withdrawal and discharge—amounted to 9 million m³ (2024: 18 million m³). It resulted mainly from losses due to evaporation and drying. The largest proportion of water discharges was accounted for by through-flow cooling water with 365 million m³ (2024: 356 million m³). Total water recycled and reused (water recycling) amounted to 1,030 million m³ (2024: 1,127 million m³), of this amount around 1,021 million m³ (2024: 1,122 million m³) is attributable to closed-circuit cooling. Starting from this reporting period, we include closed-circuit cooling in water recycling.

Data used in Evonik's water inventories were mainly based on measured data, evaluations from internal accounting systems, and special reports to the authorities. The data thus obtained for our main sites were supported with additional calculations based on site-related input/output data.

ESRS E3-4

Water data T37

in million m³	2024	2025
Water withdrawal		
Drinking water	17	17
Groundwater	53	47
Surface water[a]	156	149
Water from raw materials	1.7	1.5
Other water sources	8.8	6.3
Total freshwater	236	**221**
Sea water	194	206
Total water withdrawal	**430**	**427**
Water discharge		
into sea water and brackish water	–270	–276
into surface water	–136	–136
into external treatment facilities	–7.4	–7.0
Total water discharge	**–414**	**–418**
Water consumption[b]	**18**	**9**
thereof in areas at water risk, including areas of high water stress	2.5	2.3
thereof water in products	0.9	0.5
Total water recycled and reused[c] (water recycling)	1,127	1,030
Water intensity ratio in m³/€ million sales[d]	1,188	640
Production in million metric tons	7.3	6.0
Specific freshwater withdrawal in m³/metric ton	**32.3**	**36.7**

[a] Including brackish water.
[b] Water consumption is the difference between water withdrawal and the return of water. It primarily relates to evaporation losses. Prior-year figure restated, as water in products has been newly allocated to water consumption (in accordance with the Responsible Care® reporting guidance and GRI 303: Water and Effluents 2018).
[c] Prior-year figure restated, as it included closed-circuit cooling. Closed-circuit cooling reallocated based on customary practice among our peers.
[d] See the consolidated financial statements, **T72** "Income statement" table **p. 189**, "Sales" line item.

Status of the water target

- Reduce specific freshwater withdrawal by 3 percent relative to production volume between 2021 and 2030

Between 2021 and 2025, production volumes declined by around 30 percent due to portfolio measures, plant closures, and falling demand. In the same period, the use of freshwater decreased by around 20 percent. This is attributable to our portfolio's strategic focus on specialist products that require higher specific water consumption per metric ton.

Target achievement T38

in m³/metric ton	Base year 2021	2025	Target year 2030	Change in %, 2025 versus base year
Specific freshwater withdrawal relative to production volume	26.8	36.7	26.0	+37

10.4 Biodiversity

Strategy and management

ESRS 2 SBM-3, ESRS E4.IRO-1, ESRS E4-1, ESRS E4-2

We are aware that our business operations involve both opportunities and risks with regard to biodiversity. These include, for instance, the **loss of biodiversity on land and in the oceans, including microbial organisms.** It is important to **avoid supply chain disruption and any resulting production stoppages at Evonik caused by biodiversity loss and damaged ecosystems.** This may occur if it is no longer possible to deliver the necessary ecosystem services. For example, damaged ecosystems may restrict the availability of biogenic raw materials for production. The starting points for Evonik's examination of biodiversity are conventional environmental topics such as emissions into the air and water as well as water and waste management. When considering the issue of biodiversity, we refer to the ecosystem services and direct drivers of biodiversity loss as defined by the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES[1]). According to this body, biodiversity and ecosystems are natural capital and form the basis for processes that are vital for life. They provide what are known as ecosystem services, which support communities and economic systems. According to IPBES, human activity is driving a global decline in biodiversity and ecosystem services. The IPBES defines the following as the direct drivers of biodiversity and ecosystem loss:

- Land-/sea-use change
- Direct exploitation
- Climate change
- Pollution
- Invasive alien species

Since 2023, we have examined and quantified the direct drivers of biodiversity loss as defined by IPBES. The main drivers of relevance for Evonik are climate change, pollution, direct exploitation (water withdrawal), and land use change (in the upstream supply chain).

We address the following aspects of biodiversity in the sustainability analysis of our business (see chapter 9.3 Portfolio transformation p. 84 ff.): water, eutrophication, acidification, land use, use of renewable raw materials, emissions of critical and persistent chemicals, and microplastics. Evonik has published a biodiversity policy on its website.[2]

Declining biodiversity negatively impacts Evonik's business activities. At the same time, our business activities can adversely impact biodiversity. We performed a risk analysis of our business model in which, in addition to the areas of climate, water, biodiversity, and chemical safety, we evaluated long-term physical, transitional, and systemic risks (2030 and 2050 time horizons)- (see chapter 9.6 Opportunity and risk management p. 97 ff.). Evonik's products and solutions also play a part in preserving biodiversity and help protect habitats. Through the responsible procurement of palm oil, palm kernel oil, and their derivatives, Evonik is seeking to ensure deforestation-free supply chains (see chapter 10.5 Circular economy p. 130 ff.).

Targets

Based on the IPBES definition of the direct drivers of biodiversity loss, Evonik contributes to preserving biodiversity by addressing issues such as mitigating climate change or the direct exploitation of resources such as water. Our climate, water, and waste targets (see chapter 10.1 Mitigating climate change p. 111 ff., chapter 10.3 Water management p. 122 ff., and chapter 10.5 Circular economy p. 130 ff.) thus contribute indirectly to preserving biodiversity. These targets are:

- Reduce absolute Scope 1 and Scope 2 emissions by 25 percent between 2021 and 2030
- Reduce absolute Scope 3 emissions[3] by 11 percent[4] between 2021 and 2030
- Reduce specific freshwater withdrawal by 3 percent relative to production volume between 2021 and 2030
- Reduce specific production waste volume by 10 percent relative to production volume between 2021 and 2030

[1] Source: IPBES 2019; Global Assessment Report on biodiversity and ecosystem services of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. E. S. Brondizio, J. Settele, S. Díaz, H. T. Ngo; https://ipbes.net/global-assessment
[2] https://www.evonik.com/en/sustainability/policies.html
[3] Scope 3 emissions comprise all upstream categories, as well as the downstream category "transportation and distribution", as defined in our SBTi target.
[4] Exact target: 11.07 percent.

Actions

We aim to achieve these targets through the implementation of our climate, water, and waste actions. Compensatory and restitution actions are carried out in line with regulatory and/or legal requirements (for example, in the context of permitting processes). ESRS E4-3, ESRS E4-4

In the reporting period, we continued examining water and biodiversity risks in the supply chain. Our primary focus here is water-intensive raw materials and renewable raw materials, as these generally have a greater need for irrigation, as well as five additional strategic raw materials. We also assess the effects of land use and the CO_2 emissions that result from a land use change on renewable raw materials. In order to gain a better understanding of how our operations influence biodiversity aspects, we analyze our sites. Since 2023, we have used the WWF Biodiversity Risk Filter and the WWF Water Risk Filter to assess the risks at our sites. This means that our assessments are based on the recognized methods of an established nature conservation and environmental organization. At sites where the anticipated risks are high and which are located close to conservation or key biodiversity areas, we also aim to examine the direct drivers of biodiversity loss in greater detail going forward. Key biodiversity areas are those with land, freshwater, and marine ecosystems that meet one or more of eleven criteria. These are clustered into the following five categories: threatened biodiversity, geographically restricted biodiversity, ecological integrity, biological processes, and biological irreplaceability. We have identified and assessed nature-related opportunities and risks at our sites since 2024. In the reporting period, we developed a survey covering biodiversity impacts and risks, and prioritized our sites based on the IPBES drivers. An interview was conducted at one high-priority site to gain a better understanding of the local impact and determine suitable actions. Besides examining the drivers of biodiversity loss and making risk assessments, we reviewed our dependence on ecosystem services (see chapter 9.6 Opportunity and risk management p. 97 ff.). Furthermore, we plan to apply the LEAP approach developed by the TNFD[1] to even better reflect the issue of biodiversity in the sustainability analysis of our business activities. ESRS E4-1, ESRS E4-2

We began analyzing the state of nature and biodiversity for each of our sites, as well as the sites' individual impacts and dependencies, in the reporting period. A key element of this is examining the potential impact of our sites worldwide on areas of special significance for biodiversity. This focuses on all production sites within three kilometers of conservation or key biodiversity areas listed by the IBAT Alliance. Starting in 2025, the factory area itself was removed from the calculation and the radius was increased to three kilometers. This means that we cover both our largest production site with a radius of two kilometers and the previously considered surrounding area with a radius of one kilometer. Going forward, we plan to examine the impact of our sites on endangered species and to develop a comprehensive understanding of the presence of Indigenous people at our sites. ESRS E4-2, ESRS E4.SBM-3

Moreover, we are working to compile and visualize additional biodiversity indicators. To this end, a group-wide water biodiversity dashboard was introduced so that the sites most affected can be identified more easily and appropriate actions defined.

Progress in 2025

Our sites are engaged in various initiatives to protect biodiversity. Evonik was again awarded the Voka[2] Charter for Sustainable Entrepreneurship at its site in Antwerp (Belgium). The Antwerp site is also aiming for SDG Champion status in the PCA2030 trajectory (SDG Pioneer, SDG Champion, SDG Ambassador). A 14-point plan around the 17 SDGs has already been developed to achieve this, for which 12 actions have been successfully carried out. The project includes reducing the site's $NO_x/NH_3/SO_x$ emissions by installing the first selective catalytic reduction system at the hydrogen cyanide plant in connection with the "Life on Land" SDG. This action was successfully implemented.

Moreover, Evonik's products and solutions contribute to conserving biodiversity. For example, Evonik's Health Care business line markets products that can be used as alternatives to animal-derived substances in pharmaceutical applications. In this way, we are positively contributing to circularity and biodiversity. With PhytoSquene®, a squalene derived from amaranth oil that can be used in vaccines such as the H1N1 flu vaccine, Evonik offers an alternative to traditional production using shark liver oil. As many species of shark are currently endangered, this product contributes to preserving biodiversity.

Since 2023, an internal expert group at Evonik has met regularly to address relevant biodiversity topics. We follow the activities of biodiversity initiatives such as the TNFD, the SBTN[3], and the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES). Additionally, Evonik continues to monitor various legislative procedures on the subject of soil protection as a specific facet of biodiversity. By assuming leading

[1] TNFD = Taskforce on Nature-related Financial Disclosures.
[2] Voka = A Flemish network of companies in Belgium.
[3] Science Based Targets Network.

roles in corresponding working groups at the German chemical industry association (VCI) and the federation of German industries (BDI), we maintain dialogue with national and international decision makers, contributing our experience. ESRS E4-1

Metrics

We applied the WWF Biodiversity Risk Filter to identify our sites with potential material risks (physical risk type). This shows that, at present, Evonik has five production sites in regions with high potential physical risks (overall assessment of the physical risk type > 3.4): Shanghai, Nanjing, Qingdao, Rizhao, and Zhenjiang (all in China). The biggest physical risks at these sites are air and water quality, landslides, fire hazard, extreme heat, tropical cyclones, and water scarcity. ESRS E4.IRO-1, ESRS E1.IRO-1, ESRS E4.SBM-3

Furthermore, we have identified the material potential (negative) impacts of our sites on biodiversity, ecosystems, and biodiversity-sensitive areas. These are water consumption (see chapter 10.3 Water management p. 122 ff.), greenhouse gas emissions (see chapter 10.1 Mitigating climate change p. 111 ff.), pollution such as emissions into the air and water (see chapter 11.3 Occupational health and safety p. 154 ff.), and waste (see chapter 10.5 Circular economy p. 130 ff.). We also examined dependencies on ecosystem services. Going forward, we plan to additionally consider the environmental condition of biodiversity-sensitive areas near our sites. ESRS E4.IRO-1

ESRS E4.IRO-1, ESRS E4-5

Sites near to biodiversity-sensitive areas T39

Site	Country	Area in (ha)	Types of areas of importance for biodiversity	IUCN category	Name of the area of importance for biodiversity
Lafayette	USA	700.4	Private nature reserve	V	Wabash Breaks Site Fee; Lookout Point Site Fee
			Nature reserve	V	Wea Creek Gravel Hill Prairie
Marl	Germany	662.6	Natura 2000	none	Lippeaue
			Protected landscape	V	Frentroper Mark; Sickingmühlenbach; Gebiet nordwestlich und südöstlich der Marler Straße bei Sickingmühle; Lippramsdorfer Flachwellen und Niederungen; Haltern Lippetal und Dattelner Lippetal; Gebiet östlich und westlich der Hülsbergstraße in Marl; Große Heide, Wulfener Heide, Lange Heide; Gebiet der ehemaligen Brinkfortsheide (Haldenfläche); Gebiet an der A43 nördlich Brinkfortsheide
			Nature reserve	IV	Lippeaue; Brauksenke
Etowah	USA	245.5	Wildlife conservation area	V	South Cherokee National Forest and Wildlife Management Area
			Key biodiversity area	none	Southern Blue Ridge
			Wilderness area	Ib	Gee Creek
Mapleton	USA	234.9	Wildlife conservation area	V	Powerton Lake State Fish and Wildlife Area
Morrisburg	Canada	113.2	Nature park	Ia	Dupont Provincial Park (Nature Reserve Class)
Antwerp	Belgium	107.2	Environmental network	none	De Slikken en schorren langsheen de Schelde; De Kuifeend
			Nature reserve	IV	Groot Buitenschoor en Galgenschoor; NBP-AN-20-0145 type 3; Kuifeend – Grote Kreek; Opstalvallei
			Natura 2000	none	Schelde- en Durmeëstuarium van de Nederlandse grens tot Gent; Schorren en Polder van de Beneden-Schelde; Historische fortengordels van Antwerpen als vleermuizenhabitat; Kuifeend en Blokkersdijk
			Key biodiversity area	none	Schorren en Polders van de Beneden-Schelde; Kuifeend and Blokkersdijk
			Ramsar region	none	Schorren van de Beneden Schelde

ESRS E4.IRO-1, ESRS E4-5

Sites near to biodiversity-sensitive areas (continued) T39

Site	Country	Area in (ha)	Types of areas of importance for biodiversity	IUCN category	Name of the area of importance for biodiversity
Hanau-Wolfgang	Germany	78.1	Protected landscape	V	Auenverbund Kinzig; Stadt Hanau; Hessische Mainauen
			Natura 2000	none	Erlensee bei Erlensee und Bulau bei Hanau; US-Militärgelände bei Großauheim; Schifflache bei Großauheim
			Key biodiversity area	none	Untermain
			Nature reserve	IV	Rote Lache von Wolfgang; Erlensee bei Erlensee; Schifflache bei Großauheim
Rheinfelden	Germany	56.8	Forest reserve	none	Eichenwaldreservate Rheinfelden (Wasserloch, Rüchi und Heimeholz)
			Key biodiversity area	none	Jura mountains of Baselland – Solothurn
			Amphibian conservation area	IV	Steppberg
			Natura 2000	none	Dinkelberg und Röttler Wald
			Protected landscape	V	Schloß Beuggen
Wesseling	Germany	33.2	Protected landscape	V	Entenfang; Freiräume um Meschenich, Immendorf und Rondorf; Freiräume um Zündorf, Wahn, Libur, Lind und Langel rechtsrheinisch; Landschaftskorridore; Rhein, Rheinauen und Uferbereiche von Rodenkirchen bis Langel rechtsrheinisch; Urfelder Weiden und Rhein; Hagenhof; Palmersdorfer Bach; Entenfang <temporary>; Dickopsbach; Abgrabungsflächen bei Brühl und Wesseling; Friedenswald, Forstbotanischer Garten und Grünverbindungen um Hahnwald
			Nature reserve	IV	Langeler Auwald rechtsrheinisch; Lülsdorfer Weiden; Entenfang Wesseling; Am Godorfer Hafen; Am Vogelacker
			Natura 2000	none	Rhein-Fischschutzzonen zwischen Emmerich und Bad Honnef
La Zaida	Spain	30.5	Natura 2000	none	Sotos y Mejanas del Ebro; Meandros del Ebro

The table T39 "Sites near to biodiversity-sensitive areas" p. 128 f. shows our ten biggest production sites adjacent to conservation or key biodiversity areas. Overall, 56 percent of our production sites are located within three kilometers of conservation or key biodiversity areas. A total of 51 production sites are adjacent to conservation areas. The total area of all production sites adjacent to conservation areas is around 2,524 hectares, which is 66 percent of the area of all production sites. Nineteen production sites with a total area of 556 hectares are adjacent to key biodiversity areas. This represents 14 percent of the area of all production sites. The year-on-year differences[1] are due to the change in methodology (taking into account a three-kilometer radius rather than a one-kilometer radius around our production sites) as well as changes within our portfolio of sites, including the sale of the Greensboro (North Carolina, USA) and Krefeld (Germany) sites.

[1] In 2024, 36 percent of our production sites were located within one kilometer of conservation or key biodiversity areas. The number of production sites adjacent to conservation areas was 30, covering a total area of 1,971 hectares. The number of production sites adjacent to key biodiversity areas was 13, covering a total area of 219 hectares.

10.5 Circular economy

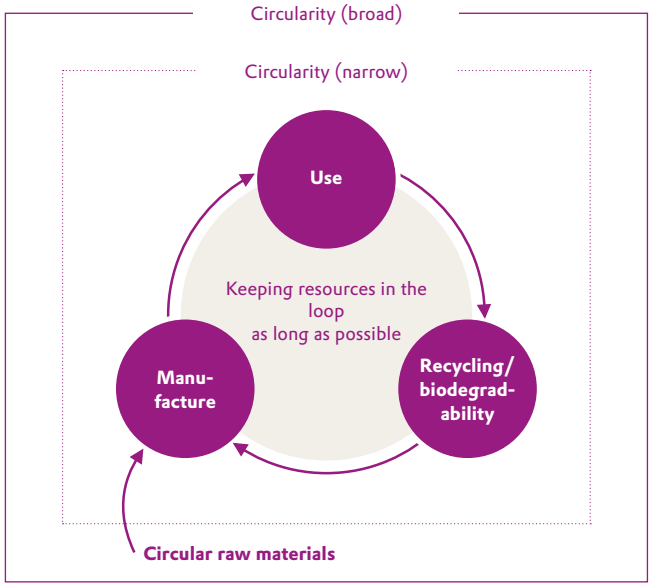
Strategy and management

Evonik regards circular economy as a fundamental transformation to achieve a climate-neutral, resource-efficient economy in which products and materials are used for as long as possible and raw materials are recycled after use. This means economic growth is decoupled from resource consumption. **Better use of resources** is a top priority for Evonik. Likewise, the circular economy is becoming increasingly important to Evonik in view of our planet's limitations. Growing scarcity of raw materials may lead to **inadequate resource availability in the supply chain.** Activities such as the diversification of raw materials enable us to **enhance the reliability of supply for production,** helping reduce our reliance on finite fossil-based and other non-circular resources. Evonik is an integral part of various value chains and has expertise in the processes, technologies, opportunities, and risks of upstream and downstream players. **Circular economy thus opens up new business opportunities** and attractive growth potential for Evonik. ESRS 2 SBM-3, ESRS E5.IRO-1, ESRS E5-1

Circular economy involves looking at the entire life cycle of products. We endorse all business activities, technologies, and innovations that help speed up ecologically and economically viable actions to promote circular value chains. A policy on the circular economy and use of resources is published on our website.[1]

Refining our products and technologies and changing our raw material platforms are fundamental to achieving a circular economy. Alongside our own aspirations, major drivers include the increasingly stringent regulatory requirements coupled with the voluntary commitments of our customers and other companies—like the manufacturers of end products—as they are defining ever more ambitious plans to reduce CO_2 as well as targets for the use of circular materials. Working with partners at every link in the value chain is key to Evonik's successful role in the transformation to a circular economy.

Circular economy C48



Within the WBCSD, Evonik's involvement relates to the use of circularity metrics and the ongoing development of portfolio sustainability assessments (see chapter 9.3 Portfolio transformation p. 84 ff.), to improve the evaluation of the entire product portfolio from the perspective of circularity. The sustainability analysis enables us to manage our impacts, risks, and opportunities in relation to the use of resources and circularity as well as to fine-tune our strategies and business models. The focal areas in the product life cycle are the production phase (including raw materials procurement), the usage phase, and the recyclability of products. ESRS E5.IRO-1

Through Evonik's global circular economy program, we are expediting our business activities toward a circular economy. We review both the circularity of raw materials of all types and the value chains in all of Evonik's markets.

Circular and renewable raw materials

One ongoing challenge is the **limited availability of circular raw materials.** These include renewable or bio-based, recycled, and CO_2-based raw materials. Of these, Evonik almost exclusively uses renewable raw materials. We are endeavoring **to increase the proportion of circular raw materials.** For example, we use bio-based raw materials in our fermentative production processes, with sugars such as dextrose and saccharose used as substrates for the production of amino acids, rhamnolipids, and sophorolipids. Natural fats and oils and their derivatives are used to produce precursors for the cosmetics, detergents, and cleaning agents industries and in technical processing aids. Renewable raw materials are among the goods that are to be given particularly careful consideration in the procurement process, especially with a view to ecology and the reliability of supply. Consequently, they are subject to special examination. At the same time, Evonik views the circular economy as an opportunity to switch its procurement of critical raw materials, as defined in the EU Critical Raw Materials Act, to circular sources. ESRS 2 SBM-3, ESRS E5-1

[1] https://www.evonik.com/en/sustainability/policies.html

Evonik mainly uses the renewable raw materials palm oil, palm kernel oil, and their derivatives in ingredients for the cosmetics, detergents, and cleaning agents industry (Care Solutions business line) and to produce polymers for use in lubricants (Oil Additives business line). Strategies and actions with regard to palm oil are defined by the management teams in the business lines. Our annual requirements are around 95,000 metric tons.[1] We are critical of the establishment of new palm oil plantations and the associated land use change, and closely track environmental and sociopolitical developments. In keeping with our commitment to ensuring the responsible use of palm oil, we network with NGOs, customers, and other stakeholders in the value chain. Evonik has been championing sustainable palm oil for many years, applies international certification standards, and has been a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2010. Recommendations for sustainable procurement are published on our website. In addition, the business lines are founding members of Action for Sustainable Derivatives (ASD), which promotes traceability and transparency in the supply chain. In the event of potential human rights violations in the supply chain, Evonik requires suppliers to provide clarification and remediation. Evonik is also working on creating more transparency in our deeper supply chains. This is also addressed in the biodiversity policy. ESRS E5.IRO-1, ESRS E4-2

Waste and resource management

Our approach to waste management follows a clear principle: The first priority is to avoid waste; otherwise, waste should be recycled or used to generate energy. If this is not possible, and then only as a third option, it should be disposed of safely. Optimization of production processes contributes to avoiding and minimizing waste. That includes in-plant reprocessing of substance streams and the use of highly specialized catalysts to minimize side reactions. Where waste is unavoidable, material or energy recovery takes precedence. At our sites, various types of recyclable waste such as glass, paper, and wood are collected separately and sent to external recycling firms. Based on waste-specific criteria, we monitor these firms through audits to review their suitability in line with statutory provisions. ESRS E5-1

Targets

ESRS E5-3

- Generate at least €1 billion in additional sales with circular products and technologies by 2030
- Reduce specific production waste volume by 10 percent relative to production volume between 2021 and 2030

Through the global circular economy program, Evonik—in cooperation with internal and external partners—intends to help make circularity possible. This is also reflected in our target of generating at least €1 billion in additional sales with circular products and technologies by 2030. Circular products and technologies contribute to resources being able to be used for as long and as efficiently as possible—through intelligent design, the use of recycled raw materials, longer useful lives, or better recycling processes, for example.

Moreover, between 2021 and 2030, we aim to reduce the volume of specific production waste relative to production volume by 10 percent. We plan to achieve this by implementing a wide range of actions at our production sites. These actions were identified, for example, within the scope of the EAGER project. Our voluntary targets adopted by the executive board are aimed at the top level of the waste management hierarchy, waste prevention.

Actions

ESRS E5-2

Our global circular economy program comprises short- to medium-term actions with a clear focus on business developments. Examples of these actions include:

- The use of circular raw materials
- The development of solutions for mechanical and chemical recycling technologies
- The identification of business opportunities and the development of circular business models
- The intensive examination and structuring of new value chains

Evonik breaks down its activities into the areas of raw materials procurement, waste and resource management in its own production, and solutions that make circularity possible.

Raw materials procurement

The procurement of circular raw materials covers bio-based, recycled (bio-based and non-bio-based), and CO_2-based materials. Evonik's aim is to increase the use of circular raw materials to reduce the consumption of finite resources, shrink its own carbon footprint, and notably reduce Scope 3 emissions along the value chain. To this end, we are examining technical, economic, ecological, and social aspects as well as developing new business models. Since 2024, Evonik has been operating a new plant for the production of rhamnolipids in Slovakia. These sustainable biosurfactants, which are made from corn using a biotechnological

[1] Disclosure based on prior-year figure.

process, are used in personal care, cleaning, animal feed, and agriculture applications. Additionally, Evonik produces, for instance, ingredients for skincare products from plant-based residues—thereby playing a part in the conservation of primary plant-based resources. In order to build up a circular system for sustainable recycling of polyurethane, we cooperate with one of the world's leading recycling companies, which provides us with end-of-life mattress foam as a circular raw material.

Waste and resource management in our own production

Continuous process optimization and the efficient use of resources play a major role in our production activities. We use a wide variety of actions to drive our activities toward circularity. These include:

- Increasing resource efficiency by continuously optimizing production processes
- Measuring and reporting on waste from our production plants in keeping with our goal of reducing production waste
- Leveraging the benefits of integrated production sites and systems for systematic waste management in alignment with the waste hierarchy
- Reducing, reusing, and recycling the packaging used for our products

Evonik harnesses the benefits of integrated production sites and composite systems. By-products of a production process are used as raw materials in other production plants. Integrated management means that waste products can be used in nearby plants. At Marl Chemical Park in Germany, liquid organic residues are used as a substitute for heavy heating oil in the synthesis gas plant and waste sulfuric acid is recycled in the sulfuric acid plant. If material recovery is not possible or not expedient with regard to the waste hierarchy, waste with a high calorific value ("substitute fuel") is used to produce energy. This reduces the use of primary fossil fuels. We use some of the exhaust gases from production plants as substitute fuels. In turn, heat from the substitute fuels and incineration gases is used to generate steam. ESRS E5-1

Solutions to facilitate circularity

The specific characteristics of Evonik's technologies contribute to reducing waste throughout their life cycle. Our innovative additives make it possible to use recycled plastics from closed- and open-loop sources. A major focal area is the development of additives that enable a high proportion of recyclates to be used in automotive components. In this way, we are contributing to improved circularity in the automotive industry (see "Other activities" section p. 133), are well prepared for upcoming European requirements like the End-of-Life Vehicles Directive, and enhance our competitiveness. Our additives likewise play a central role in the area of building protection, ensuring the stability and appearance of concrete structures that are exposed to weathering and environmental influences. Moreover, they improve the quality of recyclates by minimizing odors, simplifying processing, and optimizing mechanical properties. This opens the way for higher yields of secondary materials with significantly better quality recyclates.

Chemical recycling provides solutions for waste streams that cannot be efficiently recycled mechanically such as heavily contaminated, mixed, or colored plastics, and duroplasts. Evonik provides the additives, adsorbents, catalysts, and process expertise needed to chemically recycle plastic residues that would otherwise be incinerated or disposed of in landfills. For mixed or contaminated plastics, in particular, these products make it possible to produce pyrolysis oils, which are a substitute for fossil naphtha and serve as the basic ingredients for polymer synthesis. Although the technology is currently still at the pilot stage, Evonik is expanding its range of products for pyrolysis oil production. These include adsorbents and catalysts for the separation of contaminants as well as additives that enable the processing at low temperatures. Our SiYPro™ additives make reprocessing in crackers safer and more robust. For heavily contaminated plastics, Evonik also offers solutions for the production of synthesis gas. Alkoxide catalysts and process technologies make it possible to effectively recycle PET packaging and colored PET plastics that cannot be mechanically recycled. Accordingly, Evonik has expanded its global alkoxides business with a new facility in Singapore. Furthermore, Evonik offers monomaterial solutions and bio-based products to further contribute to recycling and sustainability.

Progress in 2025

ESRS E5-2

In the reporting period, our circular economy assessment further established itself as a means of providing a structured record of the circularity indicators for our sustainability analysis (see chapter 9.3 Portfolio transformation p. 84 ff.). The aim is to determine opportunities and risks for our entire portfolio even earlier and more effectively so that we can derive specific strategic recommendations on how to refine it.

Evonik is in the process of extending RSPO certification to all available palm-based raw materials. The strategic priorities of the Care Solutions business line are certifying its sites and extending its portfolio of certified products. The business line's sites that use palm oil have been certified since 2018 as conforming to the RSPO's mass balance (MB) and segregated (SG) standards. This means that our organizational structure at these sites meets the RSPO requirements, which is a basic prerequisite for the ongoing transition to certified raw materials. Care Solutions continuously screens market supply and uses its influence on direct pre-suppliers so that it can switch products globally to the MB standard. Most of the palm-based products offered by this business line already conform to the RSPO MB or SG standard. This is indicated in the tradename and accompanying documentation of all RSPO-certified products marketed by Care Solutions. The strategic priority of the Oil Additives business line is extending its portfolio of certified products. At present, all production sites that use palm oil derivatives in the Care Solutions and Oil Additives business lines have been certified as conforming to the RSPO's MB or SG standard. ESRS E4-2, ESRS E5-3

Sustainable palm oil production: Collaboration with WWF and Beiersdorf

Evonik is working with WWF Germany and Beiersdorf to promote sustainable palm oil cultivation in Malaysia and Indonesia. In the Tabin region (Borneo), some 15,000 hectares are to be RSPO-certified by 2026, with ecological corridors created to protect endangered species such as orangutans and Borneo elephants. In parallel with this, Evonik supported a further project in West Kalimantan (Indonesia) in the reporting period, which aims for 200 smallholders farming 300 hectares to be certified and included in the supply chain. Plans are to give these smallholders direct market access to a palm oil mill. ESRS E5.IRO-1, ESRS E4-2, ESRS S2.SBM-3, ESRS S2-4

Other activities

In the reporting period, Evonik further expanded its range of mass-balanced products. These products are certified under the ISCC PLUS and/or REDcert[2] standards.[1] Evonik has 14 ISCC PLUS and two REDcert[2] certificates covering a wide range of products and business lines. Ten business lines already offer mass-balanced products in accordance with ISCC PLUS and/or REDcert[2]. In 2025, the site in Charleston (South Carolina, USA; Smart Effects business line) was certified successfully in accordance with ISCC PLUS.

Networks and partnerships are the lifeblood of the circular economy. Hence, frameworks are vital to creating a mutual understanding of activities. In 2025, we sustained our high level of support for circularity, for instance, through our activities with Plastics Europe in Germany and Europe and the European Chemical Industry Council (Cefic).[2] Evonik is also a member of the European Circular Plastics Alliance, an EU initiative that aims to return more plastic recyclate to the market in Europe starting in 2025. Moreover, in the reporting period, we continued our work in the Future Sustainable Car Materials project[3], which is seeking to develop metallic and polymer-based materials for the automotive industry. ESRS E5.IRO-1

Metrics

In 2025, as in the previous year, around €0.2 billion in additional sales were generated with circular products and technologies compared with 2022.

We strive to avoid waste wherever possible; otherwise, waste is to be recycled or used to generate energy—and solely as a last resort, it should be safely disposed of.

ESRS E5-5

Waste management[a] T40

in thousand metric tons	2024 Non-hazardous waste	2024 Hazardous waste	2025 Non-hazardous waste	2025 Hazardous waste
Recycling	88	61	81	51
Other recovery operations	21	44	19	39
Total amount of waste recovered	**109**	**105**	**100**	**90**
Incineration	5	58	7	52
Landfill	34	13	27	12
Other disposal operations	23	19	17	14
Total amount of waste sent for disposal	**62**	**90**	**51**	**78**
Total amount of non-hazardous and hazardous waste	**171**	**195**	**151**	**168**
Total amount of waste generated	**366**		**318**	
Total amount of non-recycled waste	**217**		**187**	
Percentage of non-recycled waste	59		59	

[a] Only includes waste streams in the gate-to-gate process.

[1] Further information is given under ISCC PLUS and REDcert[2].
[2] Cefic = Conseil Européen des Fédérations de l'Industrie Chimique (European Chemical Industry Council).
[3] Funded by Germany's Federal Ministry for Economic Affairs and Energy; funding reference number 19S22005b.

Production waste [a] T41

in thousand metric tons	2024	2025
Non-hazardous production waste, disposal	39	38
Non-hazardous production waste, recovery	74	71
Hazardous production waste, disposal	87	74
Hazardous production waste, recovery	105	89
Total amount of production waste generated	**305**	**272**
Production in million metric tons	7.3	6.0
Specific production waste in metric tons of waste/metric tons production	0.042	0.045

[a] Only includes waste streams in the gate-to-gate process.

The waste volume in the reporting year totaled 318 thousand metric tons (2024: 366 thousand metric tons). Relevant waste streams are: building and demolition rubble, waste from inorganic chemical processes, waste from organic chemical processes as well as waste from waste treatment plants and wastewater treatment plants. These include various materials such as chemical substances (organic and inorganic), plastics, paper, glass, wood, scrap metal, and electronic waste. The lower total waste volume in the reporting year is primarily due to the reduction of around 10 percent (2024: increase of 6 percent) in production waste to 272 thousand metric tons (2024: 305 thousand metric tons). This resulted in particular from changes in the business portfolio. ESRS E5-5

Status of waste target

- Reduce specific production waste volume by 10 percent relative to production volume between 2021 and 2030

The current development reflects our portfolio's focus on specialty products that typically generate higher specific waste volumes. Moreover, the market-related decline in production volumes meant that waste not connected to production volumes has a larger relative impact on the total waste volume.

Most of the data for Evonik's waste inventories were automatically retrieved from standard operational waste management software solutions. These are generally also used for mandatory reporting to the relevant authorities. ESRS E5-5

The total weight of the raw materials we used in 2025 was around 7,828 thousand metric tons (2024: 8,600 thousand metric tons). Bio-based materials accounted for around 10 percent (2024: 9 percent) of this amount, while recycled materials made up 0.1 percent (2024: 0.1 percent) of the total, at 6.6 thousand metric tons (2024: 7.3 thousand metric tons). Calculation of the data focused on the direct procurement of raw materials, including supplies and toll manufacturing, and was based on a list of all purchased chemical raw materials from Evonik's central ERP system, supplemented by relevant raw material quantities from other sources[1] in individual cases. ESRS E5-4

Target achievement T42

in metric ton of waste/metric ton production	Base year 2021	2025	Target year 2030	Change in %, 2025 versus base year
Specific production waste volume relative to production volume	0.036	0.045	0.032	25

[1] The fast-close approach was used to extrapolate the figure for the full year from the data for the first three quarters (see chapter 9.1 About this sustainability report). The data were supplemented and adjusted in particular to reflect acquisitions and divestments made during the reporting period, avoid double-counting of tolling products, and standardize units of weight. Around 2 percent of our direct procurement spending relates to units other than weight and is hence not considered. To offset this, the calculated weight data are increased by 2 percent.

10.6 Product stewardship

Strategy and management

ESRS E2-1

Product stewardship is our "license to operate." Evonik monitors its products' entire value chain from procurement of the raw materials to delivery to our industrial customers. This approach should not be confused with a complete life cycle assessment. Product stewardship also encompasses evaluating **potential environmental and health risks caused by Evonik products** and minimizing these wherever possible. Besides complying with all statutory requirements such as the European chemicals regulation REACH[1], the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), and specific implementing acts, product stewardship at Evonik includes voluntary commitments that go beyond these regulations. For many years, we have been committed to the international Responsible Care® initiative and the Responsible Care Global Charter of the International Council of Chemical Associations (ICCA). Evonik describes the implementation and control mechanisms for monitoring compliance in an internal group product stewardship standard. The cornerstones of our approach to product stewardship are set out in a product stewardship policy published on our website.[2] This is about **future-proofing our product portfolio by replacing hazardous substances in the supply chain.** At the same time, we are working on **alternatives to hazardous materials in our products as part of our efforts to improve the sustainability of our portfolio.** In this connection, product stewardship aspects are likewise considered in acquisitions and divestments to ensure that Evonik's internal criteria are applied to newly acquired product portfolios. ESRS 2 SBM-3, ESRS E2.IRO-1

We examine aspects of product stewardship along the value chain as part of the sustainability analysis of our business. We record and evaluate different signals in different categories (see chart C49 "Market signals"). Signal categories 1 and 2 specifically relate to critical substances and regulatory trends. Signal category 3 relates to sustainability ambitions along the value chain, including for product stewardship and chemical safety, even before the introduction of corresponding regulations. PARCs with a negative rating—sales classified as Transitioner or Challenged—account for only a small proportion of our portfolio. We aim to keep the proportion of sales generated with products classified as Challenged to below 5 percent long-term (see chapter 9.3 Portfolio transformation p. 84 ff.). To achieve this, we are continuously replacing hazardous substances in our products and working on alternative solutions. ESRS E2-2, ESRS E2-3

Market signals C49

Signal categories [a]
1 Chemical hazard and exposure across the life cycle
2 Regulatory trends and global conventions
3 Sustainability ambitions along the value chain
4 Ecolabels, certification, and standards
5 Relative environmental and social performance
6 Contribution to ecological and social value creation
7 Contribution to the SDGs
8 Internal guidelines and objectives

[a] Signal categories 1–5 mandatory, 6–8 optional.

Chemical safety has always been a priority for Evonik. We are aware that both substances of concern (SoCs) and substances of very high concern (SVHCs) are used in our processes and/or that these substances may arise during our production processes. Some of them are essential to facilitating specific product properties—a basic precondition for the success of the green transformation. For example, they are used in wind turbines, solar modules, and e-mobility. We conduct a thorough assessment of all substances that fall under the SVHC criteria—including those substances we have classified ourselves—in order to reduce product toxicity and facilitate their substitution with substances of less concern.

SVHCs are a subset of SoCs. According to the Chemicals Strategy for Sustainability[3], SoCs include substances that have a chronic effect on human health or the environment as well as those that prevent recycling to produce safe, high-quality secondary raw materials. SoCs comprise all substances included in the REACH SVHC Candidate List[4], substances with certain hazard classes as specified in Annex VI of the CLP[5] Regulation, and substances that hamper the recycling and reuse of materials in accordance with the ESPR[6]. In line with the REACH and CLP Regulation requirements, Evonik provides information about the presence of SoCs and SVHCs in its products in the supply chain by means of safety data sheets. As a supplier of chemical solutions, we sell our products to other industrial companies.

[1] REACH = Registration, Evaluation, Authorisation and Restriction of Chemicals. | [2] https://www.evonik.com/en/sustainability/policies.html | [3] https://echa.europa.eu/hot-topics/chemicals-strategy-for-sustainability
[4] https://echa.europa.eu/candidate-list-table | [5] CLP = Classification, Labelling and Packaging of Substances and Mixtures (Regulation (EC) No. 1272/2008). | [6] ESPR = Ecodesign for Sustainable Products Regulation.

Evonik evaluates all substances placed on the market (> 1 metric ton p.a.). To ensure a sound basis for risk assessment, we also take into account small quantities of SoCs. Where necessary, restrictions are placed on certain usage patterns or, in extreme cases, a complete ban is issued on use in certain products. Evonik evaluates its substances using its own chemicals management system (CMS). This system lets us evaluate our substances at global level. The content of the CMS has been harmonized with the requirements of ICCA and REACH. We employ advanced technologies and implement various risk management actions to ensure safe production and use. As an extension of the CMS, our Chemicals Management System^{PLUS} is used for products containing more than 0.1 percent of a substance that meets SVHC criteria. Our aim is to reduce or replace these wherever possible. ESRS E2-3

Target

ESRS E2-3

- Include and evaluate substances/products from acquisitions in CMS/CMS^{PLUS} by the end of 2029

In the reporting period, we expanded our previous, voluntary target of including and evaluating by the end of 2026 those substances added to our portfolio through acquisitions made between 2021 and 2023. We additionally aim to include and evaluate by the end of 2029 those substances added to our portfolio through acquisitions between 2024 and 2026. Similarly, we aim to include and evaluate by the end of 2026 and 2029, respectively, those products added to our portfolio through acquisitions between 2021 and 2023 and between 2024 and 2026, respectively, in CMS^{PLUS}.

Actions

CMS/CMS^{PLUS}

During the reporting period, we continued our efforts to include and evaluate our substances and products in CMS/CMS^{PLUS}. To this end, we assessed our products with the highest content of SVHCs (and SoCs where possible), creating the basis for further activities in respect of CMS^{PLUS}. These include improving manufacturing processes or replacing SVHCs by developing and using alternative substances.

Process development: Linking CMS^{PLUS} and PSA

In the reporting year, we began the work of systematically linking our CMSPLUS and business sustainability analysis processes. The aim is to combine the findings yielded by both processes so that we can develop more targeted actions, including specific implementation schedules. With this holistic approach, we are enhancing our ability to detect risks at an early stage and effectively minimize them.

Implementation of the REACH Regulation and quality of dossiers

Under REACH—apart from a few exceptions—all substances produced, imported, or placed on the market in the EU in quantities of more than one metric ton p.a. have to be registered. Evonik supports the goals with respect to protecting health and the environment when handling chemicals. To implement the complex REACH requirements, we maintain close dialogue with our suppliers and customers as well as with industry associations and authorities.

European chemicals regulation REACH C50

Alongside the continued need to register substances, the main priorities include evaluating dossiers and substances as well as restriction and authorization. Evonik itself is not presently affected by authorizations. We compare the substance lists published by the authorities with our own portfolio to identify as early as possible whether any of our substances come within this focus so that we can take appropriate action. We maintain close contact with our customers on this. Our reviews additionally cover the raw materials we purchase. In the case of SVHCs—such as those on the REACH Candidate List—we discuss the steps to be taken with our suppliers or look for alternatives. We have set up an email mailbox for all REACH-related inquiries from customers and suppliers to ensure they receive comprehensive and timely answers. Another focus of our REACH activities is updating the dossiers for substances that have already been registered. This is based closely on the Cefic action plan, which Evonik has signed as part of a voluntary commitment. The inspection of all of Evonik's dossiers with a view to further enhancing quality will take place incrementally up to year-end 2026. Progress is outlined annually in our sustainability report and in reporting to Cefic. We have reviewed more than 600 dossiers since the action plan started in mid-2019.

The Globally Harmonized System (GHS)

Established by the United Nations, the GHS is a worldwide system for the classification of chemicals as well as for their consistent labeling on packaging and in safety data sheets. The GHS is still not applied uniformly around the world. This is why we have an in-house database to gather information on progress, changes, and national requirements for internal communication. Evonik applies the GHS/CLP requirements worldwide.

REACH-type regulations in other regions

Various countries and regions have either already introduced or are currently bringing in chemicals regulations with requirements broadly similar to those of EU REACH. Examples include South Korea, Turkey, Taiwan, and the Eurasian Economic Union. Other countries, such as the USA, have likewise raised their standards significantly. Evonik is actively monitoring the development of regulations worldwide in order to be able to implement them in the relevant regions.

Other product stewardship actions

In light of global trade in chemicals and chemical products, it is important to encourage broad communication on their safe handling and use. We acknowledge this responsibility by providing an extensive worldwide information system. This includes information portals, safety data sheets—also for products not classified as hazardous—in more than 35 languages, technical data sheets, and extensive information on our website. At the same time, we have set up 24/7 emergency hotlines, including an interpreting service as well as email mailboxes. Our specialist departments provide advice for our customers at all stages of the product life cycle, from the selection of raw materials through dealing with potential toxicological, ecotoxicological, and physical chemistry risks to the resulting exposure-based risks. We also provide advice on regulatory requirements relating to the projected applications, right up to transportation and disposal. Wherever necessary, we give customers training on how to handle our products. We registered no breaches of product labeling regulations in 2025. Evonik uses an automated tool that draws on data from our central SAP system to issue poison center notifications.

We need toxicological and ecotoxicological data to assess the safety of our products. In keeping with our responsibility to protect animals, we check thoroughly in advance if there are possible alternatives to animal testing. As an active member of the EPAA[1], ECETOC[2] , and Cefic-LRI[3], we engage in driving forward alternative methods—known as new approach methodologies (NAMs)—and scientific evaluation approaches on a cross-sector basis. If animal testing is unavoidable, Evonik applies its animal testing guidelines to ensure that the tests are performed solely by test institutes validated in accordance with the national and international legal provisions and that these tests meet animal protection standards.

Progress in 2025

Our product stewardship covers a broad spectrum of topics which we are continuously addressing. The most pressing issues from our stakeholders' perspective and in our own assessment are outlined below.

PFAS—a challenge and a responsibility

PFAS (per- and polyfluoroalkyl substances) are persistent industrial chemicals with particular functional properties. At the same time, PFAS are the subject of public attention because of their persistence and the fact that they can accumulate in the environment and potentially harm human health. Evonik takes a responsible approach to handling PFAS and is working actively to evaluate the risks and develop sustainable alternatives. We aim to minimize potential environmental impacts, respond to regulatory developments at an early stage, and promote the use of sustainable alternatives wherever this is technically and economically feasible.

Evonik markets small amounts of polymers classified as a subgroup of PFAS for the manufacture of medical products. In addition, the company uses small quantities of PFAS compounds, for instance, in the production of pharmaceutical active ingredients. We also produce small amounts of polyfluoroalkyl substances, which we mainly use in coatings to protect surfaces—for instance, from graffiti. To this end, Evonik is working hard to develop fluorine-free alternatives.

The EU's proposed restriction of PFAS affects around 10,000 substances in almost all usage forms. Evonik sees the risk that implementing this proposal could have a massive impact—for example, by disrupting value chains—and prevent important applications in batteries, semiconductors, and renewable energy generation. In particular, the use of PFAS-coated pipes, valves, and seals in plant engineering could be banned in the medium term, which would affect entire industrial plants, including those operated by Evonik. This is why we are advocating balanced regulatory action in respect of PFAS.

[1] European Partnership for Alternative Approaches to Animal Testing.
[2] ECETOC = European Centre for Ecotoxicology and Toxicology of Chemicals.
[3] LRI = Long-Range Research Initiative.

Microplastics

Evonik uses microplastics in some of its production processes. We also generate microplastics. This applies, for example, to the polymers in pellet form produced by our High Performance Polymers business line, which we sell to our customers for further processing. Evonik became a signatory to Operation Clean Sweep as early as 2015. The aim of this global campaign is to prevent pellet loss in production, processing, and transportation. In addition, Evonik offers alternatives that can replace microplastic particles in both rinse-off and leave-on cosmetic products.

Nanotechnology

Nanotechnology refers to the research and use of materials and structures sized from 1 to 100 nanometers. This technology facilitates innovative solutions with improved properties such as greater stability, reactivity, or efficiency. Nanotechnology contributes to the efficient use of resources, environmentally friendly processes, and new technologies for environmental and health protection. Evonik is committed to the responsible use of nanotechnology and recognizes the potential of new materials for high-quality batteries, energy saving, and greenhouse gas reduction. Thanks to our many years of experience, we are able to ensure the safe handling of nanomaterials on the basis of current scientific knowledge of hazard and risk assessment. We foster the development of specific methods of investigation to improve risk assessment and explore potential hazards.

Metrics

ESRS E2-5

Data for SoCs and SVHCs and breakdown by hazard class T43

in thousand metric tons	Total[d]		Class A[e]		Class B[e]	
	Total SoCs	thereof SVHCs	Total SoCs	thereof SVHCs	Total SoCs	thereof SVHCs
Fiscal year 2025						
In raw materials purchased for production[a]	2,909	93	1,978	56	1,032	60
ESRS disclosure: In sold products[b]	762	64	393	62	369	2
ESRS disclosure: Total in purchased raw materials and sold products[c]	**3,671**	**157**	**2,371**	**118**	**1,402**	**62**
Fiscal year 2024						
In raw materials purchased for production[a]	2,733	110	1,906	65	908	61
ESRS disclosure: In sold products[b]	789	74	414	72	375	2
ESRS disclosure: Total in purchased raw materials and sold products[c]	**3,522**	**184**	**2,320**	**137**	**1,283**	**62**

[a] Conservative figure; our suppliers generally provide this information as a range and we used the upper end of the range here.
[b] Data for SoCs and SVHCs, which leave Evonik as a product or part of a product. Emissions are not material due to the small amounts; services are similarly not material.
[c] Data for SoCs and SVHCs, which are produced, used, or procured by Evonik. The difference between the quantities sold and produced was estimated and deemed to be not material.
[d] Data do not include double-counting.
[e] Data include double-counting.

In the fiscal year, total SVHCs decreased from 184 thousand metric tons to 157 thousand metric tons. During the same period, total SoCs in sold products fell from 789 thousand metric tons to 762 thousand metric tons. This is attributable to lower procurement and sales volumes. By contrast, total SoCs in purchased raw materials increased from 2,733 thousand metric tons to 2,909 thousand metric tons, mainly due to new substance classifications in accordance with Annex VI of the CLP Regulation.

Since 2024, we have been using an analytical tool to calculate these metrics, systematically analyzing our purchase, sales, and product stewardship data and identifying SoCs and SVHCs as well as the proportion of our raw materials and products they account for. We aligned the breakdown of the SoCs and SVHCs by hazard class to our CMS^{PLUS} and REACH Article 57. We defined the two main hazard classes that reflect the substances' hazard potential.

- Class A (hazard classes that correspond with SVHC properties): carcinogenicity cat. 1; germ cell mutagenicity cat. 1; reproductive toxicity cat. 1; endocrine disruption (human health); endocrine disruption (environment); persistent, mobile, and toxic (PMT) properties; very persistent and very mobile (vPvM) properties; persistent, bioaccumulative, and toxic (PBT) properties; very persistent and very bioaccumulative (vPvB) properties.
- Class B (other hazard classes): carcinogenicity cat. 2; germ cell mutagenicity cat. 2; reproductive toxicity cat. 2; respiratory sensitization cat. 1; skin sensitization cat. 1; chronically hazardous to the aquatic environment cat. 1 to 4; damaging to the ozone layer; specific target organ toxicity (repeated exposure) cat. 1 and 2 (STOT RE cat. 1 and 2); specific target organ toxicity (single exposure) cat. 1 and 2 (STOT SE cat. 1 and 2).

As there are substances included in one (or more) hazard class(es) in both class A and B (double-counting), the sum of classes A and B is higher than the total amount disclosed for the SoCs and SVHCs.

We made some estimates in recording the SoCs and SVHCs in raw materials. Almost all the supplier data for raw materials used at the European sites have been provided and made available centrally. This is not always the case outside Europe given that, for instance, suppliers there are not bound to comply with REACH requirements. The proportion of SoCs and SVHCs was estimated for the remaining raw materials for which no SoC or SVHC data were available. There are plans to successively record these raw materials and their composition in full.

We also calculate our microplastics volumes on the basis of product safety data relating to properties, shares, and product volumes sold. In 2025, around 87 thousand metric tons (2024: 285 thousand metric tons) of microplastics (mainly in the form of granules) left Evonik production sites as products or parts of products. This decline is due to the sale of our superabsorbents business. The microplastics we produce serve as raw materials for processing by our customers. Microplastics are emitted from Evonik plants only in very small quantities and—in the context of production volumes—are negligible. To determine this, sample calculations were carried out following the method developed by Operation Clean Sweep (OCS) at Evonik plants that produce microplastics.

ESRS E2-4

10.7 Disclosures on the EU taxonomy

Evonik's portfolio barely affected by the EU taxonomy to date

As part of the Green Deal, the EU taxonomy[1] is designed to direct financing toward sustainable investments. The EU taxonomy has six environmental objectives: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a circular economy, pollution prevention and control as well as protection and restoration of biodiversity and ecosystems.

The economic activities defined in the delegated acts currently cover only the production of a small number of chemicals and precursors for taxonomy-eligible economic activities. In consequence, Evonik's portfolio is only partly affected by the EU taxonomy to date: Some of our activities are listed in the environmental objectives climate change mitigation and pollution prevention and control; they are thus taxonomy-eligible.[2] Since publication of the corresponding delegated act[3], our taxonomy-eligible economic activities have not been material for the environmental objectives sustainable use and protection of water and marine resources and transition to a circular economy. None of Evonik's activities are taxonomy-eligible for the environmental objectives climate change adaptation and protection and restoration of biodiversity and ecosystems.

With regard to the 2025 reporting period, we are applying the EU's newly adopted materiality concept for the EU taxonomy[4] for the first time. That is why we are not disclosing details of non-material taxonomy-eligible activities that total up to 10 percent of turnover, CapEx[5], and OpEx[5]. These activities are not part of our core business—the production of chemicals—or are not material in volume terms. In 2025, the material taxonomy-eligible activities accounted for 14 percent of turnover, 10 percent of CapEx, and 13 percent of OpEx.

In all reporting years to date, the taxonomy-aligned[6] economic activities accounted for less than 1 percent of turnover, CapEx, and OpEx. For this reason and in line with the materiality concept, we are not determining or disclosing taxonomy-aligned activities from the 2025 reporting year onward. One of the reasons for the low conformity rates is that—for the climate change mitigation objective—the EU taxonomy mainly addresses the carbon footprint of chemical products and notably that of their raw materials. By contrast, it disregards the positive impacts (handprint[7]) of many products.

Unlike the EU taxonomy, our sustainability analysis of Evonik's business activities covers the footprint, handprint as well as other market signals and requirements. Many Evonik products are differentiated from competing products principally through their handprint. This is why our sustainability analysis with its holistic approach remains the key tool when it comes to the strategic management and fine-tuning of our portfolio (see chapter 9.3 Portfolio transformation p. 84 ff.).

Assessment of the taxonomy eligibility of economic activities

When determining which economic activities are taxonomy-eligible, we screened our portfolio at product level as to whether products can be allocated to the individual economic activities in line with the provisions set forth in the delegated acts. We found that only a handful of our products are taxonomy-eligible. For the environmental objective climate change mitigation, these include butadiene, which is allocated to the EU taxonomy economic activity "CCM 3.14 Manufacture of organic basic chemicals," and products that fall within the scope of economic activity "CCM 3.17

1 Regulations (EU) 2020/852, 2021/2139, 2021/2178, and 2023/2486 of the European Parliament and of the Council on sustainability-related disclosures.
2 Taxonomy-eligible economic activities are those activities of an undertaking that fall within the scope of the EU taxonomy and are listed in the delegated acts supplementing Regulation (EU) 2020/852.
3 Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023.
4 Commission Delegated Regulation (EU) 2026/73 of 4 July 2025.
5 As defined by the EU taxonomy, see below.
6 Taxonomy-aligned economic activities are taxonomy-eligible activities that meet the stringent technical screening criteria and minimum social safeguards set out in the delegated acts on the EU taxonomy.
7 Positive impacts of our products along the value chain compared with other established products and their applications on the market, especially in customers' applications.

Manufacture of plastics in primary form".[1] In addition, we identified some precursors within the scope of economic activity "CCM 3.5 Manufacture of energy efficiency equipment for buildings".[2] Economic activity "PPC 1.1 Manufacture of pharmaceutical active ingredients" is taxonomy-eligible for the environmental objective pollution prevention and control. In the context of the materiality concept, we consider the following economic activities in particular to be non-material: the sale of electricity and steam from the Infrastructure segment's gas and steam turbine power plants, which falls under "CCM 4.30 High-efficiency co-generation of heat/cool and power from fossil gaseous fuels," as well as "CCM 4.9 Transmission and distribution of electricity," "CCM 6.5 Transport by motorbikes, passenger cars and light commercial vehicles," and "CCM 6.8 Inland freight water transport". We reported these four economic activities for 2024. The other non-material activities cover the production of hydrogen, other activities of the Infrastructure segment, and other CapEx related to the purchase of output from taxonomy-eligible economic activities.[3] All products and activities for which disclosures are required under the EU taxonomy are at levels well below our reporting segments.

Determination of KPIs

The EU taxonomy requires disclosure of the share of turnover, CapEx, and OpEx—to the extent that they are material—attributable to both taxonomy-eligible and taxonomy-aligned economic activities.

Calculation of CapEx for the EU taxonomy T44

in € million	2024	2025
Capital expenditures for property, plant and equipment[a]	812	768
Capital expenditures for intangible assets[b]	4	4
Capital expenditures	**816**	**772**
Additions to property, plant and equipment from business combinations[a]	28	1
Additions to intangible assets from business combinations[b]	1	–
Additions from business combinations	**29**	**1**
Additions from leasing transactions[c]	166	160
Additions from leasing transactions due to business combinations[c]	3	–
Additions from leasing	**169**	**160**
Total CapEx for the EU taxonomy	**1,014**	**933**

[a] See note 6.2 p. 211 f.
[b] See note 6.1 p. 209 f. Goodwill is not included because it does not meet the definition of an intangible asset in accordance with IAS 38.
[c] See note 6.3 p. 213 f.

Turnover, as defined in the EU taxonomy, corresponds to IFRS sales.[4] **CapEx** and **OpEx** are defined in a delegated act and do not correspond to any of the IFRS parameters. The CapEx KPI for the EU taxonomy differs from the key performance indicators we apply at Evonik (capital expenditures and cash outflows for investments in intangible assets, property, plant and equipment). The calculations are presented in the following tables. Most of the components used in these indicators at Evonik Group level can be found in the notes to our consolidated financial statements in accordance with IFRS.

Calculation of OpEx for the EU taxonomy T45

in € million	2024	2025
Research and development expenses[a]	459	418
Maintenance and repair expenses[b]	377	393
Expenses for short-term leases[c]	11	19
Total OpEx for the EU taxonomy	**847**	**830**

[a] See income statement T72 p. 189.
[b] The maintenance and repair expenses are derived from the cost element accounting and contain services and materials incurred principally for production facilities, buildings, and operating infrastructure. Other cost items are not included
[c] See note 9.2 p. 239 f.

Turnover is recorded and consolidated in our system at product level. The CapEx and OpEx KPIs are allocated by cause at the level of the business lines and, frequently, at profit center level. However, where multiple products are manufactured in the same production plant, it is not always possible to assign these to taxonomy-eligible economic activities. In these cases, we make the calculation based on the corresponding turnover figures from the next highest level where a KPI is available. The next highest level is either a product line or a business line. Our CapEx and OpEx KPIs are similarly recorded and consolidated in our system up to at least business line level. This method prevents double-counting of turnover, CapEx, and OpEx.

1 The abbreviation CCM stands for the environmental objective climate change mitigation; PPC stands for pollution prevention and control.
2 In the delegated acts for the environmental objectives climate change mitigation and climate change adaptation, the economic activity "Manufacture of energy efficiency equipment for buildings" comprises both products and their key components. Evonik products that are precursors for such equipment for buildings and that influence its energy efficiency have hence been included here as taxonomy-eligible key components.
3 These other non-material activities relate to sectors with the NACE codes C16, C17, C20, C22, C23, C25, C27, C28, C30, D35, E36, E37, E38, F41, F42, F43, H49, H52, M71, or N77.
4 See note 5.1 p. 202. The change in group sales is described in chapter 2.3 Business conditions and performance p. 20 ff.

At present, Evonik has no CapEx plans within the meaning of the EU taxonomy for its taxonomy-eligible economic activities.

Based on the definitions in the EU taxonomy[1], we have derived the following KPIs for our taxonomy-eligible economic activities:

EU taxonomy: overview of KPIs for 2025 T46

	Turnover		CapEx		OpEx	
	€ million	Share in %	€ million	Share in %	€ million	Share in %
Material taxonomy-eligible activities	2,031	14.4	96	10.3	111	13.3
Non-material taxonomy-eligible activities[a]	230	1.6	64	6.8	2	0.3
Taxonomy-non-eligible activities	11,808	83.9	774	82.9	717	86.4
Evonik Group	**14,069**	**100.0**	**933**	**100.0**	**830**	**100.0**

[a] On account of their low relevance and slight change, turnover, CapEx, and OpEx of non-material taxonomy-eligible activities were estimated in part using the figures determined for 2024.

EU taxonomy: overview of KPIs for 2024[a] T47

	Turnover		CapEx		OpEx	
	€ million	Share in %	€ million	Share in %	€ million	Share in %
Taxonomy-eligible and taxonomy-aligned activities	68	0.4	2	0.2	1	0.1
Taxonomy-eligible and taxonomy-non-aligned activities	2,556	16.9	215	21.2	126	14.9
Total taxonomy-eligible activities	**2,624**	**17.3**	**217**	**21.4**	**127**	**15.0**
Taxonomy-non-eligible activities	12,533	82.7	797	78.6	720	85.0
Evonik Group	**15,157**	**100.0**	**1,014**	**100.0**	**847**	**100.0**

[a] As reported in the Financial and Sustainability Report 2024.

The turnover of the material taxonomy-eligible economic activities amounted to €2,031 million, which was clearly lower than the prior-year figure (€2,624 million) due to weaker business performance group-wide and the application of the new statutory materiality concept. Their share of group turnover fell to 14.4 percent from 17.3 percent a year earlier. CapEx of the material taxonomy-eligible economic activities was €96 million after €217 million in the previous year. This resulted from the overall reduction in investment as well as application of the materiality concept. Moreover, lease expenses for the economic activity "CCM 6.8 Inland freight water transport" were significantly higher a year earlier. The share of CapEx decreased from 21.4 percent in the previous year to 10.3 percent. OpEx of the material taxonomy-eligible economic activities fell to €111 million. Their share of group OpEx was 13.3 percent, which was below the prior-year figure of 15.0 percent.

[1] The full tables can be found in the annex to the Sustainability Report p. 186 f.

11

SOCIAL INFORMATION

Leading Beyond Chemistry is a far-reaching promise that more than 30,000 employees at Evonik work to fulfill. Their talent, professional qualifications, and passion are the cornerstones of Evonik's success. Added to this, safety has priority over sales and profits at Evonik.

Material topics:

- Portfolio transformation
- Mitigating climate change
- Green energy
- Water management
- Biodiversity
- Circular economy
- Product stewardship
- **Attractiveness as an employer/ employee satisfaction**
- **Diversity and equal opportunity**
- **Occupational health and safety**
- Responsible corporate governance/ human rights
- Responsibility within the supply chain
- Cybersecurity

2.1 hours/year
Average learning time on workday learning

21/22%
Proportion of women at executive/ senior management level

95.7%
Health ratio

Key messages at a glance: Social information

- **Restructuring of the group using proven, socially responsible tools**
- **Significantly more responses regarding the ongoing restructuring due to new feedback landscape**
- **Proportion of women on the executive board increased to 50 percent**
- **Introduction of performance parameters decided for the Safety at Evonik 2030 roadmap**

11.1 Attractiveness as an employer/ employee satisfaction

Strategy and management

Qualified and motivated employees are crucial to Evonik's long-term success. Human resources work is focused on attracting, developing, and retaining employees, supported by selective human resources planning and a well-designed recruitment policy—especially for key positions. Evonik has created a supportive working environment with market-oriented and performance-based pay, flexible working models, and transparent development opportunities. Our attractiveness as an employer and employee engagement are key success factors.

As of April 1, 2025, HR was restructured to enable it to concentrate on the strategic and operational priorities for the years ahead. Its focus is on providing effective support for the group's reorganization, ensuring future-oriented talent management, and lending optimum support to managers and employees. HR was divided into three functions:

1. HR Business Management is responsible for refining the group organization as well as for global steering of key HR management processes such as HR analytics, reorganization, labor law, compensation and grading, pensions, and the HR partner organization.
2. HR Talent Management steers and implements key global processes along the employee career path—from employer branding and recruiting, through employee retention and development, to global mobility, trainee programs, vocational training management in Germany, and idea management.
3. People Management & HR Operations is responsible for operational HR activities and HR administration in Germany, the USA and Costa Rica, China, Singapore and Malaysia, Belgium, India, Brazil, and Japan, exercises the employer functions, leads collective bargaining negotiations, and advises employees and managers on all HR-related issues.

The HR functions in other countries report to the respective country management teams or to the management of the respective legal entity.

Attracting and retaining skilled personnel is essential if we are to achieve Evonik's growth ambitions. The **increasing shortage of skilled workers can lead to positions remaining vacant.** We are tackling the skills shortage through actions to bolster employee retention, including a supportive working environment and regular pulse checks. Our career development portal highlights opportunities for development within the company. We reach out to school students and their parents with vocational training campaigns. For our employer branding, we harness job fairs, social media, and information on our careers pages to position Evonik as an employer with the relevant target groups. A global career ambassador program provides a realistic insight into potential career paths. We benefit from long-standing partnerships with universities and student networks. In addition, we cement our contact with college students through our "Evonik Perspectives" retention program. Dual study and training programs together with active talent acquisition further help us to attract skilled workers. We aim to avoid a **high turnover rate among new hires** as this can result in higher costs and mar our attractiveness as an employer. Moreover, employee satisfaction is a key success factor that is measured several times a year. **Poor employee satisfaction levels may reduce productivity.** To counter this, we offer our employees competitive remuneration and attractive development opportunities. In addition, they benefit from a wide range of offerings to ensure a good work-life balance as well as preventive health care. Satisfied and motivated employees contribute to a positive working atmosphere and are less likely to change employer. Our attractiveness as an employer is measured by external rankings and internal surveys.

ESRS 2 SBM-3, ESRS S1-4, ESRS S1.SBM-3

Evonik uses various resources to implement the HR strategy as well as successfully attract and retain skilled and motivated workers; examples of these include a survey tool on career milestones and regular pulse checks. ESRS S1-4

Targets

ESRS S1-5

- Annual average employee commitment index of ≥ 66 percent
- Digital learning time in Workday Learning of > 3 hours per employee per year by 2026

We determine the commitment index on the basis of surveys on career milestones. An important indicator of employee satisfaction, this index was added as a target for the first time in the reporting period. It records overall satisfaction with the employment relationship and the degree to which employees identify with Evonik and are proud to work for the company. The average commitment index in 2024 was 66 percent.

Since 2023, Evonik has used the social index with the learning sub-target as a component of the long-term incentive (see chapter 9.8, section "Performance-linked remuneration of senior management" p. 107 f.). In this connection, the average for self-directed digital learning in Workday Learning is calculated. Workday Learning replaces and combines the previous systems LILY and LinkedIn Learning. It measures the number of digital learning hours per employee relative to the total number of employees worldwide with access to a PC (excluding mandatory training and external training courses). The goal is to increase this figure from 2.05 hours (2022 baseline) to 3.00 hours by 2026 and to foster a modern and sustainable learning culture. This value is regarded as an indicator of continuous workforce upskilling through digital learning and a shift from in-person to online training.

Actions

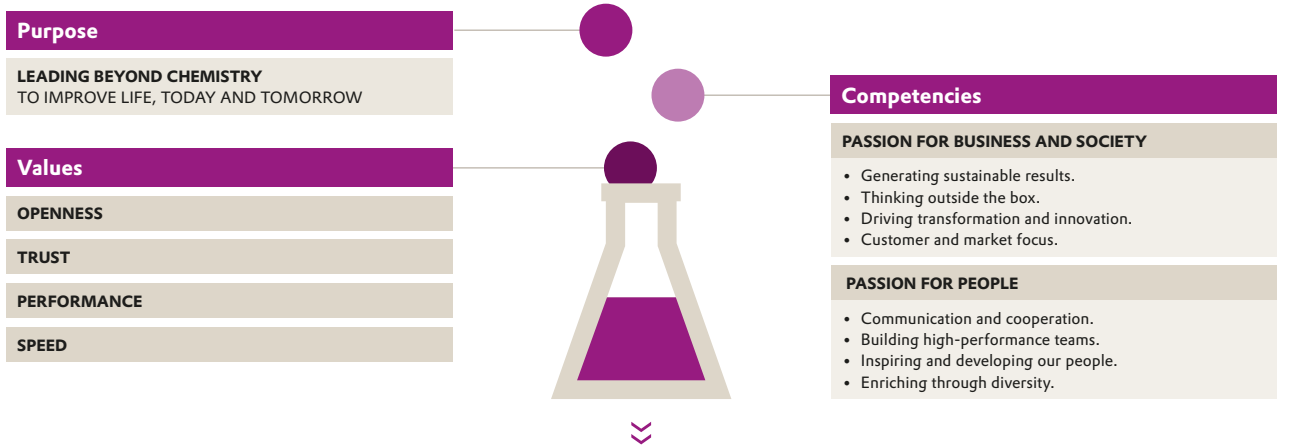
ESRS S1-4

Talent management and integration of new employees into the corporate culture

Building a strong pipeline for key functions and top executive positions is of major importance. With this in mind, we offer group-wide talent programs for future executives and the Evonik Explorer, where employees can proactively apply to take part. We regularly evaluate succession scenarios and development requirements at HR meetings attended by the executive board.

We specifically promote career pathways, job rotation, and development programs. New employees are integrated by way of a structured onboarding program that communicates our culture and processes. Our corporate culture actively supports the company's transformation. We are using Next Generation Culture in conjunction with Next Generation Technologies and Next Generation Solutions to embed sustainability across the entire human resources process—from planning, through qualification and continuing professional development, to the integration of sustainability metrics into remuneration systems (see chapter 9.2 Sustainability at Evonik p. 81 ff.).

Corporate culture and performance management C51



Performance management system

Our performance management is based on the evaluation of eight dimensions, including performance and leadership behavior as well as notably goal achievement and quantity and quality of work. Aspects such as diversity, sustainability, and leadership behavior are part of the Evonik competency model, which describes the skills and personal qualities expected of employees and managers (see chart **C51** "Corporate culture and performance management" **p. 145**).

Around 86 percent of our permanent workforce[1] worldwide received a regular performance appraisal, which was slightly lower than the prior-year figure of 88 percent. The composition of the workforce—28 percent women and 72 percent men—was unchanged from the previous year and has a corresponding effect on the performance appraisals. Seventy percent of the employees appraised are men and 30 percent are women. This similarly remained unchanged from the previous year. Sixty-eight percent are non-exempt employees (2024: 70 percent) and 32 percent (2024: 30 percent) are exempt employees. Compared with the previous year, the proportion of non-exempt employees has decreased by 2 percent. ESRS S1-13

Employee surveys and feedback culture

External rankings, in-house surveys, and early employee turnover are all pointers to our attractiveness as an employer. In order to grasp different perspectives and examine our own approaches, maintaining dialogue with our employees is vital. We use a survey tool, which is integrated into the group's HR management-system, to further enhance the feedback culture. Employees are systematically surveyed when they reach career milestones, such as joining or leaving the company as well as job anniversaries.[2] This is supplemented by regular surveys on specific topics such as the restructuring of the group (pulse checks). HR experts and executives use the findings to derive actions and targeted improvements geared to continuously advancing our organizational and cultural development. With the Open Source Change (OSC) initiative, we are seeking to foster a sustainable transformation. The active participation of employees and managers and their contributions to shaping change are facilitating new solutions and increasing acceptance. Moreover, employees can provide feedback through communities such as NEXTGEN—Green Transformation Hub at Evonik. ESRS S1-5

We consolidated our feedback landscape in the reporting period. Surveys along employees' career pathways coupled with the group-wide Transformation Survey pulse check made it possible to combine many individual pulse checks which, as a result, were considerably reduced from 23 to four. At the same time, we tripled the number of respondents to 40,928 from 13,572 a year earlier, providing a detailed picture of the mood among employees. Three of the four pulse checks were conducted as a Transformation Survey that canvassed all employees worldwide. These measure whether employees feel well-informed about the ongoing transformation. The feedback has already allowed us to develop and implement targeted actions to improve the transformation process; these aim in particular to foster team interaction and improve dialogue with managers and executives at all levels.

Attractive remuneration

ESRS S1-10

Our HR tools worldwide are designed to ensure our employees receive market- and performance-based remuneration aligned with their responsibilities, capabilities, and track records—irrespective of gender, age, or other personal characteristics. Both our code of conduct and policy statement on human rights forbid discrimination. Preventive actions include training on the code of conduct (see chapter 12.1, table **T60** "Compliance training and training rate" **p. 171**). We pay our employees—including trainees and student interns—the statutory minimum wage[3] in the respective country. In countries with no statutory minimum wage, the figure defined in the lowest pay group of the collective agreements is used as the basis. If there is neither a statutory minimum wage nor a collective agreement, the living wage is used as the benchmark. This is the minimum income required for a worker to cover their basic needs. We refer to the databases of the Fair Wage Network and WageIndicator Foundation to determine the relevant amount.[4] A rounded 0.0 percent of our employees receive below the adequate wage—this means that we ensure fair and adequate remuneration for almost all employees worldwide (2024: 0.7 percent).

[1] The permanent workforce includes all employees with permanent/temporary contracts, excluding apprentices and trainees.
[2] Until 2023, this was the format used for employee surveys.
[3] In European countries without a statutory minimum wage, the Eurostat's average annual earnings 2024 were used (**https://ec.europa.eu/eurostat/databrowser/view/NAMA_10_FTE/default/table?category=na10.nama10.nama_10_aux**).
[4] This is determined according to a household size based on the local birth rate and the average number of income earners per household in the respective country.

Gender pay gap and ratio

ESRS S1-16

In 2025, the global unadjusted gender pay gap—the difference between the average gross hourly earnings of women and men—was 8.3 percent (2024: 9.0 percent). In Germany, where around 60 percent of all Evonik employees work, the gender pay gap was 3.4 percent (2024: 3.7 percent). This means that, measured worldwide, women earn 8.3 percent less than men, whereas women in Germany earn 3.4 percent less than men. This metric is influenced by factors such as the distribution of men and women in the various job levels and job families. The calculation includes all remuneration components. In the reporting period, the global unadjusted pay gap improved from 9.0 percent (2024) to 8.3 percent (2025). This trend reflects a positive shift toward equal remuneration of the genders and underscores Evonik's ongoing efforts to promote diversity and equal opportunity within the company.

In 2025, the ratio of the total remuneration of the highest paid person in the company to the median total remuneration of the entire workforce was around 54:1 (2024: 41:1).[1] For the workforce in Germany, the ratio was 52:1 (2024: 39:1).[2] The basis for calculating the gender pay gap was also used to determine the median remuneration of all employees, thus ensuring that only the pro rata remuneration of part-time employees, employees who join the company during the year, employees on long-term sick leave, and other employees is considered.

The calculation of both the gender pay gap and the ratio[3] took into account base salary as well as all other pay received by the employee in the context of their employment relationship (for example, variable remuneration, bonuses, one-off payments). We decided against including pension commitments, as these are in principle unrelated to gender and are moreover not meaningful in this respect due to variations in the arrangements. On joining the company, each new employee can decide whether to join a pension plan and how much they wish to contribute.

Collaboration with employee representatives in a spirit of trust

ESRS S1-2, ESRS S1-5, ESRS S1-8

Collaboration between employer and employee representatives based on trust is a key success factor for Evonik. It takes account of operating conditions and the laws applicable in each respective country. In Germany, the fundamental rights of employees and their representatives are enshrined in statutory regulations such as the Works Constitution Act and the Executives' Committee Act. There are elected bodies representing our employees at all Evonik sites in Germany. Works councils represent exempt and non-exempt employees while executive staff councils represent our executives. They are consulted in good time on all major changes within the company. Over and above the co-determination prescribed by German law, it is common practice at Evonik to involve the employee representatives in all matters with regard to the future development of the group. In the event of reorganization or restructuring, the works councils and executive staff councils seek socially responsible solutions such as job transfers or early retirement arrangements. In the case of divestments, the parties agree on criteria to ensure employee rights remain protected under the new ownership. The preparatory steps prior to implementation cover a period of several weeks or months, depending on the scope of the upcoming changes. During this period, agreements may, where necessary, be negotiated and concluded in writing with regard to the pending actions and their impact on our workforce.

At company level in Germany, employees' interests are protected by employee representatives on supervisory boards with co-determination. There are comparable legal or collectively agreed rules on the type and scope of consultation and negotiation in many other regions where Evonik has employees. The information and consultation rights of employees on European cross-border issues are represented by the Evonik Europa Forum, which is composed of employer and employee representatives.

Evonik does not restrict employees' rights to freedom of association or the right to collective bargaining. These rights are similarly ensured in countries where freedom of association is not protected by the state. Based on our sites worldwide, there are employee representatives for roughly 95 percent of our employees (2024: 96 percent).

[1] Prior-year figures restated. The figures for the previous year included total remuneration components for the company's highest paid person in accordance with the vesting principle (Erdienungsprinzip). The adjusted figures are entirely based on the remuneration components actually paid out (Zuflussprinzip), which reduces the ratio by 16 points.
[2] **www.evonik.finance/remuneration-report**
[3] Countries > 20 employees were included.

ESRS S1-8

Collective bargaining coverage and social dialogue T48

	Collective bargaining coverage		Social dialogue
Coverage rate	Employees in the European Economic Area (EEA)	Employees outside the European Economic Area (non-EEA)	Workers' representation (applicable only in the EEA)
0–19%			
20–39%		Asia-Pacific	
40–59%		Europe, Middle East & Africa (non-EEA)	
60–79%	Netherlands		Italy Netherlands
80–100%	Austria Belgium Finland France Italy Slovakia Spain Germany	Americas	Austria Belgium Finland France Slovakia Spain Germany

Compared with the previous year, Italy was added to the table **T48** "Collective bargaining coverage and social dialogue" owing to the increase in the number of employees. There was a slight decrease in Europe, (non-EEA), Middle East & Africa. The table was corrected to include the Netherlands, which was already part of this group in 2024.

Collective agreements on remuneration cover 100 percent of our employees in Germany, as in the previous year, and around 69 percent (2024: 67 percent) of our employees worldwide. There are performance- or profit-oriented incentive systems at around 95 percent of our sites and companies—as in the previous year. These systems cover some 96 percent of our permanent employees, which is below the prior-year figure of 99 percent.

Working time models and work-life balance

Evonik is committed to a family-friendly human resources policy that aligns with different phases in employees' lives and, as in the previous year, offers this to 97 percent of employees worldwide. Cornerstones of this approach include flexible work hours, assistance with childcare and other caring responsibilities, and the hybrid #SmartWork model. Of our 31,053 employees, 92 percent are in full-time and 8 percent in part-time employment—unchanged from the previous year. Around 80 percent of our 8,589 female employees work full-time, compared with 97 percent of full-time male employees. This is similarly unchanged from the previous year.

ESRS S1-15

Options for extended periods of leave T49

Employees in %	2024	2025
Europe, Middle East & Africa	94	94
Asia-Pacific	87	86
Americas[a]	98	98

[a] Prior-year figures were adjusted to the new regional structure; North, Central, and South America have been merged as Americas.

Enhancing the compatibility of private and professional phases in their lives may be one of the reasons why employees consider taking paid or unpaid leave for a prolonged period of more than three months. The information provided in the table **T49** "Options for extended periods of leave" reflects the percentage of employees in each region who can avail themselves of these options. Interest is steadily growing and—as a percentage of the total number of employees—this option is now taken up by more than half of employees.

The regular, contractually defined working hours for around 73 percent (2024: 74 percent) of our employees are based on collective agreements. Working hours are limited to a maximum of 48 hours a week, though shorter working hours usually apply. As in the previous year, around 80 percent of our employees benefit from annual vacation arrangements that exceed the statutory provisions in their respective country. Since there is no statutory ruling in the USA in this respect, arrangements there are based on regional custom.

In Germany, all 17,671 employees, including our 12,857 male employees, have a statutory right to parental leave. In 2024, this right extended to 18,305 employees, including 13,285 male employees. In 2025, 716 employees made use of this right; it was 738 employees in the previous year. Male employees accounted for around 47 percent (2024: 48 percent). In 2025, they took an average of 1.9 months parental leave, while female employees took an average of 6.4 months; it was 1.7 months and 6.5 months, respectively, in the previous year. In the reporting period, 465 employees returned to work after parental leave; it was 552 in 2024. Here, men accounted for 63 percent, the same level as in the previous year.

Social protection

ESRS S1-11

Our employees have social security cover protecting them against loss of income due to major events such as sickness, unemployment, workplace accidents, disability, motherhood, and retirement. Virtually 100 percent of our workforce is covered by statutory or company pension insurance and health insurance. There is no statutory pension insurance in the United Arab Emirates. In all regions, we offer voluntary social benefits, which are available to 99 percent of employees, including part-time workers, provided that they meet the minimum working hours prescribed in some regions. In many countries, Evonik provides contribution-based pension schemes that allow for employee contributions. These vary in line with the customary market practice in each respective country. In Germany, employees have been able to choose to make personal contributions of 0 percent, 3 percent, or 4 percent since 2023. Employer contributions rise in line with the personal contribution. In the USA, the standard contribution is 6 percent. This can be individually adjusted and topped up with graduated employer contributions.

Vocational training and continuing professional development

ESRS S1-13

Our activities in this area cover the vocational training of young people at the start of their working lives—aligned with our needs[1]—and the continuing professional development of our employees. In 2025, Evonik trained 1,641 young people in Germany. Our offering covered a broad range of recognized vocational training courses as well as combined vocational training and study programs. The prior-year figure was 1,718 young people, 1,270 of whom were trained for Evonik and 371 for external companies; it was 1,229 and 489, respectively, in the previous year. Despite the challenging economic situation in Germany's chemical industry, the investment in vocational training and continuing professional development increased, amounting to €72.5 million for vocational training and €11.5 million for continuing professional development. In 2024, the corresponding figures were €64.7 million and €10.6 million, respectively. This corresponds to a continuing professional development expense of €371 per employee, compared with €332 a year earlier.

Evonik has a global learning strategy. The central elements of this strategy are:

- Uniform global solutions for training and personnel development, with self-directed digital learning content
- Streamlining the range of digital learning platforms
- Increasing the acceptance of self-directed digital learning and lifelong learning

Via the global Workday Learning platform rolled out in 2025, our employees have access to a wide range of learning options and digital content for self-directed learning—for example, in the LinkedIn Learning library. A dashboard with standardized processes helps to measure progress. Average self-directed digital learning using the Workday Learning system amounted to 2.1 hours per employee compared with 1.7 hours in the previous year. Men learned for an average of 2.2 hours and women for 1.8 hours; the prior-year figures were 1.4 hours for men and 2.4 hours for women. A learning and competency network created by employees for employees—the Evonik learning sessions—is offered regularly as an internal webinar in which employees present current topics. The network numbers around 18,350 members worldwide, which is slightly lower than the figure of 19,700 a year earlier. In 2025, a total of 11,446 employees participated in 104 learning sessions. By comparison, 141 learning sessions attracted 16,381 employees the previous year.

Progress in 2025

ESRS S1-4, ESRS S1-5

In 2025, we pursued our Next Generation Culture initiative, with the aim of encouraging employees to take an active role in shaping our corporate culture. The Evonik Social Network Community provides its members with regular updates on developments and actions. This platform promotes networking as well as enhancing the visibility of new actions and special events. A series of videos served to highlight the importance of the human factor as a critical element in our sustainability transformation. In the future, we will continue to focus on established topics that enable us to address and further strengthen the community on an ongoing basis.

To support the group's restructuring and transformation activities, the Open Source Change initiative was launched to help the organizational units with the changes they face. With the introduction of the Evonik Transformation Survey, OSC has established a fact-based system for analyzing progress in the transformation.

The go-live of Workday Learning in February 2025 marked a further step in the harmonization of Evonik's learning system landscape and established a central learning management system for continuing professional development. The earlier systems have been largely shut down and their content made available in Workday Learning; the same applies to the LinkedIn Learning digital library. Workday Learning offers an intuitive and individualized learning experience with the option of participating in both self-directed and trainer-led courses and of tracking progress. The transfer of mandatory training and related processes such as course assignment and reporting from the FutureZone learning platform has likewise been initiated.

[1] Due to the economic situation in Germany's chemical industry, adjustment of the number of vocational training places and suspension of the hiring commitment.

In 2025, 235 employees successfully completed the nine-month Explorer Growth Journey development program as part of the Evonik Explorer talent program. No one completed the Explorer Growth Journey the previous year because the launch of the program was postponed due to contingency measures. At the start of 2026, employees again had the opportunity to apply for the Evonik Explorer program; the number of talent places available has been adjusted to reflect Evonik's current human resources planning.

The Talent Acquisition Dashboard was improved to enable the analysis of metrics such as processing times and satisfaction levels. This enables us to make strategic, data-based decisions that underpin a targeted and sustainable HR policy throughout the group.

Metrics[1]

The following employee information is headcount data taken from the global SAP HR information system as of the December 31, 2025 reporting date. It includes all Evonik employees worldwide and covers permanent employees as well as apprentices and trainees (see table T50 "Employees by region, contractual status, and full-time/part-time working." Agency staff and contractors' employees are not included in the data. ESRS S1-6

Employees by contractual status

Around 96 percent of our permanent employees worldwide have permanent contracts, with approx. 92 percent working full-time; these figures are on a par with the prior-year level. Little use is made of the part-time working option outside the EMEA region.

ESRS S1-6

Employees by region, contractual status, and full-time/part-time working T50

	EMEA[a]	Americas[c]	Asia-Pacific	**Group total**	thereof men	thereof women
Fiscal year 2025						
Contractual status						
Employees with permanent contracts	19,030	5,471	4,059	**28,560**	20,677	7,883
Employees with temporary contracts	267	62	851	**1,180**	776	404
Apprentices/trainees with temporary contracts	1,306	7	–	**1,313**	1,011	302
Total[c]	**20,603**	**5,540**	**4,910**	**31,053**	**22,464**	**8,589**
Full-time/part-time						
Full-time employees	16,917	5,518	4,902	**27,337**	20,718	6,619
Part-time employees	2,380	15	8	**2,403**	735	1,668
Full-time apprentices/trainees	1,306	7	–	**1,313**	1,011	302
Total[b]	**20,603**	**5,540**	**4,910**	**31,053**	**22,464**	**8,589**
Fiscal year 2024						
Contractual status						
Employees with permanent contracts	19,814	5,471	4,237	**29,522**	21,455	8,067
Employees with temporary contracts	296	16	835	**1,147**	722	425
Apprentices/trainees	1,254	7	–	**1,261**	958	303
Total[c]	**21,364**	**5,494**	**5,072**	**31,930**	**23,135**	**8,795**
Full-time/part-time						
Full-time employees	17,653	5,466	5,065	**28,184**	21,446	6,738
Part-time employees	2,457	21	7	**2,485**	731	1,754
Full-time apprentices/trainees	1,254	7	–	**1,261**	958	303
Total[b]	**21,364**	**5,494**	**5,072**	**31,930**	**23,135**	**8,795**

[a] Europe, Middle East & Africa.
[b] See also notes to the consolidated financial statements, "Segment report by regions" table T78 **p. 194.**
[c] Prior-year figures were adjusted to the new regional structure; North, Central and South America have been merged as Americas.

[1] See also notes to the consolidated financial statements, note 10.2 Personnel expense and number of employees pursuant to section 314 paragraph 1 no. 4 of the German Commercial Code (HGB) **p. 265.**

We aim to keep the early turnover rate as low as possible. Accompanying a slight increase in external hiring, the figure increased to 5.3 percent from 1.7 percent a year earlier. Due to the reorganization of the group, total turnover rose from 6.2 percent to 6.6 percent (see tables **T52** "Employee turnover and length of service" and **T53** "Employee turnover by region, gender, and age").

ESRS S1-6

Employees by country[a] **T51**

	2024	2025
Germany	18,305	17,671
USA	4,393	4,444
Other	9,232	8,938
Employees[b]	**31,930**	**31,053**

[a] Countries with more than 10 percent of all permanent employees.
[b] See also notes to the consolidated financial statements, table **T78** "Segment report by regions" **p. 194.**

ESRS S1-6

Employee turnover and length of service **T52**

	2024	2025
Early turnover[a] in %	1.7	5.3
Total turnover in %	6.2	6.6
Average length of service in years	14.1	14.1

[a] Termination by employee in the first year.

ESRS S1-6

Employee turnover by region, gender, and age **T53**

	Total turnover in %		Number of employees who left the company[a]	
	2024	2025	2024	2025
By region				
Europe, Middle East & Africa	5.3	5.7	1,183	1,216
Asia-Pacific	6.9	7.0	353	353
Americas[b]	9.0	9.9	523	546
By gender				
Female	5.5	6.1	497	533
Male	6.4	6.8	1,562	1,582
By age				
Under 30 years	6.8	6.5	427	375
30 to 50 years	4.7	4.3	782	702
Over 50 years	8.2	10.6	850	1,038
Evonik	6.2	6.6	2,059	2,115
thereof termination by employee	3.5	2.9	1,161	926

[a] Employees who left the company.
[b] Prior-year figures were adjusted to the new regional structure; North, Central and South America have been merged as Americas.

11.2 Diversity and equal opportunity

Strategy and management

As an international company with a presence in multiple markets, we regard diversity as an opportunity and a key factor when it comes to business success (see chart **C52** "Diversity tree" **p. 152**). Employees with different backgrounds and personalities enrich our teams and our company. **Diversity and equal opportunity also have a positive influence on the recruitment of new employees, as well as on staff retention.** By contrast, **increased cases of discrimination** may have a negative impact on the corporate culture. The employment and inclusion of people with disabilities is another way in which we embrace diversity. Evonik was the first company in the chemical industry to sign an occupational inclusion policy. ESRS 2 SBM-3, ESRS S1.SBM-3

Our diversity strategy is a firm fixture in our corporate strategy, corporate values, and competency model (see chart **C51** "Corporate culture and performance management" **p. 145**). Executives are required to actively manage diversity with the aid of specific metrics relating to experience, age, qualification, nationality, and gender. Targets and focus topics are stipulated with the executive board. The global implementation of actions is managed by the diversity & inclusion team.

Targets

ESRS S1-5

- Proportion of women at executive, senior management, and other management levels is to be 30, 25, and 33 percent, respectively, by the end of 2026
- Intercultural mix at executive and senior management levels is to be 25 and 35 percent, respectively, by the end of 2026

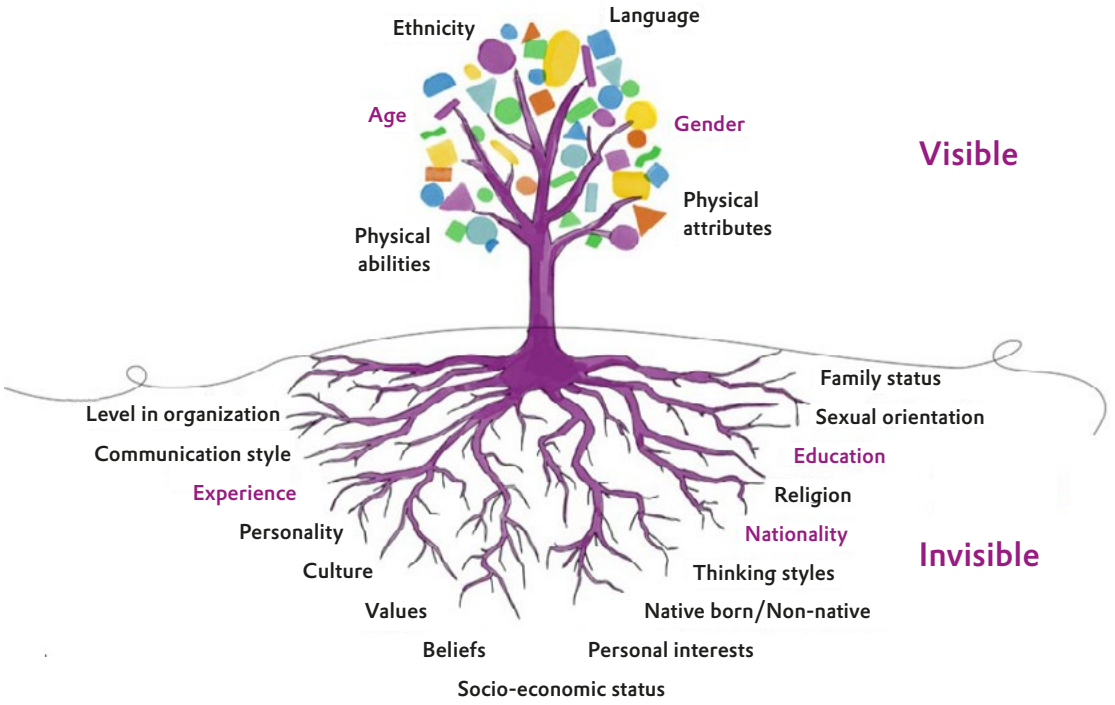
We have set targets, especially for the dimensions in which we aim to improve: gender diversity, presented in the table T55 "Diversity targets: Percentage of women in management" p. 153, and intercultural mix, presented in the table T56 "Diversity targets: Intercultural mix" p. 154.

The gender diversity target is also included as an LTI-relevant social index sub-target. This value measures the proportion of women relative to the total number of employees worldwide at management levels 1 and 2 (executive and senior management). It serves as an indicator of diversity and equal opportunity and is particularly important for Evonik and its success as a company.

Actions

We integrate diversity into our HR processes—especially by way of gender-balanced recruiting—and measure the progress we make with regard to implementing diversity in the workplace using, for example, target KPIs for the proportion of women and the intercultural mix. Fostering diversity is a central management task and we provide our executives with the means and knowledge they need for this. At the same time, we work to overcome unconscious bias by raising awareness through our corporate media or training on diversity and equal opportunity. This enables us to create a supportive environment that includes childcare, #SmartWork, job sharing, and the groW network for women. We benefit from our long-standing partnerships with student networks such as UNITECH and FEMTEC. The latter fosters young female employees and talents in STEM professions.[1] To attract candidates with professional experience, we collaborate with alumni organizations. These partnerships add currency to our diversity strategy by specifically addressing the recruitment of women and international staff.

Diversity tree C52



[1] Science, Technology, Engineering, and Mathematics.

The employee resource groups (ERGs) are networks offering activities such as BarCamps, mentoring, talks by experts, and speed networking. Diversity enhances teamwork in all areas, including administration and production. Since 2024, a new face-to-face training event on diversity and inclusion for production shift managers and foremen has sensitized them to the advantages of diversity, the detection of unconscious bias, and the creation of a non-discriminatory environment.

Progress in 2025

Diversity training was transferred to Workday Learning. The goal of this training is to convey to employees a fundamental understanding of diversity and inclusive conduct and to demonstrate how this conduct also contributes to Evonik's business success. The first Inclusion Round Table took place in 2025 with the aim of establishing dialogue on the subject of inclusion and gaining an overview of the company's international activities. At the end of 2025, the proportion of women on the executive board was 50 percent, double the prior-year figure of 25 percent.

Metrics

ESRS S1-9

Age structure in the Evonik Group T54

			Share in %	
	2024	**2025**	2024	**2025**
Up to 30 years	5,755	5,564	18	18
31 to 50 years	16,351	16,178	51	52
Over 50 years	9,824	9,311	31	30
Employees	**31,930**	**31,053**	**100**	**100**

ESRS S1-9

Diversity targets: percentage of women in management T55

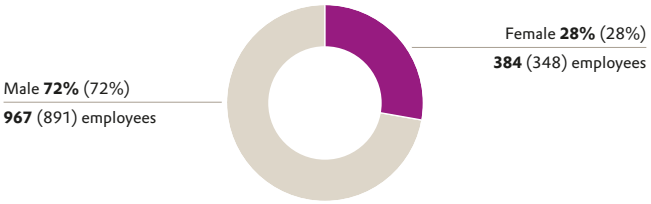
	Base year 2011	2024	**2025**	Targets for 2026
Executives[a]	14	32	26	
Executives in %	8	22	21	30
Senior management[b]	37	92	100	
Senior management in %	8	19	22	25
Other management levels[c]	842	2,709	2,663	
Other management levels in %	18	31	32	33
All management levels	**893**	**2,833**	**2,789**	
All management levels in %	**17**	**31**	**32**	

[a] Executives = i.e., top management functions in the Evonik Group. Corresponds to job functions in Management Circle 1.
[b] Senior management = i.e., key functions in the segments, regions, service units, and corporate divisions. Corresponds to job functions in Management Circle 2.
[c] Other management levels = further management functions, including various expert functions with or without employee leadership. Corresponds to job functions in Management Circle 3, covering remuneration levels 1 to 5.

We foster cross-generational collaboration in our teams. In 2025, the average age of Evonik employees was 43 years, which was unchanged from the previous year. The table **T54** "Age structure in the Evonik Group" shows that the 31-to-50 years age group accounts for the largest proportion of our permanent employees, followed by those aged over 50 years and those aged up to 30 years. Our youngest employees in the reporting period were apprentices aged 15 (2024: aged 16). ESRS S1-9

We aim to increase the proportion of women at all levels of the company worldwide. There are currently 124 executives, down from 147 in the previous year. Of this number, 98 are men. Thus, men account for 79 percent (2024: 78 percent) and women for 21 percent (2024: 22 percent) of the total number, which is level with the previous year.

External hires by gender 2025[a] C53



[a] Prior-year figures in brackets.

We are using a gender-balanced recruiting process to increase the proportion of women in management. In the reporting period, 28 percent of new hires were female and 72 percent male, the same as in 2024.

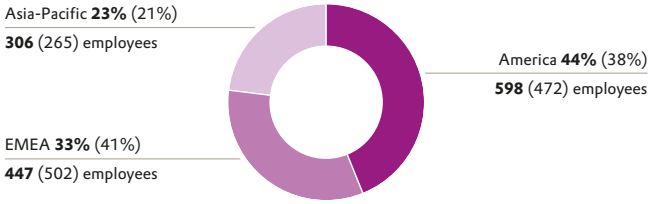
We aim to improve in the dimension of intercultural mix and have set specific targets.

Diversity targets: intercultural mix[a] T56

in %	2024	2025	Targets for 2026
Executives	18	19	25
Senior management	26	29	35
Other management levels	48	49	–
All management levels	**46**	**48**	**–**

[a] Employees whose nationality is not German.

External hires by region 2025[a] C54



[a] Prior-year figures in brackets.

Evonik employed people of 114 nationalities at 188 sites in 52 countries in the reporting period. In 2024, people of 110 nationalities worked for us at 198 sites in 53 countries. The proportion of managerial employees who do not hold German citizenship was around 48 percent. Group-wide, the proportion in senior management positions was around 29 percent. Both these figures increased compared with 2024.

The region with the most new hires was Americas, followed by EMEA and Asia-Pacific. In 2024, the EMEA region accounted for the most external hires, followed by Americas and Asia-Pacific.

11.3 Occupational health and safety

Strategy and management

Protecting the health, safety, and employability of our employees as well as preventing accidents and incidents at work and in the operation of our production facilities are of central importance to Evonik. Our high safety standards are geared to preventing accidents, **fatalities as well as damage to health and the environment.** That applies not only to our own employees but also to contractors' employees during their working hours, when commuting, and when transporting goods. Our ESHQ management handbook sets out our mandatory global rules on the environment, safety, health, quality, and energy. The aim is to continuously optimize our processes, plants, products, and services. This includes minimizing the undesirable influences of our activities on people and nature. Another goal at Evonik is to prevent **the release of hazardous substances into the environment** and to preclude **damage to our production facilities resulting from inadequate safety precautions.** We take both internal and external factors into consideration, such as **extreme weather, manipulation, and terrorist attacks.** We are conscious of the fact that our production operations result in environmental emissions. This is why it is imperative to avoid any potential **environmental damage such as water pollution at Evonik's sites.** We aim to further reduce the emissions from our operations and already take this into account when planning new facilities.

ESRS 2 SBM-3, ESRS S1.SBM-3, ESRS E2-1, ESRS E2.IRO-1, ESRS E3-1

The group-wide management of occupational and plant safety at Evonik is based on global policies, processes, and systems. These are a core element of our integrated management systems. We have fine-tuned our Safety at Evonik cultural initiative to serve as a group-wide management approach covering all aspects of occupational safety. This defines binding principles of action that give our managers and employees, including personnel covered by the German Act on Temporary Agency Work and agency staff at our international sites, reliable guidance on safety-compliant conduct in their daily work. We draw on centrally planned internal audits to evaluate implementation of the applicable rules and regulations as well as to identify any scope for optimization. Our internal procedures are supplemented by external audits conducted by independent certification bodies. The ESHQ function is responsible for standardizing mission-critical processes for all segments (see chapter 10. Environmental information p. 109 ff.). Requirements and the need for action are defined in binding metrics-based targets for occupational and plant safety. Accident frequency is also factored into the variable remuneration of executive board members. ESRS S1-1, ESRS S1-14, ESRS S1.SBM-3

The targets set by the executive board for occupational and plant safety have long been a top priority. The primary metric for occupational safety at Evonik is the lost time injury rate (LTI-R). The group-wide Safety at Evonik management approach includes a five-year roadmap.

Safety is the basic precondition for the operation of our facilities and their performance, paving the way for reliable, effective, and future-proof production. Plant safety not only helps prevent incidents, it also ensures proper operation and minimizes environmental impacts. We set rigorous safety standards for the entire life cycle of our plants worldwide. We regard safety as an all-round task which is embedded in our safety management systems worldwide and reviewed regularly. This review may be performed at any time on an ad- hoc basis or at regular intervals, for example, as part of the ISO audits that take place every three years. The primary metric for plant safety at Evonik is the process safety incident rate (PSI-R). It is used to monitor the number of incidents in production plants involving the release of substances, fire, or explosion (process safety incidents), as defined by Cefic.[1]

In line with statutory requirements, we have established occupational safety committees at our German sites that meet at least four times a year to discuss issues relating to occupational safety and health protection. These committees are composed of employee and employer representatives, safety specialists, safety officers, and occupational medicine specialists. In accordance with Germany's Occupational Safety Act, employees are represented in both occupational safety committees and in the group occupational safety and environment committee, where information is shared. The committees cover more than 99 percent of our employees in Germany. Employees outside Germany are provided with information via local management structures. Together, they define the priorities for target achievement. ESRS S1-5

Global management of health protection and promotion at Evonik takes a long-term, 360-degreee approach, covering employees, the working situation, and the general working environment. Our approach to occupational health protection encompasses high-grade medical care as required, ergonomic, health-efficient workplace design as well as an emergency management system at plant level. We aim to meet all statutory requirements regarding occupational health and safety, maintain and enhance workforce employability and wellbeing, and thus avoid **high rates of sickness-related absence.** In addition, Evonik offers employees a range of voluntary actions to foster their health. These are pooled under the group-wide Well@Work initiative. This is how we help promote a healthy lifestyle. Of equal importance to Evonik is a family-friendly human resources policy that takes account of different phases in employees' lives and supports a good work-life balance. Appropriate offerings are designed to counter any **inadequate work-life balance** as well as stem the **rise in mental health problems and stress-related illnesses.** Our health protection and promotion actions are available to all employees, including personnel covered by the German Act on Temporary Agency Work and agency staff at our international sites. ESRS 2 SBM-3

Targets

- Lost time injury rate (LTI-R) ≤ 0.26
- Process safety incident rate (PSI-R) ≤ 0.40
- Occupational health performance index ≥ 5.0
- Health ratio of 95.5 percent

Our target is to remain below the upper limit for the LTI-R of 0.26 accidents involving Evonik employees resulting in absences of at least one full shift per 200,000 working hours. The lost time injury rate covers all work-related accidents (excluding traffic accidents) resulting in absences of at least one full shift per 200,000 working hours.

[1] CEFIC GUIDANCE FOR REPORTING ON THE ICCA GLOBALLY HARMONISED PROCESS SAFETY METRIC, Responsible Care Leadership Group June 2016.

The process safety incident rate is determined from the number of incidents in production plants involving the release of substances, fire, or explosion (process safety incidents), as defined by Cefic. Our target is to remain below the upper limit of 0.40. ESRS E2-3

The occupational health performance index is calculated from six key inputs that are crucial to effective emergency medical management, occupational medicine, and occupational health promotion. The index contains one qualitative and one quantitative input for each of these areas. Each input is given a score between 0 and 1 point; the maximum possible score is 6. The index shows the extent to which internal requirements have been implemented and targets achieved, with both the quality and the scope of the actions taken into account. We have defined a target of ≥5.0 for the occupational health performance index.

The health sub-target is a further component of the LTI-relevant social index. The health ratio is calculated as the ratio of target working hours (100 percent) less total sickness-related hours lost to target working hours. It is calculated for all Evonik employees in Germany, Belgium, China, and the USA. This value serves as an indicator of the success of actions relating to leadership, stress management, motivation, and health protection. We have defined a target health ratio of 95.5 percent and added this to the target overview.

Actions

Occupational and plant safety

ESRS E2-1, ESRS E2-6

Evonik's incident and crisis management is designed to prevent or limit any damage if accidents nevertheless happen.[1] We systematically analyze and also simulate incidents with external support, for example, from the local fire department. In this way, we aim to further enhance our safety performance. We share the findings within the company via our ESHQ Global SharePoint. One successful format for this is our Safety Flyer. At the same time, we participate in various national and international networks aimed at building and sharing experience.

The aim is to prevent damage to health and the environment. Evonik sets stringent safety standards in order to minimize the impact of its production operations and/or any stoppages. Additionally, we regularly monitor and analyze our emissions into the air, water, and soil. As in the previous year, no expenses were incurred in the reporting period in conjunction with major incidents or deposits.

At our sites, we ensure that no relevant contamination can be caused in the course of proper operation. We achieve this, for instance, by complying with the extensive existing legal requirements, especially those in respect of protecting water resources and the soil as well as preventing emissions—including by way of clean air measures at our sites. These encompass returning exhaust gases to the production process, the thermal processing of residual gases with a high calorific value (as substitutes for natural gas), the use of electric filters to remove particulates, the use of catalysts to reduce nitrogen oxide, and desulfurization by washing with subsequent precipitation. We employ other methods to reduce emissions from production facilities, including wet and dry scrubbing, condensation, adsorption as well as thermal and catalytic incineration. Some of these emissions treatment facilities are used simultaneously by multiple units. When planning new production facilities, we consider the use of processes that generate little or no wastewater in order to conserve natural water resources. Where water contamination from production processes (wastewater) is unavoidable, partial streams are tested—for example, for biodegradability. We maintain high technology standards and infrastructure at our sites for the disposal of wastewater. In certain cases, this wastewater is pretreated in the production plants. This means that the effluent load of wastewater discharged into our own or third-party treatment facilities is only moderate. At Marl Chemical Park in Germany, sewage sludge is dewatered in our own treatment plant and subsequently incinerated in our own facilities with integrated flue gas treatment. We use some of the exhaust gases from the production plants as substitute fuels (heating/fuel gas). Wastewater discharged from our sites is carefully monitored, including by regular sampling and continuous measurement. These analyses support the management of our wastewater treatment facilities. Moreover, numerous analyses are legally required within the scope of self-monitoring. In addition, the authorities frequently make unannounced visits to check discharge levels. Where necessary, we have implemented actions at our sites to prevent emissions into the soil. Our facilities are equipped with specially designed collecting basins to contain or store substances hazardous to water. Additionally, pipelines are checked regularly.

[1] Based on the definition in the German guideline SFK-GS-26.

Transportation safety

We aim to ensure the safe transportation of raw materials and products, working to minimize risk at all stages of the shipping process—from loading through transportation to unloading. To this end, we employ a uniform process in selecting the logistics service providers for transportation and regularly review their reliability. Our understanding is that this includes evaluating the Responsible Care® performance of all transportation providers. We work nonstop to optimize safety in transporting our products. For instance, in the case of dangerous goods shown to have a high risk potential according to Evonik's criteria, hazards are assessed systematically by way of a transport risk analysis and corresponding preventive action is taken to mitigate the risks. No transport risk analysis was performed in 2025. If any transportation incidents occur, the causes are analyzed and sustainable corrective action taken to prevent their recurrence.

Emergency medical management

Evonik's Medical Incident and Emergency Management standard defines binding basic requirements for emergency medical management worldwide. The exact equipment and human resources required depend on production-related risks as well as the availability and quality of local medical infrastructure. Specific procedures have been defined for accidents where employees come into contact with chemicals and require immediate medical treatment. Emergency medical management likewise includes pandemic plans and regular training exercises. An extensive preventive health and risk management program is in place for employees on business trips and foreign assignments.

Workplace-related preventive healthcare

The results of our hazard assessment help us take appropriate preventive actions to avoid work-related illnesses and health issues. Where we identify a risk for specific activities, technical and organizational actions to counter the risk have priority over the use of personal protective equipment. Information and training of employees also play an important part in avoiding health impairments. Such training is mandatory for all employees worldwide. Preventive healthcare includes advice for employees on their individual health risks, including preventive check-ups where necessary. The medical data generated in this process are subject to medical confidentiality. They are protected and archived in accordance with the applicable national data protection regulations.

Corporate health promotion

Our Well@Work program centers on four areas: exercise, a healthy diet, mental health, and work-life balance. A wide range of offerings at our sites, supplemented by group-wide digital programs, foster our employees' physical and mental health. Our corporate health promotion activities center on basic programs with a long-term focus. The aim is to encourage employees to adopt a healthy lifestyle, flanked by health campaigns that are changed each year. At all of our German sites, there are interdisciplinary health task forces to implement Well@Work. The Care & Support program in Germany enables employees to also contact the company medical service with private medical questions. They are given advice and support or—in the event of illnesses requiring treatment—referred to their general practitioner or a specialist physician.

Worldwide, around 98 percent (2024: 96 percent) of our workforce have the opportunity to seek advice on workplace-related, personal, or family problems from social and employee counseling centers.

Progress in 2025

The current Safety at Evonik 2025 roadmap has been revised and extended until 2030. Its primary new feature is the introduction of performance inputs to achieve a further improvement in our safety performance. The revised roadmap contains new safety elements for each year, such as a SharePoint database of practical examples, a safety climate survey (NOSACQ-50[1]), and the recording and assessment of early indicators. In addition, initiatives such as safety culture onboarding for new employees are planned by 2030. A central feature will be extending the early indicators in areas such as reporting and plant and occupational safety as well as monitoring action lists from the management-of-change process and auditing.

The Safety Street concept was extended to more sites, enabling our own employees and those of other companies located at these sites to experience the potential hazards of the working environment under realistic conditions and learn about practical protective actions. This is done in a specially designed center of excellence equipped with various stations covering occupational safety aspects. In addition, safety days or weeks were held at the sites.

[1] Nordic Occupational Safety Climate Questionnaire – 50 Items.

We steadily endeavor to optimize our safety management system. Our expert circle on plant safety worked on various projects in the reporting period. The focus here is on refining our existing plant safety regulations. Based on the experience gained with ESTER, we further optimized the management-of-change process.

The main focus topics of Evonik's global health promotion activities are exercise, a healthy diet, mental health, addiction treatment, and the prevention of infectious diseases. Alongside conventional on-site offerings—including seasonal flu and coronavirus vaccination campaigns in the fall—Evonik is increasing its use of digital formats such as online presentations on a range of topics. Other elements of the offering are online advice on, for example, ergonomics or a healthy diet as well as online exercise sessions to encourage activity during lunch breaks. These are especially attractive for those employees who make use of our #SmartWork mobile working program. Our global health campaign had the goal of encouraging shift workers to remain active and healthy around the clock. During Resuscitation Week, employees at many sites were able to learn resuscitation techniques or refresh their skills.

The German version of this online program has the motto of ensuring good health throughout the year and includes online get-togethers for parents and employees caring for relatives. In Germany, Evonik once again took part in a mental health week to raise awareness of mental health issues, overcome prejudice, and provide information on where to get help.

Metrics

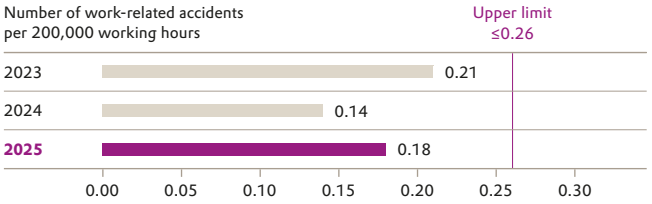
ESRS S1-14

Occupational health and safety metrics T57

	Employees		Non-employees	
	2024	**2025**	2024	**2025**
Percentage of individuals covered by a health and safety management system	100	100	–	–
Number of fatalities as a result of work-related injuries	0	0	0	0
Work-related accidents resulting in absences of at least one full shift	45	56	58	25
Rate of work-related accidents resulting in absences of at least one full shift	0.14	0.18	0.79	0.33

In 2025, as shown in the chart C55 "Lost time injury rate", we once again achieved our target of remaining below the upper LTI-R limit of 0.26 accidents involving Evonik employees resulting in absences of at least one full shift per 200,000 working hours. The total number of hours worked by Evonik's employees—including agency staff—in the reporting period was around 62 million hours, down from around 65 million hours in the previous year. The LTI-R was 0.18, well below the defined upper limit. The LTI-R for Evonik employees resulting in absences of at least one full shift per 1,000,000 working hours was 0.9 and thus above the prior-year figure of 0.7. In addition to work-related accidents resulting in absences of at least one full shift, the total number of recordable incidents (TRI)[1] also includes accidents requiring medical treatment but no absence. In 2025, we recorded a TRI of 230 (2024: 213) with a rate of 3.7 (2024: 3.28) per 1,000,000 working hours. This increase in the TRI metric is within the normal fluctuation range seen in recent years.

Lost time injury rate C55



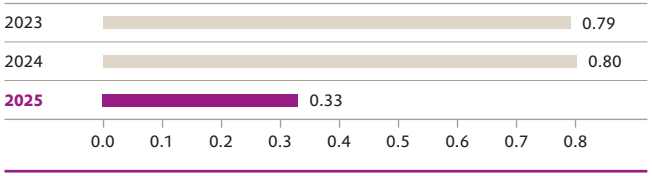
In the reporting period, as in the previous year, we recorded no fatal accidents involving our employees or contractors' employees, either at our sites or when commuting. There were no reported deaths of members of our active workforce as a result of work-related illness in the reporting year (see table T57 "Occupational health and safety metrics").

Our ESHQ software, ESTER, provides us with various ways to evaluate incidents. As in the previous year, most injuries in 2025 related to hands and fingers.

[1] Total recordable injuries encompasses: all fatalities, lost time injuries, cases restricted for work, cases of substitute work due to injury as well as medical treatment cases that go beyond first aid, or the loss of consciousness or a significant injury or illness diagnosed by a physician or other accredited healthcare professional.

Lost time injury rate involving non-employees[a] C56

Number of work-related accidents involving non-Evonik employees resulting in days lost per 200,000 working hours.

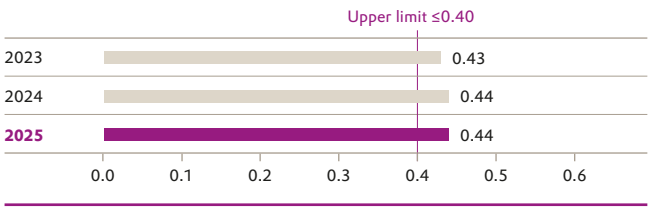


[a] Calculation based on assumptions and estimates.

The chart C56 "Lost time injury rate involving non-employees" shows that the LTI-R for contractors' employees was 0.33 accidents per 200,000 working hours, which was lower than in the previous year (0.80). There were 25 accidents compared with 58 a year earlier. The decline in the LTI-R is due to the heightened awareness of contractors' management. Most of the accidents were caused by workers tripping, slipping, falling, or coming into contact with machinery.

Process safety incident rate[a] C57

Number of incidents per 200,000 working hours



[a] In accordance with Cefic 2016.

The chart C57 "Process safety incident rate" shows that our PSI-R in the reporting period was 0.44, meaning that we did not meet our target of remaining below the upper limit of 0.40. As in previous years, most incidents related to the release of substances.

ESRS E2-4

Emissions into the air and water[a, b] T58

in metric tons	2024	2025
Emissions into the air[c]		
Nitrogen oxides (NO_x/NO_2)	1,334	1,023
Sulfur oxides (SO_x/SO_2)	776	705
Non-methane volatile organic compounds (NMVOCs)	126	108
Ammonia (NH_3)	112	111
Particulate matter (PM_{10})	120	114
Chlorine and inorganic compounds (as HCl)	13.9	12.4
Hydrogen cyanide (HCN)	0.51	0.46
Nickel and compounds (as Ni)	0.13	0.13
Emissions into the water		
Chlorides (as total Cl)	31,488	29,583
Total organic carbon (TOC, as total C or COD/3)	2,472	2,477
Total nitrogen	321	344
Total phosphorus	65	59
Fluorides (as total F)	7.2	5.7
Cyanides (as total CN)	3.27	2.61
Zinc and compounds (as Zn)	0.70	0.70
Nickel and compounds (as Ni)	0.38	0.35
Copper and compounds (as Cu)	0.23	0.24
Lead and compounds (as Pb)	0.14	0.14
Chromium and compounds (as Cr)	0.09	0.09
Mercury and compounds (as Hg)	0.01	0.01

[a] Only part of the data for 2025 calculated because official reports were not yet available on the editorial deadline of this sustainability report.
[b] Data for 2024 updated based on the annual emissions report (became available only after publication of the 2024 report).
[c] Excluding greenhouse gases.

The table T58 "Emissions into the air and water" shows the annual emissions of those pollutants in quantities that exceed the thresholds defined in Annex II of the E-PRTR Regulation (Regulation (EC) 166/2006). Compared with the previous year, arsenic and its compounds and toluene are no longer listed because the final analyses now available showed that the actual loads were below the thresholds; the prior-year estimates were above the thresholds.

In 2024 and 2025, the main emissions into the air (excluding CO_2) were those from nitrogen oxide and sulfur oxide. Nitrogen oxide emissions decreased by around 311 metric tons per year (around 23 percent) and sulfur oxide emissions by around 70 metric tons per year (around 9 percent) due to lower production volumes and efficiency improvements. A large part of this reduction was attributable to the decommissioning of the coal-fired block of power plant 1 in Marl at the end of March 2024. Reported emissions into the water also included some third-party polluting loads. Most of the chromium, mercury, and lead loads entered our wastewater via the accompanying substances of raw materials. Evonik's soil emissions are negligible and remained below the thresholds defined by the E-PRTR Regulation. ESRS E2-4

The measurement of emissions into the air and water involves a degree of uncertainty. As a general rule, the measurement methods used are coordinated with local authorities; these vary depending on emission type and location. These methods include continuous measurements, random measurements, and the use of emission factors, all of which involve a degree of uncertainty. Some of the factors and measurements may also originate from earlier years if there have been no material modifications in the meantime. Hence, we indicate that these data are estimated. The emission data are captured on the basis of site-specific measurement plans developed in accordance with the applicable statutory and regulatory requirements. The data are recorded annually in ESTER. ESRS E2-4

Occupational illness

The main causes of occupational illness at Evonik that are unrelated to the pandemic remain exposure to asbestos and noise. Exposure to asbestos relates to the period prior to 1993, the year Germany banned the production and use of asbestos. Our occupational safety actions endeavor to minimize the risks of contracting an occupational illness. In light of this, the risk for our employees as well as contractors' employees working under Evonik's direct supervision is very low.

Evonik regularly reports on occupational illnesses. The metric used for this is the occupational disease rate (ODR), which is defined as the number of newly recognized cases of occupational illnesses per 1 million working hours. The calculation includes all cases recognized in the reporting period, including latent illnesses, which are illnesses where the causes lie well in the past. This calculation does not include contractors' employees, as we do not have access to such data for reasons of data protection regulations.

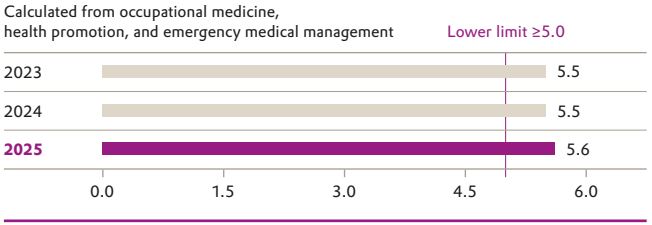
In 2024[1], there were 38 cases of newly recognized work-related illnesses, giving a total ODR of 0.59 for the Evonik Group (2023: 0.59).

Health protection and promotion

The occupational health performance index shows the extent to which internal requirements have been implemented and targets achieved. It lets us measure progress in the area of occupational health and initiate selective improvements. The index is calculated annually. In the reporting period, it covered 115 sites with 95 percent of Evonik employees, which is the same as in the previous year.

The chart **C58** "Occupational health performance index" shows that we have defined a target of ≥ 5.0; the maximum value is 6.0. In 2025, the index was 5.6 and thus slightly higher than the previous year.

Occupational health performance index **C58**



Starting in 2025, we disclose an extended health ratio covering Germany[2], Belgium, China, and the USA. This was 95.7 percent.

[1] The figure for newly recognized cases of occupational illnesses is provided by the employers' liability insurance association and is not published until the spring of the following year, which is after the editorial deadline. The ODR for 2025 is expected to be available on our website in spring 2026.

[2] Until 2024, we disclosed the health ratio for Germany only; it was 94.7 percent in 2025 (2024: 94.3 percent).

12.

GOVERNANCE INFORMATION

We are convinced that reliable and ethical management of the company paves the way for long-term business success, fair competition, and acceptance by society.

Material topics:

- Portfolio transformation

- Mitigating climate change
- Green energy
- Water management
- Biodiversity
- Circular economy
- Product stewardship

- Attractiveness as an employer/ employee satisfaction
- Diversity and equal opportunity
- Occupational health and safety

- **Responsible corporate governance/ human rights**
- **Responsibility within the supply chain**
- **Cybersecurity**

94%
Training rate human rights

86%
Raw materials suppliers covered by TfS assessments

98%
Training rate cybersecurity

Key messages at a glance: Governance information

- **Cybersecurity integrated into the House of Compliance**
- **Continuation of face-to-face human rights training**
- **In-depth analysis and risk prevention in value chains associated with human rights risk**

12.1 Responsible corporate governance/ human rights

Strategy and management

ESRS S1-1

Besides complying with the law and respecting human rights, the principles of business ethics involve respecting internal regulations and binding voluntary commitments. We strive to prevent **compliance violations and breaches of human rights at Evonik as well as breaches of human rights in our supply chain,** putting an end to any that do occur. At the same time, we aim to ensure that human rights standards comparable to our own are observed within our supply chain. Where this is not the case, we work with our suppliers to establish such standards and remedy violations. This is why we regard fulfilling statutory regulations—for instance, on protecting personal data, ensuring fair competition, fighting corruption and money laundering, and respecting human rights—as a minimum requirement. Moreover, we are committed to observing internationally recognized standards as well as our own more far-reaching guidelines and principles of conduct, as presented in the chart **C59** "Voluntary commitments and international corporate social and ethical standards". The cornerstone of responsible corporate governance at Evonik is our code of conduct[1], together with our policy statement on human rights, our ESHQE policy (see chapter 10. Environmental information **p. 109 ff.**), and our code of conduct for suppliers. ESRS 2 SBM-3, ESRS S1-2

In its policy statement on human rights, Evonik undertakes to comply with internationally recognized human rights standards in its business operations and to foster respect for human rights within its supply chains. This policy statement, which applies to all direct and indirect employees of the Evonik Group, is based on the Universal Declaration of Human Rights adopted by the United Nations, the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO), the Ten Principles of the UN Global Compact, and the OECD Guidelines for Multinational Enterprises. The topics covered include the right to fair treatment, protection against discrimination, and the prohibition of forced labor, human trafficking, and child labor. ESRS S1.SBM-3, ESRS S2-1

In implementing its human rights due diligence obligations, Evonik acts on the basis of the United Nations Guiding Principles on Business and Human Rights, focusing specifically on the rights of those who are (potentially) affected. When it comes to its own business operations and supply chains, Evonik gives particular consideration to the rights of groups and sections of the population who may be vulnerable and possibly at greater risk. The policy statement is backed by a comprehensive compliance management system (CMS; see chart **C61** "Compliance management system" **p. 164**) for human rights, the rollout and refinement of which are the responsibility of the group human rights officer. Ultimate responsibility for compliance with the policy statement rests with Evonik's executive board. The chief compliance officer works to ensure that the CMS is appropriate and effective. The executive board obtains regular reports—at least once a year—on the work of Evonik's human rights officer and the structure of the CMS. Publicly accessible on the Evonik website, the policy statement is communicated to the company's own employees via internal communication channels and relevant training.

Voluntary commitments and international corporate social and ethical standards C59

Internal	External
Policy statement on human rights	Responsible Care®
Code of conduct for Evonik employees	ILO—International Labour Standards
Code of conduct for suppliers	OECD Guidelines for Multinational Enterprises

[1] The code of conduct and the policy statement on human rights apply to a) all employees of Evonik Industries AG, b) all employees of companies where Evonik Industries AG directly or indirectly holds more than 50 percent of the shares or is able to exert a controlling influence in any other way, and c) the executive board of Evonik Industries AG and all managing bodies of the companies referred to in b). At companies where Evonik holds a stake but does not exert a controlling influence, we work toward establishing comparable standards.

Our code of conduct, available in 28 languages, sets out Evonik's most important principles and standards, with which all employees must be conversant. These include the following requirements in respect of human rights, discrimination, and fighting corruption.

Human rights

Notwithstanding the equivalence of all human rights, the following are of particular significance to Evonik:

- The right to equal opportunity and the right to non-discrimination
- The avoidance of all forms of child and forced labor
- The right to freedom of association and the right to collective bargaining
- Fair payment
- Compliance with applicable statutory regulations and ILO conventions on working time

Discrimination

No employee, any other person working for Evonik, job applicant, or business partner shall be treated unfairly, privileged, disadvantaged, or excluded on the basis of ethnic origin, skin color, gender, religion or world view, physical constitution, appearance, age, sexual identity, or any other characteristic protected by law.

Fighting corruption

Evonik is committed to fair competition to the benefit of its customers, shareholders, and other stakeholders. Moreover, Evonik respects the independence of public officials. That is why Evonik prohibits all forms of corruption, including so-called facilitation payments. ESRS G1-3

The code of conduct was adopted by the executive board of Evonik Industries AG. Valid throughout the Evonik Group, it is an integral part of the employment contract between each individual employee and Evonik. Evonik has defined responsibility for the topics included in the code of conduct, along with key contacts. Violation of the code of conduct can damage Evonik's reputation and result in substantial financial loss. In light of this, violations can have far-reaching consequences for the employee involved. We have zero tolerance for violations of our code of conduct. ESRS G1-1

As the basis for successful collaboration, we expect our suppliers and other business partners to comply with these standards and implement suitable processes to ensure respect for human rights. Evonik has issued a dedicated code of conduct for suppliers, which sets out binding requirements (see chapter 12.2 Responsibility within the supply chain p. 173 ff.). ESRS S2-1

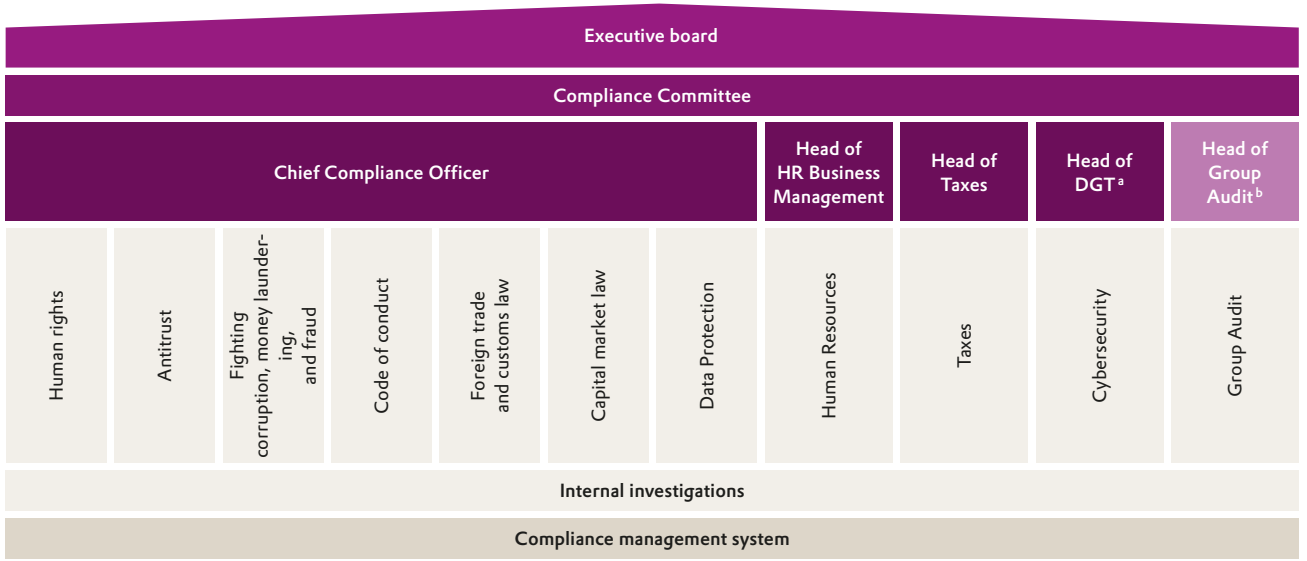
As a signatory to the chemical industry's Responsible Care® Global Charter, we have an obligation to go on improving our performance in health protection, environmental protection, product stewardship, safety, and engagement with our stakeholders.

Our compliance management systems

ESRS G1-1

We implement our internal guidelines by means of comprehensive management systems. The chart C60 "House of Compliance" depicts the compliance areas of specific relevance to Evonik. Each organizational unit takes account of the relevant rules for its compliance-related topic as well as the voluntary commitments entered into by Evonik, and issues internal regulations. Minimum

House of Compliance C60



a DGT: Digital Governance & Transformation. | b Advisory role.

group-wide standards have been defined for the compliance management systems (CMS) with regard to the topics covered by the House of Compliance, and each organizational unit ensures that they are implemented. Responsibility for this rests with the executive board, which defines the key elements of the CMS and monitors their implementation. The supervisory board's audit committee oversees the effectiveness of the system. The process of forming a consensus, sharing experience, and coordinating compliance activities takes place in the compliance committee. It comprises the heads of the respective organizational units, who have independent responsibility for their areas, and the head of Group Audit. Group Audit performs independent audits to support the executive board and subordinate management levels in the performance of their supervisory duties and ongoing improvement of business processes. A key focus here is on auditing the internal control system and the risk management system.

ESRS G1.GOV-1

Compliance management system C61

Responsibility for the environment, safety, health, and quality is bundled in a corporate function with the same name (see chapter 10. Environmental information p. 109 ff.).

Requirements of the compliance management system

The executive board sets the minimum standards for a CMS. Its main aim is to avoid—or at least minimize—compliance violations and the associated risks.[1] Compliance violations are to be identified, halted, and—depending on their severity—sanctioned. The heads of the compliance units work to ensure that the CMS is appropriate and effective for the respective compliance issues.

Principle of prevention

ESRS G1-3

Tools used to avoid potential compliance risks relating to the topics bundled in the House of Compliance include risk analyses, training, raising awareness, and providing advice. In this context, we take account of our business activities group-wide in all regions and at all locations.

To identify potential risks as early as possible, each organizational unit is required to perform regular risk analyses. Based on the results of its risk analysis, each organizational unit issues binding standards and processes for the preventive actions to be taken with regard to business activities where there are specific compliance risks. The topics forming the focus of the risk analysis and the action taken may vary over a given period of observation. Substantial changes in any given risk situation are examined on a case-by-case basis. As soon as a topic is examined, the material risks are reported to the management and governance bodies at the company concerned, depending on their type and extent. A regular risk analysis is undertaken in the compliance areas of

[1] Evonik applies the standards developed in accordance with IDW PS 980.

fighting corruption, antitrust law, anti-money laundering, and human rights. The following risk analyses have been performed in recent years:

- Fighting corruption (2015 to 2017)
- Anti-money laundering (2017 to 2019)
- Fighting corruption and anti-money laundering, with a specific focus on procurement (2018 to 2020)
- Human rights (2022, 2023, 2024, and 2025)[1]
- Antitrust law (2023, 2024, and 2025)[1]

Taking the mitigating actions into account, these risk analyses did not reveal any significant compliance risks.[2]

Group-wide training concepts are available for all the topics bundled in the House of Compliance. These are continuously fine-tuned (see section "Implementation of a unified, group-wide training concept" p. 167 f.).

Each organizational unit is responsible for making employees aware of the importance and scope of the rules for each compliance area. That includes advising and assisting them in matters relating to a particular issue. This fosters early identification and evaluation of risks. In the training sessions, we provide information on where to seek advice.

Principle of detection

All employees are required to report possible or actual violations of the code of conduct to the competent department or compliance officer without delay, regardless of whether they relate to them personally or to their colleagues. To detect possible non-compliance, Evonik has established several channels that employees, personnel from staffing agencies working at Evonik, and external stakeholders can use (see chart **C64** "Evonik's whistleblower system" p. 170).

Principle of response

We initiate commensurate actions to end violations and minimize the risk. Depending on the severity of the case, the actions taken with regard to employees range from warnings or reprimands to termination of employment and claims for compensation. Further action is taken where necessary to raise awareness—for example, through training. Sanctions against business partners can include termination of the business relationship and exclusion from future business.

Our compliance reporting

ESRS G1-1, ESRS G1-3

Our annual compliance report essentially provides information on the compliance organization, issues specific to the CMS, as well as the internal investigations conducted during the year. The compliance report is prepared for the executive board, segment heads, and the management board of Evonik Operations GmbH. It is also made available to the supervisory board's audit committee. Furthermore, the audit committee and executive board are informed of relevant risks and developments—insofar as is deemed necessary in individual cases—both during the year and on an ad-hoc basis in urgent cases. This applies to all material risks and violations of regulations that are of overriding significance for the Evonik Group.

We have additionally introduced half-yearly reporting on training, key activities, and risks. This is prepared for the segment heads, the management board of Evonik Operations GmbH, and the management teams of the regions. Where appropriate, this target group also receives ad-hoc notification of any material risks and breaches of regulations. Furthermore, we communicate relevant risks and issues to other line managers.

We provide information on our activities to protect human rights[3] in our financial and sustainability report as well as on our website. Our annual statements on the UK Modern Slavery Act, the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the California Transparency in Supply Chains Act are also published on our website.[3] This information contains details notably of the actions we take to prevent modern slavery. ESRS S1-4, ESRS S2-4

Continuous improvement

Every organizational unit in the House of Compliance must regularly[4] review the appropriateness and effectiveness of its CMS. In addition, regular reviews in this regard are performed by Group Audit.

[1] Annual risk analysis with varying focus (rolling four-year system).
[2] Compliance risks which, after the implementation of suitable mitigating actions, continue to be significant in terms of their likelihood of occurrence, severity, and scope and may potentially have a severe impact on Evonik.
[3] **https://www.evonik.com/en/company/governance-compliance/human-rights.html**
[4] The frequency depends on the actions we use to review the appropriateness and effectiveness

Targets

- Regular risk analyses by year-end 2025[1] and year-end 2026[2]
- Achievement of a group-wide training rate of at least 80 percent for each compliance area[3]

We use self-assessments, audits, the monitoring of metrics, feedback from customers and suppliers, risk assessments, training, and document reviews in pursuing our goal of preventing compliance and human rights violations at Evonik as well as breaches of human rights in our supply chain—and putting an end to any that do occur.

To identify potential risks as early as possible, each organizational unit is required to perform regular risk analyses (see sections "Principle of prevention" p. 164 and "Human rights compliance risk analysis" p. 166). In the reporting period, we performed analyses in respect of human rights and antitrust law and extended the timeframe for fighting corruption and anti-money laundering until the end of 2026.

As a preventive action, mandatory training is a key component of an effective and appropriate CMS. As of December 31 in each reporting period, we aim to achieve a training rate of at least 80 percent for each compliance area. Data protection was included for the first time in the reporting period. The training rate is defined as the number of training candidates (Evonik employees) with a valid certificate relative to the total number of training candidates (Evonik employees). Face-to-face training and e-learning are considered in calculating the training rate.

Actions

Adoption of policies

ESRS G1-1, ESRS G1-3

National and international anti-corruption and anti-money laundering regulations are of primary relevance in respect of the compliance areas of fighting corruption, anti-money laundering, fraud/embezzlement, and code of conduct. The organizational unit responsible has completed or initiated the internal implementation of group-wide standards in respect of the aforementioned compliance areas. These standards are aligned with the requirements of the United Nations Convention against Corruption. The organization of data protection and rules on reliable processing of personal data (including customer data) are set out in the compliance policy and the group-wide data protection policy. Our data protection management supports compliance with the regulations and assists the organizational units in implementing them. It also monitors the correct use of data processing tasks. Data protection incidents are dealt with in accordance with the statutory and in-house documentation, information, and reporting obligations.

Human rights compliance risk analysis

ESRS S1.SBM-3

An annual group-wide risk analysis examines human rights and environment-related risks in our own business operations as well as in the operations of our direct and indirect suppliers (see chapter 12.2 Responsibility within the supply chain p. 173 ff.). We examine risks from the perspective of (potentially) affected persons and assess these based on the severity of potential breaches of human rights and the likelihood of their occurrence. We give particular consideration to the rights of groups and sections of the population that may be vulnerable and possibly at greater risk—for example, young people, itinerant workers, and individuals who perform low-skilled and/or low-wage activities.

Each year, we pinpoint possible changes to the risk situation caused by external and in-house circumstances such as political trends or structural changes at Evonik. As of the reporting date, we also review the progress of prevention measures that have already been implemented and their impact on the relevant risks as well as the complaints, violations, and associated remedies. We additionally review the effectiveness of our actions using a key issue analysis (rolling four-year system). In this connection, we seek dialogue particularly with those people (potentially) affected within the group and at suppliers. In the case of new and altered risks, we define actions and corresponding effectiveness controls, which we document in an IT tool.

Wherever we identify potential or actual breaches of human rights in our activities or business relationships, we take commensurate actions for their prevention, mitigation, or remediation. In 2025, we identified no significant risks in respect of child or forced labor in our own business operations, either within or outside Germany. Likewise, we found no material impacts on our own workforce as a result of implementing our climate targets.

[1] With regard to human rights, antitrust law, and a concept for fighting corruption and anti-money laundering.
[2] With regard to human rights, fighting corruption, and anti-money laundering.
[3] Antitrust law, fighting corruption and anti-money laundering, human rights, code of conduct, and data protection.

Implementation of a unified, group-wide training concept

ESRS G1-3

Evonik has implemented a group-wide, risk-based training concept for the compliance areas of antitrust law, anti-money laundering, fighting corruption, code of conduct, and human rights. The data protection training concept had already been developed but, due to the planned introduction of and migration to a new learning management system, was not yet implemented. Participation in training is mandatory. ESRS S1-1

On the basis of an employee's position or function recorded in the HR system, they are assigned one of three risk categories for each compliance area according to defined risk criteria. For example, mandatory participation in anti-corruption training is decided on the basis of whether an employee has contact with external third parties (business partners or authorities) or the organizational level to which an employee is assigned. The risk category determines the frequency and type of training. This is shown in the table **T60** "Unified, group-wide training concept". Training content is decided on the basis of whether training is initial or advanced and which risk category it serves. ESRS G1-1

Training courses are designed to ensure the best possible transfer of knowledge to the target group. For example, in our training on fighting corruption, we discuss typical risk situations in day-to-day business, correct conduct, points of contact, and our whistleblower system. E-learning modules incorporate a final test that must be completed to obtain a participation certificate.

The chief compliance officer reports to the executive board every quarter and to the audit committee of the supervisory board once a year on the present status of compliance, including on fighting corruption (see section "Our compliance reporting" p. 165). No additional training is planned for the members of the supervisory board. Executive board training takes place every two years and covers rotating compliance areas (including fighting corruption).

Any employees who hold a mandate at a subsidiary of the Evonik Group are assigned anti-corruption training in line with the training concept. This training is included in the table **T60** "Compliance training and training rate in 2025" p. 171.

No anti-corruption training is envisioned for third parties who hold mandates at a subsidiary of the Evonik Group.

The chart **C62** "Risk groups and criteria" p. 168 describes the criteria used to allocate our employees to the relevant risk groups.

ESRS G1-3

Unified, group-wide training concept T59

Area	Description
Areas covered	Human rights
	Antitrust law
	Fighting corruption
	Code of conduct
	Anti-money laundering
	Data protection[d]
Selection of target group	Job function and qualifications
	Uniform risk criteria
	Risk level[a]: none—low—high
	Differentiation between compliance areas
Frequency[b] and type	Low risk: approx. every three years[c] → mandatory e-learning modules
	High risk: approx. every two years → mandatory face-to-face training and e-learning modules (alternating)

[a] An additional risk level covering those at risk of being affected has been introduced for human rights compliance. This reflects the fact that any employee's human rights could be affected.
[b] Training can be held more frequently wherever necessary, for example, if there are changes in the legal framework or statutory requirements.
[c] Reduction in frequency after the third training measure.
[d] The data protection training concept presented here had already been developed due to the planned introduction of and migration to a new learning management system, but was not yet implemented. This is scheduled to take place in 2026. The figures shown in the table **T60** "Compliance training and training rate" p. 171 are based on the training concept that is still valid at present.

Risk groups and criteria

C62

		Training candidates are all active employees with a company ID, Evonik email address[a], and job title …			
	Risk level ▶	**Risk of being affected** (voluntary training)	**No risk** (no mandatory training)	**Low risk** (mandatory training)	**High risk** (mandatory training)
Compliance topics ▶	**General risk criteria**				• Appointed representatives (e.g., director) of the Evonik Group • Country manager for a region in the Evonik Group
	Human rights (HU)	• The human rights of any employee may potentially be breached, known as impact risks. • Voluntary e-learning offered.	• *Risk level is not applicable for this compliance topic.*		• Employees who themselves can breach human rights or identify or prevent a breach of human rights.
	Data protection (DP)	• *Risk level is not applicable for these compliance topics.*	• *In principle: Risk group is not applicable for this compliance topic.* • *Exceptions are strictly limited and require the prior approval of the responsible organizational unit.*	• *As a rule, all employees must receive training on data protection and the code of conduct.* • *Exceptions are strictly limited and require the prior approval of the responsible organizational unit.*	• Employees who handle particularly sensitive personal data.
	Code of conduct (CoC)				• Employees with contact to external third parties (business partners, authorities). • Employees with involvement with other topics relevant to corruption or money laundering or • Employees with a certain qualification level (≥ 7).
	Fighting corruption (FC)		• *Applicable only if the risk criteria for low or high risk do not apply.*	• With potential or little contact to external third parties (business partners, authorities) or involvement with other topics relevant to corruption and • with potential or little involvement with topics relevant to money laundering.	
	Anti-money laundering (AML)			• With involvement with topics relevant to money laundering (especially customer service, payment terms, and payment transactions).	• Employees with involvement with topics relevant to money laundering in high-risk countries or businesses.
	Antitrust (AT)			• With little contact to customers or competitors in connection with customer service activities.	• Employees with contact to customers and actual or potential competitors. • Employees with involvement with other sensitive antitrust-related topics.

[a] Currently being reviewed: Reachability of employees (1) without an Evonik email address and (2) with an Evonik email address, but without access to hardware devices.

Business partner assessments at Evonik

ESRS G1-2

Evonik's various organizational units perform different aspects of the business partner assessments, as shown in the chart **C63** "Business partner assessments at Evonik." The members of the permanent project group are Group Compliance (Antitrust, Compliance, Foreign Trade, Human Rights, Data Protection), Procurement, and Group Security. The process to validate the integrity of business partners is supported by a proprietary IT solution, which facilitates the commissioning of audits, the evaluation of the findings, the preparation and monitoring of actions as well as interdisciplinary communication and documentation.

Compliance rules for business partners

ESRS G1-2

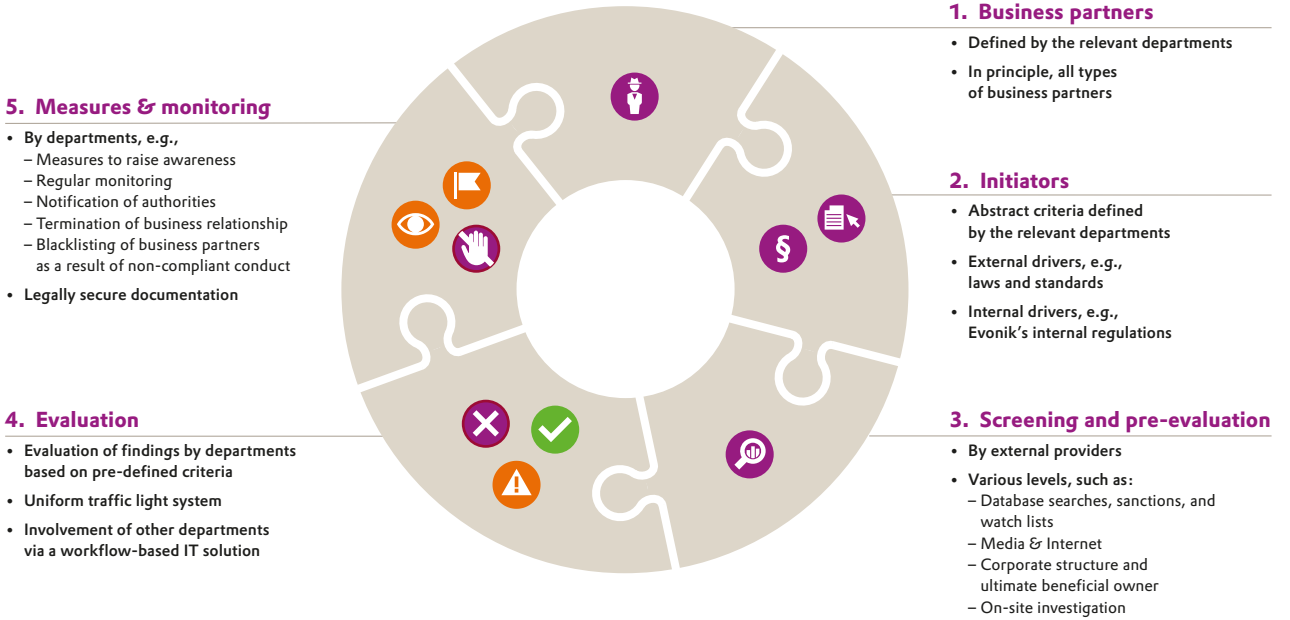
Evonik has issued a special code of conduct for suppliers which sets out binding requirements (see chapter 12.2 Responsibility within the supply chain **p. 173 ff.**). Intermediaries, above all sales intermediaries, are subject to a compliance check prior to establishing the business relationship and at regular intervals thereafter. They also have to sign a compliance declaration. Risk-based compliance checks (due diligence) and any necessary actions are likewise applied to business partners involved in acquisitions, joint ventures, corporate venture projects, and major investment projects. These are based on uniform rules for the Evonik Group.

Evonik's whistleblower system

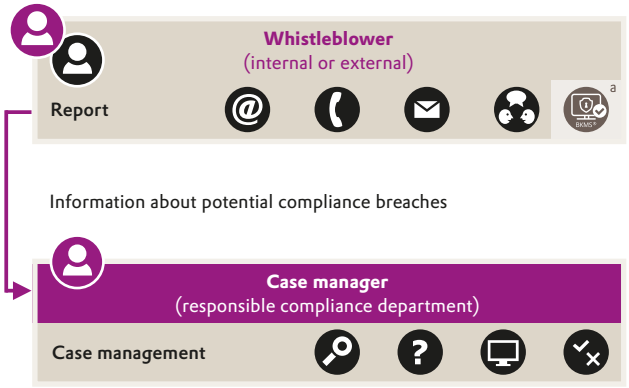
ESRS S1-1, ESRS S1-3, ESRS S2-3

As shown in the chart **C64** "Evonik's whistleblower system" **p. 170**, Evonik has set up various channels for reporting potential and actual compliance violations. An electronic whistleblower system operated by an independent external provider whose servers are based exclusively in Germany can be accessed with a few clicks via the intranet and Evonik's website. In keeping with Evonik's global presence, this system is available in over 20 languages. It can be used by Evonik employees, agency staff working for Evonik, business partners—for example, suppliers, service providers, customers, and their employees—as well as other external stakeholders such as local residents in the vicinity of our sites and non-governmental organizations to report actual or potential non-compliance to Evonik. The system is certified as conforming with European data protection legislation. Technical security actions mean that neither Evonik nor the provider can draw conclusions about the identity of the whistleblower if that individual prefers to submit their report anonymously. In addition, whistleblowers can set up their own mailbox in the system which they can use to communicate continuously, confidentially and, if desired, anonymously with the Evonik case managers. Additionally, Evonik employees and agency staff working for Evonik can contact the internal compliance officers in person or by phone. Employees and external stakeholders can submit reports by email to: **compliance-officer@evonik.com.**

Business partner assessments at Evonik **C63**



Evonik's whistleblower system C64



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

Reports can be filed on all major compliance issues, including cases of suspected human rights breaches, corruption, and bribery. Our employees are made aware of the various reporting channels via communication measures and in our mandatory compliance training.

Specially trained staff at Evonik take up all allegations of possible violations immediately and investigate them internally. Our code of conduct, investigation policy, and rules of procedure for processing complaints in accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) state that Evonik does not tolerate any disadvantage to persons within or outside the company who report possible or actual violations in good faith or who cooperate in the investigation of such violations. Consequently, the identity of such persons may only be disclosed on a need-to-know basis to those employees who legitimately require this confidential information for internal investigation purposes. Evonik endeavors to ensure comparable protection of external whistleblowers. To this end, we have set out corresponding expectations in our code of conduct for suppliers. ESRS G1-1

Potential conflicts of interest in the conduct of internal investigations as well as deciding on remedial and follow-up actions must be disclosed so that any conflicts can be eliminated to ensure impartiality. Evonik and its investigating employees are obligated and empowered to process all such reports in accordance with the principles of independence, impartiality, due diligence, and confidentiality, without being subject to directions on how to act. They are required to maintain confidentiality. In the interests of a fair process, all relevant circumstances must be taken into account and the principle of proportionality must be observed. ESRS G1-3

As part of the overall process and when examining the individual reports, we consider the findings of our human rights risk analysis and those concerning potential target groups. There are currently no indications of a lack of awareness, lack of trust, or limited effectiveness of the whistleblower system and the related processes. We welcome suggestions and feedback from whistleblowers at all times. ESRS S2-3

Progress in 2025

We made the following material progress in the ongoing fine-tuning of the CMS:

The compliance area of cybersecurity was integrated into the House of Compliance as of October 1, 2025.

In order to improve the training rate, line managers and their next-level management are notified of any failure to participate in the training. Technical modifications were made to the unified training concept due to the introduction of a new learning system and the planned switch in 2026. Creation of the new group-wide data protection organization has been completed. Setup of the new organization was finalized within the Internal Investigations department.

The significance of human rights is underscored by the continuation of group-wide face-to-face training in this area. At the same time, we have implemented actions to promote the whistleblower system. The human rights risk analysis was continued in a rolling system; the concept covers the period up to the end of 2026 but can be flexibly extended at any time. In the reporting period, we focused on identifying groups in our own business operations and in our supply chains that may be vulnerable and possibly at greater risk. We also prepared a more comprehensive dialogue process for 2026. In the course of the risk analysis, we additionally transferred the preventive actions identified to an IT solution which we use to assign the actions to specific individuals for implementation and control and to systematically monitor the implementation status.

Metrics

Training

For the compliance areas of antitrust law, anti-money laundering, fighting corruption, code of conduct, human rights, and data protection, we report a training rate for 2025 (see table T60 "Compliance training and training rate" p. 171). This is defined as the number of training candidates with a valid certificate relative to the total number of training candidates as of each December 31 reporting date. The data refer to both face-to-face training and e-learning modules. ESRS S1-1

ESRS G1-3

Compliance training and training rate[a]

T60

Training rate in %	Anti-money laundering	Antitrust law	Fighting corruption	Code of conduct	Human rights	Data protection
Fiscal year 2025						
Worldwide	**100**	**91**	**96**	**97**	**94**	**98**
Management functions	**100**	**90**	**96**	**97**	**94**	**99**
thereof executives[b]	100	87	98	98	89	99
thereof senior management[c]	100	92	97	97	95	100
thereof other management levels[d]	100	89	96	97	94	99
Non-management functions	**100**	**93**	**95**	**98**	**96**	**97**
Job functions						
Production and technology	100	88	96	98	94	98
Innovation management	–	90	99	99	94	99
Marketing and sales	100	90	95	95	63	99
Administrative functions	100	92	96	96	94	98
Other functions[e]	–	–	–	98	–	99
Fiscal year 2024						
Worldwide	**99**	**90**	**95**	**96**	**84**	**–**
Management functions	**99**	**89**	**95**	**95**	**84**	**–**
thereof executives[b]	100	81	91	91	69	–
thereof senior management[c]	100	91	95	95	85	–
thereof other management levels[d]	99	89	95	96	85	–
Non-management functions	**99**	**92**	**95**	**96**	**81**	**–**
Job functions						
Production and technology	100	93	95	96	81	–
Innovation management	–	89	97	98	90	–
Marketing and sales	100	88	94	94	80	–
Administrative functions	99	91	95	96	84	–
Other functions[e]	–	–	–	96	–	–

[a] The training rate is defined as the number of training candidates with a valid certificate relative to the total number of training candidates as of December 31, 2025. All training included in the system is reported.
[b] Executives = i.e., top management functions in the Evonik Group. | [c] Senior management = i.e., key functions in the segments, regions, service units, and corporate divisions. | [d] Other management levels = further management functions.
[e] Other functions = apprentices, non-permanent staff.

Metrics on serious breaches of human rights, discrimination, and corruption

We report key metrics on serious breaches of human rights, discrimination, and corruption for the 2025 reporting period (see tables **T61** "Serious breaches of human rights: cases, fines, sanctions, compensation," **T62** "Other human rights cases, complaints, fines, sanctions, compensation," and **T63** "Corruption: rulings and fines").

Actions taken to sanction violations of anti-corruption standards and processes

In 2025, the following actions were taken to sanction violations of anti-corruption standards and processes: dismissal of employees, warnings and reprimands, reassignment, training, awareness measures, and criminal charges. ESRS G1-3, ESRS G1-4

ESRS G1-4, ESRS S1-17

Serious breaches of human rights: cases, fines, sanctions, compensation T61

	2024	2025
Serious breaches of human rights identified in relation to the company's own workforce	–	–
thereof cases of non-compliance with the United Nations Guiding Principles on Business and Human Rights, the ILO Core Labour Standards, or the OECD Guidelines for Multinational Enterprises	–	–
Fines, sanctions, and compensation payments as a result of the cases disclosed above, in € million	–	–

Other human rights cases, complaints, fines, sanctions, compensation T62

	2024	2025
Reported incidents of discrimination	10	11
Complaints submitted via the company's complaints mechanisms for its own employees in the human rights category	2	3
Complaints submitted to the OECD's national contact points for multinational enterprises	–	–
Fines, sanctions, and compensation payments as a result of the incidents and complaints disclosed above, in € million	–	–

Corruption: rulings and fines T63

	2024	2025
Rulings in respect of violations of anti-corruption law	–	–
Fines as a result of violations of anti-corruption law, in € million	–	–

Advocacy

ESRS G1-5

As a dialogue partner, Evonik contributes to the sociopolitical debate and opinion-forming processes at regional, national, European, and international level. Our advocacy activities are aligned with our political mission statement, which states the belief that companies are a part of society and should hence participate in political life. The chemical industry in particular has a major role to play in the sustainable transformation, which is why we leverage our expertise to make a constructive contribution to the political and social debate. We view democracy and strong government as the bedrock of our prosperity and competition. We act responsibly and provide transparent information about the donations we make and the form of our political participation in order to prevent any compliance violations.

Our Strategic Communication function is responsible for political communication activities in Germany and Europe. This ensures that the company's interests are safeguarded in dialogue with industry associations, parliaments, and political parties, as well as governmental and non-governmental organizations. The head of the Strategic Communication function reports regularly to the responsible member of the executive board, who is the chair of the executive board. Political activities outside Europe are the responsibility of the respective region.

Key points of contact are our offices in Berlin and Brussels, where our employees cooperate closely with policymakers and industry associations to provide input for political frameworks. The areas of strategic relevance include industrial policy, environmental policy and regulation, energy, the climate, the circular economy, agriculture, and the bioeconomy.

We have set up extensive monitoring processes regarding issues of strategic importance and ensure transparency by providing information to the German Lobby Register (register number R002081) and European Transparency Register (register number 5958991861-30). We regularly updated the entries in both registers in 2025.

Evonik does not donate to political parties, but did sponsor political events in 2025 with donations in cash and in kind of €98 thousand (2024: €135 thousand). Expenditure on lobbying is documented in the aforementioned lobby and transparency registers and comprises personnel, infrastructure, and representation expenses as well as fees for external consulting services and memberships in industry associations.

In the two years prior to their appointment, the members of the supervisory board and executive board held no comparable positions in a public authority or regulatory body.

Our positions

ESRS G1-5

In 2025, as part of a campaign ahead of the German parliamentary elections, Evonik promoted the strengthening of democracy and encouraged voter participation.

We are advocating for suitable frameworks and a European Industrial Deal as a way of safeguarding the industrial competitiveness of Germany and Europe.

In the area of environmental policy, we are concentrating on the digitalization of permitting processes in order to protect knowledge and defend against cyberattacks. We are advocating for a revision of planning and permitting legislation and are committed to implementing the Industrial Emissions Directive as well as the second European Network and Information Security Directive. We are actively monitoring the possible classification of certain silicones as persistent organic pollutants and the proposal to restrict PFAS.

Evonik supports the objectives of the Green Deal (climate neutrality in the EU and Germany by 2050 and 2045, respectively) and contributes to climate, energy, and industrial policy. The chemical industry needs competitive energy and raw material prices. That is why, in cooperation with industry associations and in dialogue with political decision makers, we are advocating at both German and European level for a cost-reducing framework to expand the use of renewable energies and promote the hydrogen economy as well as for a reform of emissions trading in Europe.

In the area of resource efficiency, we aim to support the transformation to a circular economy with our products and solutions. At the same time, we are advocating for a technology-neutral legal framework that allows a variety of recycling technologies and, especially, the use of the mass balance approach as a method for measuring chemical recycling.

The industry's future is critically dependent on a reliable transportation infrastructure. Together with the VCI, Evonik is advocating for infrastructure improvements, notably regarding construction site management and communications relating to the rail freight network, the accelerated refurbishment of the canal network in western Germany, and sustainable, reliable, and competitive shipping on the Rhine.

12.2 Responsibility within the supply chain

Strategy and management

Evonik has a significant influence on the environment and society through its procurement volume. By working closely with our suppliers, we aim to help prevent **breaches of human rights and environmental violations in the supply chain.** We strive to counter a **lack of transparency and inadequate traceability in the supply chain.** Our procurement organization contributes to mitigating operational and reputational risks for Evonik, ensuring the long-term reliability of supply for the production of Evonik products and securing competitive advantages for our operating businesses by avoiding negative impacts on our direct suppliers' employees as well as employees in our deeper supply chains. The "Actions" section describes our activities to mitigate risks and ensure positive effects for the people in our supply chains and on Evonik, and how we assess their effectiveness. ESRS 2 SBM-3, ESRS S2.SBM-3, ESRS S2-4

Alongside economic requirements, our procurement strategy takes account of criteria such as health, quality, safety, social factors, and environmental protection. Evonik deploys significant resources in implementing its procurement strategy and particularly in identifying, mitigating, and eliminating social and environment-related risks and impacts in the supply chain. These resources include a procurement team dedicated to sustainability, risk, and compliance as well as the procurement and use of

specialized software solutions for risk management and audits, such as EcoVadis. ESRS S2-4

Global procurement is managed from Germany, with the support of regional units in Asia as well as North and South America. In 2025, we sourced raw materials and supplies, technical goods, services, energy, and other operating supplies with a total value of €9.8 billion (2024: €10.5 billion) from around 33,000 suppliers. Local sourcing accounted for about 78 percent of this amount[1], which was slightly above the prior-year level of76 percent. Raw materials and supplies accounted for 47 percent of the procurement volume; the figure for the previous year was 50 percent. Spending on petrochemical feedstocks was around €3.2 billion (2024: €3.7 billion). This accounted for 68 percent of our raw material base, which was slightly lower than the prior-year figure of 70 percent.

The group procurement policy contains clear-cut specifications for sustainable procurement and dealings with suppliers. It references the Evonik code of conduct for suppliers, which is based on internationally recognized human rights such as the ILO's Core Labor Standards. If a supplier does not satisfy these requirements, Evonik expects that the supplier will work consistently to remedy the defects identified as a precondition for entering into or continuing a business relationship. The chief procurement officer is responsible for implementing the policy. The specifications concerning the selection and examination of suppliers are detailed in the Procurement process documents and thus at a central organizational location.

The code of conduct for suppliers formulates Evonik's expectations of all suppliers and covers the following areas:

- Conduct in the business environment
  - Compliance with laws
  - Fighting corruption; fighting money laundering, payment fraud, and cybercrime; foreign trade and export control; antitrust law; confidentiality and data protection
- Human rights and fair working conditions
  - Prohibition of forced labor, human trafficking, and child labor
  - Fair treatment, protection against discrimination, and equal opportunity
  - Freedom of association and collective bargaining
  - Right to fair remuneration and regular working hours
  - Training and qualification
  - Rights of local communities and Indigenous peoples
  - Protection of human rights when deploying security forces
- Specifications for sourcing raw materials and the procurement of services
- Environment, safety, health, quality, and energy:
  - Health and safety in the workplace
  - Product safety and quality
  - Climate change, environmental protection, and resource efficiency
  - Animal protection

The code of conduct additionally contains specifications for the implementation of our standards by suppliers. They include, for instance, setting up appropriate implementation systems, establishing appropriate corrective actions in the event of violations of the standards, and support to ensure the application of comparable standards by sub-suppliers. Evonik also expects suppliers to set up their own effective complaints procedure so that any individual who is potentially or actually affected can report violations of the code of conduct standards without incurring any disadvantages whatsoever. In addition, employees at supplier companies always have the option of reporting any issues or problems to our externally operated whistleblower system (see chapter 12.1, section "Evonik's whistleblower system" p. 169 f.). We promptly examine all cases so that appropriate action can be taken. ESRS S2-1, ESRS S2-3, ESRS E2-1

We communicate the values and expectations set out in our code of conduct to all suppliers via our general terms and conditions of purchase. In addition, when initiating a business relationship, we use webinars to draw the attention of relevant suppliers to Evonik's requirements, such as participation in sustainability assessments. We are aware that actively involving those people who are (potentially) affected by human rights breaches, such as those who work in the supply chains, is a key component of human rights due diligence processes. Our aspiration going forward is to establish a structured dialogue process with the people who are (potentially) affected, related groups, and their representatives in order to give adequate consideration to their interests in our decision-making as well as when defining and monitoring relevant targets and actions. We rolled out this process in 2025 as part of our human rights and environmental risk analyses and will continue to refine the approach in 2026. ESRS S2-2, ESRS S2-5

[1] For us, local sourcing means deliberate procurement from sources that are geographically close to our production sites.

Harmonizing global standards in the supply chain creates transparency and makes it easier for both suppliers and customers to reliably assess and evaluate sustainability performance and compliance with social standards. The chemical industry set up the Together for Sustainability (TfS) initiative for this purpose in 2011. Evonik is one of the six founding members.

As of July 2025, TfS encompasses 57 international chemical companies and pursues the goal of implementing a global assessment and audit program for the responsible procurement of goods and services. These audits are mainly conducted on site by independent service providers and include aspects such as assessing working conditions. TfS additionally provides webinars and training on sustainability. Furthermore, all suppliers and their employees can access information and training materials free of charge in the TfS Academy, which is an online learning platform. In this way, the initiative does not simply make environmental and social standards in supply chains quantifiable, but also contributes to a targeted improvement.

As a member of the TfS initiative, we similarly subject ourselves to the TfS assessments. In 2025, the EcoVadis rating agency awarded Evonik gold status. This places us among the top 5 percent of the companies evaluated by EcoVadis in both the chemical industry and in other sectors.

Target

- Examination of > 90 percent of significant raw material suppliers by 2030 through TfS assessments

By selecting suppliers carefully, we secure and enhance not only their own sustainability standards but also the quality of the entire value chain. The suppliers of certain critical raw materials are subject to special scrutiny. We define critical raw materials as all raw materials that could potentially pose a supply risk or reputational risk, such as conflict minerals and renewable raw materials. We have put in place specific procurement strategies for these critical raw materials. The processes are mapped in a corresponding management system. Besides monitoring suppliers of critical raw materials, we aim to examine by 2030 over 90 percent of all significant raw material suppliers with an annual recurrent procurement volume of more than €100 thousand from sustainability perspectives through TfS or equivalent assessments.

Our goal is to prevent human rights breaches and environmental violations by our direct and indirect suppliers as far as this is possible. At the same time, we aim to do all we can to create a positive impact for people and the environment within the context of our supply chains. Since our goal is continuous improvement, we have not set any detailed targets. This also applies to risks and opportunities for Evonik itself arising from acting accordingly in respect of our supply chains. ESRS S2-5

Actions

Supplier-based risk assessment

ESRS S2.SBM-3, ESRS S2-4

As part of the annual group-wide human rights compliance risk analysis (see chapter 12.1, section "Human rights compliance risk analysis" p.166), we have identified value chains that we consider to be particularly high risk and treat these as a matter of priority. Generally speaking, the risk assessment covers all employees of our direct suppliers as well as those in Evonik's deeper supply chain worldwide. They include not only the employees of contractors at our sites but also the people who work in logistics and distribution in the downstream value chain. We take special care to identify particularly vulnerable groups in the given context and to focus on them when defining and implementing preventive and corrective actions.

Those of our value chains pinpointed as being particularly high risk are:

- **Metallic and mineral raw materials** due to the very high human rights risks—including child and forced labor—notably at the extraction stage but also in the processing of these materials
- **Renewable raw materials** due to the very high human rights risks—including child and forced labor—especially in the cultivation of certain raw materials
- **Services** due to the high human rights risks to employees, especially those arising in connection with low-skilled and/or low-wage work and with regard to the deployment of subcontractors
- **Logistics** due to the high to very high human rights risks of certain shipping modes such as ocean freight and transportation of goods by road

For these value chains, we implement actions to prevent and mitigate the relevant risks. We will successively include other potential risk areas in our assessments, notably in the deeper supply chain.

Additionally, our risk analysis includes an ongoing process applied solely to our direct suppliers. In the evaluation of suppliers, special attention is paid to our strategic suppliers and suppliers of strategic raw materials. We identify strategic suppliers and raw materials in consultation with the operational units on the basis of their greater significance for Evonik's business performance. These may be key raw materials or single-source situations. We work systematically to extend strategic supplier relationships and to validate new suppliers. To supplement our code of conduct for suppliers, our approach includes self-assessments, audits, and the validation of suppliers through the TfS initiative. We start by determining the abstract human rights and environmental risk relating to the supplier's country and industry with the aid of the EcoVadis IQ risk management tool. In the next step, we identify a specific risk using EcoVadis assessments and other tools such as a more detailed screening of business partners performed by a third-party service provider. We implement preventive measures including improvement plans or training to address these specific risks. Possible actions and their areas of application are defined in internal process documents.

If we identify actual breaches of human rights, for instance, as a result of audits, reports from whistleblowers, or external sources, we immediately engage with the supplier. Based on our discussions, we agree on binding actions to resolve the situation and, wherever necessary, make redress to those affected. Possible actions include improvement plans agreed with the supplier, modification of our own procurement practices, collaboration with relevant partners, and potentially also temporary suspension of the business relationship while corrective measures are ongoing. If any clarification is needed, the responsible procurement employees consult the human rights officer. Further escalation levels are defined in the internal process documents. ESRS S2-3

We draw on recurring EcoVadis assessments and audits to review the effectiveness of preventive and corrective actions relating to suppliers. Evonik reviews the relevant processes and policies on an ad hoc basis.

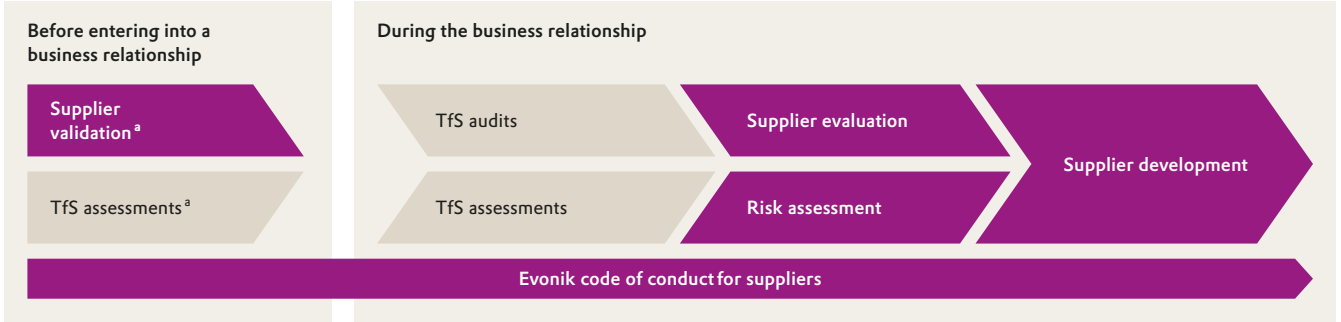
Validation and evaluation of suppliers

ESRS G1-2, ESRS S2-2, ESRS S2-4

We expect our suppliers to share our principles and honor their responsibility toward their employees, business partners, society, and the environment. As shown in the chart **C65** "Supplier validation and evaluation", we apply a validation process based on the values defined in our code of conduct for suppliers before entering into any new supply relationship. All details are entered online and evaluated using a validation matrix. Successfully completed TfS assessments can similarly be used as evidence of validation.

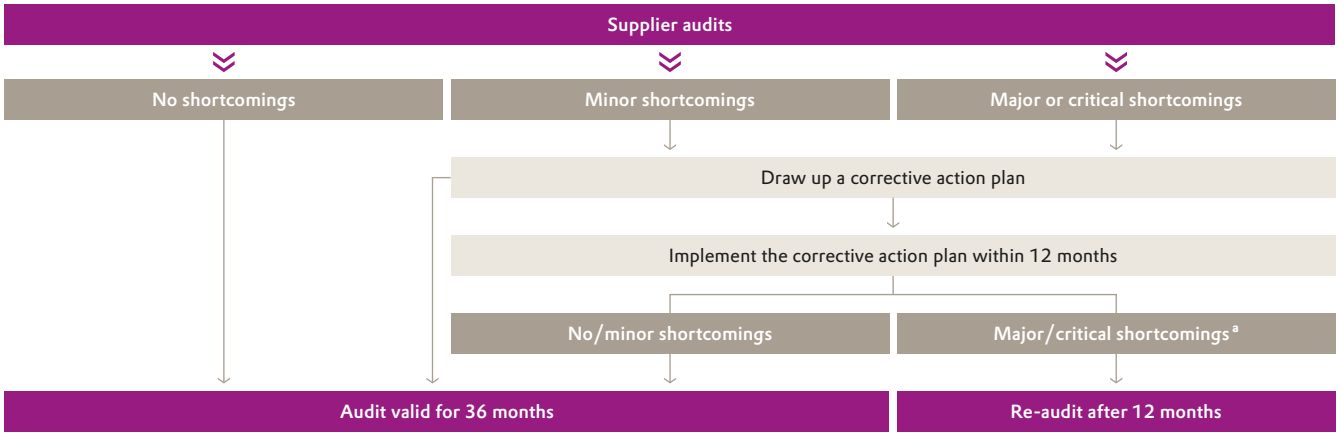
We apply the same care to evaluating existing supplier relationships. To minimize risks in connection with our management of contractors, we request and evaluate from existing suppliers evidence and self-assessments on compliance with the relevant German legislation (the German Minimum Wage Act, the German Employee Secondment Act, and the German Ordinance on Craftsmen).

Supplier validation and evaluation C65



TfS process. Internal Evonik process. [a] Alternatives.

Audit escalation process C66



[a] If the shortcomings are particularly serious and no improvement can be ascertained, we reserve the right to terminate our collaboration with the supplier.

Supplier audits are conducted using the process shown in the chart C66 "Audit escalation process", which defines a structured approach that includes various escalation steps. Wherever shortcomings are identified, we expect our suppliers to implement corrective action plans within a defined timeframe. These actions are tracked using a software solution. If the shortcomings are particularly serious and no improvement can be ascertained, we reserve the right to terminate our collaboration with the supplier.

Procurement employees receive training on ESG assessments and audits. They also have access to TfS Academy learning resources. Strategic procurement specialists are given additional training in fair business practices and negotiation.

Conflict minerals

ESRS S2.SBM-3

The Dodd-Frank Act requires companies listed on the US stock market to disclose whether or not their products contain potential conflict minerals. These are mineral raw materials from the Democratic Republic of the Congo and its neighboring countries that are frequently used to finance armed conflicts. Moreover, human rights are often violated in the production of conflict minerals. Evonik is not listed on US stock exchanges and hence has no legal obligation to comply with the reporting requirements of the US stock market regulator. Nevertheless, we believe we have a responsibility to check the origin of any such substances we source. Each year, we review all relevant suppliers with regard to conflict minerals to ensure that none are procured. We require new suppliers to provide corresponding evidence of origin as part of the validation process. Mineral raw materials checked include tin, tungsten, tantalum, gold, cobalt, and mica. We continuously evaluate whether other critical raw materials should be included in the review.

Sourcing of palm oil

For many years, Evonik has supported the use of sustainable palm oil in the supply chain. We report on our memberships, initiatives for more sustainable palm oil production (with the related positive impacts for people and the environment), targets, metrics, and progress in chapter 10.5 Circular economy p.130 ff.

Progress in 2025

We implemented further actions to increase transparency and prevent risks in the value chains classified as being at particularly high risk in respect of human rights. These actions included sending questionnaires to relevant suppliers and identifying potential further industry initiatives. In this connection, one particular focus was on the relevant metal and mineral value chains with the aim of identifying potential risks. We also drew the attention of suppliers associated with risk to the available digital training offerings to raise their awareness of the potential risks.

We transferred this and other preventive actions identified in the course of the human rights compliance risk analysis to an IT solution, which we use to assign the actions to specific individuals for implementation and control and to systematically monitor the implementation status.

In addition, we focused on identifying groups in our supply chains that may be vulnerable and possibly at greater risk. We also prepared a more comprehensive dialogue process for 2026.

Metrics

As regards our target of examining by 2030 over 90 percent of all significant raw material suppliers[1] with an annual procurement volume of more than €100 thousand from sustainability perspectives through TfS or equivalent assessments, we had validated around 86 percent of the major raw material suppliers in accordance with applicable criteria as of the end of 2025 (2024: 87 percent).

In 2025, the TfS[2] member companies examined suppliers worldwide using audits and assessments (see table **T64** "Supplier validation and assessment"). Evonik also used this framework to initiate audits and assessments. About 86 percent of our direct and over 74 percent of our indirect procurement volume—slightly less than in the previous year—were covered by TfS assessments.

In addition, 1,429 new suppliers of raw materials, technical goods, and services were validated in 2025. This is equivalent to over 79 percent of new suppliers, compared with around 80 percent in 2024. Taken together with the TfS audits and assessments initiated by Evonik, a total of 1,784 suppliers (2024: 1,568 suppliers) were validated and examined. In this context, we identified no procurement of conflict minerals.

Supplier validation and evaluation **T64**

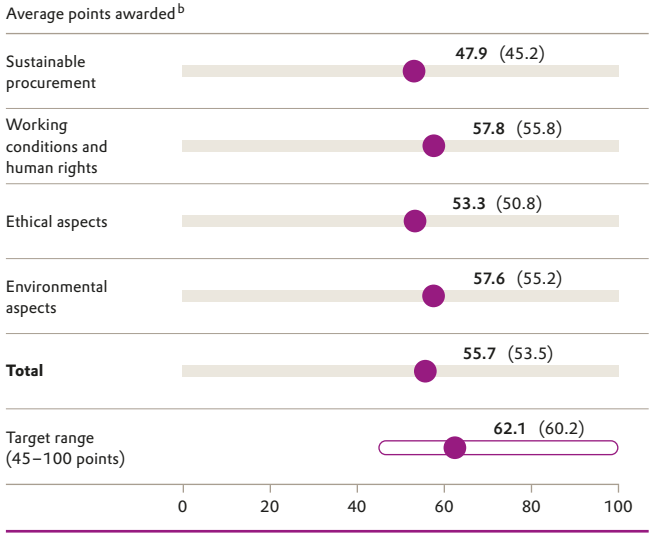
Number	2024	2025
TfS audits	596	605
thereof audits initiated by Evonik	22	19
TfS assessments[a]	1,309	926
thereof assessments initiated by Evonik	92	336
Suppliers validated using TfS audits and assessments	**1,905**	**1,531**
Newly validated suppliers	**1,454**	**1,429**

[a] First assessments: Suppliers that have not previously received an assessment.

The chart **C67** "Sustainability performance of our suppliers" shows their performance in the various evaluation categories used by the EcoVadis rating. Taking all criteria together, around 76 percent of our suppliers are within our target range of 45 to 100 points, scoring an average of 62.1 points. In the previous year, 73 percent were within the target range and scored an average of 60.2 points. The overall average was 55.7 points (2024: 53.5 points).

We focus in particular on the process of following up on the audits and assessments of our direct suppliers conducted by Evonik (see table **T65** "Follow-up process and corrective action" p. 179). In the reporting period, corrective actions were implemented at suppliers where major or critical issues were identified by audits. Assessments also showed that other suppliers had not given adequate attention to sustainability topics, so we initiated corrective actions in these cases as well. We were able to improve suppliers' sustainability performance by way of reaudit after the previous audit or assessment. In particular, TfS supplier audits focused on shortcomings in implementing environmental actions as well as the potential for improving occupational safety. As in the previous year, none of the suppliers evaluated had significant negative impacts on the environment or

Sustainability performance of Evonik suppliers[a] **C67**



[a] Number of suppliers assessed: 4,968 as of Dec. 31, 2024; 5,318 as of Dec. 31, 2025.
[b] Prior-year figures in brackets.

[1] Relative to the expenditure for recurring procurement transactions.
[2] The assessments from EcoVadis SAS (external) and Together for Sustainability AISBL were not covered by the audit performed by KPMG AG Wirtschaftsprüfungsgesellschaft, Berlin.

on social aspects. Also as in 2024, there were no cases of discrimination or restriction of the freedom of association. In addition, we consistently follow up on the risks identified at our indirect suppliers. ESRS S2-1, ESRS S2-4

As in the previous year, no allegations or (potential) violations relating to suppliers were reported via the whistleblower system.

Follow-up process: Suppliers where corrective action was initiated T65

Number	2024	2025
Direct suppliers		
based on audits initiated by Evonik	14	11
based on assessments initiated by Evonik	14	13
Indirect suppliers	4	16
Reports and (potential) violations		
At direct suppliers	52	38
thereof resolved/halted [a]	27	23
At indirect suppliers	15	5
thereof resolved/halted	15	4
Improved suppliers following reaudit		
Direct suppliers	30	171

[a] Open incidents are still being investigated, so are not yet concluded.

A further key metric for us is the training rate for our strategic sourcing managers. In 2024, all sourcing managers were trained in the topics of human rights and risk prevention at suppliers. Training was repeated in 2025 for the sourcing managers responsible for high-risk suppliers.

12.3 Cybersecurity

Strategy and management

For Evonik, cybersecurity is critical to the success of digitalization. Our strategy for improving cybersecurity covers compliance with regulatory requirements, as well as protecting critical business and production processes, office IT systems, and production IT systems (operational technology, OT). Challenges in cyberspace are increasing exponentially: The geopolitical situation is deteriorating, cyber extortionists are steadily professionalizing, the range of malware is expanding, and widely used software products may display critical vulnerabilities. Ransomware attacks can interrupt the availability of IT systems and disrupt business processes. Artificial intelligence is accelerating and increasing the scale of cyberattacks. At the same time, the degree of digitalization of production facilities continues to grow. Cybersecurity regulation is increasing worldwide. To heighten cybersecurity, we are focusing on those risks with adverse impacts on the availability of business and production processes or the integrity of business and process data, the **loss of intellectual property** combined with a **loss of business,** inadequate observance of regulatory and compliance requirements, and insufficient resilience of critical IT and OT systems.
ESRS 2 SBM-3

Evonik has adopted a 360-degree approach to cybersecurity management, which is based on three pillars: people, technology, and processes. As part of this approach, we bring together decision-makers from our specialist cybersecurity units with the relevant people from other organizational units to cooperate in defining strategic targets. The goal is to determine an appropriate level of protection, striking a balance between the value added by cybersecurity, the company's needs, and the costs involved. Maturity assessments and cyber risk analyses help us to prioritize key risk mitigation actions and monitor the effectiveness of the actions taken. We also focus on the risks associated with critical IT/OT service providers, reputational risks such as the **loss of customer data,** and technological risks. In scope are all majority-owned Evonik companies and third-party risk management in the upstream value chain. ESRS 2 SBM-3

The cybersecurity framework to protect our information is based on a binding group functional policy as well as on standards and standard operating procedures for IT and OT. The cybersecurity policies are aligned with the international standards ISO 27001 and IEC 62443. They govern key aspects such as risk management, access control, network security, and incident management, and ensure the secure management of IT and OT assets, network segmentation, and the protection of industrial control systems. All Evonik locations with more than ten IT employees are ISO 27001-certified in line with basic IT protection. We aim to maintain this level of certification. In addition, training and awareness programs promote a robust security culture. This approach is intended to ensure the end-to-end security of the IT and OT environments and compliance with regulatory requirements.

The cybersecurity governance structure is clearly defined. Responsibility for this is assigned to a corporate function that reports to the chief financial officer and is exercised by the chief IT security officer and chief OT security officer. Segments, functions, and regions are supported by centrally consolidated cybersecurity expertise and competencies. This ensures the effectiveness of the

management system. Regular reports are provided to the chief financial officer, risk committee, and audit committee. As of this year, the topic of cybersecurity has been integrated into the House of Compliance.

As part of a cybersecurity control system, we have implemented a large number of internal metrics to help us manage and monitor the effectiveness of our security controls.

Targets

- No critical cybersecurity incidents
- Participation in cyber-awareness training of ≥ 90 percent of IT users with an active user account

The aim is to establish a robust security culture, thereby creating resilience to cyber threats. We have therefore added the avoidance of critical cybersecurity incidents as a new target. An incident is categorized as critical if it has a substantial impact on Evonik's business, service to customers, and/or business-critical systems and infrastructure (cyberattack protection group 4). Such an incident could have a serious impact on the company's reputation or stakeholders' trust.

Actions

Evonik implements technical and organizational actions to identify and defend against cybersecurity risks. We continuously review our operational and strategic security actions to prevent attacks. We enforce implementation of our security actions with the aid of an in-house management system. A network of experts helps us with our defense against cyberattacks. Threats are assessed by the cyber defense team on a quarterly basis. A key element of our IT security organization is the cybersecurity operation center. This is responsible for detecting, responding to, and preventing cyber threats as well as for operational cybersecurity management. We continuously monitor our environment to ensure that we can quickly identify potential incidents and implement effective countermeasures, thus strengthening operational resilience and preventing critical incidents that could have a negative impact on business-critical systems. Via the Evonik Management Platform for OT Security (EMPOS), we constantly adapt the protection level for our networked production facilities and provide central OT security support.

Evonik fosters cybersecurity awareness within its workforce by way of a comprehensive cybersecurity training and awareness program, which encompasses mandatory training, phishing tests, and learning content on social engineering and mobile security.

Evonik is a member of various professional cybersecurity associations and has insurance to cover business interruptions resulting from cyberattacks. Regular penetration tests and security audits are carried out to strengthen cybersecurity. To ensure efficient protection against cyberattacks, we perform a risk-based classification of employees and systems according to their activities and access figures and assign them to our four cyberattack protection groups.

The Cyber Security Resilience Program enhances our resilience to increasingly aggressive cyberattacks. In this context, we also examine digital interfaces to suppliers, customers, and other partners. Our employees' awareness is regularly addressed by posters, training, and interactive events.

In order to assess our risk mitigation ability and resilience, we monitor the effectiveness of our actions and record the number and severity of incidents, reaction times, and participation in training. We aim to adapt our level of protection to the risk level and have our cybersecurity performance evaluated by external rating agencies to establish credibility and transparency.

Our cybersecurity policies are monitored using the three lines of defense model to assess their effectiveness in terms of mitigating risks and leveraging opportunities. Regular audits and risk analyses track the effectiveness of the actions implemented.

Progress in 2025

Our focus in 2025 was on refining our awareness program. To this end, we began rolling out a new awareness platform. We also continued implementing our cybersecurity programs and enlarged the EMPOS team in order to strengthen OT security. Evonik initiated a zero trust pilot project to assess the current security situation and prepare actions to improve users' access security and mitigate the impact of potential incidents. The Cyber Security Resilience Program was completed successfully.

Metrics

There were no critical cybersecurity incidents in the reporting period. We are reporting this metric for the first time. Participation in cybersecurity training was 98 percent (2024: 94 percent). We conducted one phishing test campaign in 2025, down from eleven the previous year. This decrease was due to the roll-out of a new awareness platform started in 2025.

ANNEX

to the sustainability report 2025

ESRS 2 Appendix B

ESRS Index: Disclosure requirements covered T66

ESRS	Disclosure	Use of phase-in provisions	Page number[a]
ESRS 2	**General disclosures**		
BP-1	General basis for preparation of sustainability statements		77, 78
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GOV-1	The role of the administrative, management and supervisory bodies		104, 105
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies		100, 105, 106
GOV-3	Integration of sustainability-related performance in incentive schemes		107
GOV-4	Statement on due diligence		108
GOV-5	Risk management and internal controls over sustainability reporting		43, 45, 46, 48, 49, 50, 52, 80
SBM-1	Strategy, business model and value chain		11, 81, 82
SBM-2	Interests and views of stakeholders		89
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		77, 81, 84, 94, 101, 111, 119, 122, 126, 130 , 135, 144, 151, 154, 155, 162, 173, 179
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities		91, 92, 97
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ESRS E1	**Climate change**		
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes		107, 112
E1-1	Transition plan for climate change mitigation		103, 110, 111, 112, 113, 114
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		99, 111, 114, 119
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities		98, 99, 114, 123, 128
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E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	x	
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ESRS	Disclosure	Use of phase-in provisions	Page number[a]
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E3-3	Targets related to water and marine resources		122
E3-4	Water consumption		125
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	x	
ESRS E4	**Biodiversity and ecosystems**		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model		126, 127, 128
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		111, 122, 126, 127, 128, 130
ESRS 2 IRO-1	Description of the processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities		92, 126, 128, 129
E4-2	Policies related to biodiversity and ecosystems		126, 127, 131, 133
E4-3	Actions and resources related to biodiversity and ecosystems		92, 127
E4-4	Targets related to biodiversity and ecosystems		127
E4-5	Impact metrics related to biodiversity and ecosystems change		128
E4-6	Anticipated financial effects from biodiversity and ecosystem-related impacts, risks and opportunities	x	
ESRS E5	**Resource use and circular economy**		
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E5-2	Actions and resources related to resource use and circular economy		131, 132
E5-3	Targets related to resource use and circular economy		131, 133
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E5-5	Resource outflows		133, 134
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	x	
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ESRS S2	**Workers in the value chain**		
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ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		133, 162, 173, 175, 177
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S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions		133, 165, 174, 175, 176, 179
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		174
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G1-2	Management of relationships with suppliers		169, 176
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The table only contains material disclosures; materiality classification based on materiality assessment and ESRS 2 AR 16.
[a] The page number may include more than one page.
[b] Phase-in provisions only partially used.

ESRS Index: Disclosure requirements under other EU legislation

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ESRS	Disclosure	Other Source[a, b, c, d]	Page number[e]
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ESRS 2 GOV-1	Percentage of board members who are independent	c	104
ESRS 2 GOV-4	Statement on due diligence	a	108
ESRS 2 SBM-1	Involvement in activities related to fossil fuel activities	a, b, c	82
ESRS E1-1	Transition plan to reach climate neutrality by 2050	d	111
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ESRS E1-5	Energy consumption and mix	a	121
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ESRS E1-6	Gross GHG emissions intensity	a, b, c	115
ESRS E1-7	GHG removals and carbon credits	d	115
ESRS E2-4	Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil	a	159
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ESRS 2 – SBM-3 – E4	Biodiversity and ecosystems	a	127, 128
ESRS E4-2	Sustainable land/agriculture practices or policies	a	126
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ESRS S1-1	Human rights policy commitments	a	162, 163
ESRS S1-1	Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8	c	162
ESRS S1-1	Processes and measures for preventing trafficking in human beings	a	162, 174
ESRS S1-1	Workplace accident prevention policy or management system	a	154
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ESRS S2-1	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	a, c	172
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ESRS S2-4	Human rights issues and incidents connected to its upstream and downstream value chain	a	178
ESRS G1-1	United Nations Convention against Corruption	a	166
ESRS G1-1	Protection of whistleblowers	a	169, 170
ESRS G1-4	Fines for violation of anti-corruption and anti-bribery laws	a, c	172
ESRS G1-4	Standards of anti-corruption and anti-bribery	a	172

The table only contains material disclosures; materiality classification based on materiality assessment and ESRS 2 AR 16.
[a] SFDR reference. | [b] Pillar 3 reference. | [c] Benchmark Regulation reference. | [d] EU Climate Law reference.
[e] The page number may include more than one page.

EU taxonomy tables

Proportion of turnover, CapEx and OpEx from goods or services associated with taxonomy-eligible or taxonomy-aligned economic activities—disclosure covering 2025 (summary KPIs) T68

					Breakdown by environmental objectives of taxonomy-aligned activities										
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
KPI	Total	Proportion of taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of taxonomy-aligned activities	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (2024)	Proportion of taxonomy-aligned activities in previous financial year (2024)
	in € million	in %	in € million	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	in € million	in %
Turnover	14,069	14.4	–	–	–	–	–	–	–	–	–	–	1.6	68	0.4
CapEx	933	10.3	–	–	–	–	–	–	–	–	–	–	6.8	2	0.2
OpEx	830	13.3	–	–	–	–	–	–	–	–	–	–	0.3	1	0.1

Proportion of turnover from goods or services associated with taxonomy-eligible or taxonomy-aligned economic activities—disclosure covering 2025 (activity breakdown) T69

					Environmental objectives of taxonomy-aligned activities								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Economic activities	Code(s)[a]	Taxonomy-eligible turnover (proportion of taxonomy-eligible turnover)	Taxonomy-aligned turnover	Taxonomy-aligned turnover (proportion of taxonomy-aligned turnover)	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of taxonomy-aligned in taxonomy-eligible
		in %	in € million	in %	in %	in %	in %	in %	in %	in %	E	T	in %
Manufacture of energy efficiency equipment for buildings	CCM 3.5	0.6	–	–	–	–	–	–	–	–			–
Manufacture of organic basic chemicals	CCM 3.14	0.7	–	–	–	–	–	–	–	–			–
Manufacture of plastics in primary form	CCM 3.17	12.5	–	–	–	–	–	–	–	–			–
Manufacture of active pharmaceutical ingredients	PPC 1.1	0.6	–	–	–	–	–	–	–	–			–
Total conformity by objective					–	–	–	–	–	–			
Total turnover		**14.4**	–	–	–	–	–	–	–	–			–

[a] The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution: Climate change mitigation: CCM (climate change mitigation) and PPC (pollution prevention and control).

Proportion of CapEx from goods or services associated with taxonomy-eligible or taxonomy-aligned economic activities—disclosure covering 2025 (activity breakdown) T70

					Environmental objectives of taxonomy-aligned activities								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Economic activities	Code(s)[a]	Taxonomy-eligible CapEx (proportion of taxonomy-eligible CapEx)	Taxonomy-aligned CapEx	Taxonomy-aligned CapEx (proportion of taxonomy-aligned CapEx)	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of taxonomy-aligned in taxonomy-eligible
		in %	in € million	in %	in %	in %	in %	in %	in %	in %	E	T	in %
Manufacture of energy efficiency equipment for buildings	CCM 3.5	0.6	–	–	–	–	–	–	–	–			–
Manufacture of organic basic chemicals	CCM 3.14	0.4	–	–	–	–	–	–	–	–			–
Manufacture of plastics in primary form	CCM 3.17	8.8	–	–	–	–	–	–	–	–			–
Manufacture of active pharmaceutical ingredients	PPC 1.1	0.5	–	–	–	–	–	–	–	–			–
Total conformity by objective					–	–	–	–	–	–			
Total CapEx		**10.3**	–	–	–	–	–	–	–	–			–

[a] The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution: Climate change mitigation: CCM (climate change mitigation) and PPC (pollution prevention and control).

Proportion of OpEx from goods or services associated with taxonomy-eligible or taxonomy-aligned economic activities—disclosure covering 2025 (activity breakdown) T71

					Environmental objectives of taxonomy-aligned activities								
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
Economic activities	Code(s)[a]	Taxonomy-eligible OpEx (proportion of taxonomy-eligible OpEx)	Taxonomy-aligned OpEx	Taxonomy-aligned OpEx (proportion of taxonomy-aligned OpEx)	Climate change mitigation	Climate change adaptation	Water	Circular economy	Pollution	Biodiversity	Enabling activity	Transitional activity	Proportion of taxonomy-aligned in taxonomy-eligible
		in %	in € million	in %	in %	in %	in %	in %	in %	in %	E	T	in %
Manufacture of energy efficiency equipment for buildings	CCM 3.5	0.4	–	–	–	–	–	–	–	–			–
Manufacture of organic basic chemicals	CCM 3.14	0.3	–	–	–	–	–	–	–	–			–
Manufacture of plastics in primary form	CCM 3.17	12.1	–	–	–	–	–	–	–	–			–
Manufacture of active pharmaceutical ingredients	PPC 1.1	0.5	–	–	–	–	–	–	–	–			–
Total conformity by objective					–	–	–	–	–	–			
Total OpEx		**13.3**	–	–	–	–	–	–	–	–			–

[a] The code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution: Climate change mitigation: CCM (climate change mitigation) and PPC (pollution prevention and control).

CONSOLIDATED FINANCIAL STATEMENTS

Income statement

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in € million	Note	2024	2025
Sales	5.1	15,157	14,069
Cost of sales	5.2	–11,419	–10,825
Gross profit on sales		**3,738**	**3,244**
Selling expenses	5.2	–1,894	–1,736
Research and development expenses	5.2	–459	–418
General administrative expenses	5.2	–740	–474
Other operating income	5.3	271	293
Other operating expense	5.3	–360	–345
Result from investments recognized at equity	5.4	21	14
Income before financial result and income taxes, continuing operations (EBIT)	5.5	**577**	**578**
Interest income		71	82
Interest expense		–212	–218
Other financial income/expense		–2	–20
Financial result	5.6	**–143**	**–156**
Income before income taxes, continuing operations		**434**	**422**
Income taxes	5.7	–194	–145
Income after taxes, continuing operations		**240**	**277**
Income after taxes, discontinued operations		–	–
Income after taxes		**240**	**277**
thereof attributable to non-controlling interests		18	12
thereof attributable to shareholders of Evonik Industries AG (net income)		222	265
Earnings per share, continuing operations, in € (basic and diluted)	5.8	**0.48**	**0.57**

Statement of comprehensive income

T73

in € million	Note	2024	2025
Income after taxes		**240**	**277**
Unrealized amounts from hedging instruments: designated risk components	9.4.3	–71	138
Realized amounts from hedging instruments reclassified to profit or loss: designated risk components	9.4.3	–12	–31
Deferred taxes on hedging instruments: designated risk components	9.4.3	25	–27
Unrealized amounts from hedging components: cost of hedging	9.4.3	–4	–12
Realized amounts from hedging instruments reclassified to profit or loss: cost of hedging	9.4.3	–3	4
Deferred taxes on hedging instruments: cost of hedging	9.4.3	2	2
Other comprehensive income from currency translation	6.4	293	–702
Other comprehensive income from currency translation of investments recognized at equity	6.4	–1	–2
Other comprehensive income that can be reclassified		**229**	**–630**
Other comprehensive income from the remeasurement of the net defined benefit liability	6.10	216	203
Deferred taxes from the remeasurement of the net defined benefit liability	6.10	–19	–161
Other comprehensive income from equity instruments measured at fair value through OCI	9.4.1, 9.4.2	16	–44
Other comprehensive income that cannot be reclassified		**213**	**–2**
Other comprehensive income after taxes		**442**	**–632**
Total comprehensive income		**682**	**–355**
thereof attributable to non-controlling interests		23	4
thereof attributable to shareholders of Evonik Industries AG		659	–359

Balance sheet

T74

in € million	Note	Dec. 31, 2024	Dec. 31, 2025
Goodwill	6.1, 6.5	4,707	4,411
Other intangible assets	6.1, 6.5	864	686
Property, plant and equipment	6.2, 6.5	6,450	6,006
Right-of-use assets	6.3	947	892
Investments recognized at equity	6.4, 6.5	49	45
Trade accounts receivable	6.6	–	1
Other financial assets	6.6	467	419
Deferred taxes	6.14	664	436
Other income tax assets	6.14	25	22
Other non-financial assets	6.8	69	96
Non-current assets		**14,242**	**13,014**
Inventories	6.7	2,662	2,300
Trade accounts receivable	6.6	1,622	1,525
Other financial assets	6.6	216	220
Other income tax assets	6.14	166	94
Other non-financial assets	6.8	381	333
Cash and cash equivalents	6.6, 7	461	495
Current assets		**5,508**	**4,967**
Total assets		**19,750**	**17,981**

in € million	Note	Dec. 31, 2024	Dec. 31, 2025
Issued capital		466	466
Capital reserve		1,168	1,168
Retained earnings		7,426	7,173
Other equity components		–40	–697
Equity attributable to shareholders of Evonik Industries AG		**9,020**	**8,110**
Equity attributable to non-controlling interests		80	64
Equity	6.9	**9,100**	**8,174**
Provisions for pensions and other post-employment benefits	6.10	1,662	1,490
Other provisions	6.11	734	591
Other financial liabilities	6.12	3,162	3,476
Deferred taxes	6.14	638	576
Other income tax liabilities	6.14	254	228
Other non-financial liabilities	6.13	141	118
Non-current liabilities		**6,591**	**6,479**
Other provisions	6.11	923	787
Trade accounts payable	6.12	1,600	1,401
Other financial liabilities	6.12	1,034	689
Other income tax liabilities	6.14	87	58
Other non-financial liabilities	6.13	415	393
Current liabilities		**4,059**	**3,328**
Total equity and liabilities		**19,750**	**17,981**

Statement of changes in equity

Note 6.9 T75

in € million	Issued capital	Capital reserve	Retained earnings	Other equity components: Equity instruments at fair value through OCI	Other equity components: Hedging instruments: designated risk components	Other equity components: Hedging instruments: cost of hedging	Other equity components: Currency translation	**Equity attributable to shareholders of Evonik Industries AG**	Equity attributable to non-controlling interests	**Total equity**
As of January 1, 2024	**466**	**1,168**	**7,555**	**–112**	**–113**	**9**	**–63**	**8,910**	**76**	**8,986**
Dividend distribution	–	–	–545	–	–	–	–	–545	–20	–565
Income after taxes	–	–	222	–	–	–	–	222	18	240
Other comprehensive income after taxes	–	–	197	16	–58	–5	287	437	5	442
Total comprehensive income	–	–	419	16	–58	–5	287	659	23	682
Offset against the cost of acquisition (cash flow hedges)	–	–	–	–	–1	–	–	–1	–	–1
Other changes	–	–	–3	–	–	–	–	–3	1	–2
As of December 31, 2024	**466**	**1,168**	**7,426**	**–96**	**–172**	**4**	**224**	**9,020**	**80**	**9,100**
Capital increases/decreases	–	–	–	–	–	–	–	–	4	4
Dividend distribution	–	–	–545	–	–	–	–	–545	–10	–555
Changes in ownership interests in subsidiaries without loss of control	–	–	–6	–	–	–	–	–6	–12	–18
Income after taxes	–	–	265	–	–	–	–	265	12	277
Other comprehensive income after taxes	–	–	42	–44	80	–6	–696	–624	–8	–632
Total comprehensive income	–	–	307	–44	80	–6	–696	–359	4	–355
Other changes	–	–	–9	9	–	–	–	–	–2	–2
As of December 31, 2025	**466**	**1,168**	**7,173**	**–131**	**–92**	**–2**	**–472**	**8,110**	**64**	**8,174**

Cash flow statement

Note 7

T76

in € million	Note	2024	2025
Income before financial result and income taxes, continuing operations (EBIT)	5.5	577	578
Depreciation, amortization, impairment losses/reversal of impairment losses on non-current assets	6.1, 6.2, 6.3	1,117	1,203
Result from investments recognized at equity	6.4	–21	–14
Gains/losses on the disposal of non-current assets	5.5	22	11
Change in inventories	6.7	–297	220
Change in trade accounts receivable	6.6	21	5
Change in trade accounts payable	6.12	74	–142
Change in provisions for pensions and other post-employment benefits	6.1	–48	–49
Change in other provisions	6.11	535	–254
Change in miscellaneous assets/liabilities	6.8, 6.13	–81	–21
Cash inflows from dividends	5.6, 9.5	27	26
Cash outflows for income taxes	5.7	–325	–207
Cash inflows from income taxes	5.7	112	87
Cash flow from operating activities, continuing operations	**–**	**1,713**	**1,443**
Cash outflows for investments in intangible assets, property, plant and equipment	6.1, 6.2	–840	–748
Cash outflows to obtain control of businesses	7	–15	–
Cash outflows relating to the loss of control over businesses	4.2	–13	–2
Cash outflows for investments in other shareholdings	7	–6	–
Cash inflows from divestments of intangible assets, property, plant and equipment	6.1, 6.2	21	21
Cash inflows relating to the loss of control over businesses	4.2	16	18
Cash inflows from divestment of other shareholdings	–	–	13
Cash inflows/outflows relating to securities, deposits, and loans	6.6	137	8
Cash inflows from interest	5.6	37	38
Cash flow from investing activities, continuing operations	**–**	**–663**	**–652**
Capital inflows from/outflows to non-controlling interests	–	–	4
Cash outflows for dividends to shareholders of Evonik Industries AG	9.5	–545	–545
Cash outflows for dividends to non-controlling interests	6.9	–20	–10
Cash outflows due to changes in ownership interests in subsidiaries	–	–	–19
Cash outflows for the purchase of treasury shares	6.9	–12	–1
Cash inflows from the sale of treasury shares	6.9	9	1
Cash inflows from the addition of financial liabilities	6.12	708	1,833
Cash outflows for repayment of financial liabilities	6.12	–1,354	–1,909
Cash inflows/outflows in connection with financial transactions	5.6	–7	16
Cash outflows for interest	5.6	–109	–101
Cash flow from financing activities, continuing operations	**–**	**–1,330**	**–731**
Change in cash and cash equivalents	**–**	**–280**	**60**
Cash and cash equivalents as of January 1	**–**	**749**	**461**
Change in cash and cash equivalents	–	–280	60
Changes in exchange rates and other changes in cash and cash equivalents	–	–8	–26
Cash and cash equivalents as on the balance sheet as of December 31	**–**	**461**	**495**

Notes to the consolidated financial statements

1. Segment report

Segment report by operating segments Note 8.1 T77

in € million	Advanced Technologies		Custom Solutions		Infrastructure		Enabling functions, other activities, consolidation		**Total Group (continuing operations)**	
	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**
External sales	6,089	5,973	5,737	5,492	3,146	2,449	185	155	15,157	14,069
Internal sales	88	89	143	115	993	465	–1,224	–669	–	–
Total sales	6,177	6,062	5,880	5,607	4,139	2,914	–1,039	–514	15,157	14,069
Cost of sales	–4,506	–4,519	–4,240	–4,020	–3,786	–2,842	1,113	556	–11,419	–10,825
Result from investments recognized at equity	7	3	2	3	12	8	–	–	21	14
Adjusted EBITDA	1,023	944	978	909	275	213	–211	–192	2,065	1,874
Adjusted EBITDA margin in %	16.8	15.8	17.0	16.6	8.7	8.7	–	–	13.6	13.3
Adjusted EBIT	565	492	663	602	115	57	–316	–290	1,027	861
Capital employed (annual average)	7,018	6,907	6,192	6,054	1,079	1,013	204	64	14,493	14,038
ROCE in %	8.1	7.1	10.7	9.9	10.7	5.6	–	–	7.1	6.1
Depreciation and amortization[a]	–458	–445	–307	–300	–160	–148	–104	–98	–1,029	–991
Impairment losses/reversal of impairment losses pursuant to IAS 36	4	1	–84	–36	–	–177	–	–1	–80	–213
Capital expenditures[b]	367	342	311	300	73	81	65	49	816	772
Financial investments	16	–	–	–	–	–	6	5	22	5
No. of employees as of December 31	9,568	9,177	9,736	9,529	3,863	3,691	8,763	8,656	31,930	31,053

Prior-year figures restated.

[a] For intangible assets, property, plant and equipment, and right-of-use assets.
[b] For intangible assets, property, plant and equipment.

Segment report by regions Note 8.2

T78

in € million	Europe, Middle East & Africa		Americas		Asia-Pacific		Total Group (continuing operations)	
	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**
External sales[a]	7,317	6,737	4,516	4,119	3,324	3,213	15,157	14,069
Non-current assets in accordance with IFRS 8 as of December 31	6,958	6,542	4,534	4,124	1,594	1,470	13,086	12,136
Capital expenditures	422	416	259	263	135	93	816	772
No. of employees as of December 31	21,364	20,603	5,494	5,540	5,072	4,910	31,930	31,053

The North America and Central & South America regions were combined to create the new Americas region as of January 1, 2025.

[a] External sales Europe, Middle East & Africa: thereof Germany €2,574 million (2024: €2,613 million).

2. General information

Evonik Industries AG is an international chemicals company headquartered in Germany. Its registered office is at Rellinghauser Strasse 1–11, 45128 Essen (Germany), and the company is registered in the commercial register at Essen District Court under HRB no. 19474. In view of the controlling influence of RAG-Stiftung, Essen (Germany), Evonik Industries AG, together with its subsidiaries, is included in the annual consolidated financial statements of RAG-Stiftung, which is the highest parent company, using the equity method. The consolidated financial statements of RAG-Stiftung and the consolidated financial statements of Evonik Industries AG are published in the companies' register.

3. Basis of preparation of the financial statements

3.1 Compliance with IFRS

As permitted by section 315e paragraph 1 of the German Commercial Code (HGB), the present consolidated financial statements of Evonik Industries AG and its subsidiaries (referred to jointly as Evonik or the Group) have been prepared on the basis of the International Financial Reporting Standards (IFRS), as adopted by the European Union (EU), and comply with these standards.

3.2 Presentation and accounting policies

The consolidated financial statements cover the period from January 1 to December 31, 2025 and are presented in euros. All amounts are stated in millions of euros (€ million) except where otherwise indicated. In some cases, rounding may mean that the figures in this report do not add up exactly to the totals stated, and percentages do not correlate exactly to the figures presented.

The consolidated financial statements are drawn up using uniform accounting policies. They have been prepared using the historical cost of acquisition and production principle, with the exception of certain items, which are presented at fair value.

The accounting policies applied are outlined in the respective notes.

Both the accounting policies and the items presented in the consolidated financial statements are, in principle, consistent from one period to the next. Deviations from this principle resulting from changes in accounting standards are outlined in note 3.4 p. 196 or in the relevant notes.

3.3 Estimation uncertainties and use of judgment

The preparation of the consolidated financial statements involves making **judgments** as well as the use of assumptions and estimates about the future. The subsequent circumstances may differ from these estimates. Adjustments to estimates are recognized prospectively in income as soon as better information is available. We regularly review our assumptions and estimates to check that they are still valid.

The decisions involving judgments about the application of accounting standards that have a material impact on the amounts recognized in the financial statements are as follows:

Material decisions involving judgment T79

Topic	Note	Use of judgment
Scope of consolidation	3.7	Determination of whether control is exercised, even if less than half of the voting rights are held
Assets held for sale and discontinued operations		Determination of when a non-current asset or a disposal group meets the criteria for classification as held for sale
Impairment testing	6.5	Identification and definition of cash-generating units, especially as there may be integrated structures comprising various, possibly cross-regional, production facilities and sites
Leases	9.2	Determination of whether it is reasonably certain that extension options will be exercised when determining lease terms
Financial instruments	9.4	Application of classification and derecognition criteria for financial liabilities

The assumptions and **estimation uncertainties** that may entail a considerable risk that a material adjustment of the carrying amounts of assets and liabilities could be necessary within the next fiscal year are as follows:

Material assumptions and estimation uncertainties T80

Topic	Notes	Assumptions and estimation uncertainties
Impairment testing	6.5	Material assumptions used in impairment testing to determine the recoverable amount of goodwill, other intangible assets, property, plant and equipment, and right-of-use assets
Provisions for pensions and other post-employment benefits	6.10	Definition of the material actuarial assumptions for the valuation of defined benefit obligations
Other provision and contingent liabilities	6.11 and 9.6	Material assumptions about the probability and extent of cash outflows resulting from utilization are made in the measurement and recognition of provisions and contingent liabilities
Financial instruments	9.4	Determination of the fair value of unlisted equity instruments based on material non-observable inputs

Climate-related impacts

Evonik's strategic focus on climate-neutral activities and sustainable production directly impacts key judgments and estimation uncertainties in the consolidated financial statements. These relate, in particular, to the following:

- **The transformation of production sites:** Climate-related decisions on production locations, for example, closures, investment in the replacement of equipment, or the switch to lower-emissions processes, influence investment planning and the measurement of future cash flows from property, plant and equipment (note 6.2 p. 211 f.), intangible assets (note 6.1 p. 209 f.), and leases (note 6.3 p. 213 f.).
- **Adjustment of the remaining useful life of assets:** Switching to more climate-friendly technologies can reduce the economic useful life of existing assets. This is taken into account in the measurement of property, plant and equipment (note 6.2 p. 211 f.) and intangible assets (note 6.1 p. 209 f.).
- **Impact on management remuneration:** Climate targets are part of the variable remuneration system for the management. The attainment of key sustainability indicators is reflected in the measurement of performance-related remuneration (note 9.3 p. 241 f.).

These climate-related factors are highly dynamic and have to be aligned continuously with the valuation models and assumptions.

3.4 Accounting standards to be applied for the first time

Accounting standards to be applied for the first time T81

Standard/Interpretation	Title of the standard/interpretation or amendment	Mandatory application as per IASB	Mandatory application as per EU
IAS 21	The Effects of Changes in Foreign Exchange Rates: Lack of Exchangeability (clarification of determination of the exchange rate in the event of long-term lack of exchangeability into another currency)	Jan. 1, 2025	Jan. 1, 2025

This accounting standard, which was applied for the first time, did not have any impact on the assets, financial position, and earnings or on the scope of the notes in fiscal 2025.

3.5 Restatement of prior-year figures

Restatement in the segment report

As of January 1, 2025, Evonik split parts of the **Infrastructure division** into cross-site technology and site-specific infrastructure activities. The infrastructure activities at the large sites in Marl and Wesseling in Germany remain in the Infrastructure division, along with the Oxeno business line (formerly Performance Intermediates). Further, smaller sites, which often only serve individual business lines, were allocated directly to the respective businesses and thus to the chemicals divisions. The cross-site technology activities are now managed in a newly established function within the enabling functions. The prior-year figures for the reporting segments have been restated accordingly.

Restatement of prior-year figures due to the reorganization of Infrastructure—2024 T82

in € million	Specialty Additives	Nutrition & Care	Smart Materials	Infrastructure	Enabling functions, other activities, consolidation
External sales	29	–	5	–168	134
Internal sales	182	133	13	–540	212
Total sales	211	133	18	–708	346
Adjusted EBITDA	35	15	6	–166	110
Adjusted EBIT	13	5	4	–97	75
Capital employed (annual average)	220	52	24	–358	62
Depreciation and amortization	–23	–10	–2	69	–34
Capital expenditures	26	16	2	–58	14

Effective April 1, 2025, Evonik aligned its **corporate structure** with the strategic development of the Group and introduced a considerably leaner management model. The previous 14 business lines, which were assigned to three divisions, are now bundled in two segments managed directly by individual members of the executive board. They are now managed in a more differentiated manner based on their business models and strategic roles. The new **Advanced Technologies segment** comprises technology- and efficiency-driven businesses, while the new **Custom Solutions segment** comprises solution- and innovation-driven businesses. This sharpens the strategy and allows a corresponding allocation of resources. The former division management level has been eliminated. The prior-year figures for the reporting segments have been restated accordingly.

Restatement of prior-year figures due to the new corporate structure—2024 T83

in € million	Specialty Additives	Nutrition & Care	Smart Materials	Advanced Technologies	Custom Solutions	Consolidation
External sales	–3,607	–3,764	–4,455	6,089	5,737	–
Internal sales	–187	–140	–54	88	143	150
Total sales	–3,794	–3,904	–4,509	6,177	5,880	150
Result from investments recognized at equity	–2	–	–7	7	2	–
Adjusted EBITDA	–779	–616	–607	1,023	978	1
Adjusted EBIT	–575	–382	–272	565	663	1
Capital employed (annual average)	–4,405	–3,912	–4,893	7,018	6,192	–
Depreciation and amortization	203	231	331	–458	–307	–
Impairment losses/ reversal of impairment losses pursuant to IAS 36	1	44	35	4	–84	–
Capital expenditures	–137	–299	–242	367	311	–
Financial investments	–	–3	–13	16	–	–

3.6 Accounting standards that are not yet mandatory

The International Accounting Standards Board (IASB) has issued further accounting standards (IFRS, IAS) and interpretations (IFRIC, SIC), which did not become mandatory in fiscal 2025 or have not yet been officially adopted by the European Union.

Accounting standards that are not yet mandatory T84

Standard/Interpretation	Title of the standard/interpretation or amendment	Mandatory application as per IASB	Mandatory application as per EU
Officially adopted by the EU			
IFRS 9 and IFRS 7	Amendments to the Classification and Measurement of Financial Instruments	Jan. 1, 2026	Jan. 1, 2026
IFRS 9 and IFRS 7	Amendments relating to contracts referencing nature-dependent electricity	Jan. 1, 2026	Jan. 1, 2026
Annual Improvements Volume 11	Amendments to IFRS 1 (hedge accounting by a first-time adopter), IFRS 7 (gain or loss on derecognition, disclosure of deferred difference between fair value and transaction price, credit risk disclosures), IFRS 9 (derecognition of lease liabilities, transaction price), IFRS 10 (determination of a 'de facto agent'), IAS 7 (cost method)	Jan. 1, 2026	Jan. 1, 2026
IFRS 18	Presentation and Disclosure in Financial Statements	Jan. 1, 2027	Jan. 1, 2027
Not yet officially adopted by the EU			
IAS 21	Amendments relating to Translation to a Hyperinflationary Presentation Currency	Jan. 1, 2027	–

IFRS 18 Presentation and Disclosure in Financial Statements will replace IAS 1 Presentation of Financial Statements. Its objective is to improve the comparability and relevance of financial information. IFRS 18 introduces the following material new requirements:

- In the future, it will be mandatory to classify all income and expenses in the income statement in the new categories operating, investing, and financing, and the unchanged categories income taxes and discontinued operations. New mandatory subtotals defined as operating profit or loss and profit or loss before financing and income taxes will be introduced. This will not have any effect on net income.
- Specific information on management-defined performance measures will have to be disclosed separately in a single note.
- Extended disclosures will be required on the grouping of information in the financial reports.
- In the cash flow statement, the operating profit/loss subtotal will be the mandatory starting point when calculating the cash flow from operating activities using the indirect method.

Evonik is still analyzing the impact of the new standard on the consolidated financial statements, especially the structure of the income statement, the impact of the grouping requirements, the cash flow statement, and the additional disclosures in the notes. The Evonik Group intends to apply this new standard from January 1, 2027.

The other new provisions are not expected to have a material impact on current or future reporting periods or on foreseeable future transactions but are also being monitored continuously.

3.7 Consolidation methods and scope of consolidation

Scope of consolidation

Alongside Evonik Industries AG, all material German and foreign **subsidiaries** and two specialized funds for the investment of liquidity, which are directly or indirectly controlled by Evonik, are fully consolidated in the consolidated financial statements. As a rule, Evonik exercises control through a majority of the voting rights. Evonik has power over the two specialized funds, LBBW AM-EVO, Essen (Germany) and Union Treasury 1, Essen (Germany), because Evonik has contractually agreed unconditional rights of dismissal. Consequently, the fund managers are deemed to be agents whose power over the fund is attributable to Evonik.

Joint operations are included in the consolidated financial statements on a pro rata basis.

Joint ventures and **associates** are generally recognized at equity.

Changes in the scope of consolidation are outlined in note 4.1 p. 201.

Consolidation methods

The **financial statements of the consolidated German and foreign subsidiaries and joint operations** are prepared using uniform accounting policies.

At the **acquisition date,** all recognizable assets and liabilities of an acquired subsidiary are recognized at their full fair value or, in the case of joint operations, their pro rata fair value. The consideration transferred for the acquired company, the non-controlling interests in the fair value of the net assets of the acquired company, and the fair value of any shares previously held are then offset against the fair value of the assets and liabilities acquired. Any remaining excess of the acquisition costs over the fair value of the net assets is recognized as goodwill; negative differences are included in the income statement as expense following a renewed examination of the fair value. The ancillary acquisition costs relating to a business combination are recognized in other operating expense in the income statement.

Changes in the ownership interest in a previously consolidated company that do not result in a loss of control are recognized directly in equity as a transaction between owners. Cash inflows and outflows relating to these transactions are presented in the cash flow from financing activities.

A company must be deconsolidated as of the **date on which control is lost.** The assets and liabilities of the company and the non-controlling interests are derecognized in the deconsolidation process. The ownership interests in the former consolidated company still held by Evonik are remeasured at fair value as of the date on which control is lost. All resulting gains and losses are recognized in the income statement as other operating income or other operating expense. In addition, amounts shown in equity under other equity components are also reclassified to the income statement, except where another accounting standard requires direct transfer to retained earnings.

Intragroup income and expenses, profits, losses, receivables, and liabilities between consolidated subsidiaries are fully eliminated. In the case of joint operations, elimination is pro rata.

The above consolidation principles also apply to **companies accounted for using the equity method.** In this case, any goodwill is recognized in the carrying amount of the investment. The financial statements of the investments recognized at equity are also prepared using uniform accounting policies.

3.8 Currency translation and financial reporting in hyperinflationary economies

The financial statements of Evonik Industries AG and its subsidiaries are generally prepared in their **functional currency.**

In the **separate financial statements** prepared by these companies, business transactions in foreign currencies are translated at the exchange rate on the date of initial recognition. Any gains or losses resulting from the valuation of monetary assets and liabilities in foreign currencies are recognized in other operating income, other operating expense, or other financial income/expense, as appropriate, at the closing rate on the reporting date.

In the **consolidated financial statements,** the assets and liabilities of all foreign **subsidiaries** are translated from their functional currency into euros at closing rates on the reporting date.

Assets and liabilities, including goodwill and adjustments to fair value resulting from the acquisition, are translated into euros at the closing rate on the reporting date.

Income and expense items are translated at the exchange rate on the transaction date, approximated by using the average exchange rate for the year. Translation differences compared to the prior year and translation differences between the income statement and balance sheet are recognized in other comprehensive income from currency translation in the statement of comprehensive income. They are only reclassified to the income statement, i.e., to profit or loss, when the foreign subsidiary is divested. The equity of foreign companies **recognized using the equity method** is translated in the same way.

In principle, **exchange rates** are determined on the basis of the ECB reference rates. For disclosures on the exchange rates of our material currency pairs, please refer to the table "Hedging of currency risk" in note 9.4.3 **p. 249 ff.**

The historical cost approach pursuant to IAS 29 Financial Reporting in Hyperinflationary Economies is applied to the **financial statements of foreign subsidiaries in hyperinflationary economies.** This requires the financial statements of subsidiaries whose functional currency is the currency of a hyperinflationary economy to be restated before they are included in the consolidated financial statements. The operations of these subsidiaries are no longer presented on the basis of historical cost of production or acquisition; instead, they are presented using the monetary unit current as of the reporting date. For this purpose, the carrying amounts of non-monetary assets and liabilities are converted to the monetary unit current as of the reporting date using an index. Further specific adjustments relate to equity, the statement of comprehensive income, income taxes, deferred taxes, and the cash flow statement. Restatement of monetary assets and liabilities is not necessary because they are already expressed in the monetary unit current as of the reporting date.

The functional currency of the following subsidiaries is a currency of a hyperinflationary economy:

Companies with a hyperinflationary currency T85

Company name	Registered office	Applied since
Evonik Argentina S.A.	Buenos Aires (Argentina)	July 1, 2018
Evonik Metilatos S.A.	Rosario (Argentina)	July 1, 2018
Novachem S.A.U.[a]	Buenos Aires (Argentina)	June 30, 2023
Egesil Kimya Sanayi ve Ticaret A.S.	Istanbul (Turkey)	June 30, 2022
Evonik Ticaret Ltd. Sirketi	Tuzla/Istanbul (Turkey)	June 30, 2022

[a] Initial consolidation at the date of acquisition.

The inflation rate for the Argentinian companies is derived from the consumer price index published by the National Institute of Statistics and Censuses of the Argentine Republic (INDEC), which is updated monthly. The inflation rate for the Turkish companies is determined on the basis of the cumulative consumer goods index of the Turkish Statistical Institute (Turkstat).

Effects of accounting for hyperinflationary economies T86

	Consumer price index			Effect of net monetary items (miscellaneous financial income and expenses)	
in € million	2024	**2025**	Change in %	2024	**2025**
Argentina	7,694.00	10,121.40	31.55	12	–1
Turkey	2,685.00	3,514.00	31.00	3	–8
Total	**–**	**–**	**–**	**15**	**–9**

4. Changes in the Evonik Group

4.1 Scope of consolidation

Changes in the scope of consolidation T87

No. of companies	Germany	Other countries	Total
Evonik Industries AG and consolidated subsidiaries			
As of December 31, 2024	**24**	**104**	**128**
Other companies consolidated for the first time	2	1	3
Divestments	–	–2	–2
Intragroup mergers	–3	–1	–4
Other companies deconsolidated	–	–2	–2
As of December 31, 2025	**23**	**100**	**123**
Joint operations			
As of December 31, 2024	**1**	**2**	**3**
As of December 31, 2025	**1**	**2**	**3**
Investments recognized at equity			
As of December 31, 2024	**4**	**5**	**9**
As of December 31, 2025	**4**	**5**	**9**
Total	**28**	**107**	**135**

An overview of all companies included in the consolidated financial statements and full details of the shareholdings in accordance with section 313 paragraph 2 of the German Commercial Code (HGB) can be found in the list of shareholdings, which is formally part of these notes. The list of shareholdings is published with the consolidated annual financial statements in the companies' register and can be viewed on Evonik's website. **www.evonik.finance/list-of-shareholdings**

4.2 Divestments

Small divestments in the reporting period impacted the balance sheet as follows:

Assets and liabilities disposed of through divestments T88

in € million	
Non-current assets	7
Current assets	14
thereof cash and cash equivalents	4
Total assets	**21**
Current liabilities	4
Total liabilities	**4**
Net assets	**17**

The result from the deconsolidation of subsidiaries was –€7 million (2024: –€12 million). It is recognized in other operating expense (adjustments) and other operating income.

5. Notes to the income statement

5.1 Sales

Revenue is normally recognized when the distinct performance obligations set out in a contract or bundle of contracts are satisfied. The amount of revenue recognized is the transaction price allocated to these performance obligations.

If a contract with a customer has enforceable commercial substance and identifiable rights with respect to the products and services to be transferred, the payment terms are known, and collection of the consideration is probable, it falls **within the scope of IFRS 15** Revenue from Contracts with Customers. **Contracts entered into with the same customer are combined** for accounting purposes if they are concluded close together and are commercially linked. Exchange-type transactions (exchange of similar products) with competitors to overcome bottlenecks or reduce transportation costs are explicitly outside the scope of IFRS 15 and therefore do not result in revenue recognition.

A **performance obligation is distinct** if the products or services contained in the contract can be identified individually, and the customer can benefit from the goods or services at any time and separate them from other products and services in the same contract. Freight services relating to product deliveries are distinct performance obligations if the freight service takes place after the transfer of control of the products to the customer.

The **transaction price** is the consideration expected to be received from the customer for transfer of the products or performance of the service. It contains both fixed and variable components. When determining the transaction price, volume-based rebates and bonuses are included at their expected value. This regularly results in an adjustment of the transaction price based on the estimate of the annual volumes for the rebates and bonus payments. If the price includes a significant financing component as a result of long-term prepayments by the customer, the transaction price is increased, and the financing component results in the recognition of financing expenses.

If there are several performance obligations, the **transaction price** (including possible price discounts) is **allocated** among the individual performance obligations based on the relative stand-alone selling price. If stand-alone selling prices cannot be determined from an observable market price, appropriate estimates are used. For freight services that comprise a distinct performance obligation within the context of product deliveries, part of the transaction price specified in the agreement on the delivery of the product must be allocated to the freight service.

The criteria for **satisfaction of a performance obligation** are differentiated as follows: The Evonik Group recognizes **revenue from product deliveries** at the point in time when the customer obtains control of the product. For this purpose, the provisions of the General Business Conditions and any individual contractual arrangements must be taken into account; these include the Incoterms©. The Evonik Group recognizes **revenue for services** over time if the customer receives the benefits during the provision of the service. The level of revenue to be recognized is determined from the stage of fulfillment based on the work already performed relative to the overall service. The stage of fulfillment is determined using both input- and output-based methods. A contract liability for non-current prepayments by customers for holding or building up customer-specific production capacity is recognized as revenue on a straight-line basis over the contractually agreed performance period.

Sales totaled €14,069 million (2024: €15,157 million). In all segments, they consisted principally of revenue from the sale of products and services. Revenue from the sale of products amounted to €13,332 million (2024: €14,474 million), and revenue from the sale of services totaled €709 million (2024: €661 million).

All segments generated sales revenues from the **sale of products.** Revenue was generally recognized at a point in time. All segments sold products on the basis of multi-year master agreements with an annual adjustment in volumes and prices. There were also agreements with customers on the provision of fixed capacities. In these cases, volumes and prices were also regularly renegotiated. Further, the Evonik Group delivered to some of its customers on the basis of short-term orders. In individual cases, Evonik had agreements with customers on legally enforceable minimum take-off amounts. The underlying prices were often variable, in other words, based on commodity prices or indexed to energy prices, and were only fixed at the time of delivery or transfer of control. In addition, there were volume-based rebates and bonuses that were normally agreed annually. In some cases, customers made long-term prepayments for keeping or building up customer-specific production capacity. These were recognized as contract liabilities from contracts with customers and

released to revenue on a straight-line basis over the performance period. The Evonik Group's Infrastructure segment supplied energy (for example, steam, water, electricity, gas) to customers on the basis of site agreements, which were generally concluded for the long term. The supply of energy to the customer's place of consumption normally included transportation from the generating facility to the place of consumption. Order volumes were determined by the customer. Prices comprised components for the work performed and for services. Sales revenues were recognized on the basis of actual consumption. Billing was on delivery, at least monthly. Payment terms were normally short-term, i.e., between 30 and 60 days.

Services were mainly provided by the Infrastructure segment, which offered a variety of services for the two chemicals segments and for external customers at our sites. Technical services and logistics services were generally recognized at a point in time. Revenue recognition over time mainly related to services in connection with site management, utilities, waste management, process technology, and engineering. To a small extent, services were also provided by the chemicals segments (for example, toll manufacturing of certain chemical products). Revenue was generally recognized at a point in time. It mainly related to the Custom Solutions segment.

Sales outside the scope of IFRS 15 comprised the results of currency hedging of forecast sales in foreign currencies, which were included in hedge accounting and reclassified from other equity components to sales when the sales revenues were recognized, and revenues from operating leases.

Sales by segments and regions 2025 T89

in € million	Europe, Middle East & Africa	Americas	Asia-Pacific	**Total Group**
Advanced Technologies	2,169	2,106	1,698	5,973
Custom Solutions	2,274	1,916	1,302	5,492
Infrastructure	2,203	66	180	2,449
Enabling functions, other activities	91	31	33	155
Total Group	**6,737**	**4,119**	**3,213**	**14,069**
thereof sales outside the scope of IFRS 15	13	19	12	44

Sales by segments and regions 2024 T90

in € million	Europe, Middle East & Africa	Americas	Asia-Pacific	**Total Group**
Advanced Technologies	2,197	2,186	1,706	6,089
Custom Solutions	2,394	2,007	1,336	5,737
Infrastructure	2,631	277	238	3,146
Enabling functions, other activities	95	46	44	185
Total Group	**7,317**	**4,516**	**3,324**	**15,157**
thereof sales outside the scope of IFRS 15	13	9	9	31

Prior-year figures restated.

Sales from **performance obligations satisfied in prior periods** mainly comprised rebate and bonus agreements amounting to €19 million (2024: €6 million), where the liabilities recognized in previous years did not match the final invoice in the reporting period.

Firmly agreed performance obligations that had not been satisfied in full as of the reporting date are expected to result in revenue recognition in subsequent years. The transaction price of the unsatisfied performance obligations was based on the volumes and services contractually agreed with the customer as of the reporting date for which the customer has a take-off obligation and Evonik has a performance obligation. Variable transaction price elements were included in future sales on the basis of an estimate based on the present price. Evonik applies the practical expedient set out in IFRS 15.121 and does not disclose the outstanding performance obligations for contracts with an originally expected term of no more than one year. The total amount of the transaction price relating to unsatisfied performance obligations is €1.7 billion (2024: €2.9 billion). The company will release the corresponding revenues over the duration of the long-term contracts on the basis of the amounts actually delivered. The resulting performance obligations will probably be satisfied primarily within the next four years (2024: four years) and almost entirely within the next nine years (2024: seven years).

Further information on contract assets from contracts with customers can be found in note 6.8 p. 218 f., while further information on contract liabilities from contracts with customers can be found in note 6.13 p. 229.

5.2 Function costs

In the cost-of-sales method, function costs for the relevant functional areas are derived from cost accounting. Evonik distinguishes between the following functional areas: cost of sales, selling expenses, research and development expenses, and general administrative expenses. In addition to all directly attributable costs such as material expenses, personnel expenses, energy costs, and depreciation and amortization, the **cost of sales** includes overheads that can be attributed to the production process and impairment losses/reversals of impairment losses on inventories. **Selling expenses** mainly comprise marketing, logistics, and packaging expenses and materials management costs. **Research and development expenses** contain the cost of all research and development activities in the chemicals segments and at the strategic research unit, Creavis. **Administrative expenses** contain costs for the management of business entities, management boards, the executive board, and the supervisory board. They also include support function expenses.

Operating expenses that cannot be allocated to the functional areas are recognized as other operating expense.

The amounts recognized in function costs for restructuring measures, gains/losses from the disposal of assets, impairment losses/reversal of impairment losses pursuant to IFRS 36 Impairment of Assets and IFRS 5 Non-current Assets Held For Sale and Discontinued Operations and the amounts included in other operating income are explained in note 5.5 p. 206 f. The segmentation of impairment losses and reversals of impairment losses pursuant to IAS 36 and additional disclosures are presented in note 6.5 p. 215 ff.

5.3 Other operating income/expense

Other operating income is all income that, by nature, is not attributable to either sales or the financial result. Government grants related to income are normally accrued in other liabilities and released to other operating income in the periods in which the expenses that the grants are intended to compensate for are incurred. **Other operating expense** is all expense that cannot be allocated meaningfully to either a function cost type or the financial result.

Other operating income/expense T91

	Other operating income		Other operating expense	
in € million	2024	**2025**	2024	**2025**
Restructuring measures[a]	–	2	–	–
Reversal of/additions to other provisions[a]	30	59	–42	–31
Recultivation and environmental protection measures	14	1	–30	–23
Disposal of assets[a]	19	24	–58	–43
Impairment losses/reversal of impairment losses pursuant to IAS 36	–	–	–3	–22
Impairment losses/reversal of impairment losses pursuant to IFRS 9 (net presentation)[b]	–	–	–5	–2
Currency translation of operating monetary assets and liabilities (net presentation)[b]	–	–	–26	–21
Operational currency hedging (net presentation)[b]	–	5	–10	–
Other derivatives	10	3	–12	–12
Non-core businesses	50	45	–	–
Government grants	36	44	–	–
Business insurance[a]	24	34	–40	–4
REACH regulation	3	1	–14	–8
Non-capitalizable expenses in connection with the expansion of facilities	–	–	–	–41
Carve-out of SYNEQT GmbH	–	–	–1	–11
Other	85	75	–119	–127
Other operating income/expense	**271**	**293**	**–360**	**–345**

Prior-year figures restated.

[a] Excluding amounts disclosed in the function costs.
[b] The gross income and expense from operational currency hedging, currency translation of operating monetary assets and liabilities, and impairment losses/reversal of impairment losses pursuant to IFRS 9 are netted. The corresponding net amounts are recognized in other operating income or other operating expense as appropriate.

The amounts recognized in other operating income and expense for restructuring measures, gains/losses from the disposal of assets, and impairment losses/reversal of impairment losses pursuant to IAS 36, and the amounts recognized in the function costs are explained in note 5.5 p. 206 f. The segmentation of impairment losses and reversals of impairment losses pursuant to IAS 36 and additional disclosures are presented in note 6.5 p. 215 ff.

In 2025, as in the previous year, **impairments/reversal of impairments for expected credit losses pursuant to IFRS 9** Financial Instruments comprised net expense relating entirely to trade accounts receivable.

The net expense from the **currency translation of operating monetary assets** and **operational currency hedging** mainly comprised balance sheet items recognized in foreign currencies that arose in the course of the operating business, where the currency risk was hedged using the portfolio approach; see note 9.4.4 p. 253 ff.

The income and expense relating to **other derivatives** comprised the fair value measurement of commodity price derivatives that were not designated as cash flow hedges, especially for electricity and gas; see note 9.4.3 p. 249 ff.

The **government grants** mainly related to projects pursuant to IAS 20 in connection with the energy transition.

As well as income from the recognition of claims on insurance companies, **business insurance** included income from the payment of premiums by insurance companies to Evonik's internal reinsurance company, Evonik Re S.A., Luxembourg, and expenses of Evonik Re for insurance obligations to insurance companies. The expenses for business insurance included premiums paid by Evonik Re for stop-loss insurance. Claims under the stop-loss insurance were offset against Evonik Re's expense for obligations to insurers. By contrast, expenses for premiums paid by the Evonik Group to insurers were not recognized in other operating expense; they were recognized in the function costs.

The **other income** contained €4 million (2024: €4 million) relating to value-added tax on fringe benefits for employees refunded in the payroll accounting process, €5 million (2024: €1 million) for adjustments to provisions for employees' time accounts, and, as in the prior year, the release of €3 million of the day one gain from power purchase agreements; see note 9.4.1 p. 244 ff. Further, the other income contained a large number of very different items managed on a decentralized basis, where the individual amounts are immaterial for the Evonik Group.

The **other expense** contained expenses totaling €5 million (2024: €11 million) in connection with the planned sale of the Oxeno business line, and, as in 2024, the sale of the Superabsorbents business. In 2024, this item also contained expenses of €3 million in connection with the acquisition of PeroxyChem and Porocel. The other expense also included other taxes of €12 million (2024: €11 million) and costs of €6 million (2024: €9 million) relating to payroll accounting in connection with fringe benefits for employees. In addition, this item contained a large number of different transactions and individual projects that are reflected, in particular, in the cost types outsourcing, commission payments, and legal and consultancy fees.

5.4 Result from investments recognized at equity

Result from investments recognized at equity T92

in € million	2024	2025
Income from measurement at equity	21	14
Result from investments recognized at equity	**21**	**14**

5.5 Income before financial result and income taxes (EBIT)

Income before financial result and income taxes (EBIT) contained restructuring measures, gains/losses from the disposal of assets, and impairment losses/reversal of impairment losses pursuant to IAS 36 and IFRS 5, which were divided among the following line items in the income statement:

Additional information on income before financial result and income taxes in 2025 T93

in € million	Cost of sales	Selling expenses	Research and development expenses	Administrative expenses	Other operating income	Other operating expense	Total
Restructuring measures	8	3	3	–4	2	–	12
Result from the disposal of assets	–1	–	–	–	24	–43	–20
Impairment losses/reversal of impairment losses pursuant to IAS 36	–191	–	–	–	–	–22	–213
Impairment losses/reversal of impairment losses pursuant to IFRS 5	–	–	–	–	–	–	–

Additional information on income before financial result and income taxes in 2024 T94

in € million	Cost of sales	Selling expenses	Research and development expenses	Administrative expenses	Other operating income	Other operating expense	Total
Restructuring measures	–73	–12	–12	–228	–	–	–325
Result from the disposal of assets	–	–	–	–	19	–58	–39
Impairment losses/reversal of impairment losses pursuant to IAS 36	–75	–	–	–	–	–3	–78
Impairment losses/reversal of impairment losses pursuant to IFRS 5	–8	–	–	–	–	–	–8

The **restructuring measures** in the reporting period contained income from the reversal of provisions for a project for the focusing of active ingredient production in the Custom Solutions segment and, in the Advanced Technologies segment, income recognized in the cost of sales for an optimization project and expenses for a project to optimize integrated production. In addition, the administrative expenses contained expenses for an internal project to optimize administrative structures. In the previous year, the restructuring measures contained expenses recognized in the cost of sales for a project in the Custom Solutions segment for the focusing of active ingredient production and for projects to optimize production in the Advanced Technologies segment. In addition, expenses contained in administrative expenses for an internal program to optimize administrative structures were offset by income from the reversal of restructuring provisions for optimization projects in this area, most of which had largely been completed.

Disposal of assets T95

	Gains		Losses	
in € million	2024	2025	2024	2025
Intangible assets	4	–	–	–
Property, plant and equipment	8	11	–24	–20
Right-of-use assets	1	–	–1	–1
Investments and businesses	6	13	–16	–13
Trade accounts receivable	–	–	–17	–10
Total	**19**	**24**	**–58**	**–44**

The losses from the **disposal of property, plant and equipment** were mainly due to the discontinuation of projects in the Advanced Technologies segment. This segment recorded gains from the sale of plant components containing precious metals.

The gains from the **disposal of investments and businesses** mainly comprised effects from the sale of some of the shares in an investment recognized at equity and the divestment of an Asian company. The losses were principally due to the divestment of a European company. In the previous year, the gains mainly comprised valuation effects in connection with the transitional consolidation of a company previously recognized at equity, while the losses mainly related to the sale of the Superabsorbents business.

Note 6.5 p. 215 ff. contains details of segmentation and additional information on the **impairment losses/reversal of impairment losses determined in accordance with IAS 36.**

In the previous year, the **impairment losses pursuant to IFRS 5** related to the sale of the Superabsorbents business.

5.6 Financial result

Financial result T96

in € million	2024	2025
Income from securities and loans	31	22
Interest and similar income from derivatives	3	9
Interest income from other provisions[a]	17	21
Other interest-type income	20	30
Interest income	**71**	**82**
Interest expense on financial liabilities	–47	–70
Interest and similar expenses for derivatives	–22	–15
Interest expense for other provisions[a]	–29	–24
Net interest expense for pensions	–64	–58
Interest expense for leases	–31	–32
Other interest-type expense	–19	–19
Interest expense	**–212**	**–218**
Result from currency translation of financing-related assets and liabilities	11	–70
Result from financing-related currency hedging	–27	49
Miscellaneous financial income and expenses	14	1
Other financial income/expense	**–2**	**–20**
Financial result	**–143**	**–156**

[a] These items contain income/expense from the unwinding of discounting and from changes in interest rates for other provisions.

The **interest income from loans** and the **interest expense on financial liabilities** are recognized on a pro rata temporis basis using the effective interest method.

The **other interest-type income** contained €10 million (2024: €13 million) relating to taxes in connection with income from plan assets and income from the reversal of provisions for interest on income taxes.

Interest and similar expenses for derivatives and the corresponding income item comprised accrued and realized interest from cross-currency interest rate swaps used for currency hedging of an intragroup loan.

The **result from currency translation of financing-related assets and liabilities** included in other financial income/expense mainly resulted from the exchange rate risk of current intragroup financing transactions (cash pooling) denominated in foreign currencies and from cash and cash equivalents in foreign currencies as these balance sheet items are not included in hedge accounting. The effects of the associated currency hedging were recognized in **income from financing-related currency hedging;** see note 9.4.4 **p. 253 ff.**

The **miscellaneous financial income and expenses** mainly comprised expenses of €9 million (2024: income of €15 million) in connection with accounting for hyperinflation; see note 3.8 **p. 199 f.** This item also included the result from other investments and measurement effects relating to the investment funds used for venture capital investments.

5.7 Income taxes

Income taxes shown in the income statement T97

in € million	2024	2025
Other income taxes	199	135
thereof relating to other periods	–8	–31
Deferred taxes	–5	10
thereof relating to temporary differences	–14	38
thereof relating to loss carryforwards and tax credits	10	–28
thereof from changes in tax rates and tax legislation	–1	–
Income taxes	**194**	**145**

The **tax reconciliation** shows the development of expected income taxes relative to the effective income taxes stated in the income statement. The expected income taxes were calculated on the basis of an overall tax rate of 32 percent in Germany. This comprises German corporation tax of 15 percent, a solidarity surcharge of 5.5 percent, and an average trade tax rate of around 16 percent. The effective income taxes include other income taxes and deferred taxes.

Tax reconciliation T98

in € million	2024		2025	
Income before income taxes, continuing operations	**434**		**422**	
Expected income taxes based on domestic tax rate	**139**	**32.0%**	**135**	**32.0%**
Different local/foreign tax charges	–45		–47	
Average nominal group taxation	**94**	**21.7%**	**88**	**20.9%**
Changes in the valuation of deferred taxes	8		41	
Losses without the establishment of deferred taxes	77		63	
Utilization of loss carryforwards	–8		–5	
Changes in tax rates and tax legislation	–1		–	
Non-deductible expenses	26		15	
Tax-free income	–18		–38	
Result from investments recognized at equity	–3		–5	
Other	19		–14	
Effective income taxes (current income taxes and deferred taxes)	**194**	**44.7%**	**145**	**34.4%**

The introduction of the global minimum tax of 15 percent in 2024 led to a tax charge of €14 million in 2025 (2024: €8 million). This is contained in "Different local/foreign tax charges." The changes in the valuation of deferred taxes mainly comprised the revaluation of the deferred taxes previously recognized for loss carryforwards. "Other" contained, among other things, other income taxes totaling –€31 million (2024: –€8 million) relating to other periods, deferred income taxes totaling –€8 million (2024: €5 million) relating to other periods, non-deductible withholding taxes, and foreign taxes.

5.8 Earnings per share

Earnings per share, as shown in the income statement, are calculated by dividing net income by the weighted average number of shares issued, i.e., 466,000,000 shares. Net income comprises the total earnings for the year less non-controlling interests, including the earnings of discontinued operations. Earnings per share could be diluted by potential ordinary shares. Since there were no potential ordinary shares in either 2024 or 2025, diluted earnings per share were identical to basic earnings per share.

Earnings per share T99

			Earnings per share in € (basic and diluted)	
in € million	2024	**2025**	2024	**2025**
Income after taxes, continuing operations	240	277	0.52	0.59
Income after taxes, discontinued operations	–	–	–	–
Less income after taxes attributable to non-controlling interests	–18	–12	–0.04	–0.02
Income after taxes attributable to shareholders of Evonik Industries AG (net income)	**222**	**265**	**0.48**	**0.57**

6. Notes to the balance sheet

6.1 Intangible assets

Intangible assets are capitalized at acquisition or production cost and amortized using the straight-line method if their useful life is finite. An impairment test is conducted on assets with a finite useful life if there are indications of possible impairment and at least once a year on goodwill. Amortization and impairment losses are recognized in the costs of the function that benefits from the use of the asset.

The estimated useful life of **franchises, trademarks, and licenses** is between five and 25 years.

Development costs are capitalized if they can be clearly assigned to a newly developed product or process that is technically feasible and designated for captive use or commercialization. They are amortized over their estimated useful life of between three and 15 years using the straight-line method.

The **other intangible assets** mainly comprise acquired customer relationships. Their useful life is estimated on the basis of contractual data and experience and is generally between five and 20 years. Amortization also takes account of the probability of continuance of the customer relationship in the form of a churn rate.

Change in intangible assets

T100

in € million	Goodwill	Other intangible assets				Total goodwill and other intangible assets
		Franchises, trademarks, and licenses	Capitalized development costs	Miscellaneous other intangible assets	Total	
Cost of acquisition/production						
As of January 1, 2024	**4,947**	**1,454**	**26**	**1,099**	**2,579**	**7,526**
Currency translation	158	2	–	53	55	213
Additions from business combinations	5	1	–	–	1	6
Other additions	–	2	–	2	4	4
Disposal	–1	–5	–2	–1	–8	–9
Reclassification	–30	1	–	38	39	9
As of December 31, 2024	**5,079**	**1,455**	**24**	**1,191**	**2,670**	**7,749**
Currency translation	–307	–8	–	–104	–112	–419
Other additions	–	4	–	–	4	4
Disposal	–3	–136	–	–2	–138	–141
Reclassification	–	5	–	–3	2	2
As of December 31, 2025	**4,769**	**1,320**	**24**	**1,082**	**2,426**	**7,195**
Amortization and impairment losses						
As of January 1, 2024	**366**	**1,099**	**11**	**525**	**1,635**	**2,001**
Currency translation	6	3	–	25	28	34
Amortization	–	67	2	70	139	139
Impairment losses	–	12	–	2	14	14
Disposal	–	–5	–2	–1	–8	–8
Reclassification	–	–2	–	–	–2	–2
As of December 31, 2024	**372**	**1,174**	**11**	**621**	**1,806**	**2,178**
Currency translation	–14	–7	–	–54	–61	–75
Amortization	–	59	2	69	130	130
Impairment losses	–	2	–	–	2	2
Disposal	–	–136	–	–2	–138	–138
Reclassification	–	1	–	–	1	1
As of December 31, 2025	**358**	**1,093**	**13**	**634**	**1,740**	**2,098**
Carrying amounts as of December 31, 2024	**4,707**	**281**	**13**	**570**	**864**	**5,571**
Carrying amounts as of December 31, 2025	**4,411**	**227**	**11**	**448**	**686**	**5,097**

As in the previous year, there were no intangible assets on the reporting date to which title was restricted.

6.2 Property, plant and equipment

Property, plant and equipment are carried at acquisition or production cost and depreciated over their useful life. If there are indications of a possible impairment, an impairment test is conducted.

The **cost of acquisition** includes expenses directly attributable to the acquisition. The cost of production comprises all direct costs, plus the systematically allocable material costs and manufacturing overheads. Costs relating to obligations to dismantle or remove property, plant and equipment at the end of their useful life are also included in the cost of acquisition or production. Acquisition and production costs may also include transfers from gains and losses on cash flow hedges entered into to hedge foreign currency exposures in connection with the purchase of plants that were recognized in other comprehensive income in the statement of comprehensive income until they were reclassified to property, plant and equipment. Borrowing costs that can be allocated directly to the acquisition, construction, or production of a qualifying asset (necessary timescale: more than one year) are included in the cost of acquisition or production. Government grants for the purchase or construction of property, plant and equipment reduce the cost of acquisition or production of such assets. They are reflected in the income statement over the useful life of the assets through lower depreciation.

Property, plant and equipment are **depreciated** using the straight-line method over the expected useful life of the assets. This is between five and 50 years for buildings, between two and 25 years for plant and machinery, and between three and 25 years for other plant, office furniture, and equipment.

Gains and losses on disposal are recognized in profit or loss via other operating income or expense.

Change in property, plant and equipment T101

in € million	Land, land rights, and buildings	Plant and machinery	Other plant, office furniture, and equipment	Advance payments and construction in progress	Total
Cost of acquisition/production					
As of January 1, 2024	**3,738**	**14,198**	**1,040**	**966**	**19,942**
Currency translation	55	196	7	26	284
Additions from business combinations	14	21	1	–	36
Other additions	28	241	30	513	812
Disposal	–33	–329	–39	–20	–421
Reclassification	59	432	4	–496	–1
As of December 31, 2024	**3,861**	**14,759**	**1,043**	**989**	**20,652**
Currency translation	–170	–535	–25	–65	–795
Additions from business combinations	–	–	1	–	1
Other additions	32	187	23	526	768
Disposal	–38	–374	–80	–14	–506
Reclassification	93	231	13	–318	19
As of December 31, 2025	**3,778**	**14,268**	**975**	**1,118**	**20,139**

Change in property, plant and equipment (continuation) T101

in € million	Land, land rights, and buildings	Plant and machinery	Other plant, office furniture, and equipment	Advance payments and construction in progress	**Total**
Depreciation and impairment losses					
As of January 1, 2024	**2,021**	**10,691**	**881**	**55**	**13,648**
Currency translation	19	137	5	3	164
Additions from business combinations	2	6	–	–	8
Depreciation	98	564	52	–	714
Impairment losses	6	68	2	10	86
Reversal of impairment losses	–4	–17	–	–	–21
Disposal	–29	–328	–38	–2	–397
Reclassification	1	19	–7	–13	–
As of December 31, 2024	**2,114**	**11,140**	**895**	**53**	**14,202**
Currency translation	–84	–393	–19	–2	–498
Depreciation	99	528	47	–	674
Impairment losses	19	177	3	18	217
Reversal of impairment losses	–4	–8	–	–	–12
Disposal	–34	–363	–79	–1	–477
Reclassification	1	30	–	–4	27
As of December 31, 2025	**2,111**	**11,111**	**847**	**64**	**14,133**
Carrying amounts as of December 31, 2024	**1,747**	**3,619**	**148**	**936**	**6,450**
Carrying amounts as of December 31, 2025	**1,667**	**3,157**	**128**	**1,054**	**6,006**

The carrying amount of property, plant and equipment used as **collateral for liabilities of Evonik** was €22 million (2024: €23 million).

6.3 Right-of-use assets

Right-of-use assets are normally recognized at the amount of the lease liability and depreciated. If there are indications of a possible impairment, an impairment test is conducted.

Right-of-use assets are depreciated using the straight-line method, usually over the expected lease term of the right-of-use asset. This is primarily between two and 99 years for right-of-use assets for land, land rights, and buildings, between five and 50 years for right-of-use assets for plant and machinery, and between two and 20 years for right-of-use assets for other plant, office furniture, and equipment.

The right-of-use assets for plant and machinery mainly relate to power plants and storage tanks. The right-of-use assets for other plant, office furniture, and equipment mainly relate to rail wagons and transport containers, ships, and motor vehicles.

Development of right-of-use assets T102

in € million	Land, land rights, and buildings	Plant and machinery	Other plant, office furniture, and equipment	Total
Cost of acquisition/production				
As of January 1, 2024	**423**	**771**	**274**	**1,468**
Currency translation	7	3	6	16
Additions from business combinations	3	–	–	3
Other additions	38	32	96	166
Disposal	–21	–1	–65	–87
Reclassification	–	–	1	1
As of December 31, 2024	**450**	**805**	**312**	**1,567**
Currency translation	–6	–8	–14	–28
Other additions	24	59	77	160
Disposal	–23	–7	–43	–73
Reclassification	–	2	–2	–
As of December 31, 2025	**445**	**851**	**330**	**1,626**

Development of right-of-use assets (continuation) T102

in € million	Land, land rights, and buildings	Plant and machinery	Other plant, office furniture, and equipment	**Total**
Depreciation and impairment losses				
As of January 1, 2024	**133**	**204**	**166**	**503**
Currency translation	3	2	4	9
Depreciation	43	73	59	175
Impairment losses	1	–	–	1
Disposal	–7	–1	–60	–68
As of December 31, 2024	**173**	**278**	**169**	**620**
Currency translation	1	–3	–8	–10
Depreciation	39	77	70	186
Disposal	–15	–5	–42	–62
As of December 31, 2025	**198**	**347**	**189**	**734**
Carrying amounts as of December 31, 2024	**277**	**527**	**143**	**947**
Carrying amounts as of December 31, 2025	**247**	**504**	**141**	**892**

Further information on right-of-use assets and leasing can be found in note 9.2 **p. 239 f.**

6.4 Investments recognized at equity

Shares in associates and joint ventures are generally recognized using the equity method. They are **initially measured** at cost of acquisition, including all directly allocable ancillary costs. If there are indications of a possible impairment, an impairment test is conducted. In **subsequent periods,** the Group's share of the total earnings of the investment are presented until the significant influence or joint management ends.

Investments recognized at equity T103

in € million	Dec. 31, 2024	Dec. 31, 2025
Carrying amount of individually non-material associates	18	21
Carrying amount of individually non-material joint ventures	31	24
Investments recognized at equity	**49**	**45**

The condensed financial data for the investments recognized at equity that are classified individually as non-material for Evonik, based on Evonik's interest, were as follows:

Condensed financial data for individually non-material investments recognized at equity T104

	Associates		Joint ventures	
in € million	2024	2025	2024	2025
Income after taxes, continuing operations	13	11	8	3
Total comprehensive income	**13**	**11**	**8**	**3**

In addition, there was other comprehensive income of –€2 million (2024: none) from currency translation of the carrying amount of investments recognized at equity. This was mainly attributable to joint ventures.

6.5 Impairment test pursuant to IAS 36

If there are indications of possible impairment, an **impairment test** is conducted on intangible assets, property, plant and equipment, right-of-use assets, investments recognized at equity, and certain other non-financial assets in accordance with IAS 36. Goodwill is tested for impairment at least once a year.

The **recoverable amount** of the cash-generating unit (CGU)/group of CGUs is compared with its carrying amount. The recoverable amount is determined as the higher of the fair value less costs of disposal and the value in use of the CGU/group of CGUs. An impairment loss is recognized if the recoverable amount is below the carrying amount. The impairment loss is reversed—except in the case of goodwill—if the reason for the original impairment loss no longer applies.

The impairment test on **intangible assets (except goodwill), property, plant and equipment, and right-of-use assets** is conducted for a CGU. The identification of CGUs involves making judgments, especially as there could possibly be various cross-regional integrated production facilities and sites. The recoverable amount is generally determined as the value in use of the CGU using a valuation model based on the present value of future cash flows from the CGU. This model is based on the remaining useful life of the assets in the CGU to be tested. A specific cost of capital is used for each CGU.

The impairment test on **goodwill** is conducted for a group of CGUs, which corresponds to the segment. The recoverable amount is determined from the fair value less costs of disposal of the relevant segment. The fair value less costs of disposal is determined as the present value of future cash flows using a valuation model and thus on the basis of non-observable inputs (level 3 of the fair value hierarchy defined in IFRS 13). This model is based on the three-year mid-term plan, supplemented by two transitional years and a terminal growth rate. The specific growth rates for the individual segments and the terminal growth rates are derived from experience and future expectations. The future cash flows are discounted using the segment-specific weighted average cost of capital (WACC). The weighted average cost of capital is determined for each segment on the basis of a capital asset pricing model and is the weighted average cost of debt and equity.

The **impairment test on goodwill** involves assumptions and estimates that may be subject to change and could result in impairment losses in the future. The material estimates include the determination of future cash flows, which are derived from the assumptions on the development of sales and adjusted EBITDA made in the corporate planning. Other key parameters are the terminal growth rate and the weighted average cost of capital after taxes. The main assumptions underlying the corporate planning include the development of sales and adjusted EBITDA. The development of sales is derived from expected volume- and price-related trends in the relevant markets, taking into account the expectations for gross domestic product (GDP), exchange rates, the development of climate-related regulations, and market changes in connection with climate change. To derive the development of adjusted EBITDA, we also took account of raw material and energy prices, the future energy mix, country-specific CO_2 emission prices, and increases in wages and salaries. In the Evonik Group, the regular date for the impairment testing of goodwill is September 30.

The **regular impairment test on goodwill** as of September 30 did not result in impairment losses in any segment. In view of the present challenging global economic environment, the uncertainty about whether demand will recover from the current weak level in the short term, and the lower market capitalization, an **additional impairment test on goodwill** was conducted as of December 31, 2025. This additional impairment test did not result in impairment losses in any segment.

Disclosures on the impairment test on segment goodwill T105

	WACC after taxes (in %)		Terminal growth rate (in %)	
	Sep. 30, 2024	**Dec. 31, 2025**	Sep. 30, 2024	**Dec. 31, 2025**
Old structure				
Specialty Additives	7.32	–	1.50	–
Nutrition & Care	7.46	–	1.50	–
Smart Materials	7.17	–	1.50	–
New structure				
Advanced Technologies	–	7.80	–	1.50
Custom Solutions	–	7.55	–	1.50

The additional impairment test on goodwill as of December 31, 2025 was based on the future cash flows projected in the mid-term planning. The future cash flow estimate for the detailed planning period was derived from the assumptions about the development of sales that could reflect the segment-specific average growth rates of 2.3 percent for the Advanced Technologies segment and 2.6 percent for the Custom Solutions segment. For the development of adjusted EBITDA, an average growth rate of 4.3 percent was assumed for the Advanced Technologies segment, and an average growth rate of 5.2 percent was assumed for the Custom Solutions segment. The recoverable amount of the Advanced Technologies segment, including goodwill, is €1,054 million above the carrying amount. Deviation from the material assumptions, which is considered to be possible, could result in a recoverable amount that is below the carrying amount. The recoverable amount would correspond to the carrying amount if the forecasts for the development of sales or adjusted EBITDA were not realized and the average growth rate for adjusted EBITDA in the detailed planning period, the transitional years, and the reconciliation to the terminal growth rate was 2.7 percent, or the weighted cost of capital after taxes was 0.96 percentage points higher.

Segment goodwill T106

in € million	Dec. 31, 2024 based on old corporate structure	Dec. 31, 2024 based on new corporate structure	Mar. 31, 2025 based on old corporate structure	**Dec. 31, 2025 based on new corporate structure**
Specialty Additives	2,096	–	2,032	–
Nutrition & Care	1,212	–	1,201	–
Smart Materials	1,399	–	1,379	–
Advanced Technologies	–	2,186	–	2,075
Custom Solutions	–	2,521	–	2,336
Total	**4,707**	**4,707**	**4,612**	**4,411**

Prior-year figures restated.

Impairment tests are performed on **other intangible assets, property, plant and equipment, right-of-use assets, investments recognized at equity, and certain other non-financial assets** if there are internal or external indications of possible impairment. For the purpose of deriving the future cash flows of the CGUs, the material assumptions are essentially the same as those used in the impairment tests on goodwill.

In the challenging global economic conditions, in 2025, Evonik's performance was weaker than had been anticipated at the beginning of the year. Together with the drop in market capitalization, this triggered **impairment tests on other intangible assets, property, plant and equipment, right-of-use assets, investments recognized at equity, and certain other non-financial assets** during the year and as of December 31, 2025. These impairment tests resulted in reversals of impairment losses of €12 million (2024: €21 million) and the recognition of the impairment losses presented below:

Impairment tests pursuant to IAS 36 by segments and asset classes T107

	Other intangible assets		Property, plant and equipment		Right-of-use assets		Other investments[a]		Total	
in € million	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**	2024	**2025**
Advanced Technologies	4	1	13	9	1	–	–	–	18	10
Custom Solutions	10	–	73	31	–	–	–	6	83	37
Infrastructure	–	1	–	177	–	–	–	–	–	178
Total Group	**14**	**2**	**86**	**217**	**1**	**–**	**–**	**6**	**101**	**225**

Prior-year figures restated.
[a] Not measured in accordance with IFRS 9.

In the Infrastructure segment, the impairment test on the Oxeno CGU as of September 30, 2025 resulted in an impairment loss of €170 million. This was attributable to production sites in Germany and Belgium and was due to the weaker business performance resulting from lower volumes and price erosion. The impairment loss was recognized for property, plant and equipment, especially plant and machinery. As of September 30, 2025, the recoverable amount of the CGU was €171 million. The recoverable amount was measured as the fair value less costs of disposal. It was determined as the present value of future cash flows using a valuation model and thus on the basis of non-observable inputs (level 3 of the fair value hierarchy defined in IFRS 13). The cost of capital applied was 6.66 percent, based on a useful life of ten years.

6.6 Financial assets

Financial assets T108

	Dec. 31, 2024		**Dec. 31, 2025**	
in € million	**Total**	thereof non-current	**Total**	thereof non-current
Trade accounts receivable	**1,622**	**–**	**1,526**	**1**
Cash and cash equivalents	**461**	**–**	**495**	**–**
Other investments	417	417	364	364
Loans	20	2	17	2
Securities and similar claims	171	43	166	42
Receivables from finance leases	–	–	8	8
Receivables from derivatives	36	5	73	3
Supplier credit receivables	10	–	7	–
Miscellaneous other financial assets	29	–	4	–
Other financial assets	**683**	**467**	**639**	**419**
Financial assets	**2,766**	**467**	**2,660**	**420**

The material **other investments** were the 7.5 percent shareholding in Vivawest GmbH and the equity investment in Borussia Dortmund GmbH & Co. KGaA. Furthermore, this item contained unlisted equity investments, some of which related to venture capital activities. In addition, it included non-consolidated affiliated companies that—individually and in aggregate—have a negligible influence on the Evonik Group's assets, financial position, and earnings. Information on their valuation is presented in note 9.4.1 p. 244 ff.

Securities and similar claims comprised listed bonds and money market paper purchased for short-term investment of liquid funds and shares in unlisted investment funds relating to venture capital activities in which Evonik has a long-term strategic investment.

Receivables from derivatives T109

in € million	Dec. 31, 2024	Dec. 31, 2025
Receivables from forward exchange contracts, currency options, and currency swaps	22	68
Receivables from commodity derivatives	14	5
Total	**36**	**73**

In the previous year, the miscellaneous **other financial assets** contained claims in connection with the sale of the Lülsdorf site, time deposits at banks, and claims relating to the termination of contracts.

6.7 Inventories

Inventories are measured at the lower of cost and net realizable value. Normally, the cost of inventories is determined uniformly using an average, the first-in first-out method, or the standard cost method. The cost of production of finished goods and work in progress comprises the cost of raw materials and supplies, directly attributable personnel expenses, other direct costs, and general overheads that can be systematically assigned to production. Emission allowances are also recognized at cost. Emission allowances allocated free of charge by the German emissions trading authority (DEHSt) or comparable authorities in other countries are recognized in the balance sheet with a value of zero.

Inventories T110

in € million	Dec. 31, 2024	Dec. 31, 2025
Raw materials and supplies	679	627
Work in progress	93	46
Finished goods and merchandise	1,890	1,627
Total	**2,662**	**2,300**

Raw materials and supplies included emission allowances intended for use totaling €24 million (2024: €26 million).

Impairment losses of €17 million were recognized on **inventories** in 2025 (2024: €50 million), while reversals of impairment losses amounted to €41 million (2024: €37 million). Reversals of impairment losses were mainly due to higher selling prices and improved market conditions.

Inventories recognized as an **expense in the period** amounted to €10,157 million (2024: €10,797 million).

6.8 Other non-financial assets

Other non-financial assets T111

	Dec. 31, 2024		Dec. 31, 2025	
in € million	**Total**	thereof non-current	**Total**	thereof non-current
Assets from overfunded pension plans[a]	6	6	19	19
Advance payments made	46	3	36	–
Deferred expenses	62	17	61	18
Contract assets from contracts with customers	5	3	7	5
Receivables from other taxes	260	35	247	50
Receivables from employees	16	–	13	–
Receivables from insurance refunds	13	–	8	–
Miscellaneous other non-financial assets	42	5	38	4
Total	**450**	**69**	**429**	**96**

[a] See note 6.10 p. 221 ff.

Contract assets from contracts with customers arose principally from license agreements based on milestones, where the customer was granted a right of use. The contract assets are reclassified to receivables as soon as the associated rights become unconditional. Information on risk provisioning is presented in note 9.4.4 p. 253 ff.

Development of contract assets from contracts with customers T112

in € million	2024	2025
As of January 1	**4**	**5**
Additions	4	2
Reclassification to receivables	–3	–
As of December 31	**5**	**7**

The **miscellaneous other non-financial assets** mainly comprised receivables from the public sector.

6.9 Equity

Issued capital and capital reserves contain the paid-up capital of Evonik Industries AG. By contrast, the capital earned by the Evonik Group that is attributable to shareholders of Evonik Industries AG is recognized in retained earnings and other equity components. The share of paid-up and earned equity of consolidated subsidiaries of the Evonik Group that is attributable to non-controlling interests is presented in the line item non-controlling interests.

As in the previous year, the company's **fully paid-up capital** (capital stock) was €466,000,000 on the reporting date. It is divided into 466,000,000 no-par registered shares. The arithmetic value of each share is unchanged at €1. Each no-par share entitles the holder to one vote.

Authorized and conditional capital as of December 31, 2025 T113

	Amount in €	Purpose
Authorized capital 2022 (annual shareholders' meeting of May 25, 2022)	116,500,000	Increase the capital stock by issuing new registered no-par shares (authorization runs to May 24, 2027)
Conditional capital 2022 (annual shareholders' meeting of May 25, 2022)	37,280,000	Issue of new registered no-par shares for the issuance of convertible or warrant bonds

Under the **authorized capital 2022,** the executive board is authorized, subject to the approval of the supervisory board, to increase the company's capital stock through one or more issuances in return for cash and/or contributions in kind. Subject to the approval of the supervisory board, it may exclude shareholders' statutory subscription rights when issuing new shares in the following cases:

- capital increases against contributions in kind
- if the capital increase is against cash and the proportionate share of the capital stock attributable to the new shares does not exceed 10 percent of the capital stock, and the issue price of the new shares is not significantly below the stock market price of shares already listed on the stock exchange
- to exclude fractional amounts arising from the subscription ratio
- insofar as is necessary to grant holders and/or creditors of warrants and/or conversion rights or obligors of warrant and/or conversion obligations subscription rights to new shares to the extent that they would be entitled to them after exercise of their warrants and/or conversion rights or fulfillment of their warrant and/or conversion obligations
- to grant shares to employees (employee stock), provided that the new shares for which subscription rights are excluded do not, in aggregate, account for a proportionate share of the capital stock in excess of 1 percent
- for the execution of a scrip dividend.

The proportionate amount of the capital stock attributable to the shares for which subscription rights are excluded, together with the proportionate amount of the capital stock attributable to treasury stock or to conversion and/or warrant rights or obligations arising from debt instruments, which are sold or issued after May 25, 2022 under exclusion of subscription rights, may not exceed 20 percent of the capital stock. If the sale or issue takes place in application—analogously or mutatis mutandis—of section 186 paragraph 3 sentence 4 of the German Stock Corporation Act (AktG), this shall also be deemed to constitute an exclusion of subscription rights. The executive board is authorized, subject to the approval of the supervisory board, to define further details of capital increases out of the authorized capital 2022. The authorized capital has not yet been utilized.

The conditional capital increase **(conditional capital 2022),** divided into up to 37,280,000 registered shares with no par value, will only be conducted insofar as holders or creditors of warrant or conversion rights or obligors of warrant or conversion obligations arising from warrant bonds and/or convertible bonds issued or guaranteed on the basis of the authorization resolved at the annual

shareholders' meeting of May 25, 2022, exercise their warrants or conversion rights or, insofar as they have an obligation to exercise the warrants or conversion obligations, meet the obligation to exercise the warrant or conversion obligations, and other forms of settlement are not used. In principle, the shareholders have a statutory right to subscription rights to the convertible and/or warrant bonds; the authorization sets out specific cases where the executive board may exclude subscription rights to convertible and/or warrant bonds, subject to the approval of the supervisory board. The new shares shall be issued at the warrant or conversion price set in accordance with the above provisions of the resolution. The new shares are entitled to a dividend from the start of the fiscal year in which they are issued. The executive board is authorized, subject to the approval of the supervisory board, to define further details of capital increases out of the conditional capital. The conditional capital has not yet been utilized.

The **capital reserve** mainly contained other payments received from shareholders pursuant to section 272 paragraph 2 no. 4 of the German Commercial Code (HGB).

Retained earnings amounted to €7,173 million (2024: €7,426 million) and comprised Group earnings from 2025 and previous years, as well as other comprehensive income from the remeasurement of the net defined benefit liability. Evonik Industries AG reported net income of €252 million for fiscal 2025. After allocating €6,781,547.73 to other retained earnings and taking into account the profit of €324,780,000 carried forward from the previous year, the distributable profit was €570,000,000. A proposal will be put to the annual shareholders' meeting that 466,000,000 of the distributable profit should be used to pay a dividend of €1.00 per share. The remaining €104,000,000 will be carried forward to fiscal 2026.

The **other equity components** contain accumulated other comprehensive income recognized outside of profit or loss, i.e., not included in the income statement. The other equity components from equity instruments contain increases and decreases in the fair value of other investments, which are recognized outside of profit or loss. The other equity components from hedging instruments for designated risk components comprise net gains or losses from the change in the fair value of the effective portion of cash flow hedges and hedges of a net investment. The other equity components from hedging instruments for the cost of hedging reflect changes in the time value of options and the interest spread and foreign currency basis spreads on forward currency transactions and currency swaps. The cost of hedging relates to hedged items recognized both at a point in time and over time. The other equity components from currency translation comprise differences arising from the translation of foreign financial statements.

In the reporting period, €27 million (2024: €15 million) was reclassified from other equity components for designated risk components and for the cost of hedging to sales. For further information on changes in the other equity components from hedging instruments for designated risk components and for the cost of hedging and their allocation among the various risk types; see note 9.4.3 p. 249 ff.

Non-controlling interests amounting to €64 million (2024: €80 million) comprised shares in the issued capital and reserves of consolidated subsidiaries that are not attributable to the shareholders of Evonik Industries AG. The changes in ownership interests in subsidiaries without loss of control totaling –€12 million (2024: none) resulted from the sale of a European company. Other changes totaling –€2 million in the reporting period resulted from the sale of an Asian company. The change of €1 million in the previous year resulted from the first-time consolidation of a company that was previously recognized at equity. Changes in ownership interests in subsidiaries without loss of control were negligible in the previous year. The other earnings components attributable to non-controlling interests related entirely to currency translation.

Change in other equity components attributable to non-controlling interests T114

in € million	2024	2025
As of January 1	**–15**	**–10**
Currency translation	5	–8
Other comprehensive income as in the statement of comprehensive income	**5**	**–8**
As of December 31	**–10**	**–18**

The principal objectives of **capital management** are ensuring solvency at all times, limiting financial risks, optimizing capital costs, and upholding a capital structure that allows unrestricted access to the capital markets. The financial management of the Evonik Group is therefore performed centrally by Evonik Industries AG.

Evonik has a broad spectrum of financial instruments to cover financial requirements in both the short term (commercial paper, bank facilities) and the long term (bonds, Schuldschein loans, bank loans). Our most important source of financing is the bond market. With a view to unrestricted access to this market, it is extremely important to maintain a solid investment grade rating. Therefore, this is the heart of our financing strategy. This gives us access to a broad investor base on

acceptable financing conditions and safeguards our financial flexibility. A solid investment grade rating gives banks, investors, customers, and suppliers a reliable basis for a long-term business relationship with Evonik. In our financial planning, we therefore strive to safeguard financial structures and key financial indicators that ensure a solid investment grade rating. That includes, for example, the dynamic debt ratios used by recognized rating agencies.

Since 2012, Standard & Poor's rating agency has consistently awarded Evonik a rating of BBB+ with a stable outlook. Moody's rating agency has rated Evonik Baa2 since 2021 and raised the outlook from stable to positive on May 14, 2025.

6.10 Provisions for pensions and other post-employment benefits

Provisions for pensions and other post-employment benefits are measured using the projected unit credit method for **defined benefit obligations** in accordance with IAS 19 Employee Benefits. This method takes account of future salary and pension increases, biometric assumptions, as well as pension obligations and accrued entitlements as of the reporting date. Pension obligations are determined using country-specific parameters and measurement principles.

Actuarial gains and losses relating to pension obligations and income from plan assets (apart from interest income) are derived from the difference between the expected pension obligations and the actual obligation calculated at year-end and from deviations between the expected and actual fair value of plan assets calculated at year-end. Changes that arise as a result of actuarial gains/losses relating to pension obligations, income from plan assets (excluding interest income), changes in the asset ceiling (excluding interest cost), and income from claims to refunds (excluding interest income) are offset directly in other comprehensive income.

The **defined benefit obligations** at year-end are compared with the fair value of the plan assets (funded status). Pension provisions are derived from this, taking into account the asset ceiling and the net defined benefit assets from overfunded plans recognized on the assets side.

Defined contribution plans result in an expense in the period in which the contribution is made. Defined contribution plans exist for both company pension plans and state pension plans (statutory pension insurance).

Provisions for pensions are established to cover **benefit plans for retirement, disability, and surviving dependents' pensions.** The benefit obligations vary depending on the legal, tax, and economic circumstances in the various countries in which the companies operate. The level of the benefit obligations generally depends on the length of service and remuneration.

At the German companies, **occupational pension plans** are predominantly defined benefit plans. They are primarily funded by provisions, pension fund assets, and a contractual trust arrangement (CTA). The pension plans at companies outside Germany may be either defined contribution or defined benefit plans.

The present value of the defined benefit obligations and the fair value of the plan assets as of December 31, 2025 mainly related to Germany, the USA, and the UK.

Breakdown of the present value of the defined benefit obligations and the fair value of plan assets T115

	2024		2025	
in € million	Defined benefit obligation	Plan assets	Defined benefit obligation	Plan assets
Germany	8,108	6,562	7,470	6,427
thereof pension fund/reinsured support fund	4,011	3,861	3,580	3,936
thereof covered by Evonik Pensionstreuhand e.V. (CTA)	3,873	2,696	3,677	2,478
USA	301	214	259	204
UK	318	322	292	293
Other	171	151	159	146
Total Group	**8,898**	**7,249**	**8,180**	**7,070**

The main pension plans for employees in **Germany** are as follows:

Pension fund (Pensionskasse): There are a number of closed pension plans. Income-related contributions are converted into defined benefits and invested with the company-owned Degussa Pension Fund. The structure of the tariffs, including investment of the assets, is subject to oversight by the supervisory authority for the insurance sector. The pension fund is a multi-employer fund. It is funded on a projected benefit basis. The level of plan assets required to cover the projected benefits is derived from a technical business plan approved by the supervisory authority and from statutory requirements. Funding must be sufficient at all times to cover benefits. The company contribution to Tariff DuPK is calculated to ensure that, together with the employee contributions, funding of the resulting entitlements in line with the technical business plan is assured. The company contribution to the Marl and Troisdorf tariffs is proposed by the responsible actuary and is based on the funds required to cover the benefits. As the sponsoring company of this pension fund, Evonik Operations GmbH has a contractual obligation to cover benefits under the Marl and Troisdorf tariffs if sufficient funding is not available. This obligation is not limited to employees of the Evonik Group. The obligation was assumed on the basis of a requirement stipulated by the supervisory authority when these tariffs were established. At that time, only company employees were insured in the plan. At present, it is not possible to estimate whether this obligation could be of relevance as a supplement to the tools set out in the pension fund regulation, such as increasing company contributions or cutting benefits in the event of a loss.

Support fund (Unterstützungskasse): The support fund comprises two plans. The last of these has been closed to new entrants since 2023. The fund also allows for deferred compensation arrangements. Income-related contributions are converted into defined benefits and reinsured with the company-owned Degussa Pension Fund. The structure of the tariffs, including investment of the assets, is subject to oversight by the supervisory authority for the insurance sector. Pension increases of 1 percent p.a. are a firm commitment. The support fund meets the criteria for classification as a multi-employer plan. It is funded through reinsurance with the Degussa Pension Fund, which also covers pension adjustments for the last plan that was closed. The Degussa Pension Fund maintains sufficient funding for this in compliance with the German Insurance Supervision Act and the ordinances issued by the supervisory authority. Funding must be sufficient at all times to cover benefits. The level of benefits is based on the contributions paid into the fund. The support fund does not have any arrangements under which the Group is liable for the obligations of companies outside the Evonik Group in the event of inadequate funding.

Direct pension commitments: These comprise various defined benefit plans where the pension benefit is generally directly or indirectly linked to the final salary. Most of these plans grant higher benefits for income components above the ceiling for contributions to the state pension insurance plan or are intended exclusively to cover such income components. All final salary plans are closed and, in most cases, now only operate through the protection of the accrued benefits for insurees who are currently still working. The pension plan for senior executives was closed to new entrants in 2023. In this plan, a defined benefit is calculated on the basis of an income-related contribution or an amount credited by the employee. Insurees can choose between various forms of payment, for example, as a lump sum, an annuity, or installment payments. The benefits include a fixed pension increase of 1 percent p.a. There are open plans comprising a unit-linked direct commitment for all newly hired employees and a defined contribution benefit commitment for voluntary deferred compensation applicable to all employees. Plan assets for large companies in the Evonik Group, which account for the vast majority of obligations under direct commitments, are managed by Evonik Pensionstreuhand e.V. This fund is not subject to regulatory oversight or minimum funding requirements. It uses an asset-liability matching strategy, whereby changes in obligations are offset through changes in the plan assets. In this strategy, the interest rate and credit sensitivities of the liabilities are partially replicated in the plan assets. In the case of unit-linked direct commitments, income-related employer and employee contributions are made to the plan on the basis of various contribution options; the plan is funded via an external contractual trust arrangement. The employees participate in the development of the value as defined in the capital investment concept. In principle, a lump-sum payment is provided, but beneficiaries may also choose an annuity or a combination of a lump-sum payment and an annuity. For the annuity, a fixed increase of 1 percent p.a. is set.

Description of potential risks arising from pension plans: Most German pension plans grant lifelong pension benefits. A specific risk here is that rising life expectancy could increase the benefit obligation. In most cases, increases in the benefits paid by these funds are linked to the consumer price index. This entails an additional inflation risk. In the case of plans where employees can choose between a lump-sum payment or an annuity, there is a risk that the option could be selected on the basis of individual assessments of health and life expectancy. For final salary plans, the benefit-risk relates to future salary trends for employees covered by collective agreements and exempt employees and, in some cases, changes in the ceiling for contributions to statutory pension insurance. Where assets are invested externally by the pension fund, support fund, Evonik Pensionstreuhand e.V., or the unit-linked pension plan, plans are exposed to a capital market risk. Depending on the composition of the investment portfolio, this comprises a risk of changes in value and income risks,

which could mean that the assumed performance or return is not generated over the term of the investment. Under German legislation on occupational pensions, the employer is liable to cover firm benefit commitments and guaranteed returns. The unit-linked direct commitment plan has term-matched reinsurance; the employer guarantees a portion of the contributions.

The main pension plans for employees in the **USA:**

In the USA, there are unfunded, fully funded, and partially funded pension plans and post-employment benefits under healthcare plans. The majority of the obligations relate to funded plans. The defined benefit pension plans in the USA are not open to new employees. Benefits are based on a range of parameters such as final salary, average salary during career, individual pension accounts, and fixed benefits. Most plans include a lump-sum option with a corresponding risk to the company that this will be utilized. An asset-liability matching strategy supports compliance with minimum funding levels to avoid volatility. This is implemented primarily through US government bonds and corporate bonds denominated in US dollars. The assets are managed by a pension trust.

The main pension plans for employees in the **UK:**

All obligations in the UK are vested benefits and relate to former employees and retirees. The majority of the pension obligations are asset-funded. In 2020, these plans were combined in a single plan, which is administered by an external trust. All plans have been closed to new entrants since 2020. Almost all plans are final salary plans. The plan assets are subject to the asset ceiling. Similarly, surplus assets cannot be returned to the companies without the approval of the trustees. In 2025, the Evonik Group received the go-ahead for buy-out (wind-up) negotiations in the UK, which will start in 2026.

The table shows the weighted average **assumptions** used for the actuarial valuation of the obligations:

Assumptions used in the actuarial valuation of pension obligations T116

	Evonik Group		Germany	
in %	2024	**2025**	2024	**2025**
Discount rate as of December 31	3.73	4.37	3.60	4.30
Future salary increases	2.53	2.45	2.50	2.50
Future pension increases	2.08	2.06	2.00	2.00
Healthcare cost trend	6.42	6.90	–	–

The **discount rate** for **Germany** and the **euro zone** countries is extrapolated from a yield structure curve derived from AA-rated corporate bonds denominated in euros and, where there are no market data available, a yield curve for zero-coupon German government bonds, taking into account a risk premium for euro-denominated AA-rated corporate bonds. The data on AA-rated euro-denominated corporate bonds are based on bonds with an AA rating from at least one of the major internationally recognized rating agencies. The yield structure curve derived from AA-rated euro-denominated corporate bonds is used to determine the present value of the cash flows from company pension obligations. The discount rate comprises the rounded constant interest rate that results in the same present value when applied to the cash flow.

Analogous methods are used to determine the discount rates for the pension plans in the **USA** and the **UK.** As of December 31, 2025, the discount rate was 5.38 percent for the USA (2024: 5.61 percent) and 5.34 percent for the UK (2024: 5.37 percent).

In Germany, valuation is based on the **biometric data** in the 2018 G mortality tables published by Klaus Heubeck. For the companies in the UK, the S2PXA tables are used, and for the USA the MP-2021 mortality projection scales are used.

Change in the net defined benefit liability

T117

	Present value of the defined benefit obligation		Fair value of pension assets		Asset ceiling		Net defined benefit liability	
in € million	2024	2025	2024	2025	2024	2025	2024	2025
As of January 1	**9,004**	**8,898**	**7,155**	**7,249**	**4**	**7**	**1,853**	**1,656**
Current service cost	104	95	–	–	–	–	104	95
Past service cost	–1	–	–	–	–	–	–1	–
Net interest cost	319	321	255	263	–	–	64	58
Other administrative expense	–	–	–5	–4	–	–	5	4
Employee contributions	40	39	6	6	–	–	34	33
Income/expense recognized in the income statement	**462**	**455**	**256**	**265**	**–**	**–**	**206**	**190**
Actuarial gains (–)/losses (+) on pension obligations	–143	–662	–	–	–	–	–143	–662
of which based on financial assumptions	–143	–689	–	–	–	–	–143	–689
of which based on demographic assumptions	–1	5	–	–	–	–	–1	5
of which changes in the past fiscal year	1	22	–	–	–	–	1	22
Income (+)/expense (–) from plan assets, excluding interest income from plan assets	–	–	82	–119	–	–	–82	119
Change in the asset ceiling excluding interest cost	–	–	–	–	3	354	3	354
Changes recognized in OCI (remeasurement)	**–143**	**–662**	**82**	**–119**	**3**	**354**	**–222**	**–189**
Employer contributions	–	–	160	155	–	–	–160	–155
Benefits paid	–459	–461	–431	–434	–	–	–28	–27
Changes at the companies	2	4	1	–	–	–	1	4
Currency translation	32	–54	26	–46	–	–	6	–8
As of December 31	**8,898**	**8,180**	**7,249**	**7,070**	**7**	**361**	**1,656**	**1,471**
of which assets from overfunded plans (recognized in other non-financial assets)	–	–	–	–	–	–	–6	–19
of which provisions for pensions and other post-employment benefits	–	–	–	–	–	–	1,662	1,490

The weighted term of the **defined benefit obligation** was 12.4 years (2024: 13.3 years).

Breakdown of the present value of the defined benefit obligation T118

in € million	2024	2025
Unfunded plans	244	222
Partially or fully funded plans	8,588	7,899
Healthcare benefit obligations	66	59
Present value of the defined benefit obligation as of December 31	**8,898**	**8,180**

The valuation of pension provisions is subject, among other things, to assumptions about discount rates, expected future salary and pension increases, the cost trend for healthcare, and mortality tables. The actual data may differ from these assumptions as a result of changes in economic or market conditions.

Sensitivity analyses: effects of changes in parameters on the defined benefit obligation T119

	Reduction of 1 percentage point		Increase of 1 percentage point	
in € million	Dec. 31, 2024	Dec. 31, 2025	Dec. 31, 2024	Dec. 31, 2025
Group-wide discount rate	1,281	1,078	–1,013	–863
Future salary increases	–32	–23	30	22
Future pension increases	–582	–458	686	536
Healthcare cost trend	–4	–4	5	5

Assuming all other parameters remain unchanged, a reduction of 20 percent in mortality in the retirement phase would increase the defined benefit obligation by €528 million (2024: €600 million).

The **plan assets** were divided among various asset classes. As a consequence of the infrastructure investments by the pension fund, the portfolio of alternative investments has increasingly shifted into the area where there is no active market. In 2025, as in 2024, none of the other assets included in the plan assets were used by the company.

Breakdown of the fair value of plan assets T120

	Dec. 31, 2024		Dec. 31, 2025	
	in € million	in %	in € million	in %
Cash/balances with banks	160	2.2	155	2.2
Shares—active market	768	10.6	764	10.8
Shares—no active market	22	0.3	21	0.3
Government bonds—active market	551	7.6	530	7.5
Corporate bonds—active market	1,848	25.5	1,817	25.7
Corporate bonds—no active market	333	4.6	311	4.4
Other bonds—active market	478	6.6	467	6.6
Real estate (direct and indirect investments)—active market	44	0.6	42	0.6
Real estate (direct and indirect investments)—no active market	855	11.8	827	11.7
Other investment funds—active market	7	0.1	–	–
Alternative investments (infrastructure/ hedge funds/commodities)—active market	160	2.2	163	2.3
Alternative investments (infrastructure/ hedge funds/commodities)—no active market	1,588	21.9	1,570	22.2
Other—active market	29	0.4	21	0.3
Other—no active market	406	5.6	382	5.4
Total	**7,249**	**100.0**	**7,070**	**100.0**

The change in the **asset ceiling for plan assets** was mainly due to overfunding of the Degussa Pension Fund.

The **assets from overfunded plans** came from various pension plans outside Germany. They are recognized on the balance sheet under other non-financial assets; see note 6.8 p. 218 f.

The **pension provisions** recognized on the balance sheet included healthcare benefit entitlements, mainly of retirees of US subsidiaries.

Expected change in net benefit payments T121

in € million	Prior year	Reporting period
2025	273	–
2026	282	289
2027	284	296
2028	284	298
2029	285	296
2030	–	300

The presentation of future net benefit payments does not include any pension reimbursements by Evonik Pensionstreuhand e.V. in the reporting period because it is up to the companies to decide whether to claim such reimbursements for the respective fiscal year. Employer contributions of €127 million are expected to be incurred for the following year (2024: €159 million).

The **net interest cost** is included in the financial result; see note 5.6 p. 207 f. The other pension amounts are allocated to the functional areas as personnel expense (pension expenses).

A breakdown of overall **personnel expense** is given in note 10.2 p. 265. Foreign subsidiaries paid a total of €44 million (2024: €38 million) into defined contribution plans, which are also included in personnel expense (pension expenses). Further, €144 million (2024: €145 million) was paid into defined contribution state plans (statutory pension insurance) in Germany and abroad. This is also reported in personnel expense (expenses for social security contributions).

For details of the **deferred tax assets** relating to pension provisions, see note 6.14, deferred taxes, other income taxes p. 229 ff.

6.11 Other provisions

Other provisions are liabilities of uncertain timing or amount. They are established to cover a present legal or constructive obligation to third parties, based on past events, that will probably lead to a cash outflow. In addition, it must be possible to reliably estimate the level of the obligation. Provisions are based on the probable settlement obligations and take account of future cost increases. Non-current provisions are discounted. Reversals of provisions are recognized as income in the functional areas where the original expense for the provision was recognized.

The determination of other provisions, especially provisions for legal risks, recultivation, environmental protection, and restructuring, is naturally exposed to significant estimation uncertainties regarding the level and timing of the obligation. In some cases, the company has to make assumptions about the probability of occurrence or future trends, such as the costs to be recognized for the obligation, on the basis of experience. In particular, the level of non-current provisions depends to a large extent on the selection and development of the market-oriented discount rates. The Evonik Group uses different interest rates for different currencies and terms to maturity.

Other provisions T122

	Dec. 31, 2024		Dec. 31, 2025	
in € million	**Total**	thereof non-current	**Total**	thereof non-current
Personnel-related	724	188	589	189
Recultivation and environmental protection	265	227	245	207
Restructuring	322	234	215	117
Sales and procurement	24	1	11	–
Other taxes and interest on taxes	26	22	32	26
Other obligations	296	62	286	52
Other provisions	**1,657**	**734**	**1,378**	**591**

Overall, the other provisions were €279 million lower than in 2024. This was mainly attributable to the development of personnel-related and restructuring provisions. It is expected that more than half of the total provisions will be utilized in 2026.

Change in other provisions T123

in € million	Personnel-related	Recultivation, environmental protection	Restructuring	Sales, procurement	Other taxes, interest on taxes	Other obligations	Total
As of January 1, 2025	**724**	**265**	**322**	**24**	**26**	**296**	**1,657**
Additions	335	38	17	9	12	120	531
Utilization	–448	–28	–97	–4	–1	–71	–649
Reversal	–12	–17	–30	–18	–5	–54	–136
Unwinding of discounting/interest rate changes	5	–10	7	–	–	1	3
Other	–15	–3	–4	–	–	–6	–28
As of December 31, 2025	**589**	**245**	**215**	**11**	**32**	**286**	**1,378**

Personnel-related provisions were established for many different reasons and included bonus payments and variable remuneration, including long-term incentive plans, i.e., performance-related remuneration plans for Evonik's executives and members of the executive board. The resulting obligations were settled in cash and expensed in accordance with IFRS 2 Share-based Payment (see note 9.3 p.241f.). Further personnel-related provisions were established for statutory and in-house early retirement arrangements, lifetime working arrangements, and anniversary bonuses. Just under half of non-current personnel-related provisions will result in payments after the end of 2030.

Provisions for recultivation and environmental protection have to be established on the basis of laws, contracts, and regulatory requirements. They cover, for example, soil reclamation obligations, water protection, the recultivation of landfills, and site decontamination obligations. Around two-thirds of the non-current provisions will result in payments after the end of 2030.

Restructuring provisions are only established if constructive obligations exist on the basis of a formal, detailed plan, and those affected have been given justifiable expectations that the restructuring will be carried out. Such measures comprise programs that are planned and controlled by the company and will materially alter one of the company's areas of business activity or the way in which a business activity is carried out. Restructuring provisions may only be established for costs that are directly attributable to the restructuring program. As a rule, they include severance packages, redundancy and early retirement arrangements, expenses for the termination of contracts, dismantling and soil reclamation expenses, rents for unused facilities, and all other shutdown and wind-up expenses. As of the reporting date, this item included provisions for the optimization of administrative structures and production and for the focusing of active ingredients production. The non-current portion of all restructuring provisions will be utilized by the end of 2030.

The **provisions for sales and procurement** mainly related to guarantee obligations and contracts where the unavoidable costs of performing the contractual obligation exceed the expected economic benefits.

Provisions for other taxes and interest on taxes mainly comprised property tax, value-added tax, and interest obligations relating to all types of taxes. The non-current portion will be utilized by the end of 2030.

Provisions for other obligations comprised provisions for a variety of obligations that could not be allocated to the above categories. These mainly comprised a price dispute with a supplier relating to deliveries in previous years, obligations to surrender emission allowances, and dismantling obligations. Further, this item included provisions in connection with intragroup reinsurance and for administrative proceedings and fines, other legal disputes, liability risks, guarantee claims relating to divestments, legal and consulting expenses, audit fees, and changes in public law. Almost all of the non-current portion of the provisions will be utilized by the end of 2030. Expected reimbursements of €7 million (2024: €9 million), where receipt is virtually certain when the obligation is settled, were disclosed in miscellaneous other non-financial assets.

6.12 Financial liabilities

Financial liabilities T124

in € million	Dec. 31, 2024 Total	Dec. 31, 2024 thereof non-current	Dec. 31, 2025 Total	Dec. 31, 2025 thereof non-current
Trade accounts payable	**1,600**	**–**	**1,401**	**–**
Bonds	2,244	1,745	2,441	2,242
Commercial paper	50	–	80	–
Liabilities to banks	300	276	299	259
Schuldschein loans	254	175	176	82
Loans from non-banks	15	2	10	9
Lease liabilities	918	746	865	703
Liabilities from derivatives	289	201	190	162
Liabilities from rebate and bonus agreements	46	–	33	–
Customer credit liabilities	17	–	11	–
Miscellaneous other financial liabilities	63	17	60	19
Other financial liabilities	**4,196**	**3,162**	**4,165**	**3,476**
Financial liabilities	**5,796**	**3,162**	**5,566**	**3,476**

In January 2025, Evonik Industries AG issued a green **bond** with a nominal value of €500 million and a coupon of 3.25 percent. The bond has a tenor of five years, and the issue price was 99.973 percent. In September 2025, Evonik Industries AG issued a further green hybrid bond with a nominal value of €500 million and a coupon of 4.25 percent. The bond has a tenor of 30 years, and the issue price was 99.766 percent. Evonik has a first right of redemption in 2031. In the same month, a bond issued in 2020 with a nominal value of €500 million was redeemed in full, and €328 million of the green hybrid bond issued in 2021 was redeemed early through a tender offer.

Bonds issued by Evonik Industries AG T125

in € million	Interest coupon in %	Nominal value Dec. 31, 2024	Nominal value Dec. 31, 2025	Carrying amount Dec. 31, 2024	Carrying amount Dec. 31, 2025	Stock market value Dec. 31, 2024	Stock market value Dec. 31, 2025
Bond 2016/2028	0.750	500	500	501	501	472	476
Bond 2020/2025	0.625	500	–	492	–	492	–
Green hybrid bond 2021/2081 [a]	1.375	500	172	499	171	479	169
Green bond 2022/2027	2.250	750	750	752	752	741	746
Green bond 2025/2030	3.250	–	500	–	513	–	506
Green hybrid bond 2025/2055 [b]	4.250	–	500	–	504	–	495
Total		**2,250**	**2,422**	**2,244**	**2,441**	**2,184**	**2,392**

[a] The formal tenor of the bond is 60 years, and Evonik has a first redemption right in 2026. A partial amount of €328 million was repurchased ahead of schedule through a tender offer in 2025.
[b] The formal tenor of the bond is 30 years, and Evonik has a first redemption right in 2031.

The **lease liabilities** contained the present value of future lease payments. Further information on lease liabilities can be found in notes 9.2 p. 239 f. and 9.4 p. 242 ff.

Liabilities from derivatives T126

in € million	Dec. 31, 2024	Dec. 31, 2025
Liabilities from interest rate swaps	10	–
Liabilities from forward exchange contracts, currency options, and currency swaps	78	13
Liabilities from commodity derivatives	201	177
Total	**289**	**190**

The **miscellaneous other financial liabilities** contained liabilities to partners in joint operations totaling €19 million (2024: €26 million).

6.13 Other non-financial liabilities

Other non-financial liabilities T127

in € million	Dec. 31, 2024 Total	Dec. 31, 2024 thereof non-current	Dec. 31, 2025 Total	Dec. 31, 2025 thereof non-current
Contract liabilities from contracts with customers	223	96	220	109
Deferred income	58	38	23	6
Liabilities relating to other taxes	164	–	164	–
Liabilities to employees	79	5	74	1
Miscellaneous other non-financial liabilities	32	2	30	2
Other non-financial liabilities	**556**	**141**	**511**	**118**

Contract liabilities from contracts with customers mainly resulted from prepayments received from customers that are declared as distinct performance obligations. Revenues are only recognized when the corresponding performance obligation is satisfied. Revenue recognition relating to contract liabilities arising from contracts with customers totaling –€1,141 million (2024: –€947 million) included contract liabilities of €34 million (2024: €22 million) established in prior years and contract liabilities of €1,107 million (2024: €925 million) recognized in 2025.

Development of contract liabilities from contracts with customers T128

in € million	2024	2025
As of January 1	**236**	**223**
Currency translation	5	–12
Additions	929	1,150
Revenue recognition	–947	–1,141
As of December 31	**223**	**220**

The **miscellaneous other non-financial liabilities** mainly comprised liabilities to the public sector, liabilities from insurance contracts, and liabilities to social security institutions.

6.14 Deferred taxes, other income taxes

Deferred tax assets and liabilities are established for temporary valuation and recognition differences between the assets and liabilities recognized in the balance sheets prepared for tax purposes and those prepared in accordance with IFRS. Tax-deductible loss carryforwards that will probably be utilized in the future are capitalized at the amount of the deferred tax asset, taking into account whether they can be carried forward for a limited or unlimited period.

The **recognition of deferred tax assets** at companies with tax-deductible loss carryforwards is based on current planning calculations, which are normally for a five-year period, and on the availability of sufficient temporary tax differences. Deferred tax assets are recognized where it is probable that future taxable income will be generated, which can cover these temporary differences. If these expectations are not met, an impairment loss must be recognized in income for the deferred tax assets.

Deferred taxes are calculated on the basis of the tax rates applicable on the date when temporary differences are likely to be reversed. Deferred tax assets and liabilities are netted if the company is permitted to net other income tax assets and liabilities and if the deferred tax assets and liabilities relate to income taxes in the same tax jurisdiction.

Other income taxes for the reporting period and previous periods are recognized on the basis of the expected payment or refund. They are calculated using the company-specific tax rates applicable on the reporting date.

Group companies are liable to pay income tax in many countries around the world. When evaluating global income tax assets and liabilities, there may be some uncertainty relating, in particular, to the interpretation of tax regulations. It cannot be ruled out that the fiscal authorities will take a different view on the correct interpretation of tax regulations. Changes in assumptions regarding the correct interpretation of tax regulations, for example, as a result of changes in legal decisions, are reflected in the recognition of uncertain income tax assets and liabilities for the corresponding fiscal year. Uncertain tax assets and liabilities are recognized as soon as their probability of occurrence is more than 50 percent. Uncertain income tax positions are recognized on the basis of their most likely amount or expected amount, depending on which of these amounts better reflects the situation if the uncertainty materializes.

The German corporation tax, which is currently 15 percent, is to be reduced stepwise by one percentage point a year between 2028 and 2032 to 10 percent. The respective lower tax rates have been taken into account in the measurement of deferred taxes for the German companies in the Evonik Group. Where no deferred taxes are recognized, no deferred tax assets or liabilities are recognized for the change in the tax rate.

Deferred taxes and other income taxes reported on the balance sheet T129

	Dec. 31, 2024		Dec. 31, 2025	
in € million	Total	thereof non-current	Total	thereof non-current
Deferred tax assets	664	664	436	436
Other income tax assets	191	25	116	22
Deferred tax liabilities	638	638	576	576
Other income tax liabilities	341	254	286	228

In accordance with IAS 1, the current elements of deferred taxes are reported on the balance sheet under non-current assets and liabilities.

Deferred taxes by balance sheet item T130

	Dec. 31, 2024			Dec. 31, 2025		
in € million	Deferred tax assets	Deferred tax liabilities	thereof recognized in profit or loss	Deferred tax assets	Deferred tax liabilities	thereof recognized in profit or loss
Intangible assets	163	340	–177	156	319	–170
Property, plant and equipment	65	252	–186	40	219	–180
Right-of-use assets	16	244	–227	4	205	–201
Financial assets	814	48	610	746	54	572
Inventories	116	8	108	103	2	101
Other assets	56	45	10	58	46	13
Provisions	352	947	–700	168	916	–695
Other liabilities	314	46	266	275	40	232
Special tax allowance reserves (based on local law)	–	26	–26	–	2	–2
Loss carryforwards	85	–	85	112	–	112
Tax credits	1	–	1	2	–	2
Other	4	4	–1	3	4	–
Deferred taxes (gross)	**1,986**	**1,960**	**–237**	**1,667**	**1,807**	**–216**
Netting	–1,322	–1,322	–	–1,231	–1,231	–
Deferred taxes (net)	**664**	**638**	**–237**	**436**	**576**	**–216**

Deferred tax assets of €496 million (2024: €598 million) related to pension provisions recognized on the balance sheet before impairment losses. Other liabilities of €192 million (2024: €214 million) comprised deferred tax assets relating to lease liabilities. The deferred tax liabilities recognized in "Other" were mainly deferred taxes relating to subsidiaries.

No deferred tax assets were recognized on **temporary differences** of €1,590 million (2024: €1,452 million) because it is not probable that there will be sufficient future taxable income to enable them to be realized. The taxable temporary differences relating to shares in subsidiaries for which no deferred taxes were recognized amounted to €260 million (2024: €282 million). Evonik is in a position to manage the timing of the reversal of temporary differences, and reversal is not expected in the foreseeable future. Deferred tax assets of €14 million (2024: €222 million) were recognized for companies that made a loss. The deferred tax assets were only recognized where forecast earnings will enable them to be utilized.

In addition to **tax loss carryforwards** for which deferred taxes were recognized, there were tax loss carryforwards that were not utilizable and for which no deferred taxes were recognized.

Tax loss carryforwards by expiration date T131

	Corporation taxes (German and foreign)		Local taxes (German and foreign)		Tax credits (foreign)	
in € million	2024	**2025**	2024	**2025**	2024	**2025**
Up to 1 year	3	1	–	–	–	–
More than 1 and up to 5 years	26	27	–	–	–	–
Unlimited	887	1,226	407	858	7	2
Total	**916**	**1,254**	**407**	**858**	**7**	**2**

7. Notes to the cash flow statement

The cash flow statement shows the changes in cash and cash equivalents of the Evonik Group in the reporting period. The cash flows are classified by operating, investing, and financing activities. The net cash flow from discontinued operations that is attributable to third parties is shown separately. The impact of changes in the scope of consolidation has been eliminated.

The **cash flow from operating activities** is calculated using the indirect method. Income before financial result and income taxes, continuing operations, is adjusted for the effects of non-cash income and expenses and items that are allocated to investing or financing activities. Certain other changes in amounts shown on the balance sheet are calculated and added to the result. Cash inflows from dividends are also allocated to the cash flow from operating activities.

The **cash flow from investing activities** is derived from the cash inflows and outflows relating to investment in/divestment of intangible assets, property, plant and equipment, obtaining or losing control over businesses, and investment in/divestment of other shareholdings. Cash inflows and outflows relating to securities, deposits, and loans and cash inflows from interest are also used to calculate the cash flow from investing activities.

The **cash flow from financing activities** is derived from cash inflows and outflows relating to financial liabilities, the purchase and sale of treasury shares, and other cash inflows and outflows in connection with financial transactions. Cash outflows for interest and dividend payments are also included in the cash flow from financing activities.

Cash and cash equivalents include both the cash and cash equivalents shown on the balance sheet and, where applicable, cash and cash equivalents included in assets held for sale. Cash and cash equivalents comprise balances with banks, checks, and cash. This item also includes highly liquid financial instruments with a maturity, calculated as of the date of purchase, of no more than three months, provided that they can be converted into cash and cash equivalents at any time and are only subject to negligible fluctuations in value. They are measured at fair value.

In 2024, the **cash outflows to obtain control of businesses** included retrospective gross purchase prices for ownership interests in subsidiaries consolidated for the first time in 2023. The acquisitions did not include any cash and cash equivalents.

The **cash outflows relating to the loss of control over businesses** contained gross selling prices of €2 million (2024: €13 million), without the transfer of cash and cash equivalents (2024: none) and related to divestments in previous periods.

The **cash inflows relating to the loss of control over businesses** contained gross selling prices of €22 million (2024: €75 million) less the transfer of cash and cash equivalents totaling €4 million (2024: €56 million) and mainly resulted from the divestment of an Asian company and a retrospective purchase price payment in connection with the sale of the Lülsdorf site, which related to prior periods.

Cash inflows/outflows relating to securities, deposits, and loans mainly comprised items with a high rate of turnover, large denominations, and short maturities. They are therefore presented on a net basis.

The following table presents a reconciliation of the **change in liabilities from financing activities** to the cash flows from financing activities, continuing operations presented in the cash flow statement. In addition to financial debt (financial liabilities excluding derivatives, excluding liabilities for rebate and bonus agreements, and excluding customer credit liabilities), the table includes liabilities associated with assets held for sale and those derivatives that relate to financing.

The column headed "Other cash flows from financing activities" contains cash outflows for interest and other amounts that are contained in the line item "Cash inflows/outflows in connection with financial transactions" in the cash flow statement. The line item "Cash outflows for interest" in the cash flow statement also contains interest payments that are not related to financial debt or derivatives relating to financing.

The column headed "Other" contains both changes in cash flows outside the cash flow from financing activities and other changes in financial debt that have no impact on cash flows, mainly the unwinding of discounting and the capitalization of assets.

Reconciliation to financial debt 2025 T132

		Cash inflows/outflows from financing activities			Changes with no impact on cash flows					
in € million	**As of Jan. 1**	Addition of financial liabilities	Repayment of financial liabilities	Other cash flows from financing activities	Changes in the scope of consolidation	Currency translation	Additions and disposals of lease liabilities	Recognized at fair value	Other	**As of Dec. 31**
Bonds	2,244	995	–823	–30	–	–	–	7	48	2,441
Commercial paper	50	696	–670	–4	–	–	–	–	8	80
Liabilities to banks	300	135	–133	–15	–	–6	–	–	18	299
Schuldschein loans	254	–	–75	–8	–	–	–	–	5	176
Loans from non-banks	15	1	–4	–1	–	–1	–	–	–	10
Lease liabilities	918	–	–191	–23	–1	–18	152	–	28	865
Miscellaneous other financial liabilities	63	6	–13	–7	–	–2	–	–	13	60
Financial debt	**3,844**	**1,833**	**–1,909**	**–88**	**–1**	**–27**	**152**	**7**	**120**	**3,931**
Receivables/liabilities from financing-related derivatives	42	–	–	3	–	–	–	–70	5	–20
Total	**3,886**	**1,833**	**–1,909**	**–85**	**–1**	**–27**	**152**	**–63**	**125**	**3,911**

Reconciliation to financial debt 2024

T133

		Cash inflows/outflows from financing activities			Changes with no impact on cash flows					
in € million	**As of Jan. 1**	Addition of financial liabilities	Repayment of financial liabilities	Other cash flows from financing activities	Changes in the scope of consolidation	Currency translation	Additions and disposals of lease liabilities	Recognized at fair value	Other	**As of Dec. 31**
Bonds	2,976	–	–750	–33	–	–	–	15	36	2,244
Commercial paper	–	268	–220	–2	–	–	–	–	4	50
Liabilities to banks	80	396	–182	–4	–	1	–	–	9	300
Schuldschein loans	254	–	–	–9	–	–	–	–	9	254
Loans from non-banks	17	–	–3	–	–	–	–	–	1	15
Lease liabilities	937	–	–179	–28	–	6	156	–	26	918
Miscellaneous other financial liabilities	62	27	–16	–11	–	1	–	–	–	63
Financial liabilities associated with assets held for sale	17	17	–4	–	–30	–	–	–	–	–
Financial debt	**4,343**	**708**	**–1,354**	**–87**	**–30**	**8**	**156**	**15**	**85**	**3,844**
Receivables/liabilities from financing-related derivatives	21	–	–	–29	–	–	–	28	22	42
Total	**4,364**	**708**	**–1,354**	**–116**	**–30**	**8**	**156**	**43**	**107**	**3,886**

8. Notes to the segment report

8.1 Reporting based on operating segments

The reporting based on operating segments reflects the internal reporting and management structure of the Evonik Group (management approach). The external financial reporting standards are applied, see note 3 p. 195 ff., together with the accounting policies described in the other notes, with the exception of intragroup leasing transactions, which are still recognized by the segments as income or expense.

Since the reorganization of the corporate structure to align it with Evonik's strategic development effective April 1, 2025 (see note 3.5 p. 196 f.), the decision taken by the executive board of Evonik Industries AG on the allocation of resources and its evaluation of the earnings power of the Evonik Group's operations have been based on the following **reporting segments,** which reflect the core operating business:

- Advanced Technologies,
- Custom Solutions,
- Infrastructure.

The following products and applications form the basis for the sales recognized for our reporting segments:

Reporting segments T134

Segments	Products and applications
The focus of the businesses in the **Advanced Technologies** segment is efficiency, enabled by high technological expertise and operational excellence. They include, for example, high-performance polymers, crosslinkers, hydrogen peroxide, silicas, and additives for animal nutrition.	• **Fumed and precipitated silicas** and **silanes,** for example, for the automotive, tire, electronics, and cosmetics industries • **Peroxides** as sterilizing agents, for cleaning silicon wafers, and as environment-friendly bleaching agents for the paper and textile industries • **Isophorone** and **epoxy curing agents,** for example, for coatings, adhesives, and composites • **Polyamide 12** for sports shoe soles, sunglasses, gas and oil pipelines, and many safety-critical automotive components • Polymer foams for lightweight structures, **PEEK high-performance polymers** for medical applications, **membranes** for efficient treatment of biogas, natural gas, and hydrogen • **D-/L-methionine** and **lysine** as essential amino acids for the animal nutrition industry
The businesses in the **Custom Solutions** segment operate in specific markets and are very close to their customers, for whom they develop innovative, customized solutions. These include additives for coatings, adhesives, sealants, polyurethane foams and lubricants, catalysts, and ingredients for the cosmetics, cleaning, and pharmaceutical industries. Technology platforms such as biotechnology and silicone technology are leveraged across all business lines.	• **Additives for polyurethane foams** (rigid/flexible foam), for example, for mattresses, car seats, and insulating materials • **Additives, matting agents, fumed and precipitated silicas,** and **specialty resins** for paints, coatings, and printing inks • **Specialty catalysts** for synthesis • **Alkoxides** for use as catalysts in the production of biodiesel • **Pour point depressants and viscosity index improvers** for oil and other lubricants for construction machinery and the automotive sector • **Pharmaceutical active ingredients:** exclusive synthesis of active ingredients, pharmaceutical polymers for drug delivery systems • **Medical products:** biocompatible and bioresorbable materials for orthopedic and medical applications • **Cell culture:** pharmaceutical amino acids and peptides • **System solutions for the cosmetics and detergents industries**
The **Infrastructure** segment combines the site-specific infrastructure activities at the Marl and Wesseling sites and is supplemented by the Oxeno business line (C_4 chemicals).	• **Services for the Marl and Wesseling sites** • **Oxeno:** butadiene, MTBE, butene-1, isononanol, DINP for use, for example, in the plastics and packaging industries, the production of rubber, in fuels, and as a plasticizer in the construction and automotive sectors

Various activities of the Evonik Group are reported in **enabling functions, other activities, consolidation.** Business activities that cannot be allocated to any of the reporting segments are recognized as other activities. Enabling functions and consolidation comprise the functions that support the

executive board and the operating segments and intersegment consolidation effects. The enabling functions provide services such as strategy, innovation, sustainability, finance, IT, central procurement, legal, human resources, communication, and internal reinsurance for the Evonik Group.

Composition of enabling functions, other activities, consolidation T135

	Other activities		Enabling functions, consolidation		**Total enabling functions, other activities, consolidation**	
in € million	2024	**2025**	2024	**2025**	2024	**2025**
External sales	11	11	174	144	185	155
Internal sales	–	–	–1,224	–669	–1,224	–669
Total sales	11	11	–1,050	–525	–1,039	–514
Cost of sales	–10	–10	1,123	566	1,113	556
Adjusted EBITDA	–88	–34	–123	–158	–211	–192
Adjusted EBIT	–89	–34	–227	–256	–316	–290
Capital employed (annual average)	–108	–122	312	186	204	64
Depreciation and amortization	–1	–	–103	–98	–104	–98
Impairment losses/ reversal of impairment losses pursuant to IAS 36	–	–	–	–1	–	–1
Capital expenditures	–	–	65	49	65	49
Financial investments	–	–	6	5	6	5
No. of employees as of December 31	–	–	8,763	8,656	8,763	8,656

Prior-year figures restated.

8.2 Reporting based on regions

For this purpose, countries and country groups are aggregated into regions. The reporting based on regions is outlined in more detail in note 8.3 p.235.

8.3 Notes to the segment data

External sales reflect the segments' sales with parties outside the Evonik Group. Sales generated between the segments are internal sales and are cross-charged at market prices or using the cost-plus method.

Reconciliation of the sales of all reporting segments to Group sales T136

in € million	2024	**2025**
Total sales, reporting segments	16,196	14,583
Total sales, other activities	11	11
Enabling functions	1,556	1,698
Consolidation, less discontinued operations	–2,606	–2,223
External sales of the Evonik Group	**15,157**	**14,069**

Prior-year figures restated.

External sales by country (location of customer) T137

in € million	2024	**2025**
USA	3,170	2,929
Germany	2,613	2,574
China	1,235	1,236
Switzerland	732	585
Brazil	498	467
Netherlands	592	465
Japan	415	392
France	420	382
India	399	380
UK	356	340
Other countries	4,727	4,319
External sales of the Evonik Group	**15,157**	**14,069**

The **cost of sales** corresponds to the function costs reported in the income statement; see note 5.2 p.204.

The **result from investments recognized at equity** corresponds to the result for these investments as reported in the income statement; see note 5.4 p. 205.

The executive board of Evonik Industries AG uses **adjusted EBITDA** as the main parameter to measure operating performance. Adjusted EBITDA is the main earnings parameter that can be influenced by the segment management. It comprises earnings before financial result and income taxes, adjusted for depreciation, amortization, and impairment losses/reversal of impairment losses not already included in the adjustments.

Reconciliation from adjusted EBITDA of the reporting segments to income before income taxes, continuing operations T138

in € million	2024	2025
Adjusted EBITDA, reporting segments	2,276	2,066
Adjusted EBITDA, other activities	–88	–34
Adjusted EBITDA, enabling functions, consolidation, less discontinued operations	–123	–158
Adjusted EBITDA	**2,065**	**1,874**
Depreciation and amortization	–1,029	–991
Impairment losses/reversal of impairment losses	–94	–215
Depreciation, amortization, impairment losses/reversal of impairment losses included in adjustments	85	193
Adjusted depreciation, amortization, and impairment losses	**–1,038**	**–1,013**
Adjusted EBIT	**1,027**	**861**
Adjustments	–450	–283
Financial result	–143	–156
Income before income taxes, continuing operations	**434**	**422**

Prior-year figures restated.

The **adjusted EBITDA margin** is the ratio of adjusted EBITDA to external sales.

Adjusted EBIT comprises earnings before financial result and income taxes, after adjustments. It is used to calculate the internal management parameter return on capital employed (ROCE).

The **adjustments** include income and expense items that, due to their nature or amount, are not attributable to the typical operating business. As well as structural measures relating to restructuring and the structural realignment of business entities, they include planned and completed acquisitions and divestments and further special items. In the reporting period, the other special items mainly comprised impairment losses on property, plant and equipment in the Oxeno CGU and non-capitalizable expenses in connection with the expansion of facilities.

Adjustments 2025 T139

in € million	Cost of sales	Selling expenses	Research and development expenses	Administrative expenses	Other operating income	Other operating expense	Total
Structural measures	–25	1	1	–4	2	–17	–42
Acquisitions and divestments	–	–	–	–	15	–29	–14
Other special items	–186	–	–	–	11	–52	–227
Adjustments	**–211**	**1**	**1**	**–4**	**28**	**–98**	**–283**

Adjustments 2024 T140

in € million	Cost of sales	Selling expenses	Research and development expenses	Administrative expenses	Other operating income	Other operating expense	Total
Structural measures	–151	–10	–12	–228	2	–6	–405
Acquisitions and divestments	–16	–	–	–	11	–29	–34
Other special items	4	–	–	–	4	–19	–11
Adjustments	**–163**	**–10**	**–12**	**–228**	**17**	**–54**	**–450**

Capital employed comprises the net assets required by the reporting segments for their operations and is allocated among the reporting segments using uniform group-wide rules. It is calculated by determining the total of intangible assets, property, plant and equipment, investments, inventories, trade accounts receivable, and other non-interest-bearing assets. The sum of interest-free provisions, trade accounts payable, and other interest-free liabilities is then deducted from this.

Reconciliation to capital employed T141

	Amounts recognized on the balance sheet	Capital employed		Amounts recognized on the balance sheet	Capital employed	
in € million	Dec. 31, 2024	Dec. 31, 2024	Average 2024	**Dec. 31, 2025**	**Dec. 31, 2025**	**Average 2025**
Goodwill	4,707	4,707	4,611	4,411	4,411	4,514
Other intangible assets	864	864	913	686	686	766
Property, plant and equipment	6,450	6,450	6,328	6,006	6,006	6,165
Right-of-use assets	947	947	937	892	892	901
Investments recognized at equity	49	49	46	45	45	47
Other financial assets	683	57	61	639	56	75
Deferred taxes	664	–	–	436	–	–
Other income tax assets	191	–	–	116	–	–
Other non-financial assets	450	445	476	429	410	457
Inventories	2,662	2,662	2,567	2,300	2,300	2,583
Trade accounts receivable	1,622	1,622	1,706	1,526	1,526	1,641
Cash and cash equivalents	461	–	–	495	–	–
Assets held for sale	–	–	145	–	–	–
Total assets	**19,750**	**17,803**	**17,790**	**17,981**	**16,332**	**17,149**
Provisions for pensions and other post-employment benefits	–1,662	–	–	–1,490	–	–
Other provisions	–1,657	–922	–750	–1,378	–787	–817
Other financial liabilities	–4,196	–277	–248	–4,165	–216	–235
Deferred taxes	–638	–	–	–576	–	–
Other income tax liabilities	–341	–	–	–286	–	–
Other non-financial liabilities	–556	–556	–624	–511	–511	–559
Trade accounts payable	–1,600	–1,600	–1,598	–1,401	–1,401	–1,500
Liabilities associated with assets held for sale	–	–	–77	–	–	–
Total liabilities	**–10,650**	**–3,355**	**–3,297**	**–9,807**	**–2,915**	**–3,111**
Capital employed		**14,448**	**14,493**		**13,417**	**14,038**

The **return on capital employed (ROCE)** is another internal management parameter used by the Evonik Group. ROCE is calculated from the ratio of adjusted EBIT to capital employed. To smooth the closing date effect, the calculation uses the arithmetic mean of the last five quarterly reporting dates.

Depreciation and amortization relate to the depletion in the value of intangible assets, property, plant and equipment, and right-of-use assets over their estimated useful life.

Impairment losses/reversal of impairment losses pursuant to IAS 36 reflect unplanned changes in the carrying amounts of intangible assets, property, plant and equipment, and right-of-use assets.

Capital expenditures comprise additions to intangible assets (excluding goodwill from capital consolidation), property, plant and equipment in the reporting period. Additions resulting from changes in the scope of consolidation are not taken into account. Capital expenditures by region are based on the location of the subsidiaries.

Additions to investments recognized at equity, other investments, non-current loans, and non-current securities and similar claims made in the reporting period are recognized as **financial investments.** The acquisition of subsidiaries is shown as an addition to financial investments in the year of acquisition (including goodwill from capital consolidation).

The **headcount** is taken on the reporting date. It shows the number of employees. Part-time employees are included as absolute figures. The headcount by region is based on the location of the subsidiaries.

Goodwill, other intangible assets, property, plant and equipment, right-of-use assets, investments recognized at equity, and non-current other non-financial assets are segmented by the location of the subsidiaries. Together, these assets comprise the **non-current assets in accordance with IFRS 8** Operating Segments.

Breakdown of non-current assets by country T142

in € million	Dec. 31, 2024	Dec. 31, 2025
Germany	5,230	4,811
USA	4,236	3,831
Singapore	733	683
Belgium	618	542
China	432	397
Other countries	1,837	1,872
Non-current assets	**13,086**	**12,136**

9. Other disclosures

9.1 Capitalized borrowing costs

Borrowing costs of €13 million (2024: €10 million) that could be allocated directly to the acquisition, construction, or production of a qualifying asset were capitalized. The average underlying cost of financing was 2.3 percent (2024: 2.5 percent).

9.2 Additional information on leases

A lease comprises an agreement that transfers the right to use an asset for a certain period in return for one or more payments. As a lessee, the Evonik Group mainly leases assets required for business operations (see also note 6.3 p. 213 f.).

IFRS 16 Leases specifies that, in principle, **lessees** must recognize all leases on the balance sheet at present value in the form of a right-of-use asset and a lease liability. The right-of-use asset is normally depreciated over the term of the lease using the straight-line method, and the carrying amount of the lease liability is valued at amortized cost using the effective interest method. The right-of-use asset is subject to an impairment test pursuant to IAS 36.

The incremental borrowing rate is normally used to determine the present value of lease liabilities and the subsequent addition of accrued interest. The incremental borrowing rate is based on discount rates, taking into account the contract currency, lease term, the creditworthiness of the lessee, and, depending on the classification of the right-of-use assets, a deduction for collateral. The lease liabilities are recognized in other financial liabilities.

As lessee, Evonik applies the practical expedients for short-term leases and leases for low-value assets. These are not recognized on the balance sheet in accordance with IFRS 16; instead, lease expense is still recognized in the income statement (IFRS 16.5). Furthermore, Evonik does not apply the standard to leases for intangible assets (IFRS 16.4).

In addition, for the following classes of assets, lease and non-lease components are combined (IFRS 16.15): power plants, ships, and storage tanks.

Lessors are required to classify leases as finance or operating leases based on the ratio of the opportunities and risks transferred.

In the case of finance leases, the underlying asset is derecognized from the balance sheet, and a finance lease receivable is recognized.

In the case of operating leases, the underlying asset is still recognized on the balance sheet, and the lease payments received are recognized in the income statement as revenue from operating leases.

Amounts recognized for lessee transactions T143

in € million	2024	2025
Right-of-use assets as of December 31 [a]	947	892
Lease liabilities as of December 31 [b]	918	865
Depreciation and impairment losses [a]	176	186
Interest expense	31	32
Expenses for short-term leases	11	19
Expenses for leases for assets of low value	2	3
Expenses for variable lease payments based on use	1	2
Revenue from subleasing	9	1
Total cash outflows for leases	221	238

[a] See note 6.3 p. 213 f.
[b] See notes 6.12 p. 228 and 9.4 p. 242 ff.

As **lessee,** Evonik has rented and leased assets required for its operations. Most of these are peripheral to production or, as in the case of administrative buildings, for example, have only a slight connection with production. The material right-of-use assets related to land and land rights (14 percent), buildings (13 percent), power plants (32 percent), and storage tanks (21 percent). For information on lease terms, see note 6.3 p. 213 f.

As lessee, Evonik recognized lease payments that were reasonably certain on the balance sheet as lease liabilities. In addition, there may be further cash outflows for leases where recognition on the balance sheet is not permitted, for example, variable lease payments based on use, payments for pending lease contracts, and extension options, where exercise was not considered to be reasonably certain.

In the Evonik Group, variable lease payments based on use were not material.

Some leases contain extension and/or termination options. These give Evonik the flexibility to adjust its lease portfolio to changing business requirements. There is considerable judgment involved in assessing the probability of exercise of such options. Considering all facts and circumstances, Evonik only regards the options as exercisable if there is a high probability that they will be exercised. Exercise of the options is reassessed if the facts and circumstances change. The nominal amount of potential future cash outflows for extension and termination options, where exercise was not considered to be reasonably certain, was €111 million. For a detailed presentation of future cash outflows for lease liabilities, see note 9.4.4 p. 253 ff.

Evonik has one material pending lease contract for an administrative building. This has already been signed but will only be recognized for the first time after the reporting date. The nominal lease payments are €29 million and will be incurred over the lease term of ten years.

Evonik did not have any material off-balance-sheet residual value guarantees that could result in possible cash outflows in the future.

Furthermore, there were no clauses in lease agreements imposing restrictions on Evonik or requiring it to achieve certain financial covenants.

There were no material sale-and-leaseback transactions.

Amounts recognized for lessor transactions T144

in € million	2024	2025
Assets under operating leases	15	13
Receivables from finance leases[a]	–	8
Revenue (operating leases)	16	17
thereof revenue from variable lease payments that are based on usage of the leased asset	1	1

[a] See notes 6.6 p. 217 f. and 9.4 p. 242 ff.

Maturity structure of future lease payments (lessor; operating leases) T145

in € million	2024	2025
Due within 1 year	13	9
Due in more than 1 and up to 2 years	6	8
Due in more than 2 and up to 3 years	5	7
Due in more than 3 and up to 4 years	5	6
Due in more than 4 and up to 5 years	5	6
Due in more than 5 years	117	114
Total	**151**	**150**

9.3 Share-based payment

Evonik's remuneration system comprises a base salary, annual short-term variable remuneration and, as a long-term component, the long-term incentive (LTI) plans for members of the executive board and other executives.

It comprises share-based payments with cash settlement. The plans are valued on the reporting date using a Monte Carlo simulation, which models exercise patterns. The LTI plans result in personnel expense, which is distributed over the term of each tranche.

Performance is measured by the absolute performance of Evonik's share price and its performance relative to the MSCI World Chemicals Index^{SM}. Based on the contractually agreed target amount, which is defined in euros, a number of virtual shares is calculated using the share price at the start of the performance period. This is based on the price on the last 60 trading days before the start of the performance period. The performance period starts on January 1 of the grant year and runs for four years. At the end of the performance period, the starting price of Evonik shares is viewed against the average share price at the end of the performance period. This is compared with the performance of the benchmark index (total shareholder return). If the relative performance is below 70 percentage points, the relative performance factor is deemed to be zero. If the relative performance is above 130 percentage points, the relative performance factor is set at 130. The payment is calculated by multiplying the relative performance by the number of virtual shares allocated and the average price of Evonik shares at the end of the performance period.

The upper limit for these payments is capped at 300 percent of the individual target amount.

Long-term variable remuneration: LTI plans between 2019 and 2022

Since 2019, the intrinsic value of the LTI has no longer been measured at the end of the performance period; instead, it is measured at the end of each year in the four-year performance period. In line with previous practice, the starting price of Evonik shares is viewed against the average share price at the end of each year of the performance period, plus any dividends per share actually paid in this period. This is then compared with the performance of the benchmark index (total shareholder return). At the end of the performance period, the overall performance is calculated as the average of the performance in each year.

For tranches exercised from 2023, it has been decided by the supervisory board of Evonik Industries AG for the executive board and by the executive board of Evonik Industries AG for Group executives that, as permitted by the remuneration system, the relative performance threshold will be set at 0 percent instead of 70 percent. Without this adjustment, there would have been a significant loss of value. Consequently, the relationship between the tasks and performance of the executive board members and other executives and their remuneration would not be appropriate.

Long-term variable remuneration: LTI plans since 2023

The LTI system was revised again as from 2023: 80 percent of the intrinsic value is now determined by the performance of Evonik shares and 20 percent by the attainment of one or more sustainability targets. As in the past, for the share-based portion, the intrinsic value of the LTI is measured at the end of each year in the four-year performance period as described above. However, the relative performance may range between 0 percentage points and 200 percentage points. If the relative performance is below 0 percentage points, the relative performance factor is deemed to be zero. If the relative performance is greater than 200 percentage points, the relative performance factor is set at 200. The amount to be paid out is calculated at the end of the performance period as an average of the performance in each year. The sustainability component is determined separately on the basis of between one and three measurable ESG (environmental, social, governance) targets for Evonik. Before the allocation of each tranche, the supervisory board defines the exact annual targets, their relative weighting, and the target amounts for the calculation of 100 percent target attainment. Target attainment may range from 0 to 200 percent. The specific sustainability targets are disclosed in the remuneration report in which the granting of the respective LTI tranche to the executive board members is reported. The upper limit for these payments is capped at 200 percent of the individual target amount.

LTI plan for executive board members—Tranches 2022 through 2025 T146

		2022 tranche	2023 tranche	2024 tranche	**2025 tranche**
Grant date		May 16, 2022	May 12, 2023	June 11, 2024	May 20, 2025
No. of virtual shares granted		167,266	221,498	212,329	238,298
No. of virtual shares forfeited		–	–	–	–
No. of virtual shares exercised		–	–	–	–
No. of virtual shares as of December 31, 2025		167,266	221,498	212,329	238,298
Grant value of sustainability component (as of December 31, 2025)	in €'000	–	1,020	930	1,120
Performance period	From–to	Jan. 1, 2022–Dec. 31, 2025	Jan. 1, 2023–Dec. 31, 2026	Jan. 1, 2024–Dec. 31 2027	Jan. 1, 2025–Dec. 31, 2028
Expense (+)/income (–) for the period	in €'000	489	1,718	2,075	2,081
Carrying amount of provision	in €'000	2,183	4,157	3,142	2,081

LTI plan for executives—Tranches 2022 through 2025 T147

		2022 tranche	2023 tranche	2024 tranche	**2025 tranche**
Grant date		May 11, 2022	May 12, 2023	June 11, 2024	May 20, 2025
No. of virtual shares granted		420,342	496,035	492,246	394,092
No. of virtual shares forfeited		36,959	48,611	30,138	2,172
No. of virtual shares exercised		–	–	–	–
No. of virtual shares as of December 31, 2025		383,383	447,424	462,108	391,920
Grant value of sustainability component (as of December 31, 2025)	in €'000	–	2,060	2,024	1,842
Performance period	From–to	Jan. 1, 2022–Dec. 31, 2025	Jan. 1, 2023–Dec. 31, 2026	Jan. 1, 2024–Dec. 31, 2027	Jan. 1, 2025–Dec. 31, 2028
Expense (+)/income (–) for the period	in €'000	1,088	2,181	2,558	1,791
Carrying amount of provision	in €'000	5,003	7,197	4,710	1,791

As of December 31, 2025, total provisions for share-based payment amounted to €30.3 million (2024: €26.7 million). In 2025, the total expense for share-based payment was €13.9 million (2024: €11.4 million).

9.4 Additional information on financial instruments

Derivative and non-derivative financial instruments comprise contractually agreed rights and obligations resulting in an inflow or outflow of financial assets or the issue of equity instruments. Derivative financial instruments are used to hedge the risk of changes in exchange rates, the price of commodities, and interest rates. Derivatives are recognized on the balance sheet either on a stand-alone basis or as part of a hedging relationship with the corresponding hedged items (hedge accounting). While all financial derivatives are part of an economic hedging relationship, hedge accounting is only applied to a portion of these hedging relationships (see note 9.4.3 p. 249 ff.).

Non-derivative financial assets are **initially recognized** at the settlement date, while derivatives are recognized on the trading date.

Financial assets are **derecognized** when the contractual rights to receive payments lapse or are transferred, and Evonik has transferred substantially all opportunities and risks associated with ownership. Financial liabilities are derecognized when the obligation has been settled or canceled or has expired.

Financial instruments are **initially measured** at fair value plus any directly attributable transaction costs. As an exception to this, trade accounts receivable without significant financing components are measured at the transaction price in accordance with the provisions of IFRS 15. Transaction costs for financial instruments assigned to the category at fair value through profit or loss are recognized directly in the income statement.

The **fair value** is the amount that would be received or paid for the sale of a financial asset or the transfer of a financial liability in an orderly transaction between market participants at the measurement date. It is therefore an exit price based on a hypothetical transaction on the measurement date. The fair value is determined on the basis of the three-level hierarchy set out in IFRS 13. Where available, it is determined from the quoted prices for identical financial assets or liabilities in an active market without adjustment (level 1). If such data are not available, measurement based on directly or indirectly observable inputs is used (level 2). In all other cases, valuation methods that are not based on observable market data are used (level 3). Where input factors from different levels are used, the level applicable for the lowest material input factor is determined, and the overall fair value is assigned to this level. If there are indications on initial recognition of a financial instrument that the fair value does not correspond to the transaction

price and, for subsequent measurement, not all input factors are observable, the day one gain or loss between fair value and the transaction price for the financial instrument is accrued because it does not form part of the fair value. The accrued amount is released to profit or loss over the contract term. The day one gain or loss is recognized on the balance sheet together with the associated financial instrument.

Subsequent measurement of financial instruments is based on their **valuation category. Financial assets** are allocated to the categories on the basis of the business model used by the company to manage the respective financial assets and the characteristics of the contractual cash flows from the financial instrument. The category **at amortized cost** comprises financial assets whose contractual terms solely comprise cash flows that are payments of principal and interest on the principal amount outstanding and that are held within a "hold" business model. These financial assets are measured using the effective interest rate method and are subject to the impairment rules for expected credit losses. The category **at fair value through OCI** contains debt instruments that are allocated to the business model "held for sale" and equity instruments that have been irrevocably designated in this category on a voluntary basis. While the amounts recognized in other comprehensive income for debt instruments in this category are reclassified to profit or loss when the financial instruments are disposed of, the equity instruments in this category are not reclassified. The category **at fair value through profit or loss** contains those financial instruments whose contractual terms do not solely comprise cash flows from payments of principal and interest on the principal amount outstanding and debt instruments that are allocated to the business model "hold" or "held for sale." This category also includes assets resulting from stand-alone derivatives.

If the business model for financial assets is altered, they are **reclassified** prospectively to the appropriate valuation category. The effect of reclassification on the balance sheet and statement of comprehensive income depends on the valuation categories affected.

Non-derivative **financial liabilities** are allocated to the category **at amortized cost** and are measured using the effective interest method.

By contrast, financial liabilities from stand-alone derivatives are allocated to the category **at fair value through profit or loss.**

Voluntary designation at fair value through profit or loss **(fair value option)** is not currently used for either financial assets or financial liabilities.

Exemptions from the allocation of financial instruments to the IFRS 9 valuation categories apply in the following cases: Derivatives included in hedge accounting are **not allocated to any of the valuation categories.** They are carried at fair value. However, the treatment of changes in their fair value is based on the special rules for hedge accounting in IFRS 9. Receivables from finance leases, which are recognized in other financial assets, and lease liabilities, which are recognized in other financial liabilities, are not allocated to any category because **measurement is outside the scope of IFRS 9.** They are measured in accordance with IFRS 16. Also outside the scope of IFRS 9 are liabilities from rebate and bonus agreements, which have to be measured in accordance with IFRS 15 and recognized in other financial liabilities, and ownership interests in non-consolidated subsidiaries that are—individually and in aggregate—immaterial and are measured at cost.

The **notional value** of interest rate swaps is the principal on which the swap agreement is based, while the notional value of the cross-currency interest rate swaps, forward exchange contracts, currency options, and currency swaps is the hedged foreign exchange amount translated into euros. The notional value of the commodity derivatives is the hedged procurement cost translated into euros.

9.4.1 Disclosures on the carrying amounts and fair values of financial instruments

Carrying amounts and fair values of financial assets as of December 31, 2025 T148

	Carrying amounts by IFRS 9 valuation category						
in € million	At amortized cost	At fair value through OCI	At fair value through profit or loss	Not allocated to any category	Not measured in accordance with IFRS 9	**Carrying amount**	Fair value IFRS 9 categories
Trade accounts receivable	**1,485**	**41**	**–**	**–**	**–**	**1,526**	**1,526**
Cash and cash equivalents	**495**	**–**	**–**	**–**	**–**	**495**	**495**
Other investments	–	358	–	–	6	364	358
Loans	16	–	1	–	–	17	17
Securities and similar claims	–	–	166	–	–	166	166
Receivables from finance leases	–	–	–	–	8	8	–
Receivables from derivatives	–	–	34	39	–	73	73
Supplier credit receivables	7	–	–	–	–	7	7
Miscellaneous other financial assets	4	–	–	–	–	4	4
Other financial assets	**27**	**358**	**201**	**39**	**14**	**639**	**625**
Financial assets	**2,007**	**399**	**201**	**39**	**14**	**2,660**	**2,646**

Carrying amounts and fair values of financial assets as of December 31, 2024 T149

	Carrying amounts by IFRS 9 valuation category						
in € million	At amortized cost	At fair value through OCI	At fair value through profit or loss	Not allocated to any category	Not measured in accordance with IFRS 9	**Carrying amount**	Fair value IFRS 9 categories
Trade accounts receivable	**1,622**	**–**	**–**	**–**	**–**	**1,622**	**1,622**
Cash and cash equivalents	**461**	**–**	**–**	**–**	**–**	**461**	**461**
Other investments	–	402	–	–	15	417	402
Loans	19	–	1	–	–	20	20
Securities and similar claims	–	–	171	–	–	171	171
Receivables from derivatives	–	–	32	4	–	36	36
Supplier credit receivables	10	–	–	–	–	10	10
Miscellaneous other financial assets	29	–	–	–	–	29	29
Other financial assets	**58**	**402**	**204**	**4**	**15**	**683**	**668**
Financial assets	**2,141**	**402**	**204**	**4**	**15**	**2,766**	**2,751**

The column "at fair value through OCI" contains both debt instruments, where amounts recognized in OCI are reclassified, and equity instruments, where amounts are not subsequently reclassified. The debt instruments are bank acceptance drafts, which are used as a substitute means of payment in China, and which Evonik either holds to maturity or sells to a bank at a discounted interest rate before they mature, and trade accounts receivable from customers, which can also be settled by bank acceptance drafts. In view of the operational nature of bank acceptance drafts, they are recognized in trade accounts receivable.

As of the date of conclusion of two power purchase agreements (PPA), the fair value determined using a valuation model (level 3) was €59 million above the transaction value (day one gain)/€15 million below the transaction price (day one loss). These day one gains and losses were recognized on the balance sheet in financial liabilities, together with the fair value of the derivative. The day one gain is released to other operating income on a straight-line basis over the term of the agreement, while the day one loss is released to other operating expense. The derivatives were subsequently measured in accordance with the valuation model; the effective portion was recognized in other equity components and the ineffective portion was recognized in either other operating income or other operating expense. The net carrying amount of the day one gain/loss (€35 million; 2024: €37 million) was recognized under liabilities from derivatives in the category "not measured in accordance with IFRS 9."

Carrying amounts and fair values of financial liabilities as of December 31, 2025

T150

	Carrying amounts by IFRS 9 valuation category					
in € million	At amortized cost	At fair value through profit or loss	Not allocated to any category	Not measured in accordance with IFRS 9	**Carrying amount**	Fair value IFRS 9 categories
Trade accounts payable	**1,401**	**–**	**–**	**–**	**1,401**	**1,401**
Bonds	2,441	–	–	–	2,441	2,392
Commercial paper	80	–	–	–	80	80
Liabilities to banks	299	–	–	–	299	307
Schuldschein loans	176	–	–	–	176	177
Loans from non-banks	10	–	–	–	10	10
Lease liabilities	–	–	–	865	865	–
Liabilities from derivatives	–	20	135	35	190	155
Liabilities from rebate and bonus agreements	–	–	–	33	33	–
Customer credit liabilities	11	–	–	–	11	11
Miscellaneous other financial liabilities	60	–	–	–	60	60
Other financial liabilities	**3,077**	**20**	**135**	**933**	**4,165**	**3,192**
Financial liabilities	**4,478**	**20**	**135**	**933**	**5,566**	**4,593**

Carrying amounts and fair values of financial liabilities as of December 31, 2024

T151

	Carrying amounts by IFRS 9 valuation category					
in € million	At amortized cost	At fair value through profit or loss	Not allocated to any category	Not measured in accordance with IFRS 9	**Carrying amount**	Fair value IFRS 9 categories
Trade accounts payable	**1,600**	**–**	**–**	**–**	**1,600**	**1,600**
Bonds	2,244	–	–	–	2,244	2,184
Commercial paper	50	–	–	–	50	50
Liabilities to banks	300	–	–	–	300	318
Schuldschein loans	254	–	–	–	254	255
Loans from non-banks	15	–	–	–	15	17
Lease liabilities	–	–	–	918	918	–
Liabilities from derivatives	–	63	189	37	289	252
Liabilities from rebate and bonus agreements	–	–	–	46	46	–
Customer credit liabilities	17	–	–	–	17	17
Miscellaneous other financial liabilities	63	–	–	–	63	63
Other financial liabilities	**2,943**	**63**	**189**	**1,001**	**4,196**	**3,156**
Financial liabilities	**4,543**	**63**	**189**	**1,001**	**5,796**	**4,756**

Financial instruments recognized at fair value are allocated to the levels in the fair value hierarchy.

Financial instruments recognized at fair value T152

in € million	Level	Description	Valuation method	Material non-observable inputs	2024	2025
Trade accounts receivable	Level 2	Bank acceptance drafts	Discount on the nominal amount of the respective transaction	–	–	12
	Level 2	Receivables from customers	Discounted cash flow method	–	–	29
Other investments	Level 1	Borussia Dortmund GmbH & Co. KGaA	Present stock market price	–	28	30
	Level 3	Vivawest GmbH	Discounted cash flow method	Cost of capital and growth	301	263
	Level 3	Unlisted equity instruments	Observable prices from equity refinancing, and discounted cash flow and multiples methods	Cost of capital and growth Adjusted market multipliers	73	65
Loans	Level 3	Convertible bonds	Nominal value of the bonds; where material, a conversion right is taken into account	Quoted market price	1	1
Securities and similar claims	Level 1	Short-term money market instruments	Present stock market price	–	128	124
	Level 3	Unlisted investment funds	Net asset values provided by investment fund companies, which are determined using internationally recognized valuation guidelines	Cost of capital and growth Market multipliers Cash flow forecasts	43	42
Receivables from derivatives	Level 2	Currency and commodity derivatives	Discounted cash flow method based on exchange rates at the European Central Bank, observable yield structure curves, exchange rate volatilities, commodity prices, and credit default premiums	–	36	73
Liabilities from derivatives	Level 2	Currency and commodity derivatives	Discounted cash flow method based on exchange rates at the European Central Bank, observable yield structure curves, exchange rate volatilities, commodity prices, and credit default premiums	–	–101	–26
	Level 3	Commodity derivatives	Discounted cash flow method based on future commodity price trends	Development of energy prices Volume assessments Quality factors	–151	–129

For the shares in **Borussia Dortmund GmbH & Co. KGaA,** a rise or fall of 10 percent in the share price would result in an increase or decrease in the other equity components of €3 million (2024: €3 million).

For the 7.5 percent shareholding in **Vivawest GmbH,** an increase in the cost of capital, accompanied by a drop in sales growth of 10 percent in each case, would reduce the fair value by €100 million (2024: €108 million). A reduction in the cost of capital, accompanied by an increase in sales growth of 10 percent in each case, would increase the fair value by €125 million (2024: €137 million).

The other **unlisted equity instruments** comprise a mid-double-digit number of investments whose individual fair values are immaterial in a range of €0 million to €10 million. Of this amount, €58 million (2024: €65 million) comprises equity investments resulting from venture capital activities. A 10 percent relative change in the key valuation parameters (segment-specific cost of capital, sustained dividend expectations, EBITDA multiple) does not result in a material change in the fair values. There is no intention of selling these investments.

Similarly, a 10 percent relative change in the input factors for the **convertible bonds** and the **unlisted investment funds** does not result in a material change in the fair values.

Fair value of level 3: Reconciliation from the opening to the closing balances T153

in € million	Other investments	Loans	Securities and similar claims	Receivables/ liabilities from derivatives	Total
As of January 1, 2024	**351**	**1**	**43**	**–103**	**292**
Additions/disposals	5	–	3	–15	–7
Recognized in other comprehensive income for the period	18	–	–	–33	–15
Recognized in other financial income/expense for the period	–	–	–3	–	–3
As of December 31, 2024	**374**	**1**	**43**	**–151**	**267**
Additions/disposals	–	–	2	–	2
Recognized in other comprehensive income for the period	–46	–	–	22	–24
Recognized in other financial income/expense for the period	–	–	–3	–	–3
As of December 31, 2025	**328**	**1**	**42**	**–129**	**242**

The **fair value of financial instruments recognized at amortized cost** was calculated as follows: The directly observable stock market price of the bonds on the reporting date was taken as their fair value. For loans, miscellaneous other financial assets, liabilities to banks, and loans from non-banks, the fair value was determined as the present value of the expected future cash inflows or outflows and therefore allocated to level 2. Discounting was based on the interest rate for the respective maturity on the reporting date, taking the creditworthiness of the counterparties into account. Since the majority of miscellaneous other financial receivables and liabilities and trade accounts receivable and payable were current, their fair values—like the fair value of cash and cash equivalents—corresponded to their carrying amounts.

9.4.2 Results of financial instruments

Net result by valuation category 2025 T154

in € million	Financial assets at amortized cost	Financial liabilities at amortized cost	Financial assets at fair value through OCI	Financial assets and liabilities at fair value through profit or loss	Total
Proceeds from disposals	–10	5	–	–	–5
Result from measurement at fair value	–	–	–	1	1
Result from currency hedging	–	–	–	54	54
Result from currency translation of monetary assets and liabilities	–91	–	–	–	–91
Impairment losses/reversal of impairment losses	–2	–	–	–	–2
Interest income	16	–	–	15	31
Interest expense	–	–70	–	–15	–85
Result from securities and other investments[a]	–	–	11	–1	10
Total	**–87**	**–65**	**11**	**54**	**–87**

[a] In 2025, dividends of €11 million were received from other investments. They did not contain any dividends received from other investments divested during the fiscal year.

Net result by valuation category 2024 T155

in € million	Financial assets at amortized cost	Financial liabilities at amortized cost	Financial assets at fair value through OCI	Financial assets and liabilities at fair value through profit or loss	Total
Proceeds from disposals	–17	–	–	–	–17
Result from measurement at fair value	–	–	–	–5	–5
Result from currency hedging	–	–	–	–37	–37
Result from currency translation of monetary assets and liabilities	–15	–	–	–	–15
Impairment losses/reversal of impairment losses	–5	–	–	–	–5
Interest income	26	–	–	8	34
Interest expense	–	–47	–	–22	–69
Result from securities and other investments[a]	–	–	11	–1	10
Total	**–11**	**–47**	**11**	**–57**	**–104**

[a] In 2024, dividends of €11 million were received from other investments. They did not contain any dividends received from other investments divested during the fiscal year.

The result from currency hedging and the result from currency translation of operating monetary assets and liabilities did not contain the results from financial derivatives for which hedge accounting was applied. As in 2024, net interest income/expense does not include any interest income on the impaired portion of financial assets or trade accounts receivable.

9.4.3 Hedge accounting

Derivatives used as hedging instruments and the corresponding hedged items form a hedging relationship. Hedge accounting requires, in particular, extensive documentation of the hedging relationship and its effectiveness. The effectiveness of the hedging relationship is determined prospectively. It takes account of the economic relationship between the hedged item and the hedging instrument, and the credit risk. A derivative no longer qualifies for hedge accounting if these conditions are not fulfilled. While hedging instruments with a positive fair value are contained in the balance sheet item other financial assets, those with a negative fair value are recognized in other financial liabilities. The cost of hedging is shown in the other equity components from hedging instruments.

The purpose of **cash flow hedges** is to minimize the risk of volatility of future cash flows. This risk may result from a recognized asset or liability or a forecast transaction that is considered highly probable. The effective portion of changes in the fair value of a hedging instrument is recognized in other comprehensive income, and the ineffective portion of the change in value is recognized in the income statement. The ineffective portion of hedges is recognized in other operating income or expense if the hedges relate to forecast sales in foreign currencies or to forecast purchases of raw materials, in other financial income/expense if they relate to intragroup loans in foreign currencies and planned acquisitions, and in interest expense if they relate to the interest rate risk. Possible ineffectiveness may result from significant changes in the default risk of Evonik or the counterparty to the derivatives transaction, irrespective of the risk category. Amounts recognized in other comprehensive income in the statement of comprehensive income are reclassified to the income statement as soon as the hedged item has an impact on the income statement. In the case of interest rate hedges, such amounts are included in net interest income or expense, while in the case of currency hedges for forecast sales in foreign currencies, they are included in sales revenues, and hedges on the procurement of goods are included directly in the cost of sales. If the hedged future transaction comprises a non-financial asset or a non-financial liability, the gain or loss previously recognized in other comprehensive income is included in the cost of acquisition of the asset or liability when it is initially recognized. Hedge accounting must also be halted if the forecast transaction is no longer expected. The amount recognized in other comprehensive income is reclassified to the income statement.

The purpose of a **hedge of a net investment** is to reduce the foreign currency risk involved in an investment in a company whose functional currency is not the euro. Such hedges are accounted for in the same way as cash flow hedges. Gains and losses recognized in other comprehensive income are reclassified to the income statement when the foreign subsidiary is divested or the investment in it is reduced.

The purpose of **fair value hedges** is to hedge the fair value of assets or liabilities reflected on the balance sheet. Both changes in the fair value of the hedging instrument and changes in the value of the hedged item are recognized in the income statement. In view of this method, changes in the value of the hedged item and the hedge cancel each other out in the income statement.

The effectiveness of the hedging relationships is determined using the dollar offset method, critical terms match, the hypothetical derivatives method, and regression analysis.

The principal hedging transactions for which hedge accounting was applied in the reporting period are outlined below:

Forward exchange contracts, currency options, and currency swaps were used as cash flow hedges to hedge **forecast foreign currency sales** against exchange rate movements. Only part of the forecast foreign currency sales was hedged. The currency component was designated using the spot-to-spot method, while the forward components and the foreign currency basis spreads were managed as hedging costs. The effective portions of these components were recognized in other equity components. A direct hedging relationship was used, and the economic relationship was reviewed by comparing the notional values of the hedging instruments and the hedged items. Ineffectiveness may occur if the notional value of the hedging instruments and hedged items do not correspond or their maturities differ. A maturity mismatch may be caused by the fact that the hedging instruments expire as of the date of revenue recognition, while the hypothetical derivative that reflects the characteristics of the hedged item and is used to measure effectiveness, expires as of the expected date of payment. As in the previous year, the resulting ineffectiveness was not material. The following weighted average hedging rates for the major currency pairs were derived from hedging of the currency risk:

Hedging of currency risk T156

	Average hedging rate		Average exchange rate	Closing rates
	Maturing in 2026	Maturing in 2027	2025	Dec. 31, 2025
EUR/USD	1.12	1.19	1.12	1.18
EUR/CNH[a]	7.87	8.23	8.07	8.23

[a] CNH is the technical market designation for renminbi that are tradable and deliverable outside the territory of China.

Forward exchange contracts were used as **net investment hedges** to hedge subsidiaries in the UK against **foreign currency risks** on a rolling basis. In addition, there was a hedge of a net investment that had ended but will only be reclassified when the hedged company is divested.

To hedge the **risk of changes in interest rates,** Evonik generally uses cash flow hedges and fair value hedges. In the reporting period, there were interest rate swaps, which mature in 2030, to swap a fixed interest rate for a variable rate.

The **price risk relating to forecast purchases of raw materials** was hedged using gas commodity swaps recognized as cash flow hedges.

Derivative financial instruments as of December 31, 2025 T157

in € million	Notional value		Carrying amount	
	Total	thereof non-current	Receivables from derivatives	Liabilities from derivatives
Currency risks				
Forward exchange contracts, currency options, and currency swaps	5,038	318	68	13
thereof cash flow hedges	1,242	279	39	5
thereof hedges of a net investment	349	–	–	1
Total	**5,038**	**318**	**68**	**13**
Interest rate risks				
Interest rate swaps	500	500	–	–
thereof fair value hedges	500	500	–	–
Total	**500**	**500**	**–**	**–**
Commodity price risks				
Power derivatives [a, b]	730	609	1	130
thereof cash flow hedges	597	569	–	129
Gas derivatives [c]	122	32	4	12
thereof cash flow hedges	1	–	–	–
Total	**852**	**641**	**5**	**142**

[a] The liabilities from power derivatives did not include the day one gains of €35 million from the power purchase agreements.
[b] Hedged volume of power derivatives 8,915 thousand MWh (of which non-current: 7,490 thousand MWh), some of which are not included in hedge accounting.
[c] Hedged volume of gas derivatives 15 million m³ (of which non-current: 4 million m³).

Derivative financial instruments as of December 31, 2024 T158

in € million	Notional value		Carrying amount	
	Total	thereof non-current	Receivables from derivatives	Liabilities from derivatives
Currency risks				
Forward exchange contracts, currency options, and currency swaps	4,954	243	22	78
thereof cash flow hedges	1,171	243	4	28
thereof hedges of a net investment	366	–	–	–
Total	**4,954**	**243**	**22**	**78**
Interest rate risks				
Interest rate swaps	1,000	500	–	10
thereof fair value hedges	500	–	–	8
thereof cash flow hedges	500	500	–	2
Total	**1,000**	**500**	**–**	**10**
Commodity price risks				
Power derivatives [a, b]	747	671	–	160
thereof cash flow hedges	611	611	–	151
Gas derivatives [c]	129	66	14	4
thereof cash flow hedges	4	2	–	–
Total	**876**	**737**	**14**	**164**

[a] The liabilities from power derivatives did not include the day one gain of €37 million from the power purchase agreements.
[b] Hedged volume of power derivatives 9,147 thousand MWh (of which non-current: 8,278 thousand MWh), some of which are not included in hedge accounting.
[c] Hedged volume of gas derivatives 43 million m³ (of which non-current: 15 million m³).

The cost of hedging resulted from changes in the forward components that were not designated and from foreign currency basis spreads. There were no material effects from changes in the time value of currency options transactions in the reporting period. In 2024 and 2025, there were no reclassifications due to the early termination of a hedging relationship. Excluding deferred taxes, the other equity components from hedging instruments for designated risk components and other equity components for the cost of hedging pursuant to IFRS 9 changed as follows:

Development of other equity components (before taxes) from cash flow hedges T159

in € million	Designated risk components				Cost of hedging	
	Currency hedges	Interest rate hedges	Commodity price hedges	**Total**	Hedged item recognized at a point in time	**Total**
As of January 1, 2024	**13**	**–**	**–177**	**–164**	**4**	**4**
Gains/losses from effective hedging relationships recognized in OCI	–24	–2	–31	–57	–4	–4
Reclassification to the income statement due to realization of the hedged item	–12	–	–	–12	–3	–3
Offset against cost of acquisition	–	–	–1	–1	–	–
As of December 31, 2024	**–23**	**–2**	**–209**	**–234**	**–3**	**–3**
Gains/losses from effective hedging relationships recognized in OCI	95	2	23	120	–12	–12
Reclassification to the income statement due to realization of the hedged item	–31	–	–	–31	4	4
As of December 31, 2025	**41**	**–**	**–186**	**–145**	**–11**	**–11**

As in the previous year, the other equity components from cash flow hedges did not include any hedging relationships that had ended.

Development of other equity components (before taxes) from net investment hedges T160

in € million	Designated risk components
As of January 1, 2024	**–4**
Gains/losses from effective hedging relationships recognized in OCI	–14
As of December 31, 2024	**–18**
Gains/losses from effective hedging relationships recognized in OCI	18
As of December 31, 2025	**–**

€3 million (2024: €3 million) of the other equity components from net investment hedges related to the early termination of hedging relationships.

Interest rate swaps with a notional value of €500 million were used to hedge the interest rate risk of a fair value hedge. The hedged item is the fair value of the fixed interest on a bond.

Fair value hedges recognized on the balance sheet T161

in € million	Interest rate hedges	
	2024	**2025**
Carrying amount of the hedged items on the balance sheet	8	2
Cumulative fair value adjustment of active hedging relationships	–8	–2

To present the effectiveness of designated hedging relationships, the following table compares the changes in the fair value of the designated hedged items with the designated hedging instruments. No ineffective portions were recognized in profit or loss for any of the hedging relationships.

Effectiveness of the hedging relationships 2025 T162

in € million	Currency hedges	Interest rate hedges	Commodity price hedges
Change in the value of the hedged item	–95	–2	–23
Change in the designated value of the hedging instrument	95	2	23
Cash flow hedges	**–**	**–**	**–**
Change in the value of the hedged item	–18	–	–
Change in the designated value of the hedging instrument	18	–	–
Hedge of a net investment	**–**	**–**	**–**
Change in the value of the hedged item	–	–6	–
Change in the designated value of the hedging instrument	–	6	–
Fair value hedges	**–**	**–**	**–**

Effectiveness of the hedging relationships 2024 T163

in € million	Currency hedges	Interest rate hedges	Commodity price hedges
Change in the value of the hedged item	24	2	31
Change in the designated value of the hedging instrument	–24	–2	–31
Cash flow hedges	**–**	**–**	**–**
Change in the value of the hedged item	14	–	–
Change in the designated value of the hedging instrument	–14	–	–
Hedge of a net investment	**–**	**–**	**–**
Change in the value of the hedged item	–	–15	–
Change in the designated value of the hedging instrument	–	15	–
Fair value hedges	**–**	**–**	**–**

9.4.4 Notes on financial risk management

As an international company, Evonik is exposed to financial risks in the normal course of business. A major objective of corporate policy is to minimize the impact of market, liquidity, and default risks on both the value of the company and profitability in order to check adverse fluctuations in cash flows and earnings without forgoing the opportunity to benefit from positive market trends. For this purpose, a systematic financial and risk management system has been established. Interest rate and exchange rate risks are managed centrally by the Finance function of Evonik Industries AG, while commodity risks are managed by the segments in accordance with established corporate policies.

The financial derivatives contracts used by Evonik are entered into exclusively in connection with a corresponding underlying transaction (hedged item) relating to normal operating business, which provides a risk profile directly opposite to that of the hedged item. The instruments used are customary products found on the market. For the management of interest rates and exchange rates, they comprise currency swaps, forward exchange contracts, currency options, cross-currency interest rate swaps, and interest rate swaps. Commodity swaps are used to hedge the risk of fluctuations in the price of natural gas and electricity. The procurement of emission allowances to meet obligations pursuant to section 6 of the German Greenhouse Gas Emissions Trading Act (TEHG) can be optimized using emission allowance and emission reduction transactions based on swaps and futures.

Overview of financial risks T164

Risk	Exposure arising from	Measurement	Management
Market risk—foreign exchange	Off-balance-sheet transactions (firmly agreed or forecast) Recognized financial assets and liabilities denominated in currencies other than the company's functional currency	Cash flow forecasting; Sensitivity analyses	Forward exchange contracts; Currency options; Currency swaps; Cross-currency interest rate swaps
Market risk—risk of changes in variable interest rates	Non-current loans/bonds with variable interest rates	Sensitivity analyses	Interest rate swaps
Market risk—risk of changes in fixed interest rates	Non-current loans/bonds with fixed interest rates	Sensitivity analyses	Interest rate swaps
Market risk—impairment risk	Investments in equity instruments	Sensitivity analyses	Observation and portfolio decisions
Market risk—commodity risk	Purchase and sale of raw materials	Sensitivity analyses	Price escalation clauses; Swaps
Liquidity risk	Unplanned liquidity requirements	Rolling cash flow forecasts	Cash and cash equivalents; Availability of committed credit lines
Default risk	Cash and cash equivalents, trade accounts receivable, derivative financial instruments, debt instruments, and contract assets	Analysis of residual maturity; Credit scoring/ratings	Diversification of bank deposits, credit lines, and letters of credit; Credit insurance; Investment guidelines for debt instruments

9.4.4.1 Market risk

Exchange rate risks relate to both the sourcing of raw materials and the sale of end-products in currencies other than the functional currency of the company concerned. One aim of currency risk management is to protect the company's operating business from fluctuations in earnings and cash flows resulting from changes in exchange rates. The opposite effects arising from procurement and sales activities are taken into account. Another objective of currency risk management is to eliminate the currency risk relating to financing transactions that are not denominated in the functional currency of the respective Group companies.

In the **management of currency risks,** Evonik distinguishes between risk positions recognized on the balance sheet and off-balance-sheet (i.e., firmly agreed or forecast) exposures. For currency hedging of current risk positions on the balance sheet, Evonik uses a portfolio approach where the hedged items and hedging instruments are accounted for separately. By contrast, micro-hedging is applied for non-current loans and exposures arising from firmly agreed or forecast transactions. The hedging instrument and related hedged item are then designated in a formal hedge relationship (cash flow hedge accounting or net investment hedge accounting). This synchronizes the earnings impact of the hedging instruments with hedged items that can only be recognized on the balance sheet at a later date. In the case of hedges on loans, it allows the distribution of the cost of hedging on a straight-line basis over the term of the hedging relationship. In individual cases, there may be a shift in the timing of the hedged item in forecast transactions. In this case, the hedging strategy is maintained unchanged, the amount exposed to the risk is updated, and the hedging transactions are adjusted.

In the **portfolio approach,** the net risk position in each foreign currency is determined for each company in the Evonik Group and then hedged via intragroup investment or borrowing via the cash pool. The net risk positions on cash pool balances at Group level are hedged on the market on a currency-by-currency basis using external derivatives. Gross income and expenses from currency translation of operating monetary assets and liabilities are netted; so are gross income and expenses from the corresponding operational currency hedging. The net result from the translation of operating monetary assets and liabilities and the net result of operational currency hedging calculated in this way are recognized in other operating income or other operating expense as appropriate. Gross income and expenses from the currency translation of financing-related risk positions and financing-related currency hedging are netted analogously. The resulting net results for currency translation and currency hedging are recognized in other financial income/expense. The net presentation of the results reflects both the management of risk positions in the Evonik Group and the economic substance.

Due to the application of hedge accounting for **micro-hedging** of foreign currency balance sheet exposure (for example, financing-related currency hedging of non-current loans through cross-currency interest rate swaps) and the hedging of forecast or firmly agreed foreign currency cash flows (for example, hedging of forecast sales revenues), their hedge results are only reflected in profit or loss in any ineffective portions that are excluded from the hedge accounting relationship. By contrast, the effective results of micro-hedges reflected in cash flow hedge accounting and the cost of hedging (forward components, time value of options, and foreign currency basis spreads) are recognized in other equity components until the hedged transaction is realized. Subsequently, they are transferred to sales if they were used as a sales hedge, to inventories or the cost of sales if they were used to hedge cost risks relating to procurement, or to the initial carrying balance of property, plant and equipment if the purpose was to hedge the foreign currency risk relating to the procurement of assets of this type. In the case of currency hedges for loans for which cash flow hedge accounting is applied, the effective portion of the hedge is transferred from other equity components to offset the net result of currency translation of monetary assets and liabilities triggered by the hedged item (see also note 6.9 p. 219 ff.) In addition, the currency risks relating to net investments in foreign operations are hedged and included in hedge accounting as hedges of a net investment.

The aim of **interest rate management** is to protect net income from the negative effects of fluctuations in market interest rates and the resulting changes in fair values or cash flows. Interest rate risk is generally managed using derivative and non-derivative financial instruments. The aim is to achieve an appropriate ratio of fixed rates (with interest rates fixed for more than one year) and variable rates (terms of less than one year), taking costs and risks into account. In the reporting period, 100 percent (2024: 100 percent) of the instruments recognized as financial assets were variable-interest instruments. At year-end 2025, 77 percent (2024: 82 percent) of financial instruments recognized in other financial liabilities were fixed-interest instruments. The bonds and money market paper recognized in securities and similar claims entail interest rate risks. These are minimized by a short investment horizon. The average interest rate duration is less than one year.

Several scenario analyses were carried out to **measure exchange rate and interest rate risk** as of December 31, 2025. The most important currencies for Evonik are the US dollar (USD) and the Chinese renminbi yuan (CNY/CNH). CNH is the technical market designation for renminbi that are tradable and deliverable outside the territory of China. A sensitivity analysis was performed for these currencies as of December 31, 2025 by modeling a change of 5 percent and 10 percent in the exchange rate relative to all other currencies to simulate the possible impact on derivative and non-derivative financial instruments in the event of the appreciation or depreciation of these currencies. The percentage standard deviation of changes in exchange rates versus the euro in 2025 was 7.9 percent for the USD (2024: 6.0 percent) and 7.5 percent for the CNY/CNH (2024: 5.0 percent). The exposure is the net nominal amount of derivative and non-derivative financial instruments subject to exchange rate risks. Counter items within a currency are netted.

Exchange rate sensitivity analysis T165

	Dec. 31, 2024					Dec. 31, 2025				
		Impact on income before income taxes		Impact on other comprehensive income before taxes			Impact on income before income taxes		Impact on other comprehensive income before taxes	
in € million	Exposure	+5%	+10%	+5%	+10%	Exposure	+5%	+10%	+5%	+10%
USD	641	15	31	–48	–95	549	13	26	–40	–81
CNY	86	8	16	–12	–24	135	7	14	–14	–28

Several scenario analyses were carried out to measure interest rate risk as of December 31, 2025. These analyzed shifts of 50 and 100 basis points in the EUR yield curve due to changes in EUR interest rates to simulate the possible impact on earnings and equity of a loss of value of derivative and non-derivative financial instruments.

Interest rate sensitivity analysis T166

	Dec. 31, 2024					Dec. 31, 2025				
		Impact on income before income taxes		Impact on other comprehensive income before taxes			Impact on income before income taxes		Impact on other comprehensive income before taxes	
in € million	Exposure	+50 BP	+100 BP	+50 BP	+100 BP	Exposure	+50 BP	+100 BP	+50 BP	+100 BP
EUR	1,124	–2	–3	12	23	618	–	–1	–10	–19

BP = basis points (1 basis point corresponds to 0.01 percent).

Impairment risks relating to exchange-listed equity instruments result from company-specific data of individual funds and listed companies and from the general risk of possible negative developments on the equity market. For unlisted equity instruments, the risk results from company-specific aspects and the general economic situation. The risk is measured using sensitivity analysis, and risk management comprises constant observation and the related portfolio decisions.

Commodity risks result from changes in the market prices for the purchase and sale of raw materials. Raw materials were purchased principally to meet in-house demand. Other factors of importance for Evonik's risk position are the availability and price of relevant raw materials, starting products, and intermediates. In particular, raw material prices of significance to the Evonik Group are dependent on exchange rates and the price of crude oil. Moreover, procuring electricity through power purchase agreements to minimize price risks is an important risk management tool.

Commodity management, which is the responsibility of the segments, involves identifying procurement risks and defining effective measures to minimize them. For example, price escalation clauses and swaps are used to reduce price volatility. Pricing and procurement risks are reduced through worldwide procurement and optimized processes to ensure immediate sourcing of additional raw material requirements. Further, the use of alternative raw materials is examined for various production processes, and Evonik is working on the development of alternative production technologies.

Evonik has firmly agreed transactions relating to its own electricity generation and power requirements. These agreements relate exclusively to use by Evonik and, apart from two exceptions, are not recognized in the financial statements, in accordance with the exception for own usage set forth in IFRS 9. In view of the fluctuations in output, the restrictive requirements for the own-usage exception cannot be fully ensured in the case of two power purchase agreements. Therefore, these agreements are accounted for as cash flow hedges. The power purchase agreements run for a maximum of 15 years. The amounts to be recognized in the corresponding balance sheet items were determined principally by the development of electricity prices since the conclusion of the contract. If the price had been 10 percent higher or lower, this would have resulted in a corresponding reduction or increase in other equity components from hedging instruments of €33 million (2024: €32 million). As in the previous year, there would not have been any impact on income before income taxes.

9.4.4.2 Liquidity risk

Liquidity risk is managed through business planning to ensure that the funds required to finance the current operating business and current and future investments at all companies in the Evonik Group are available at the right time and in the right currency at optimum cost. Liquidity requirements for business operations, investments, and other financial activities are derived from a financing status and liquidity planning, which form part of liquidity risk management. Liquidity is pooled in a central cash management pool where this makes economic sense and is legally permissible. Central liquidity risk management facilitates low-cost borrowing and advantageous offsetting of financial requirements.

As of December 31, 2025, Evonik had cash and cash equivalents amounting to €495 million and current securities totaling €124 million. In addition, Evonik has a €1.75 billion syndicated credit facility as a central source of liquidity. Following the exercise of two extension options in 2023 and 2024, this credit facility, which was agreed in November 2022 with an original term of five years, now runs until November 2029. It represents a long-term liquidity reserve for the Evonik Group and was not drawn at any time in fiscal 2025. It still does not contain any covenants requiring Evonik to meet certain financial ratios. Furthermore, Evonik has bilateral credit facilities from banks totaling €550 million. These had not been drawn as of December 31, 2025. They are available alongside the syndicated credit facility as an additional liquidity reserve. In addition, €250 million of the €500 million loan commitment by the European Investment Bank has not been drawn and is available to Evonik.

The remaining maturities of the non-derivative financial instruments presented here are based on the agreed dates for the nominal amounts of the combined interest and redemption payments.

Payments for non-derivative financial instruments by remaining maturity as of December 31, 2025 T167

in € million	Up to 1 year	More than 1 and up to 3 years	More than 3 and up to 5 years	More than 5 years	Total
Trade accounts payable	**1,401**	**–**	**–**	**–**	**1,401**
Bonds	227	1,349	575	521	2,672
Commercial paper	80	–	–	–	80
Liabilities to banks	44	30	257	–	331
Schuldschein loans	97	5	84	–	186
Loans from non-banks	1	9	–	–	10
Lease liabilities	185	265	161	417	1,028
Liabilities from rebate and bonus agreements	33	–	–	–	33
Customer credit liabilities	11	–	–	–	11
Miscellaneous other financial liabilities	41	19	–	–	60
Other financial liabilities	**719**	**1,677**	**1,077**	**938**	**4,411**

Payments for non-derivative financial instruments by remaining maturity as of December 31, 2024 T168

in € million	Up to 1 year	More than 1 and up to 3 years	More than 3 and up to 5 years	More than 5 years	Total
Trade accounts payable	**1,600**	**–**	**–**	**–**	**1,600**
Bonds	531	1,298	504	–	2,333
Commercial paper	50	–	–	–	50
Liabilities to banks	51	24	265	–	340
Schuldschein loans	84	105	85	–	274
Loans from non-banks	16	1	–	–	17
Lease liabilities	181	295	186	447	1,109
Liabilities from rebate and bonus agreements	46	–	–	–	46
Customer credit liabilities	17	–	–	–	17
Miscellaneous other financial liabilities	46	18	–	–	64
Other financial liabilities	**1,022**	**1,741**	**1,040**	**447**	**4,250**

The Evonik Group met all payment terms agreed for its financial liabilities.

The breakdown of the sum of interest payments and repayments of notional amounts by maturity in the table relates to derivative financial instruments with positive and negative fair values. The table shows the net value of cash inflows and outflows. Since netting was not agreed for forward exchange contracts, currency swaps, interest rate swaps, or cross-currency interest rate swaps, they are presented as gross amounts.

Payments relating to derivative financial instruments by remaining maturity as of December 31, 2025 T169

in € million	Up to 1 year	More than 1 and up to 3 years	More than 3 years	Total
Forward exchange contracts, currency options, and currency swaps	63	–	–	63
thereof cash inflows	2,975	171	–	3,146
thereof cash outflows	–2,912	–171	–	–3,083
Commodity derivatives	4	1	–	5
Receivables from derivatives	**67**	**1**	**–**	**68**
Interest rate swaps	–10	–2	12	–
Forward exchange contracts, currency options, and currency swaps	–20	–1	–	–21
thereof cash inflows	1,700	147	–	1,847
thereof cash outflows	–1,720	–148	–	–1,868
Commodity derivatives	–14	–31	–139	–184
Liabilities from derivatives	**–44**	**–34**	**–127**	**–205**

Payments relating to derivative financial instruments by remaining maturity as of December 31, 2024 T170

in € million	Up to 1 year	More than 1 and up to 3 years	More than 3 years	Total
Forward exchange contracts, currency options, and currency swaps	19	1	–	20
thereof cash inflows	2,140	25	–	2,165
thereof cash outflows	–2,121	–24	–	–2,145
Commodity derivatives	9	5	–	14
Receivables from derivatives	**28**	**6**	**–**	**34**
Interest rate swaps	–2	–2	–6	–10
Forward exchange contracts, currency options, and currency swaps	–85	–8	–	–93
thereof cash inflows	2,342	218	–	2,560
thereof cash outflows	–2,427	–226	–	–2,653
Commodity derivatives	–7	–27	–181	–215
Liabilities from derivatives	**–94**	**–37**	**–187**	**–318**

9.4.4.3 Default risk

The default risk (credit risk) is managed at Group level. Three categories are defined for credit risk management, each of which is treated separately on the basis of its specific features. The categories are financial counterparties (generally banks but also other financial institutions and industrial counterparties, insofar as derivatives transactions are concluded with them), other counterparties (mainly debtors and creditors), and countries. Credit risks are defined generally as a potential threat to earnings power and/or corporate value resulting from a deterioration of the respective contractual counterparty. More precisely, it means defaulting on payments as a result of financial difficulties/insolvency by the counterparty. On principle, Evonik does not hold any purchased or originated credit-impaired financial assets. To monitor any risk concentrations, the individual risk limits are set for business partners on the basis of internal and external ratings. The expected future development of the potential default risk of each category is taken into account in the definition and monitoring of the risk categories.

The credit risk of **financial counterparties** also includes additional earnings and value effects, which may be either direct (for example, a security issued by a counterparty loses value as a result of a rating downgrade) or indirect due to a deterioration in the credit rating (for example, reduction in the probability that a counterparty will be able to fulfill a future obligation to Evonik—for example, from a guarantee bond or a loan commitment—in the manner originally agreed). In addition, a specific limit is set for financial counterparties for each type of risk (money market, capital market, and derivatives). Maximum limits for each contracting party are set on the basis of the creditworthiness analyses. These are predominantly based on ratings and our own internal credit analysis. In addition, the development of the prices of CDS (credit default swaps) and equity prices (where available) is analyzed. Country limits are set for the money and capital markets to ensure diversification of country risks.

In the case of **debtors, creditors, and other counterparties,** credit risk management also covers possible damage from orders that have been placed but not yet fulfilled and further potential damage to Evonik resulting from non-performance of a counterparty's supply, service, or other obligation. An internal limit system is used for risk assessment and monitoring. Political risk (country risk) is also taken into account for export orders so that the overall risk assessment takes account of both political and economic risk factors. Based on this analysis, a maximum default risk is set for the

contracting party. The credit standing of contracting parties is updated constantly via ratings or scoring processes. The internal credit scoring model used for this comprises six risk categories (1 = high creditworthiness; 6 = low creditworthiness) and is presented in the following table.

Scoring model for credit risk default T171

Risk category	Attributes
1 = high creditworthiness	• Very good payment profile in the past year • Long-term business relationships • Countries with good to very good economic and political risk assessments
2 = good creditworthiness	• Good payment profile in the past year • Business relationships over several months • Countries with good economic and political risk assessments
3 = medium creditworthiness	• Payments are made regularly • Relatively new business relationships • Countries with weaker economic and political prospects
4–6 = low creditworthiness	• Payments are sometimes unpunctual • Countries with economic and political risks

Evonik applies the **IFRS 9 impairment model** for expected credit losses as follows: For loans recognized at amortized cost and miscellaneous other financial assets, the general impairment model is applied. For trade accounts receivable, receivables from finance leases, and contract assets (with and without a financing component), the simplified approach is applied using an impairment matrix.

As a matter of principle, Evonik only places investments with financial counterparties with an investment grade rating. A low default risk **(level 1 of the general approach)** is assumed for financial counterparties that have an investment grade rating (at least Baa3 from Moody's or BBB- from Standard & Poor's or Fitch). Other instruments are considered to have a low risk of default if the risk of non-performance is low, and the issuer is able to meet its contractual payment obligations at all times. The 12-month expected credit loss is calculated on the basis of the probability of default for each CDS as of the reporting date, and a group-wide LGD (loss given default) of 40 percent is assumed. Forward-looking information is implicitly included in the CDS. The exposure at default (EAD) is the nominal value. A review of whether there has been a significant increase in the default risk since the initial assessment **(level 2 of the general approach)** must be made at least quarterly. Transfer to level 2 takes place if payment is 30 days overdue. Unless there were indicators of an impairment of creditworthiness at an earlier period **(level 3 of the general approach),** impairment is generally assumed when payments are more than 90 days overdue. Financial assets that are significantly overdue, possibly by more than 90 days as a result of the customer structure, or where insolvency or similar proceedings have been initiated against the debtor, are tested individually for impairment.

The **impairment matrix used in the simplified approach** is based on the lifetime expected credit losses. Components of receivables that are not exposed to credit losses (especially any value-added tax or sales tax and receivables covered by credit insurance) are disregarded when calculating the loss allowance. The matrix takes account of all components of receivables that are exposed to a risk of credit losses, except where they are subject to an individual loss allowance. It has a two-step structure. In the first step (ECL1), for all receivables deemed to be at risk, the expected credit loss is determined for all customers in customer risk categories 1 to 3 and for those receivables in categories 4 to 6 that are not past-due. In a second step, for all past-due customer receivables in risk categories 4–6, an additional loss allowance is calculated on the basis of a past-due analysis (ECL2). The expected loss ratios depend on actual days overdue based on the payment profiles for sales in the past five years and the corresponding defaults in the same period. The historical loss ratios are adjusted to reflect current and future-oriented information on macroeconomic factors that affect the ability of customers to settle receivables. The determination of loss allowances for receivables from finance leases and contract assets is analogous to the procedure for trade accounts receivable, based on common risk characteristics and number of days overdue, because they essentially have the same risk characteristics and expected loss ratios as trade accounts receivable. Therefore, the expected loss ratios for trade accounts receivable represent an appropriate approximation for contract assets and receivables from finance leases.

In principle, cash and cash equivalents are also subject to the impairment provisions of IFRS 9. However, since they are due daily, impairment losses are normally immaterial.

As of December 31, 2025, the **general approach** was applied for loans amounting to €16 million (2024: €19 million) and miscellaneous other financial assets of €4 million (2024: €28 million), which were measured at amortized cost. Of these, loans amounting to €5 million and miscellaneous other financial assets totaling €4 million had an investment grade rating. Analogously to the previous year, all loans and other financial assets had a low absolute default risk, so they were allocated to level 1, for which only the 12-month expected credit loss is calculated. No significant increase in the credit risk was identified in fiscal 2025. As of December 31, 2025, the allocation to level 1 was therefore unchanged for both loans and miscellaneous other financial assets. Calculation of the 12-month expected credit loss did not result in a material impairment in the reporting period. There were no overdue items.

As of December 31, 2025, the **simplified approach** was used for trade accounts receivable totaling €1,526 million (2024: €1,622 million) and contract assets totaling €7 million (2024: €5 million). The loss allowances for receivables from finance leases and contract assets calculated on this basis and the change in these loss allowances were not material.

Loss allowances for financial assets—simplified approach (loss allowance matrix) T172

in € million	Trade accounts receivable
As of January 1, 2024	**5**
Change	–
As of December 31, 2024	**5**
Change	–2
As of December 31, 2025	**3**

Credit loss matrix for trade accounts receivable as of December 31, 2025 T173

	Low default risk			High default risk	
in € million	Risk category 1	Risk category 2	Risk category 3	Risk category 4–6	**Total**
Credit default rate in %	–	–	–	1.0	–
Gross carrying amount[a]	28	327	365	303	1,023
Expected credit losses (risk provisioning)	–	–	–	3	3
thereof based on credit risk attributes	–	–	–	1	1
thereof > 365 days past-due	–	–	–	2	2

For receivables in categories 1–3, the lifetime expected credit losses based on credit risk criteria were negligible. Therefore, they are not shown separately in the table.
[a] The gross carrying amount only applied to non-credit-insured receivables and receivables that were not examined individually for impairment.

Credit loss matrix for trade accounts receivable as of December 31, 2024 T174

	Low default risk			High default risk	
in € million	Risk category 1	Risk category 2	Risk category 3	Risk category 4–6	**Total**
Credit default rate in %	–	–	–	0.5	–
Gross carrying amount[a]	1	17	120	975	1,113
Expected credit losses (risk provisioning)	–	–	–	5	5
thereof based on credit risk attributes	–	–	–	4	4
thereof > 365 days past-due	–	–	–	1	1

For receivables in categories 1–3, the lifetime expected credit losses based on credit risk criteria were negligible. Therefore, they are not shown separately in the table.
[a] The gross carrying amount only applied to non-credit-insured receivables and receivables that were not examined individually for impairment.

Loss allowances for financial assets that have to be tested individually for impairment T175

in € million	Trade accounts receivable
As of January 1, 2024	**7**
Changes in the scope of consolidation	–4
Additions	6
Utilization	–1
Reversal	–2
As of December 31, 2024	**6**
Additions	2
Reversal	–1
As of December 31, 2025	**7**

In the reporting period, no write-downs were made on financial assets where the amount was still outstanding under contract law, and the receivables were still subject to enforcement proceedings. Receivables are only derecognized when, based on an appropriate assessment, realization is no longer expected. This is the case, in particular, when insolvency proceedings in respect of the debt have been completed.

At year-end 2025, trade accounts receivable totaling €406 million (2024: €402 million) were covered by credit insurance (after factoring out the deductible). The maximum default risk at year-end from items for which the simplified model was applied was €1,023 million (2024: €1,113 million).

As of the reporting date, no collateral had been received for any further financial assets subject to the scope of the general impairment model. Their maximum default risk was therefore their carrying amount. As in the previous year, no terms were renegotiated for non-current loans or trade accounts receivable not yet due.

All further financial assets that are not subject to the IFRS 9 impairment model are carried at fair value through profit or loss. The maximum default risk of these instruments was therefore their carrying amount. There was no default risk relating to the other investments as they were equity instruments.

Owing to the diversity of business and the large number of customers and financial counterparties, there were no significant cluster risks.

The **default risk on financial derivatives** is equivalent to their positive fair value. This risk is minimized by setting high standards for the creditworthiness of counterparties. Only common instruments found on the market with sufficient liquidity are used. Consequently, no material risk of default is expected in this field. Evonik concludes master netting arrangements and similar agreements for financial derivatives on a limited scale. These mainly come into effect in the event of the insolvency of a counterparty. The resulting net positions of receivables and liabilities from derivatives are presented in the following tables:

Offsetting rights for financial assets and liabilities as of December 31, 2025 T176

	Amounts set off			Amounts not set off		
in € million	Gross amount	Netting	**Net amount recognized**	Affected by enforceable master netting arrangements	Amounts related to financial collateral	**Potential net amount**
Receivables from derivatives	44	–	44	9	–	35
Liabilities from derivatives	11	–	11	9	–	2

Offsetting rights for financial assets and liabilities as of December 31, 2024 T177

	Amounts set off			Amounts not set off		
in € million	Gross amount	Netting	**Net amount recognized**	Affected by enforceable master netting arrangements	Amounts related to financial collateral	**Potential net amount**
Receivables from derivatives	17	–	17	15	–	2
Liabilities from derivatives	72	–	72	15	–	57

Further, there is a default risk relating to the granting of financial guarantees; see note 9.6 p. 263 f. At present, there is no indication that these financial guarantees will result in a loss.

9.5 Related parties

In addition to the subsidiaries included in the consolidated financial statements, the Evonik Group maintains relationships with related parties.

Related parties comprised RAG-Stiftung, Essen (Germany), as a shareholder of Evonik Industries AG, due to its controlling influence, fellow subsidiaries of Evonik owned by the RAG-Stiftung Group, including associates in the RAG-Stiftung Group, and associates and joint ventures of Evonik. Furthermore, subsidiaries of Evonik that are not consolidated on materiality grounds also constituted related parties. Post-employment benefit plans for employees were also regarded as related parties. Transactions with these post-employment benefit plans related to occupational pension plans. For further information, see note 6.10 p. 221 ff. In addition, the Evonik Group provided services for these plans. These transactions are presented in the table below.

The dividend for fiscal 2024 was paid following the resolution adopted by the annual shareholders' meeting on May 28, 2025. RAG-Stiftung, Essen (Germany) received €252 million (2024: €254 million). In 2025, Evonik received dividends of €25 million (2024: €18 million) from fellow subsidiaries, associates, and joint ventures.

The Federal Republic of Germany and the federal states of North Rhine-Westphalia and Saarland were also classified as **related parties** as they were able to exercise a significant influence on RAG-Stiftung through their membership of the board of trustees of RAG-Stiftung. Transactions effected between Evonik and these federal and state governments and their subsidiaries or joint ventures in the reporting period comprised generally available government grants. Customary business relationships were maintained with the Deutsche Bahn Group, PRG Propylenpipeline Ruhr GmbH & Co. KG, and the Deutsche Telekom Group, as well as immaterial business relationships with further federal and state governments. In addition, Evonik concludes electricity and natural gas transactions with public sector utilities.

Individuals defined as related parties include members of the management who are directly or indirectly responsible for corporate planning, management, and oversight of the Evonik Group or its parent company, and members of their families. At Evonik, these parties comprised members of the executive board and supervisory board of Evonik Industries AG, members of the executive board and board of trustees of RAG-Stiftung, and other management members who held key positions at RAG-Stiftung.

Business relations with related parties T178

	RAG-Stiftung		Fellow subsidiaries		Subsidiaries		Joint ventures		Associates		Post-employment benefit plans	
in € million	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025
Goods and services supplied	2	3	3	5	23	20	37	24	31	36	7	8
Goods and services received	–	–	–1	–1	–2	–2	–1	–1	–11	–10	–	–
Other income	–	–	11	11	–	–	6	1	11	12	–	–
Other expense	–	–	–	–	4	–	–	–	–	–	–	–
Receivables as of December 31	–	–	1	1	15	10	3	3	2	6	–	–
Liabilities as of December 31	–	–	–	–	–	–	–	–	–1	–1	–	–

Short-term remuneration comprised both amounts not related to performance and short-term performance-related payments. As of December 31, 2025, there were provisions of €3,291 thousand (2024: €3,764 thousand) for short-term performance-related remuneration of members of the executive board.

The provisions for share-based remuneration of the executive board amounted to €11,562 thousand as of December 31, 2025 (2024: €8,306 thousand). The share-based payments are expenses incurred in 2025 for LTI tranches from 2022 to 2025.

The present value of the defined benefit obligation for the executive board was €18,696 thousand (2024: €24,066 thousand). Further, the employee representatives elected to the supervisory board of Evonik Industries AG continued to receive the regular salary agreed in their employment contract.

Remuneration paid to related parties T179

	Executive Board of Evonik Industries AG		Supervisory Board of Evonik Industries AG		Total	
in €'000	2024	**2025**	2024	**2025**	2024	**2025**
Short-term remuneration	8,290	8,593	3,421	3,428	11,711	12,021
Share-based payment	3,821	6,364	–	–	3,821	6,364
Current service cost for pensions and other post-employment benefits	1,938	2,114	–	–	1,938	2,114
Termination benefits	–	4,255	–	–	–	4,255

Apart from the relationships stated above, Evonik did not have any other significant business relationships with related parties.

9.6 Contingent liabilities, contingent receivables, and other financial commitments

Contingent liabilities, except for those recognized in connection with a business combination, are possible or present obligations arising from past events where an outflow of resources is not improbable but which are not recognized on the balance sheet.

Contingent liabilities T180

in € million	2024	**2025**
Surety obligations	–	6
Guarantee and warranty obligations	8	6
Obligations to make contributions to the fund assets of corporate venture capital investments	24	24
Total	**32**	**36**

The maximum default risk on the **guarantee and warranty obligations** was the full amount of the obligations.

Through its corporate venture capital activities, the Evonik Group has also invested indirectly in specialized technology funds. Evonik held between 0.66 percent and 24.98 percent of the respective (sub-)fund assets and recognized them in financial assets as securities and similar claims with a total carrying amount of €41 million (2024: €42 million). As a result of contractual agreements, the **corporate venture capital activities have obligations to make payments into the fund assets** at the request of the fund management companies. The maximum default risk arising from these investments is the sum of the carrying amounts on the balance sheet and the outstanding payment obligations and was €66 million (2024: €66 million). There is no intention of providing further financial or other support.

There were no **contingent receivables** as of December 31, 2025.

Other financial obligations result from non-onerous executory contracts, continuous obligations, statutory requirements, and other commercial obligations that are not already included in the liabilities shown on the balance sheet or in contingent liabilities.

Other financial obligations T181

in € million	2024	2025
Obligations to acquire property, plant and equipment	217	165
Miscellaneous other financial obligations	2,005	2,294
Total	**2,222**	**2,459**

The **miscellaneous other financial obligations** mainly resulted from long-term agreements for the sourcing of energy and raw materials. The long-term power purchase agreements made up a material component of these obligations. For further information, see note 9.4 p. 242 ff.

9.7 Events after the reporting date

There were no material events after the reporting date.

10. Disclosures in compliance with German legislation

10.1 Information on shareholdings pursuant to section 313 paragraph 2 of the German Commercial Code (HGB)

The overview of all companies included in the consolidated financial statements and full details of the shareholdings in accordance with section 313 paragraph 2 of the German Commercial Code (HGB), along with details of the subsidiaries that are exempt from the obligation to prepare and publish financial statements, forms part of the audited consolidated financial statements submitted to the companies' register. The complete list of shareholdings is also available on the internet.
www.evonik.finance/list-of-shareholdings

Evonik held more than 5 percent of the voting rights in the following stock corporations:

Disclosure pursuant to section 313 paragraph 2 nos. 4 and 5 of the German Commercial Code (HGB) T182

	Shareholding in %		Income after taxes		Equity	
in € million	2024	2025	2024	2025	2024	2025
Borussia Dortmund GmbH & Co. KGaA, Dortmund (Germany)	8.19	8.19	38	8	356	357
Vivawest GmbH, Essen (Germany)[a]	15.00	15.00	131	186.7	1,708	1,780

[a] Based on their nature as plan assets, shares amounting to 7.5 percent of this shareholding (2024: 7.5 percent) are measured at fair value in accordance with IAS 19. The disclosures on income after taxes and equity relate to the consolidated financial statements of Vivawest GmbH.

10.2 Personnel expense and number of employees pursuant to section 314 paragraph 1 no. 4 of the German Commercial Code (HGB)

Personnel expense T183

in € million	2024	2025
Wages and salaries	3,170	2,676
Social security contributions	488	483
Pension expenses	141	139
Other personnel expense	57	55
Total	**3,856**	**3,353**

Wages and salaries also included expenses related to restructuring. The net interest expense for pension provisions is shown in the financial result; see note 5.6 p. 207 f.

Headcount by segments (annual average) T184

No. of employees	2024	2025
Advanced Technologies	9,749	9,317
Custom Solutions	9,920	9,549
Infrastructure	3,936	3,791
Enabling functions, other activities, consolidation	8,928	8,560
Total	**32,533**	**31,217**

Prior-year figures restated.

The headcount does not include any employees at companies included in the consolidated financial statements on a pro rata basis.

10.3 Remuneration of the executive board and supervisory board pursuant to section 314 paragraph 1 no. 6 of the German Commercial Code (HGB)

Remuneration paid to the members of the **executive board of Evonik Industries AG** for their work in 2025 amounted to €14,469 thousand (2024: €12,548 thousand). The figures for the reporting period contain bonus payments of €822 thousand for the previous year, which were not included in the provisions for 2024. Further details, including an individual breakdown of remuneration, can be found in the remuneration report. **www.evonik.finance/remuneration-report**

Total remuneration of **former members of the executive board and their surviving dependents** was €7,480 thousand in 2025 (2024: €3,687 thousand). As of the reporting date, there were provisions of €81,419 thousand (2024: €78,464 thousand) for pension obligations for former members of the executive board and their surviving dependents. The present value of pension obligations (defined benefit obligations) for former members of the executive board and their surviving dependents amounted to €62,789 thousand as of the reporting date (2024: €64,653 thousand).

The remuneration of the **supervisory board** for 2025 totaled €3,428 thousand (2024: €3,421 thousand).

10.4 Declaration of conformity with the German Corporate Governance Code

In December 2025, the executive board and supervisory board of Evonik Industries AG submitted the declaration of conformity required by section 161 of the German Stock Corporation Act (AktG) and made it permanently available to the public on the company's website. **https://corporate.evonik.de/en/investor-relations/corporate-governance**

10.5 Auditor's fees pursuant to section 314 paragraph 1 no. 9 of the German Commercial Code (HGB)

The following table presents the total fees recognized as expenses for the services provided by KPMG AG Wirtschaftsprüfungsgesellschaft for the Evonik Group for fiscal 2025:

Auditor's fees T185

in € million	2024	2025
Auditing of financial statements	4.3	5.3
Other audit-related services	2.6	1.9
Other services	0.1	0.1
Total	**7.0**	**7.3**

The fees charged for auditing financial statements mainly comprised remuneration for the statutory audit of the separate and consolidated financial statements of Evonik Industries AG and its German subsidiaries, the closely related audit of information systems and processes, and audit-related support in connection with changes in the structure of the Evonik Group. The fees for other audit-related services were mainly for services in connection with reviews of financial information during the year, the review of sustainability-related disclosures and the non-financial statement, ISO certification, specific energy-related reviews, and other regulatory and statutory requirements. The other services principally comprised advisory services in connection with the implementation of regulatory requirements and other project-related consulting services.

10.6 Date of preparation of the financial statements

The executive board of Evonik Industries AG prepared the consolidated financial statements on February 26, 2026 and approved them for publication. The consolidated financial statements will be submitted to the audit committee at its meeting on February 27, 2026 for a preliminary examination and to the supervisory board for approval at its meeting on March 3, 2026.

Essen, February 26, 2026

Evonik Industries AG
The Executive Board

Kullmann Kjeldsen

Dr. Mollenkopf Wessel

SUPPLEMENTARY INFORMATION

Responsibility statement

To the best of our knowledge, and in accordance with the applicable reporting principles, the consolidated financial statements give a true and fair view of the assets, liabilities, financial position, and profit or loss of the Evonik Group, and the management report for the Evonik Group, which is combined with the management report of Evonik Industries AG, includes a fair review of the development and performance of the business and the position of the Evonik Group, together with a description of the material opportunities and risks associated with the expected development of the Evonik Group.

Essen, February 26, 2026

Evonik Industries AG
The Executive Board

Kullmann Kjeldsen

Dr. Mollenkopf Wessel

Independent Auditor's Report

Note: This is a translation of the German original. Solely the original text in German language is authoritative.

To Evonik Industries AG, Essen

Report on the Audit of the Consolidated Financial Statements and of the Combined Management Report

Opinions

We have audited the consolidated financial statements of Evonik Industries AG, Essen, and its subsidiaries (the Group), which comprise the balance sheet as at 31 December 2025, and the income statement, statement of comprehensive income, statement of changes in equity and cash flow statement for the financial year from 1 January to 31 December 2025, and notes to the consolidated financial statements, including significant information on the accounting policies. In addition, we have audited the combined management report of Evonik Industries AG for the financial year from 1 January to 31 December 2025.

In accordance with German legal requirements, we have not audited the content of those components of the group management report specified in the "Other Information" section of our auditor's report.

In our opinion, on the basis of the knowledge obtained in the audit,

- the accompanying consolidated financial statements comply, in all material respects, with the IFRS Accounting Standards issued by the International Accounting Standards Board (IASB) (hereinafter referred to as "IFRS Accounting Standards") as adopted by the EU, and the additional requirements of German commercial law pursuant to Section 315e (1) HGB [Handelsgesetzbuch: German Commercial Code] and, in compliance with these requirements, give a true and fair view of the assets, liabilities, and financial position of the Group as at 31 December 2025, and of its financial performance for the financial year from 1 January to 31 December 2025, and
- the accompanying combined management report as a whole provides an appropriate view of the Group's position. In all material respects, this combined management report is consistent with the consolidated financial statements, complies with German legal requirements and appropriately presents the opportunities and risks of future development. Our opinion on the combined management report does not cover the content of those components of the combined management report specified in the "Other Information" section of the auditor's report.

Pursuant to Section 322 (3) sentence 1 HGB, we declare that our audit has not led to any reservations relating to the legal compliance of the consolidated financial statements and of the combined management report.

Basis for the Opinions

We conducted our audit of the consolidated financial statements and of the combined management report in accordance with Section 317 HGB and the EU Audit Regulation No 537/2014 (referred to subsequently as "EU Audit Regulation") and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW). We performed the audit of the consolidated financial statements in supplementary compliance with the International Standards on Auditing (ISAs). Our responsibilities under those requirements, principles and standards are further described in the "Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report" section of our auditor's report. We are independent of the group entities in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. In addition, in accordance with Article 10 (2)(f) of the EU Audit Regulation, we declare that we have not provided non-audit services prohibited under Article 5 (1) of the EU Audit Regulation. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinions on the consolidated financial statements and on the combined management report.

Key Audit Matters in the Audit of the Consolidated Financial Statements

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the consolidated financial statements for the financial year from 1 January to 31 December 2025. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, we do not provide a separate opinion on these matters.

Impairment testing of goodwill

Information on the accounting and valuation principles applied, the assumptions used and the amount of goodwill is provided in section 6.5 of the notes.

THE FINANCIAL STATEMENT RISK

Goodwill amounted to EUR 4,411 million as of 31 December 2025, and at 25 % of total assets accounts for a substantial share of assets.

Goodwill is tested for impairment annually at the level of the operating segments, irrespective of events. If impairment triggers arise during the financial year, an event-driven goodwill impairment test is also carried out during the year. For goodwill impairment testing, the carrying amount is compared with the recoverable amount of the respective operating segment. If the carrying amount exceeds the recoverable amount, an impairment loss is recognized. The recoverable amount is the higher of fair value less costs to sell and value in use of the operating segment. The cut-off date for the impairment test independent of event is 30 September 2025.

As of 1 April 2025, the company adjusted the Group structure to the strategic development and combined the previous three chemical divisions, which also contained goodwill, into two new segments. The changes in segmentation require goodwill to be reallocated to the new segments. It is also necessary to carry out an event-driven impairment test before reallocating goodwill to the new segments.

Impairment testing of goodwill is complex and based on a number of assumptions requiring judgment. These include the expected business and earnings performance of the operating segments, future investments and the discount rate used. This also affects the reallocation of goodwill to the operating segments, as this was carried out on the basis of relative values, taking into account the fair value less costs to sell.

No need for impairment was identified as part of the annual impairment test as of 30 September 2025. Due to the current difficult global economic environment and the existing uncertainty regarding a short-term recovery in weak demand as well as the decline in market capitalization, the goodwill of the operating segments was tested for impairment as of 31 December 2025. As a result of the impairment test carried out, no need for impairment was identified either. However, the company's sensitivity calculations as of 31 December 2025 showed that a possible change in revenues, adjusted EBITDA or the discount rate would result in an impairment to the recoverable amount.

There is the risk for the consolidated financial statements that impairment existing as of the reporting date was not identified. There is also a risk that the disclosures in the notes associated with the goodwill impairment test are not appropriate.

OUR AUDIT APPROACH

We obtained an understanding of the Company's process including the controls established for this purpose for the identification of indications of impairment of goodwill based on explanations provided by accounting staff as well as an assessment of the in-house policies.

With the involvement of our valuation specialists, we assessed, among other things, the appropriateness of the key assumptions and the company's calculation method for both the reallocation of goodwill in the operating segment and the impairment tests. To this end, we discussed the expected development of business and earnings as well as the future investments with those responsible for planning. We also reconciled this information with the 2026 budget prepared by management and approved by the Supervisory Board as well as the medium-term planning up to and including 2028. Furthermore, we evaluated the consistency of assumptions with external market assessments.

We also examined the accuracy of the Company's previous forecasts by comparing the budgets of previous financial years with actual earnings and by analyzing deviations. We compared the assumptions and data underlying the discount rate, in particular the risk-free rate, the market risk premium and the beta coefficient, with our own assumptions and publicly available data.

To assess the computational accuracy of the method used, we verified the Company's calculations on the basis of selected risk-based elements.

In order to take account of the existing forecast uncertainty, we examined the effects of possible changes in the discount rate, earnings performance and the long-term growth rate on the recoverable amount by calculating alternative scenarios and comparing them with the values stated by the Company (sensitivity analysis).

Finally, we assessed whether the disclosures in the notes on the recoverability of goodwill are appropriate. This also included an assessment of the appropriateness of the disclosures in the notes in accordance with IAS 36.134(f) on sensitivities to a possible change in key assumptions underlying the measurement.

OUR OBSERVATIONS

The reallocation of goodwill to the segments is appropriate. The calculation method on which the goodwill impairment tests are based is appropriate and in line with the applicable valuation principles. The company's assumptions and data on which the valuation is based are appropriate overall. The disclosures in the notes in connection with the goodwill impairment tests are appropriate.

Impairment of property, plant and equipment

Please refer to note 6.5 in the notes to the financial statements for information on the accounting policies applied and the assumptions used. Disclosures on the value of property, plant and equipment can be found under note 6.2.

THE FINANCIAL STATEMENT RISK

Property, plant and equipment amounted to EUR 6,006 million as of 31 December 2025, and at 33% of total assets accounts for a considerable share of the assets.

If there are indications of impairment on property, plant and equipment, the Company determines the recoverable amount and compares this amount with the respective carrying amount. If the carrying amount exceeds the recoverable amount, an impairment loss is recognized. The recoverable amount is determined using the discounted cash flow method. The calculation of the recoverable amount is carried out regularly on the level of cash-generating units.

Impairment testing of property, plant and equipment is complex and based on a range of assumptions that require judgment. This is particularly the case for estimated future cash flows and the discount rates used.

As the economic performance of selected cash-generating units was worse than expected due to the difficult global economic environment and as a result of the decline in market capitalization, the value of the property, plant and equipment was tested for impairment during the year and as of 31 December 2025 on an ad hoc basis. As a result of the impairment tests performed, an impairment loss of EUR 170 million was recognized for the cash-generating unit Oxeno.

There is a risk for the consolidated financial statements that the existing impairment has not been recognized in an appropriate amount. There is also a risk that the related disclosures in the notes are not appropriate.

OUR AUDIT APPROACH

We obtained an understanding of the Company's process including the controls established for this purpose for the identification of indications of impairment or reversal of impairment losses as well as for the determination of recoverable amounts based on explanations provided by accounting staff as well as an assessment of the in-house policies.

With the involvement of our valuation experts, we assessed the computational accuracy and IFRS compliance of the Company's valuation methods and the appropriateness of significant assumptions made therein. In addition, we also discussed the expected cash inflows with those responsible for planning. Through reconciliation of the 2026 budget prepared by management and approved by the Supervisory Board and medium-term planning up to and including 2028, we ensured their internal consistency.

We also examined the accuracy of the Company's previous forecasts by comparing the budgets of previous financial years with actual earnings and by analyzing deviations. We compared the assumptions and data underlying the discount rate, in particular the risk-free rate, the market risk premium and the beta coefficient, with our own assumptions and publicly available data.

To assess the computational accuracy of the method used, we verified the Company's calculations on the basis of selected risk-based elements.

In order to take account of the existing forecast uncertainty, we also examined the effects of possible changes in the discount rate and the expected cash flows on the recoverable amount by calculating alternative scenarios and comparing them with the company's valuation results (sensitivity analysis).

Finally, we assessed whether the disclosures in the notes on the impairment of property, plant and equipment are appropriate.

OUR OPINIONS

The valuation method on which the impairment test for property, plant and equipment is based is in line with the valuation principles. The assumptions and data used by the company are appropriate overall. The related disclosures in the notes are appropriate.

Measurement of pension obligations and plan assets

Information on the accounting policies applied, the assumptions used and the amount of pension obligations and plan assets is presented in note 6.10 to the consolidated financial statements.

THE FINANCIAL STATEMENT RISK

As of 31 December 2025, the provisions for employee benefits and similar obligations amounted to EUR 1,490 million. This is the net balance of the present value of pension obligations of EUR 8,180 million and the fair value of plan assets of EUR 7,070 million less the surplus of assets from obligations of EUR 19 million and after taking into account the effects of the asset ceiling of EUR 361 million. The majority of this is attributable to pension commitments in Germany, the USA and the United Kingdom (UK).

Pension obligations (defined benefit obligations) are measured using the projected unit credit method in accordance with IAS 19. The actuarial calculation of pension obligations is complex and is based on judgemental assumptions. Plan assets are measured at fair value. This includes assets for which the fair value can be determined based on prices quoted on an active market, is directly or indirectly observable or can be determined using a valuation technique. Measurement of the fair value of assets for which there is no active market is subject to estimation uncertainties or judgments.

There is the risk for the consolidated financial statements that the pension obligations or plan assets have been measured inaccurately. There is also the risk that the disclosures in the notes relating to measurement are not appropriate.

OUR AUDIT APPROACH

Based on our understanding of the process, we have evaluated the establishment and design of identified internal controls for the transmission of information relevant to measurement to the actuaries engaged by Evonik Industries AG.

With the involvement of our actuaries, we assessed the actuarial reports obtained by Evonik Industries AG as well as the competence, capabilities and objectivity of the external experts. Our audit procedures also included evaluating the appropriateness of the valuation method applied and assumptions made. In addition, we verified the computational accuracy of the resulting obligations based on a deliberate selection of pension commitments.

We obtained a basic overview of the process of measuring the fair values of plan assets.

For the audit of the fair values of unlisted interest-bearing investments, we made our own calculations with the involvement of our valuation specialists for a risk-oriented, conscious selection and compared them with the values determined by the company. We compared the fair values of listed interest-bearing investments with external price information. For non-interest-bearing investments, we assessed whether the unit prices determined by the capital management companies were appropriate. For the audit of the fair value of the share in Vivawest GmbH included in the plan assets, we assessed, among other things, the appropriateness of the calculation method and the plausibility of the key planning assumptions based on industry-specific market expectations with the involvement of our valuation specialists. With regard to the discount rate determined, we performed both a substantive assessment of the individual assumptions and data based on available market data and a critical overall assessment in comparison to other companies in the property sector.

We also assessed whether the related disclosures in the notes are appropriate.

OUR OBSERVATIONS

The calculation method used for the pension obligations is appropriate and consistent with the accounting policies to be applied. The assumptions and data used for measurement of the pension obligations and plan assets are appropriate overall. The related disclosures in the notes are appropriate.

Other Information

Management and the Supervisory Board are/is responsible for the other information. The other information comprises the following components of the combined management report, whose content was not audited:

- the sustainability report including the combined non-financial statement of the company and the Group pursuant to Sections 315b, 315c in conjunction with Sections 289b (1), 289c HGB, which is included in the combined management report, and
- the combined corporate governance statement of the company and the Group included in the corresponding chapter of the combined management report.

The other information also includes the remaining parts of the financial report. The other information does not include the consolidated financial statements, the combined management report information audited for content and our auditor's report thereon.

Our opinions on the consolidated financial statements and on the combined management report do not cover the other information, and consequently we do not express an opinion or any other form of assurance conclusion thereon.

In connection with our audit, our responsibility is to read the other information and, in so doing, to consider whether the other information

- is materially inconsistent with the consolidated financial statements, with the combined management report information audited for content or our knowledge obtained in the audit, or
- otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Furthermore, we have performed a separate assurance engagement on the sustainability report including the combined non-financial statement. With regard to the nature, scope and results of this assurance engagement, we refer to our assurance report dated 27 February 2026.

Responsibilities of Management and the Supervisory Board for the Consolidated Financial Statements and the Combined Management Report

Management is responsible for the preparation of consolidated financial statements that comply, in all material respects, with the IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB and that the consolidated financial statements, in compliance with these requirements, give a true and fair view of the assets, liabilities, financial position, and financial performance of the Group. In addition, management is responsible for such internal control as they have determined necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud (i.e., fraudulent financial reporting and misappropriation of assets) or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern. They also have the responsibility for disclosing, as applicable, matters related to going concern. In addition, they are responsible for financial reporting based on the going concern basis of accounting unless there is an intention to liquidate the Group or to cease operations, or there is no realistic alternative but to do so.

Furthermore, management is responsible for the preparation of the combined management report that, as a whole, provides an appropriate view of the Group's position and is, in all material respects, consistent with the consolidated financial statements, complies with German legal requirements, and appropriately presents the opportunities and risks of future development. In addition, management is responsible for such arrangements and measures (systems) as they have considered necessary to enable the preparation of a combined management report that is in accordance with the applicable German legal requirements, and to be able to provide sufficient appropriate evidence for the assertions in the combined management report.

The supervisory board is responsible for overseeing the Group's financial reporting process for the preparation of the consolidated financial statements and of the combined management report.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements and of the Combined Management Report

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and whether the combined management report as a whole provides an appropriate view of the Group's position and, in all material respects, is consistent with the consolidated financial statements and the knowledge obtained in the audit, complies with the German legal requirements and appropriately presents the opportunities and risks of future development, as well as to issue an auditor's report that includes our opinions on the consolidated financial statements and on the combined management report.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Section 317 HGB and the EU Audit Regulation and in compliance with German Generally Accepted Standards for Financial Statement Audits promulgated by the Institut der Wirtschaftsprüfer (IDW) and supplementary compliance with the ISAs will always detect a material misstatement. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements and this combined management report.

We exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements and of the combined management report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.
- Obtain an understanding of internal control relevant to the audit of the consolidated financial statements and of arrangements and measures relevant to the audit of the combined management report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control or of these arrangements and measures.
- Evaluate the appropriateness of accounting policies used by management and the reasonableness of estimates made by management and related disclosures.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in the auditor's report to the related disclosures in the consolidated financial statements and in the combined management report or, if such disclosures are inadequate, to modify our respective opinions. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to be able to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements present the underlying transactions and events in a manner that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and financial performance of the Group in compliance with IFRS Accounting Standards as adopted by the EU and the additional requirements of German commercial law pursuant to Section 315e (1) HGB.
- Plan and perform the audit of the consolidated financial statements to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business segments within the Group to provide a basis for our opinions on the consolidated financial statements and on the combined management report. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our opinions.
- Evaluate the consistency of the combined management report with the consolidated financial statements, its conformity with [German] law, and the view of the Group's position it provides.
- Perform audit procedures on the prospective information presented by management in the combined management report. On the basis of sufficient appropriate audit evidence we evaluate, in particular, the significant assumptions used by management as a basis for the prospective information, and evaluate the proper derivation of the prospective information from these assumptions. We do not express a separate opinion on the prospective information and on the assumptions used as a basis. There is a substantial unavoidable risk that future events will differ materially from the prospective information.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with the relevant independence requirements, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, the actions taken or safeguards applied to eliminate independence threats.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the consolidated financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter.

Other Legal and Regulatory Requirements

Report on the Assurance on the Electronic Rendering of the Consolidated Financial Statements and the Combined Management Report Prepared for Publication Purposes in Accordance with Section 317 (3a) HGB

Assurance Opinion
We have performed assurance work in accordance with Section 317 (3a) HGB to obtain reasonable assurance about whether the rendering of the consolidated financial statements and the combined management report "evonik-2025-12-31-de.xbri" (SHA256-Hashwert: b0dc9d6b41d-58cd7584693d3dd185924075cb8e726cd6f096131a4a599950ef8) made available and prepared for publication purposes complies in all material respects with the requirements of Section 328 (1) HGB for the electronic reporting format ("ESEF format"). In accordance with German legal requirements, this assurance work extends only to the conversion of the information contained in the consolidated financial statements and the combined management report into the ESEF format and therefore relates neither to the information contained in these renderings nor to any other information contained in the file identified above.

In our opinion, the rendering of the consolidated financial statements and the combined management report contained in the electronic file made available, identified above and prepared for publication purposes complies in all material respects with the requirements of Section 328 (1) HGB for the electronic reporting format. Beyond this assurance opinion and our audit opinion on the accompanying consolidated financial statements and the accompanying combined management report for the financial year from 1 January to 31 December 2025 contained in the "Report on the Audit of the Consolidated Financial Statements and the Combined Management Report" above, we do not express any assurance opinion on the information contained within these renderings or on the other information contained in the file identified above.

Basis for the Assurance Opinion
We conducted our assurance work on the rendering of the consolidated financial statements and the combined management report contained in the file made available and identified above in accordance with Section 317 (3a) HGB and the IDW Assurance Standard: Assurance Work on the Electronic Rendering of Financial Statements and Management Reports Prepared for Publication Purposes in Accordance with Section 317 (3a) HGB (IDW AsS 410 (06.2022)) and the International Standard on Assurance Engagements 3000 (Revised). Our responsibility in accordance therewith is further described in the "Auditor's Responsibilities for the Assurance Work on the ESEF Documents" section. Our audit firm applies the IDW Standard on Quality Management 1: Requirements for Quality Management in Audit Firms (IDW QMS 1 (09.2022)).

Responsibilities of Management and the Supervisory Board for the ESEF Documents
The Company's management is responsible for the preparation of the ESEF documents including the electronic rendering of the consolidated financial statements and the combined management report in accordance with Section 328 (1) sentence 4 item 1 HGB and for the tagging of the consolidated financial statements in accordance with Section 328 (1) sentence 4 item 2 HGB.

In addition, the company's management is responsible for such internal control that they have considered necessary to enable the preparation of ESEF documents that are free from material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB for the electronic reporting format.

The supervisory board is responsible for overseeing the process of preparing the ESEF documents as part of the financial reporting process.

Responsibilities of the Auditor of the Consolidated Financial Statements for the Assurance Work on the ESEF Documents

Our objective is to obtain reasonable assurance about whether the ESEF documents are free from material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB. We exercise professional judgement and maintain professional scepticism throughout the assurance work. We also:

- Identify and assess the risks of material intentional or unintentional non-compliance with the requirements of Section 328 (1) HGB, design and perform assurance procedures responsive to those risks, and obtain assurance evidence that is sufficient and appropriate to provide a basis for our assurance opinion.
- Obtain an understanding of internal control relevant to the assurance on the ESEF documents in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an assurance opinion on the effectiveness of these controls.
- Evaluate the technical validity of the ESEF documents, i.e. whether the file made available containing the ESEF documents meets the requirements of the Delegated Regulation (EU) 2019/815, as amended as at the reporting date, on the technical specification for this electronic file.
- Evaluate whether the ESEF documents provide an XHTML rendering with content equivalent to the audited consolidated financial statements and the audited combined management report.
- Evaluate whether the tagging of the ESEF documents with Inline XBRL technology (iXBRL) in accordance with the requirements of Articles 4 and 6 of the Delegated Regulation (EU) 2019/815, as amended as at the reporting date, enables an appropriate and complete machine-readable XBRL copy of the XHTML rendering.

Further Information pursuant to Article 10 of the EU Audit Regulation

We were elected as auditor of the consolidated financial statements at the annual general meeting on 28 May 2025. We were engaged by the supervisory board on 10 September 2025. We have been the auditor of the consolidated financial statements of Evonik Industries AG since financial year 2021.

We declare that the opinions expressed in this auditor's report are consistent with the additional report to the audit committee pursuant to Article 11 of the EU Audit Regulation (long-form audit report).

Other matter – Use of the Auditor's Report

Our auditor's report must always be read together with the audited consolidated financial statements and the audited combined management report as well as the examined ESEF documents. The consolidated financial statements and combined management report converted to the ESEF format – including the versions to be entered in the company register – are merely electronic renderings of the audited consolidated financial statements and the audited combined management report and do not take their place. In particular, the ESEF report and our assurance opinion contained therein are to be used solely together with the examined ESEF documents made available in electronic form.

German Public Auditor Responsible for the Engagement

The German Public Auditor responsible for the engagement is Dr. Thorsten Hain.

Essen, 27 February 2026
KPMG AG
Wirtschaftsprüfungsgesellschaft

Dr. Hain
Wirtschaftsprüfer
[German Public Auditor]

Dr. Ackermann
Wirtschaftsprüferin
[German Public Auditor]

Assurance report of the independent German Public Auditor on a limited assurance engagement in relation to the Consolidated Sustainability Statement

Note: This is a translation of the German original. Solely the original text in German language is authoritative.

To the Evonik Industries AG, Essen

Assurance Conclusion

We have conducted a limited assurance engagement on the Consolidated Sustainability Statement, included in chapter 9 to 12 of the group management report, of Evonik Industries AG, Essen, for the financial year from 1 January 2025 to 31 December 2025. The Consolidated Sustainability Statement was prepared to fulfil the requirements of Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (Corporate Sustainability Reporting Directive, CSRD) and Article 8 of Regulation (EU) 2020/852 applying Delegated Regulation (EU) 2026/73 of the European Commission, adopted on 4 July 2025, as well as Sections 315b and 315c of the HGB [Handelsgesetzbuch: German Commercial Code] for a consolidated non-financial statement and Sections 289b to 289e of the HGB for a non-financial statement of the company.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Consolidated Sustainability Statement is not prepared, in all material respects, in accordance with the requirements of the CSRD and Article 8 of Regulation (EU) 2020/852 applying Delegated Regulation (EU) 2026/73 of the European Commission, adopted on 4 July 2025, Sections 315b and 315c HGB for a consolidated non-financial statement, Sections 289b to 289e of the HGB for a non-financial statement of the company and the supplementary criteria presented by the executive directors of the Company. This assurance conclusion includes that nothing has come to our attention that causes us to believe that:

- the accompanying Consolidated Sustainability Statement does not comply, in all material respects, with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the entity to identify information to be included in the Consolidated Sustainability Statement (the materiality assessment) is not, in all material respects, in accordance with the description set out in chapter 9 to 12 of the Consolidated Sustainability Statement, or
- the disclosures in chapter 10.7 of the Consolidated Sustainability Statement do not comply, in all material respects, with Article 8 of Regulation (EU) 2020/852 applying Delegated Regulation (EU) 2026/73 of the European Commission, adopted on 4 July 2025.

Basis for the Assurance Conclusion

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the section "German Public Auditor's Responsibilities for the Assurance Engagement on the Consolidated Sustainability Statement".

We are independent of the entity in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements for a system of quality control as set forth in the IDW Quality Management Standard issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW): Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) and International Standard on Quality Management (ISQM) 1 issued by the IAASB. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibilities of the Executive Directors and the Supervisory Board for the Consolidated Sustainability Statement

The executive directors are responsible for the preparation of the Consolidated Sustainability Statement in accordance with the requirements of the CSRD and the applicable German legal and other European requirements , as well as with the supplementary criteria presented by the executive directors of the Company and for designing, implementing and maintaining such internal control that they have considered necessary to enable the preparation of a Consolidated Sustainability Statement in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e., fraudulent sustainability reporting in the Consolidated Sustainability Statement) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the Consolidated Sustainability Statement, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The Supervisory Board is responsible for overseeing the process for the preparation of the Consolidated Sustainability Statement.

Inherent Limitations in Preparing the Consolidated Sustainability Statement

The CSRD and the applicable German legal and other European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of sustainability matters based on these interpretations is uncertain. As further set forth in the Consolidated Sustainability Statement, the quantification of the non-financial performance indicators is also subject to inherent uncertainties.

These inherent limitations also affect the assurance engagement on the Consolidated Sustainability Statement.

German Public Auditor's Responsibilities for the Assurance Engagement on the Consolidated Sustainability Statement

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Consolidated Sustainability Statement has not been prepared, in all material respects, in accordance with the CSRD, the applicable German legal and other European requirements and the supplementary criteria presented by the company's executive directors, and to issue an assurance report that includes our assurance conclusion on the Consolidated Sustainability Statement.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process used to prepare the Consolidated Sustainability Statement, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Consolidated Sustainability Statement.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources not within the entity's control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the entity's control, as both the entity's executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Consolidated Sustainability Statement
- inquired of the executive directors and relevant employees involved in the preparation of the Consolidated Sustainability Statement about the preparation process, including the materiality assessment process carried out by the entity to identify the disclosures to be reported in the Consolidated Sustainability Statement, and about the internal controls relating to this process
- evaluated the reporting policies used by the executive directors to prepare the Consolidated Sustainability Statement
- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with the ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with the ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain
- performed analytical procedures and made inquiries in relation to selected information in the Consolidated Sustainability Statement
- conducted site visits
- considered the presentation of the information in the Consolidated Sustainability Statement
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Consolidated Sustainability Statement.

Restriction of Use/Clause on General Engagement Terms

This assurance report is solely addressed to Evonik Industries AG.

The engagement, in the performance of which we have provided the services described above on behalf of Evonik Industries AG, was carried out on the basis of the General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften (Allgemeine Auftragsbedingungen für Wirtschaftsprüferinnen, Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) dated as of 1 January 2024 (www. kpmg.de/AAB_2024). By taking note of and using the information as contained in our report, each recipient confirms to have taken note of the terms and conditions stipulated in the aforementioned General Engagement Terms (including the liability limitations to EUR 4 million specified in item No. 9 included therein) and acknowledges their validity in relation to us.

Düsseldorf, 27 February 2026
KPMG AG
Wirtschaftsprüfungsgesellschaft
[Original German version signed by:]

Geier
Wirtschaftsprüfer
[German Public Auditor]

Leupen
Wirtschaftsprüferin
[German Public Auditor]

Report of the supervisory board

Ladies and gentlemen:

in 2025, the supervisory board of Evonik Industries AG performed the obligations defined by law and the articles of incorporation correctly and with the utmost care and regularly and conscientiously supervised the work of the executive board. We supported the executive board by providing advice on the management and strategic development of the company.

Collaboration between the executive board and supervisory board

The executive board always gave us full and timely information on all material issues affecting Evonik and involved us in all material decisions affecting the company. Key areas were business performance and the situation of the company, along with aspects of business policy, corporate planning, and Evonik's ongoing strategic development.

The supervisory board's oversight of the executive board centered in particular on ensuring the correct, orderly, expedient, and cost-effective management of group-wide business activities. The content and scope of reporting by the executive board complied with the law, the principles of good corporate governance, and the requirements set by the supervisory board.

Section 16 of the articles of incorporation of Evonik Industries AG and the rules of procedure of the supervisory board set out business activities and measures of fundamental importance on which the executive board is required to seek the approval of the supervisory board or, in some cases, individual committees. In the past fiscal year, the supervisory board took decisions on business activities and measures submitted by the executive board after examining them and discussing them with the executive board.

Meetings and work of the supervisory board

The supervisory board discussed key issues relating to the company at five meetings in 2025. All meetings were in-person meetings. Members who were unable to attend a meeting in person were able to take part via videoconferencing. This option was utilized in a few individual cases.

The work of the supervisory board was again prepared and supported by its committees in 2025.

- **Executive committee:** Bernd Tönjes (chairman), Alexander Bercht (deputy chairman), Martin Albers (until December 31, 2025), Prof. Aldo Belloni, Hussin El Moussaoui (from January 1, 2026).
- **Audit committee:** Michael Rüdiger (chairman and financial expert with specialist knowledge of accounting within the meaning of section 100 paragraph 5 of the German Stock Corporation Act [AktG] and recommendation D.3 of the German Corporate Governance Code), Alexandra Krieger (deputy chairwoman), Alexandra Boy, Dr. Christian Kohlpaintner (from January 1, 2026), Thomas Meiers (from January 1, 2026), Frank Münch (from January 1, 2026), Cedrik Neike, Gerd Schlengermann (until December 31, 2025), Angela Titzrath (financial expert with specialist knowledge of auditing within the meaning of section 100 paragraph 5 AktG and recommendation D.3 of the German Corporate Governance Code).
- **Investment and sustainability committee:** Werner Fuhrmann (chairman), Alexander Bercht (deputy chairman), Martin Albers, Dr. Cornelius Baur, Thomas Meiers, Michael Rüdiger, Britta Sorge (from January 1, 2025), Bernd Tönjes.
- **Innovation and research committee:** Prof. Barbara Albert (chairwoman), Alexandra Krieger (from January 1, 2026, deputy chairwoman), Thomas Meiers (until December 31, 2025, deputy chairman), Prof. Aldo Belloni, Hussin El Moussaoui, Dr. Ariane Reinhart, Martina Reisch, Britta Sorge (from January 1, 2025), Bernd Tönjes.
- **Nomination committee:** Bernd Tönjes (chairman), Prof. Aldo Belloni, Dr. Ariane Reinhart.
- **Mediation committee:** Bernd Tönjes (chairman), Alexander Bercht (deputy chairman), Martin Albers, Prof. Aldo Belloni.

The tasks assigned to the committees are described in detail in the declaration on corporate governance p. 59 ff.

The executive committee held eight meetings in the reporting period, and the audit committee and the investment and sustainability committee each held four meetings. The innovation and research committee met twice in the reporting period. There was no need for the nomination committee or the mediation committee to meet in the reporting period.

In principle, the committee meetings were in-person meetings, but the executive committee held three of its eight meetings as video conferences. Committee members who were unable to attend a meeting in person were able to take part via video-conferencing. This option was utilized in a few individual cases.

The chairperson or deputy chairperson of each committee reported regularly at the meetings of the supervisory board on the issues discussed and the outcome of all committee meetings. The supervisory board therefore always received extensive information on all matters of significance in the Evonik Group.

At its meeting on March 4, 2025, the **supervisory board** focused on examining the annual financial statements of Evonik Industries AG and the consolidated financial statements for fiscal 2024, following an initial, detailed examination by the audit committee. The supervisory board set the bonus payments for the executive board for fiscal 2024, the targets for the executive board for 2025, and the sustainability (ESG) targets for the long-term incentive for the period 2025 through 2028. It looked in detail at the project to place the infrastructure activities at the Marl and Wesseling sites on a stand-alone basis and the project to safeguard Evonik's competitiveness and business success (Evonik Tailor Made). The remuneration report for 2024 was adopted. This meeting was also used to prepare for the annual shareholders' meeting 2025.

The meeting of the supervisory board prior to the annual shareholders' meeting on May 28, 2025 was used to give the members supplementary information and prepare for the annual shareholders' meeting.

The meeting on June 25, 2025 was mainly dedicated to reporting. The supervisory board received reports from the committees and the report on the workforce. It also discussed the executive board's report on Evonik's business situation and the progress or the optimization projects. The supervisory board looked in detail at the status of the ongoing investment projects to build a new methylmercaptan facility in Mobile (Alabama, USA) and the Lipid Innovation Center in Tippecanoe (Indiana, USA).

At its meeting on September 18, 2025, the supervisory board adopted the executive committee's proposal for a termination agreement with Maike Schuh and to extend the term of office of Thomas Wessel by two years. In addition, it undertook a detailed examination of Evonik's current situation and strategy and the ongoing investment and restructuring projects.

At its meeting in December, the supervisory board held a detailed discussion of the proposal for a new remuneration system for the executive board. It examined reports on the situation of the Evonik Group and the segments and the status of group projects and discussed their contents in detail. Further, it adopted the budget for fiscal 2026 and discussed the planning presentation. It also looked at corporate governance issues and adopted the declaration of conformity for 2025, commissioned a voluntary substantive review of the remuneration report and a voluntary review of the content of the public country-by-country report containing income tax disclosures, which has to be prepared for the first time in 2026. In addition, on the basis of a proposal by the audit committee, the supervisory board resolved to extend the audit committee by two members to a total of eight members. Dr. Christian Kohlpaintner and Thomas Meiers were elected as new members of the audit committee effective January 1, 2026. The supervisory board also elected Frank Münch to the audit committee as successor to Gerd Schlengermann, who left the supervisory board as of December 31, 2025.

Based on the reports by the investment and sustainability committee, the supervisory board considered post-completion information and post-completion audits of past projects and the implementation of current investment and restructuring projects.

In the reporting period, the **executive committee** continuously examined Evonik's business situation and ongoing projects. Further items on the agenda for discussion and decisions were the executive board's bonus payments for 2024 and their target agreements for 2025, the renewal of Thomas Wessel's appointment to the executive board, Maike Schuh leaving the executive board, and a new remuneration system for the executive board. In addition, the executive committee examined the process to record and evaluate related-party transactions (sections 111a to 111c of the German Stock Corporation Act [AktG]) and the search for a new executive board member for the role of chief financial officer.

In February 2025, the **audit committee** focused principally on the annual financial statements and the consolidated financial statements for fiscal 2024. It also examined the remuneration report for 2024; the appropriateness and effectiveness of opportunity and risk management (risk management system) with regard to the risk detection system in compliance with section 91 paragraph 2 AktG; the internal control system and compliance

management system; and the appropriateness and effectiveness of the internal audit system. Further issues addressed at this meeting were the non-audit services provided by the external auditor; the impact of carbon pricing and the long-term goal of climate neutrality (net-zero emissions) on the Evonik Group and the necessary strategies; cybersecurity and IT security; and the proposal for the election of the auditor for fiscal 2025.

The central items on the agenda for the meeting in May were the business performance and the quarterly financial statement as of March 31, 2025. In addition to this, the committee examined the outcome of the audit of EMIR system pursuant to section 32 of the German Securities Trading Act (WpHG); the non-audit services provided by the external auditor; pension obligations and plan assets; the implementation and certification of a global tax control framework at Evonik; cybersecurity and IT security at Evonik; the measures to mitigate geopolitical risks; and strategic aspects of capital allocation. Furthermore, the audit committee reached the conclusion that the quality of the auditing for fiscal 2024 was appropriate.

At its meeting in July 2025, the audit committee considered in detail the development of business in the first six months of 2025 and the half year financial report as of June 30, 2025. Other items on the agenda were reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD); cybersecurity and IT security at Evonik; risk management and the internal control system; and Evonik's dividend policy. In addition to this, the audit committee recommended to the supervisory board that it should commission a voluntary review of the content of the remuneration report.

One of the main items discussed at the meeting in November 2025 was the business performance in the third quarter of 2025, together with the quarterly financial statement as of September 30, 2025. Furthermore, the audit committee considered the focal points of the audit for fiscal 2025; tax compliance and the public country-by-country reporting required for the first time for fiscal 2025; internal auditing and the effectiveness of the internal control system; cybersecurity and IT security; Environment, Safety, Health & Quality (ESHQ); and Group Security. The audit committee also decided to propose to the supervisory board that the audit committee should be extended by two members and adopted the resolution on the declaration of conformity pursuant to section 161 AktG.

At all meetings in the reporting period, the audit committee also considered the non-audit services performed by the external auditor. The audit committee regularly met with the auditor without the executive board.

In the reporting period, the **investment and sustainability committee** concentrated intensively on projects to maintain existing plants and open up new growth opportunities. The main focus was on ongoing investments, for example, the construction of a new methylmercaptan facility in Mobile (Alabama, USA) and of the Lipid Innovation Center in Tippecanoe (Indiana, USA). It also looked in detail at post-completion information and post-completion audits of past investments.

Other issues examined in detail by the committee were sustainability, especially global developments in the area of climate protection; legal requirements; Evonik's plans to reduce CO_2 emissions and their status quo; the impact of carbon pricing on the Evonik Group; and the requirements and impacts of the long-term political goal of climate neutrality (net-zero emissions). The investment and sustainability committee's discussions also included the capital market perspective on Evonik; the impact of global trade policy and regulatory developments on Evonik's markets and supply chains; the projects to place the infrastructure at the Marl and Wesseling sites in Germany on a stand-alone basis; the project to establish leaner administrative structures; and the development of Evonik's corporate venture capital initiatives.

At its meetings in April and October, the **innovation and research committee** discussed innovations at Evonik and their business relevance.

In addition to the aspects outlined above, the supervisory board and its committees made a thorough examination of the situation and development of the Evonik Group.

Individual disclosure of the attendance at meetings of the supervisory board and its committees T186

	Supervisory board		Executive committee		Investment and sustainability committee		Audit committee		Nomination committee		Mediation committee		Innovation and research committee	
Supervisory board member	Presence	in %	Presence	in %	Presence	in %	Presence	in %	Presence	in %	Presence	in %	Presence	in %
Bernd Tönjes (chairman)	5/5	100	8/8	100	3/4	75	3[a]		0/0		0/0		1/2	50
Alexander Bercht (deputy chairman)	5/5	100	8/8	100	4/4	100					0/0			
Martin Albers	5/5	100	8/8	100	4/4	100					0/0			
Prof. Barbara Albert	5/5	100											2/2	100
Dr. Cornelius Baur	5/5	100			4/4	100								
Prof. Aldo Belloni	5/5	100	8/8	100	4[a]				0/0		0/0		2/2	100
Alexandra Boy	5/5	100					4/4	100						
Hussin El Moussaoui	5/5	100											2/2	100
Werner Fuhrmann	5/5	100			4/4	100	2[a]							
Dr. Christian Kohlpaintner	5/5	100												
Alexandra Krieger	5/5	100					3/4	75						
Martin Kubessa	5/5	100												
Thomas Meiers	5/5	100			4/4	100							2/2	100
Cedrik Neike	4/5	80					3/4	75						
Dr. Ariane Reinhart	5/5	100							0/0				2/2	100
Martina Reisch	5/5	100											2/2	100
Michael Rüdiger	5/5	100			3/4	75	3/4	75						
Gerd Schlengermann (until December 31, 2025)	5/5	100					4/4	100						
Britta Sorge	5/5	100			4/4	100							2/2	100
Angela Titzrath	5/5	100					4/4	100						

[a] Attended as a guest.

Corporate governance

The supervisory board is committed to the principles of good corporate governance. This is based principally on recognition of the provisions of the German Corporate Governance Code in the current version of April 28, 2022. This does not exclude the possibility of departing from the recommendations and suggestions in legitimate individual cases.

Since it is listed on the stock exchange, Evonik is subject to the obligation contained in section 161 of the German Stock Corporation Act (AktG) to submit a declaration of the extent to which it has complied with, or will comply with, the German Corporate Governance Code and which recommendations have not been and will not be met, together with the reasons for this (declaration of conformity). In December 2025, the executive board and supervisory board issued a declaration of conformity, which is published on the company's website **www.evonik.finance/declaration-on-corporate-governance** and in the declaration on corporate governance **p. 59 ff.**

The supervisory board has set objectives for its composition, which are taken into consideration in proposals submitted to the shareholders' meeting for elections to the supervisory board. The present supervisory board satisfies all objectives for its composition, especially:

- The supervisory board comprises seven women and 13 men. In accordance with its own targets and in compliance with the statutory requirements, it therefore meets the minimum of 30 percent women and 30 percent men.
- At least six supervisory board members representing the shareholders should be independent of the company and its executive board and independent of a controlling shareholder. The supervisory board classifies all current members as independent.

Further details of the independence of the supervisory board members and the diversity requirements are presented in the declaration on corporate governance **p. 59 ff.**

The company supports new members of the supervisory board in the performance of their duties. It also organizes annual training for the members of the supervisory board. The support for new members comprises extensive information on Evonik and its governance structure, including the relevant rules and regulations, and an opportunity for individual site tours. In a training session lasting several hours in April 2025, the supervisory board looked at carbon pricing. This was attended by 15 members of the supervisory board. A further training session of several hours was held in June 2025 on global risks and their impact on corporate strategy. Ten members of the supervisory board attended.

In addition to a per diem allowance, the members of the supervisory board will receive only fixed remuneration for their work on the supervisory board in the past fiscal year and any membership of committees (see chapter 2 of the remuneration report **www.evonik.finance/remuneration-report**).

There were no consultancy, service, or similar contracts with any members of the company's supervisory board in 2025. Furthermore, there were no transactions between the company or a company in the Evonik Group, on the one hand, and supervisory board members and related parties, on the other.

Audit of the annual financial statements

KPMG AG Wirtschaftsprüfungsgesellschaft (KPMG), Berlin (Germany) has audited the financial statements of Evonik Industries AG as of December 31, 2025, prepared in accordance with the German Commercial Code (HGB), the consolidated financial statements for the Evonik Group based on the International Financial Reporting Standards (IFRS) applicable for use in the EU and the supplementary legal provisions applicable in Germany in accordance with section 315e paragraph 1 of the German Commercial Code (HGB), and the combined management report for Evonik Industries AG and the Evonik Group for fiscal 2025, and has endorsed them with an unqualified opinion pursuant to section 322 of the German Commercial Code (HGB). The supervisory board awarded the contract for the audit of the annual financial statements of Evonik Industries AG and the consolidated financial statements of the Evonik Group in line with the resolution taken by the shareholders' meeting on May 28, 2025. The audit of the steps taken by the executive board in compliance with section 91 paragraph 2 of the German Stock Corporation Act (AktG) for the timely identification of developments that could represent a threat to the continued existence of the company (risk detection system) was included in the annual audit in accordance with section 317 paragraph 4 of the German Commercial Code (HGB). The audit established that the executive board had taken the steps required in compliance with section 91 paragraph 2 of the German Stock Corporation Act (AktG) to establish an appropriate risk detection system and that this system is suitable for the timely identification of developments that could represent a threat to the continued existence of the company.

In addition, KPMG was awarded the contract for a voluntary limited assurance review of the sustainability report, covering the content of the combined non-financial statement prepared in accordance with sections 289b and 315b of the German Commercial Code (HGB), which is integrated into the combined management report. The principal components of the non-financial statement are employee and environmental matters, respect for human rights, preventing bribery and corruption, social matters, and the supply chain. The European Sustainability Reporting Standards (ESRS) were used to prepare the sustainability report. KPMG's engagement therefore also covered the ESRS reporting requirements.

The executive board submitted the above documents, together with the auditor's reports and the executive board's proposal for the distribution of the profit, to all members of the supervisory board to prepare for the meeting of the supervisory board on March 3, 2026.

At its meeting on February 27, 2026, at which the auditor participated, the audit committee discussed the annual financial statements, the auditor's reports, and the proposal for the distribution of the profit to prepare for the subsequent examination and discussion of these documents by the full meeting of the supervisory board. In addition, the audit committee requested the auditor to report on the effectiveness of the risk management and internal control system with respect to accounting.

The supervisory board conducted a thorough examination of the annual financial statements of Evonik Industries AG, the consolidated financial statements for the Evonik Group, the combined management report for fiscal 2025, including the sustainability report, which is integrated into the management report, and the non-financial statement contained therein, and the executive board's proposal for the distribution of the profit and—on the basis of explanations of these documents by the executive board—discussed them at its meeting on March 3, 2026.

The auditor took part in the meeting on March 3, 2026 and reported on the main findings of the audit. He also answered questions from the supervisory board about the type and extent of the audit and the audit findings. The discussion included the audit of the risk detection system. The supervisory board agreed with the opinion of the auditor and the audit committee that the executive board had taken the steps required in compliance with section 91 paragraph 2 of the German Stock Corporation Act (AktG) to establish an appropriate risk detection system and that this system is suitable for the timely identification of developments that could represent a threat to the continued existence of the company.

Following its thorough examination of the annual financial statements of Evonik Industries AG, the consolidated financial statements, and the combined management report (including the declaration on corporate governance and the sustainability report, which includes the combined non-financial statement), the supervisory board declares that, based on the outcome of its examination, it has no objections to raise to the annual financial statements of Evonik Industries AG, the consolidated annual financial statements, and the combined management report. In line with the recommendation of the audit committee, at its meeting on March 3, 2026, the supervisory board accepted the outcome of the audit and approved the annual financial statements of Evonik Industries AG and the consolidated financial statements for the Evonik Group. The annual financial statements for 2025 are thus ratified. The supervisory board concurs with the executive board's assessment of the situation of the company and the Evonik Group as expressed in the combined management report.

The executive board's proposal to the annual shareholders' meeting is that a dividend of €1.00 per share should be paid out of the distributable profit of Evonik Industries AG. The supervisory board considered the executive board's proposal, in particular with a view to the company's expected business performance, the dividend policy, the impact on liquidity and investment plans, including the policy of retaining earnings at subordinated Group companies, and the interests of the shareholders. This also included an explanation by the executive board and a discussion with the auditor. The supervisory board then voted in favor of the proposal put forward by the executive board for the distribution of the profit.

Examination of the report by the executive board on relations with affiliated companies

The executive board has prepared a report on relations with affiliated companies in 2025. This was examined by the auditor, who issued the following unqualified opinion in accordance with section 313 paragraph 3 of the German Stock Corporation Act (AktG):

"In accordance with our professional audit and judgment, we confirm that
1. the factual disclosures made in this report are correct, and
2. the company's expenditures in connection with the legal transactions contained in the report were not unreasonably high."

The executive board submitted the report on relations with affiliated companies and the associated auditor's report to all members of the supervisory board to enable them to prepare for the supervisory board meeting on March 3, 2026.

The audit committee conducted a thorough examination of these documents at its meeting on February 27, 2026 to prepare for the examination by the full supervisory board and its resolution. The members of the executive board provided detailed explanations of the report on relations with affiliated companies and answered questions on it. The auditor, who took part in this meeting, reported on the main findings of the audit of the report on relations with affiliated companies and answered questions raised by members of the audit committee. The members of the audit committee acknowledged the audit report and the audit opinion. The audit committee recommended that the supervisory board should approve the results of the audit and, since it was of the opinion that there were no objections to the executive board's declaration on the report on relations with affiliated companies, should adopt a corresponding resolution.

The supervisory board discussed the report on relations with affiliated companies at its meeting on March 3, 2026. The members of the executive board provided detailed explanations of the report on relations with affiliated companies and answered questions on it. Moreover, the auditor took part in this meeting of the supervisory board and reported on the main findings of the audit of the report on relations with affiliated companies and answered questions from members of the supervisory board. The supervisory board ascertained that, under the circumstances known at the time they were undertaken, the company's expenditures in connection with the transactions outlined in the report on relations with affiliated companies were not unreasonably high and compensation had been received for any disadvantages. In particular, it obtained an explanation of the principles used to determine the relevant activities and the remuneration therefor, especially in the case of transactions of material significance.

The supervisory board examined the completeness and correctness of the report on relations with affiliated companies. There were no grounds for objection.

The supervisory board thus has no objection to raise to the final declaration made by the executive board in its report on relations with affiliated companies and concurs with the auditor's findings.

Personnel issues relating to the executive board and supervisory board

Dr. Harald Schwager left the executive board at the end of March 31, 2025. Lauren Kjeldsen and Dr. Claudine Mollenkopf were appointed to the executive board effective April 1, 2025. Maike Schuh left the executive board at the end of September 18, 2025. Until the appointment of a successor, Christian Kullmann has assumed the role of acting chief financial officer. In the performance of the operational functions, he is supported by Dr. Claus Rettig, general representative of the executive board. The supervisory board has extended the term of office of Thomas Wessel as a member of the executive board and chief human resources officer by two years from September 1, 2026 until August 31, 2028. On the supervisory board, Gerd Schlengermann stepped down as of the end of December 31, 2025. Effective January 1, 2026, he was succeeded by the substitute member Frank Münch, who was elected by the delegates' assembly on March 15, 2023. The supervisory board would like to thank Dr. Harald Schwager, Maike Schuh, and Gerhard Ribbeheger for their long-standing and committed work for the good of the company and its workforce.

Concluding remark

The supervisory board would also like to thank the executive board, works councils, executive staff councils, and all employees of Evonik Industries AG and its affiliated companies for their successful work during the past year.

The supervisory board adopted this report at its meeting on March 3, 2026, in accordance with section 171 paragraph 2 of the German Stock Corporation Act (AktG).

Essen, March 3, 2026

On behalf of the supervisory board
Bernd Tönjes, Chairman

Further information on corporate officers

Supervisory board of Evonik Industries AG

Bernd Tönjes, Marl
Chairman of the Supervisory Board
Chairman of the Executive Board of RAG-Stiftung
a) • RAG Aktiengesellschaft (Chair)
b) • DEKRA e. V.

Alexander Bercht, Berlin
Deputy Chairman of the Supervisory Board
Member of the Central Board of Executive Directors of the IGBCE
a) • Vivawest GmbH
• Vivawest Wohnen GmbH

Martin Albers, Dorsten
Member of the Works Council of the jointly operated Essen campus
b) • Board of Trustees of RAG-Stiftung

Prof. Barbara Albert, Darmstadt
Rector of the University of Duisburg-Essen
a) • Schunk GmbH
• Essen University Hospital

Dr. Cornelius Baur, Munich
Independent management consultant
a) • CTS Eventim AG & Co. KGaA
• Eventim Management AG
b) • Lenzing Aktiengesellschaft, Lenzing (Austria)

Prof. Aldo Belloni, Eurasburg
Former Chairman of the Executive Board of Linde Aktiengesellschaft

Alexandra Boy, Marl
Head of Site Communications Marl Chemical Park, Herne, Witten
Chairwoman of the Executive Staff Council of the Evonik Group
Chairwoman of the Executive Staff Council of the site in Marl

Hussin El Moussaoui, Arnstein
Deputy Chairman of the General Works Council of Evonik Industries AG
Deputy Chairman of the Works Council for the jointly operated Hanau site

Werner Fuhrmann, Gronau
Former member of the Executive Committee of Akzo Nobel N.V.
b) • Kemira Oyj, Helsinki (Finland)
• Ten Brinke Group B.V., Varsseveld (Netherlands)

Dr. Christian Kohlpaintner, Ingelheim
Former Chief Executive Officer of Brenntag SE

Alexandra Krieger, Langenhagen
Head of Finance/IT/Service at the IGBCE
a) • AbbVie Komplementär GmbH
• Villeroy & Boch AG (since February 26, 2025)

Martin Kubessa, Velbert
Member of the Works Council for Evonik's Marl facilities

Thomas Meiers, Cologne
District Director, IGBCE Westfalen
a) • Ineos Deutschland Holding GmbH
• Ineos Köln GmbH
b) • Ruhrfestspiele Recklinghausen GmbH

a) Membership of 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).

Frank Münch, Bornheim
(from January 1, 2026)
Chairman of the Works Council of the jointly operated Wesseling site and member of the General Works Council of Evonik Industries AG
a) • Pensionskasse Degussa VVaG

Cedrik Neike, Berlin
Member of the Managing Board of Siemens Aktiengesellschaft and CEO of the Digital Industries business unit

Dr. Ariane Reinhart, Glücksburg
Managing Director of AR Transformation Invest GmbH
a) • Vonovia SE

Martina Reisch, Rheinfelden
Chairwoman of the Works Council of the jointly operated Rheinfelden site

Michael Rüdiger, Utting am Ammersee
Independent management consultant
a) • BlackRock Asset Management Deutschland AG (Chair)
• Vonovia SE (since May 28, 2025)

Gerd Schlengermann, Bornheim
(until December 31, 2025)
Chairman of the Works Council of the jointly operated Wesseling site and member of the General Works Council of Evonik Industries AG

Britta Sorge, Herne
Member of the Works Council for Evonik's Marl facilities
Deputy Chairwoman of the General Works Council of Evonik Industries AG

Angela Titzrath, Hamburg
Former Chairwoman of the Executive Board of Hamburger Hafen und Logistik Aktiengesellschaft
a) • Deutsche Lufthansa AG
• HDI Haftpflichtverband der Deutschen Industrie VVaG
• Talanx AG
b) • Metrans a.s., Prague (Czech Republic) (until September 30, 2025)

a) Membership of 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).

Executive board of Evonik Industries AG

Christian Kullmann, Hamminkeln
Chairman of the Executive Board
Chief Financial Officer (since September 18, 2025)
a) • Evonik Operations GmbH (Chair) (since April 1, 2025)

Lauren Kjeldsen, Düsseldorf
(since April 1, 2025)
Chief Operating Officer Custom Solutions
b) • Jungbunzlauer Ladenburg GmbH, Basel (Switzerland)

Dr. Claudine Mollenkopf, Frankfurt
(since April 1, 2025)
Chief Operating Officer Advanced Technologies
b) • CPH Chemie + Papier Holding AG, Perlen (Switzerland)

Thomas Wessel, Recklinghausen
Chief Human Resources Officer and
Labor Relations Director
a) • Pensionskasse Degussa VVaG (Chair) (since July 4, 2025)
• Vivawest GmbH
• Vivawest Wohnen GmbH
b) • Gesellschaft zur Sicherung von Bergmannswohnungen mbH

The following members left the executive board in 2025:

Dr. Harald Schwager, Speyer
(until March 31, 2025)
Former Deputy Chairman of the Executive Board
a) • Evonik Operations GmbH (Chair) (until March 31, 2025)
• Currenta Geschäftsführungs-GmbH
b) • DEKRA e. V.
• KSB Management SE

Maike Schuh, Krefeld
(until September 18, 2025)
Former Chief Financial Officer
a) • Pensionskasse Degussa VVaG (until September 18, 2025)

a) Membership of 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).

Alternative performance measures

For internal management purposes, we use alternative performance measures that are not defined by IFRS. The calculation of these measures and their development are outlined in the management report in addition to the IFRS performance measures. The most important alternative performance measures are also presented in the segment reporting.

Alternative performance measures used T187

	For definition and calculation see page
Adjusted EBITDA	16, 21, 193, 236
Adjusted EBITDA margin	16, 21, 193, 236
Adjusted EBIT	16, 21, 193, 236
Adjustments	16, 21, 236
Adjusted net income	22
Adjusted earnings per share	22
Capital employed	23, 193, 237
Economic value added (EVA®)	23
Free cash flow	16, 30
Net financial debt	31
ROCE	16, 23, 193, 238

Financial calendar

Financial calendar 2026 T188

Event	Date
Interim report Q1 2026	May 8, 2026
Annual shareholders' meeting 2026	June 3, 2026
Interim report Q2 2026	August 4, 2026
Interim report Q3 2026	November 3, 2026

Credits

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