

Consolidated sustainability indicators for the Evonik Group

The following table provides an overview of Evonik's most important sustainability-related metrics. The **13 material topics** for Evonik are highlighted in color. You can find detailed information in the relevant

chapters of the Financial and Sustainability Reports. We describe any deviations along with the details for the respective metrics. Our sustainability reporting is subject to a limited assurance engagement.

Sustainability indicators 2025

	Unit of measurement	2023	2024	2025
General information				
Production	in million metric tons	7.5	7.3	6.0
Global production sites	n	104	104	98
Sales	in € billion	15.3	15.2	14.1
Adjusted EBITDA	in € billion	1.7	2.1	1.9
Net income	in € million	-465	222	265
Executive board members	n	4	4	4
Supervisory board members	n	20	20	20
Proportion of women on the executive board	in %	25	25	50
Proportion of women on the supervisory board	in %	30	30	35
Proportion of women at first level below executive board ^a	in %	38.5	36.0	31.8
Proportion of women at second level below executive board ^a	in %	33.3	32.8	32.9
Portfolio transformation				
Proportion of sales from Next Generation Solutions	in %	43	45	48
Proportion of sales from "Challenged" products	in %	2	2	2
CO ₂ eq avoided by using Evonik products ^b	in million metric tons of CO ₂ eq	48	50	44
Research and development				
R&D expenses	in € million	443	459	418
Ratio of R&D expenses to sales	in %	2.9	3.0	3.0
New patent applications filed	n	227	223	246

	Unit of measurement	2023	2024	2025
Environmental information				
Mitigating climate change				
Evonik Carbon Footprint^c				
Scope 1: Direct energy- and process-related emissions	in million metric tons of CO ₂ eq	3.89	3.39	2.99
<i>thereof methane</i>	in million metric tons of CO ₂ eq	0.02	0.02	0.02
Scope 2: Indirect emissions from purchased energy (market-based approach)	in million metric tons of CO ₂ eq	1.40	1.52	1.36
Scope 3: Upstream and downstream emissions ^{d,e}	in million metric tons of CO ₂ eq	18.9	21.6	19.5
<i>thereof upstream</i>	in million metric tons of CO ₂ eq	13.1	15.1	13.6
<i>thereof downstream</i>	in million metric tons of CO ₂ eq	5.8	6.6	5.9
GHG emissions Evonik Carbon Footprint (sum of Scope 1, 2, and 3, market-based)	in million metric tons of CO ₂ eq	24.2	26.5	23.9
Green energy				
Energy^{c,f}				
Gross energy consumption	in GWh	19,647	19,090	17,780
Net steam requirements	in GWh	10,304	9,081	7,344
Net electricity requirements	in GWh	3,393	3,702	3,280

^a Relates to Evonik Industries AG. | ^b Eleven products with sales of €1.3 billion were included in 2023. Ten products with sales of €1.5 billion were included in 2024. Seven products with sales of €1.5 billion were included in 2025. | ^c 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. | ^d Fast-close process reporting was in part used for the current period for Scope 3 (see financial and sustainability report 2025, chapter 9.1 About this sustainability report). Differences between the data and totals are due to rounding. Some calculations are based on assumptions and estimates. | ^e 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. | ^f 2023: Conversion factor (PJ > GWh) = 277.8.

Sustainability indicators 2025

	Unit of measurement	2023	2024	2025
Energy^{a, b} (continued)				
Self-generated steam ^c	in GWh	9,466	8,191	6,867
Self-generated electricity ^d	in GWh	1,378	1,277	1,388
Purchased or acquired electricity	in GWh	2,734	2,759	2,427
<i>thereof proportion of renewable energies</i>	in %	28	45	48
Purchased or acquired steam	in GWh	3,570	3,929	3,844
Steam sold	in GWh	-2,678	-3,039	-3,367
Electricity sold	in GWh	-669	-435	-535
Electricity/steam requirements, net	in GWh	13,693	12,783	10,624
Net energy input ^e	in GWh	16,299	15,616	13,878
Sites certified to ISO 50001 Energy management	n	57	65	60
Water management				
Water withdrawal	in million m ³ /year	403	430	427
<i>thereof freshwater</i>	in million m ³ /year	224	236	221
<i>thereof salt water (sea water)</i>	in million m ³ /year	179	194	206
Water discharge	in million m ³ /year	-397	-414	-418
Water consumption ^f	in million m ³ /year	6	18	9
Sites with water risks classified as "Extreme" or "Very High"	n	0	0	0
Sites with water risks classified as "High"	n	5	5	5
Sites with water risks classified as "Medium" ^g	n	47	76	73
Biodiversity				
Area of production sites adjacent to conservation areas ^h	hectares	1,980	1,971	2,524
Production sites adjacent to conservation areas ^h	n	34	30	51
Area of production sites adjacent to key biodiversity areas ^h	hectares	200	219	556
Production sites adjacent to key biodiversity areas ^h	n	11	13	19

	Unit of measurement	2023	2024	2025
Circular economy				
Wasteⁱ				
Hazardous waste, recovery	in thousands of metric tons	100	105	90
Non-hazardous waste, recovery	in thousands of metric tons	82	109	100
Hazardous waste, disposal	in thousands of metric tons	89	90	78
Non-hazardous waste, disposal	in thousands of metric tons	79	62	51
Total waste	in thousands of metric tons	348	366	318
<i>thereof total waste recovery</i>	in thousands of metric tons	182	214	190
Proportion of waste recovered	in %	52	59	59
Raw materials				
Proportion of biobased materials in raw materials	in %	12	9	10
Product stewardship				
Breaches of product labeling regulations	n	0	0	0
Social information				
Attractiveness as an employer/employee satisfaction				
Total number of employees	n	33,409	31,930	31,053
Total personnel expense	in € million	3,254	3,856	3,353
Total proportion of female workforce	in %	27	28	28
Total proportion of male workforce	in %	73	72	72

^a Prior-year figures restated. | ^b 2023: Conversion factor (PJ > GWh) = 277.8. | ^c Including process heat, e.g., from acrolein production. | ^d From fossil and renewable sources. | ^e Gross energy consumption less energy sold and steam sold. | ^f Change in methodology: Since 2024, water in products has been included in accordance with the definition of the guidance document for Responsible Care® reporting and the GRI. | ^g 2023 and 2024 figures are not comparable. Threshold for medium risk was lowered in 2024, so more sites were captured. | ^h In 2023 and 2024, the calculation was carried out for a one-kilometer radius around the factory area. Starting in 2025, the factory area itself is excluded and the radius increased to three kilometers. This ensures that both the largest site (two kilometers) and the former one-kilometer radius are covered. | ⁱ Only includes waste streams in the gate-to-gate process.

Sustainability indicators 2025

	Unit of measurement	2023	2024	2025		Unit of measurement	2023	2024	2025
Attractiveness as an employer/employee satisfaction (continued)									
Total proportion of full-time employees	in %	93	92	92	Total exits	n	2,260	2,059	2,115
Total proportion of part-time employees	in %	7	8	8	Exits of women	n	566	497	533
Proportion of female full-time employees	in %	80	80	80	Exits of men	n	1,694	1,562	1,582
Proportion of male full-time employees	in %	97	97	97	Termination by employee	n	1,190	1,161	926
Proportion of female part-time employees	in %	20	20	20	Gender pay gap ^e	in %	6.6	9.0	8.3
Proportion of male part-time employees	in %	3	3	3	Ratio of total remuneration of highest paid person to median remuneration of all employees ^f	n	41	41	54
Apprentices ^a	n	1,668	1,718	1,641	Diversity and equal opportunity				
Vocational training expenses	in € million	64.3	64.7	72.5	Total proportion of women in management functions	in %	30	31	32
Proportion of employees with collective agreements on remuneration	in %	70	67	69	Proportion of female executives ^g	in %	22	22	21
Proportion of employees with collective agreements on working time	in %	74	74	73	Proportion of women in senior management ^h	in %	19	19	22
Total proportion of employees with performance appraisals	in %	88	88	86	Proportion of women at other management levels ⁱ	in %	30	31	32
Continuing professional development expenses	in € million	12.4	10.6	11.5	Intercultural proportion of executives	in %	18	18	19
Continuing professional development expenses per employee	in €	371	332	371	Intercultural proportion of senior management	in %	26	26	29
Average learning time on workday learning ^b	hours	–	1.7	2.1	Intercultural proportion of other management levels	in %	–	48	49
Participants in “Evonik learning sessions” format	n	17,664	16,381	11,446	Proportion of employees up to 30 years	in %	19	18	18
Number of “Evonik learning sessions” held	n	74	141	104	Proportion of employees between 31 and 50 years	in %	50	51	52
Participants in pulse checks ^c	n	10,562	13,572	40,928	Proportion of employees over 50 years	in %	31	31	30
Number of pulse checks	n	27	23	4	Occupational health and safety				
Total turnover	in %	6.6	6.2	6.6	Occupational and plant safety				
Early turnover rate ^d	in %	2.2	1.7	5.3	Total number of recordable work-related accidents (TRI) ^j	n	–	213	230
Average length of service	in years	13.9	14.1	14.1	Lost time injury rate ^k	n	0.21	0.14	0.18
					Lost time injury rate involving non-employees ^l	n	0.79	0.80	0.33
					PSI-R ^m	n	0.43	0.44	0.44

^a Apprentices at Evonik (1,270) and in cooperation with third-party companies (371). | ^b Change in methodology: From 2024, based on total number of permanent employees. | ^c Career path surveys in combination with pulse check “transformation surveys”.

^d Termination by employee in the first year. | ^e Change in methodology: Change in basis of calculation starting from 2024. Based on total remuneration (base pay plus all other remuneration components except pension contributions). | ^f Prior-year figures restated. From 2024, the adjusted figures are based on the remuneration components actually paid out (Zuflussprinzip) and the number of global permanent employees. | ^g Executives = top management functions in the Evonik Group. Corresponds to job functions in Management Circle 1. | ^h Senior management = key functions in the segments, regions, service units, and corporate divisions. Corresponds to job functions in Management Circle 2. | ⁱ Other management levels = various expert functions with or without employee leadership. Corresponds to job functions in Management Circle 3, covering remuneration levels 1 to 5. | ^j Total recordable injuries: fatalities, lost time injuries, restrictions on work/substitute work, medical treatment beyond first aid, loss of consciousness or significant injury/illness diagnosed by a physician. | ^k Number of accidents per 200,000 working hours. Upper limit ≤ 0.26. | ^l Number of accidents with days lost per 200,000 working hours. | ^m Number of incidents per 200,000 working hours. Upper limit ≤ 0.40.

Sustainability indicators 2025

	Unit of measurement	2023	2024	2025		Unit of measurement	2023	2024	2025
Emissions into water^a									
Total organic carbon (as TOC, COD/3, or BOD/2)	in metric tons	2,225	2,472	2,477					
Total nitrogen	in metric tons	231	321	344					
Total phosphorus	in metric tons	49	65	59					
Other emissions into air^a									
Sulfur oxides (SO _x /SO ₂)	in metric tons	1,374	776	705					
Nitrogen oxides (NO _x /NO ₂)	in metric tons	1,955	1,334	1,023					
Non-methane volatile organic compounds (NMVOCs)	in metric tons	237	126	108					
Particulate matter (PM ₁₀)	in metric tons	124	120	114					
Health protection and promotion									
Proportion of workforce covered by health and safety committees ^b	in %	>99	>99	>99					
Occupational health performance index ^{c, e}	n	5.5	5.5	5.6					
Occupational disease rate (ODR) ^{d, e}	n	0.59	0.59	–					
Health ratio ^f	in %	–	94.3	95.7					
📄 Governance information									
Responsible corporate governance/human rights									
Training rate code of conduct	in %	92	96	97					
Training rate fighting corruption	in %	86	95	96					
Training rate anti-money laundering	in %	98	99	100					
Training rate antitrust law	in %	89	90	91					
Training rate human rights	in %	90	84	94					
Training rate data protection	in %	–	–	98					
					Reported incidents of discrimination				
					n				
					12				
					10				
					11				
					n				
					–				
					–				
					–				
					in € million				
					–				
					–				
					–				
Responsibility within the supply chain									
					in € billion				
					11.3				
					10.5				
					9.8				
					in %				
					75				
					76				
					78				
					in %				
					47				
					50				
					47				
					in %				
					65				
					70				
					68				
					n				
					~34,000				
					~33,000				
					~33,000				
					n				
					1,788				
					1,905				
					1,531				
					n				
					492				
					596				
					605				
					n				
					17				
					22				
					19				
					n				
					1,296				
					1,309				
					926				
					n				
					97				
					92				
					336				
					n				
					1,440				
					1,454				
					1,429				
					n				
					22				
					14				
					11				
					in %				
					100				
					100				
					100				
					n				
					–				
					30				
					171				
Cybersecurity									
					in %				
					100				
					100				
					100				
					in %				
					95				
					94				
					98				
					n				
					8				
					11				
					1				

^a 2023 data calculated using ESRS methodology. 2024 data restated to actual data. Only part of the data for 2025 calculated because official reports were not yet available before the editorial deadline on February 26, 2026. | ^b Relates to Germany. | ^c Lower limit ≥5.0, maximum value 6.0. | ^d Number of newly recognized cases of occupational illnesses per 1 million working hours. | ^e The ODR for 2025 is expected to be available on our website in spring 2026. | ^f Target working hours less total sickness-related hours lost to target working hours. Until 2024, we disclosed the health ratio for Germany only. From 2025, we disclose an extended health ratio covering Germany, Belgium, China, and the USA. | ^g For us, local sourcing means deliberate procurement from sources that are geographically close to our production sites. | ^h First assessments: Suppliers that have not previously received an assessment. | ⁱ Evonik locations with more than ten IT employees, in line with basic IT protection. | ^j Reduced number of phishing simulations in 2025 due to the introduction of a new awareness platform.