



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 Report 2024.

Sustainability indicators 2024

 General information	Unit of measurement	2023	2024
Production	in million metric tons	7.5	7.3
Global production sites	n	104	104
Sales	in € billion	15.3	15.2
Adjusted EBITDA	in € million	1,656	2,065
Net income	in € million	-465	222
Executive board members	n	4	4
Supervisory board members	n	20	20
Proportion of women on the executive board	in %	25	25
Proportion of women on the supervisory board	in %	30	30
Proportion of women at first level below executive board ^a	in %	38.5	36.0
Proportion of women at second level below executive board ^a	in %	33.3	32.8
Portfolio transformation			
Proportion of sales from Next Generation Solutions	in %	43	45
Proportion of sales from "challenged" products permanently below 5 percent	in %	2	2
CO ₂ eq avoided by using Evonik products ^b	in million metric tons of CO ₂ eq	48	50
Research and development			
R&D expenses	in € million	443	459
Ratio of R&D expenses to sales	in %	2.9	3.0
New patent applications filed	n	227	223

 Environmental information	Unit of measurement	2023	2024
Mitigating climate change			
Evonik Carbon Footprint			
Scope 1: Direct energy- and process-related emissions	in million metric tons of CO ₂ eq	3.89	3.39
<i>thereof methane</i>	in million metric tons of CO ₂ eq	0.02	0.02
Scope 2: Indirect emissions from purchased energy (market-based approach)	in million metric tons of CO ₂ eq	1.40	1.67
Scope 3: Upstream and downstream emissions ^{c,d,e}	in million metric tons of CO ₂ eq	18.9	21.6
<i>thereof upstream</i>	in million metric tons of CO ₂ eq	13.7	15.1
<i>thereof downstream</i>	in million metric tons of CO ₂ eq	5.8	6.6
GHG emissions Evonik Carbon Footprint (sum of Scope 1, 2, and 3, market-based)	in million metric tons of CO ₂ eq	24.2	26.7
Green energy			
Energy ^f			
Gross energy consumption	in GWh	19,908	19,597
Net steam requirements	in GWh	10,304	9,080
Net electricity requirements	in GWh	3,698	3,740
Self-generated steam ^g	in GWh	9,466	8,191
Self-generated electricity	in GWh	1,317	1,277
Purchased or acquired electricity	in GWh	3,039	3,266
<i>thereof proportion of renewable energies</i>	in %	35	47
Purchased or acquired steam	in GWh	3,570	3,929

^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. | ^c Since the calculation of emissions data for 2023, the IPCC AR6 – GWP100 impact model (Sixth Assessment Report IPPC AR6 (2021), which is based on a 100-year period), is being used where possible to determine Scope 3 emissions, instead of the previous method developed by the University of Leiden (Netherlands) (CML2001-Aug. 2016).

^d Fast-close process reporting was in part used for the current period for Scope 3 (see financial and sustainability report 2024, 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 Conversion factor (PJ) > GWh) = 277.8.

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

Sustainability indicators 2024 (continued)

Steam sold	in GWh	2,741	3,039	
Electricity sold	in GWh	628	903	
Electricity/steam requirements, net	in GWh	13,821	12,822	
Net energy input	in GWh	16,604	16,760	
Sites certified to ISO 50001 Energy management	n	57	65	
Water management				
Water withdrawal	in million m ³ /year	403	431	
<i>thereof freshwater</i>	in million m ³ /year	224	236	
<i>thereof salt water (sea water)</i>	in million m ³ /year	179	194	
Water discharge	in million m ³ /year	397	414	
Water consumption	in million m ³ /year	6	17 ^a	
Sites with water risks classified as "Extreme" or "Very High"	n	0	0	
Sites with water risks classified as "High"	n	5	5	
Sites with water risks classified as "Medium" ^b	n	47	76	
Biodiversity				
Area of production sites adjacent to conservation areas	hectares	1,980	1,971	
Production sites adjacent to conservation areas	n	34	30	
Area of production sites adjacent to key biodiversity areas	hectares	200	219	
Production sites adjacent to key biodiversity areas	n	11	13	
Circular economy				
Waste^{c,d}				
Hazardous waste, recovery	in thousands of metric tons	100	105	
Non-hazardous waste, recovery	in thousands of metric tons	82	74	
Hazardous waste, disposal	in thousands of metric tons	89	87	
Non-hazardous waste, disposal	in thousands of metric tons	79	39	
Total waste	in thousands of metric tons	348	366	
<i>thereof total waste recovery</i>	in thousands of metric tons	182	217	
Proportion of waste recovered	in %	52	59	
Raw materials				
Proportion of biobased materials in raw materials	in %	12	9	
Product stewardship				
Breaches of product labeling regulations	n	0	0	
Social information				
		Unit of measurement	2023	2024
Attractiveness as an employer/employee satisfaction				
Total number of employees	n	33,409	31,930	
Total personnel expense	in € million	3,254	3,856	
Total proportion of female workforce	in %	27	28	
Total proportion of male workforce	in %	73	72	
Total proportion of full-time employees	in %	93	92	
Total proportion of part-time employees	in %	7	8	
Proportion of female full-time employees	in %	80	80	
Proportion of male full-time employees	in %	97	97	
Proportion of female part-time employees	in %	20	20	
Proportion of male part-time employees	in %	3	3	
Apprentices ^{e,f}	n	1,668	1,718	
Vocational training expenses	in € million	64	65	
Proportion of employees with collective agreements on remuneration	in %	70	67	
Proportion of employees with collective agreements on working time	in %	74	74	
Total proportion of employees with performance appraisals	in %	88	88	

^a Adjustment of methodology to ESRS. | ^b 2023 and 2024 figures are not comparable. Threshold for medium risk was lowered in 2024, so more sites were captured. | ^c Only includes waste streams in the gate-to-gate process.

^d Chemical production + building and demolition rubble. | ^e In Germany. | ^f Apprentices at Evonik (1,229) and in cooperation with third-party companies (489).

Sustainability indicators 2024 (continued)

Continuing professional development expenses	in € million	12.4	10.6	Proportion of employees under 30 years	in %	18.9	18.0
Continuing professional development expenses per employee	in €	371	332	Proportion of employees between 30 and 50 years	in %	50.2	51.2
Average learning time on LILY and LinkedIn Learning digital platforms ^a	hours	–	1.7	Proportion of employees over 50 years	in %	30.9	30.8
Participants in “Evonik learning sessions” format	n	17,664	16,381	Occupational health and safety			
Number of “Evonik learning sessions” held	n	74	141	Occupational and plant safety			
Participants in pulse checks	n	10,562	13,572	Total number of recordable work-related accidents (TRI) ^h	n	–	213
Number of pulse checks	n	27	23	Lost time injury rate ⁱ	n	0.21	0.14
Total turnover	in %	6.6	6.2	Lost time injury rate involving non-employees ^j	n	0.79	0.80
Early turnover rate ^b	in %	2.2	1.7	PSI-R ^k	n	0.43	0.44
Average length of service	in years	13.9	14.1	Emissions into water^l			
Total exits	n	2,260	2,059	Total organic carbon (as TOC, COD/3, or BOD/2)	in metric tons	2,225	2,178
Exits of women	n	566	497	Total nitrogen	in metric tons	231	226
Exits of men	n	1,694	1,562	Total phosphorus	in metric tons	49	47
Termination by employee	n	1,190	1,161	Other emissions into air^l			
Diversity and equal opportunity				Sulfur oxides (SO _x /SO ₂)	in metric tons	1,374	800
Gender pay gap ^c	in %	6.6	9.0	Nitrogen oxides (NO _x /NO ₂)	in metric tons	1,955	1,424
Total compensation of highest paid person in the company	in thousands	3,501	4,281	Non-methane volatile organic compounds (NMVOCs)	in metric tons	237	220
Ratio of total remuneration of highest paid person to median remuneration of all employees ^d	n	41	57	Particulate matter (PM ₁₀)	in metric tons	124	124
Total proportion of women in management functions	in %	29.6	30.7	Health protection and promotion			
Proportion of female executives ^e	in %	22.2	21.8	Proportion of workforce covered by health and safety committees ^m	in %	> 99	> 99
Proportion of women in senior management ^f	in %	18.5	19.1	Occupational health performance index ⁿ	n	5.5	5.5
Proportion of women at other management levels ^g	in %	30.3	31.4	Occupational disease rate (ODR)	n	0.59	– ^o
Intercultural proportion of executives	in %	18.4	18.4				
Intercultural proportion of senior management	in %	25.7	26.2				
Intercultural proportion of other management levels	in %	–	47.9				

^a The methodology used in the prior year was changed to include a reference figure for permanent employee headcount. | ^b Termination by employee in the first year. | ^c Prior year not comparable due to change in the basis of calculation. Based on total remuneration (base pay plus all other remuneration components except pension contributions). | ^d Prior year not comparable due to change in the basis of calculation. Prior-year figure referred only to Germany; current figure is based on number of global permanent employees. | ^e Executives = top management functions in the Evonik Group. Corresponds to job functions in Management Circle 1. | ^f Senior management = key functions in the segments, regions, service units, and corporate divisions. Corresponds to job functions in Management Circle 2. | ^g 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. | ^h This metric includes work-related accidents resulting in absences of at least one full shift and accidents requiring medical treatment but no absence. | ⁱ Number of accidents per 200,000 working hours. Upper limit ≤ 0.26. | ^j Number of accidents with days lost per 200,000 working hours.

^k Number of incidents per 200,000 working hours. Upper limit ≤ 0.40. | ^l Only part of the data for 2024 calculated because official reports were not yet available before the editorial deadline on February 26, 2025. 2023 data calculated using ESRS methodology.


^m Relates to Germany. | ⁿ Lower limit ≥ 5.0, maximum value 6.0. | ^o The ODR for 2024 is expected to be available on our website in spring 2025.

4 BASIS OF REPORTING

Consolidated sustainability indicators for the Evonik Group

EVONIK FINANCIAL AND SUSTAINABILITY REPORT 2024

Sustainability indicators 2024 (continued)

 Governance information	Unit of measurement	2023	2024
Responsible corporate governance/human rights			
Training rate code of conduct	in %	92	96
Training rate fighting corruption	in %	86	95
Training rate anti-money laundering	in %	98	99
Training rate antitrust law	in %	89	90
Training rate human rights	in %	90	84
Reported incidents of discrimination	n	12	10
Serious breaches of human rights identified in relation to the workforce	n	–	0
Incidents of corruption (current year)	n	8	0
Fines as a result of violations of anti-corruption law	in € thousands	–	0
Responsibility within the supply chain			
Procurement volume	in € billion	11.3	10.5
Proportion of local sourcing ^a	in %	75	76
Proportion of raw materials and supplies in procurement volume	in %	47	50
Proportion of petrochemical feedstocks in raw material base	in %	65	70
Total suppliers	n	~ 34,000	~ 33,000
Suppliers validated using TFS audits and assessments	n	1,788	1,905
<i>thereof TFS audits</i>	n	492	596
<i>thereof Evonik audits</i>	n	17	22
<i>thereof TFS assessments</i>	n	1,296	1,309
<i>thereof Evonik assessments</i>	n	97	92
New suppliers evaluated	n	1,440	1,454
Suppliers where need for corrective action was identified	n	22	14
<i>thereof suppliers with whom corrective action plans were agreed</i>	in %	100	100
Cybersecurity			
Proportion of operations certified to ISO 27001 or similar ^b	in %	100	100
Cybersecurity training participation rate	in %	95	94
Phishing test campaigns	n	8	11

^a For us, local sourcing means deliberate procurement from sources that are geographically close to our production sites.

^b Evonik locations with more than ten IT employees.