

Sustainability at Evonik

2025

NEXTGEN 



Our new vision: Evonik is Industry's Superforce



Sustainable Innovation: Main growth driver for the long-run

Product innovation



**€1.5 bn additional sales
by 2032 at >20% margin**

**Next Generation Solutions¹ with
superior sustainability profile**

NEXTGEN 
Solutions

Advance Precision Biosolutions	Enable Circular Economy	Accelerate Energy Transition
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Process innovation



**Drive cost leadership and
reduce GHG² emissions**

**Next Generation Technology
projects with avg. >25% IRR**

NEXTGEN 
Technologies

Advanced Process Control	Innovative waste heat up-cycling	Process redesign
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1. Next Generation Solutions; products with superior sustainability profile according to our PSA analysis | 2. Green house gas emissions

Sustainability as backbone of Evonik's purpose and strategy

Setting the frame



Ambitious commitments on handprint and footprint

In line with Science Based Targets

NEXTGEN 
Solutions



Sales by 2030

Next Gen Solution
(Leaders + Drivers)

>50%

Challenged Products

<5%



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

NEXTGEN 
Technologies



CO₂ reduction 2030

Scope 1+2
(Well below 2 degrees)

-25%

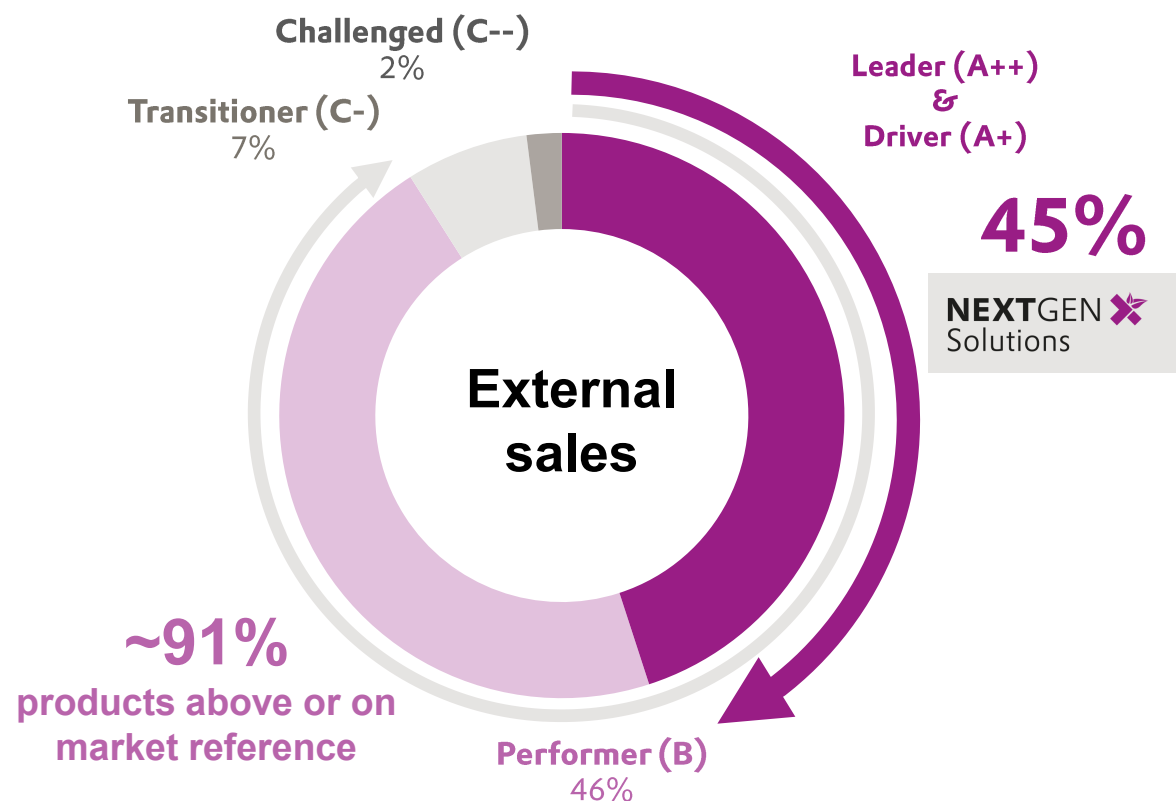
Scope 3

-11%

Handprint: “Next Generation Solutions”

45% of Evonik’s portfolio with superior sustainability benefits

Result of PSA analysis



NGS: “Next Generation Solutions” include “Leader” (A++) and “Driver” (A+) products and solutions

Best-in-class products in Evonik’s portfolio which...

...deliver **above-average growth**

...address **increasing customer demand** for sustainable solutions

NEXTGEN 
Solutions

...deliver **superior sustainability benefits** to our customers

Handprint: Portfolio circled around our three innovation growth areas

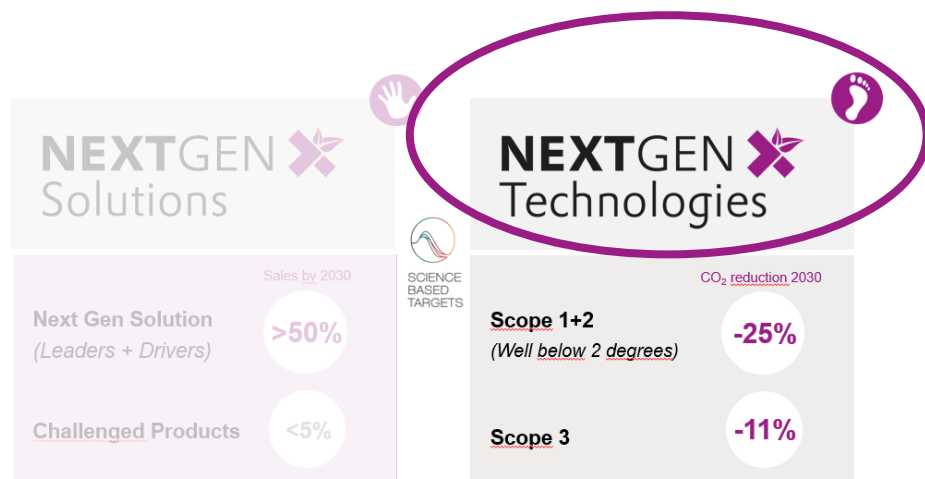
Evonik is Industry's Superforce



Footprint: Our commitments to reaching the Paris Climate Agreement

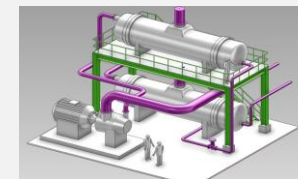
Site-driven transformation

Next Generation Technologies



Key levers

1 Strong Sites



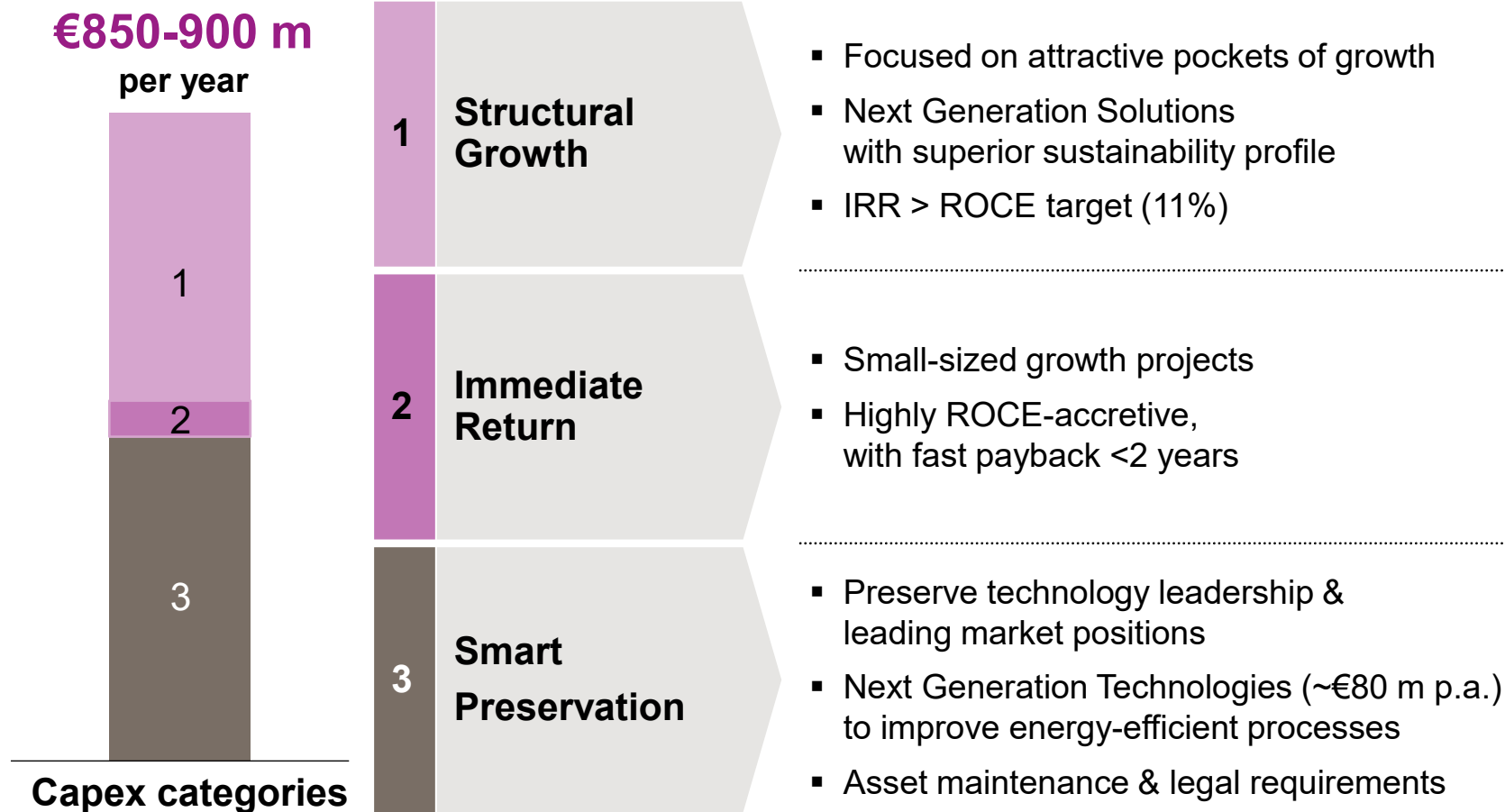
2 Process Efficiency



3 Renewable energy



Spotlight on CAPEX: Guiding principles for a balanced approach



1. 2030 target: >50% of total sales generated by Next Generation Solutions products | 2. 2030 target: 25% reduction of GHG gross emissions; reference year 2021, target year 2030, SBTi approved

Our mid-term targets

OUR TARGETS

Fully aligned with our compensation system¹

UNTIL 2027	+€1 bn	~11%	>40%
	adj. EBITDA ²	ROCE ³	Cash conversion rate ⁴
	Solid investment grade rating		
UNTIL 2030	>50%	-25%	
	Sales share of NGS ⁵	Reduction in GHG emissions ⁶	

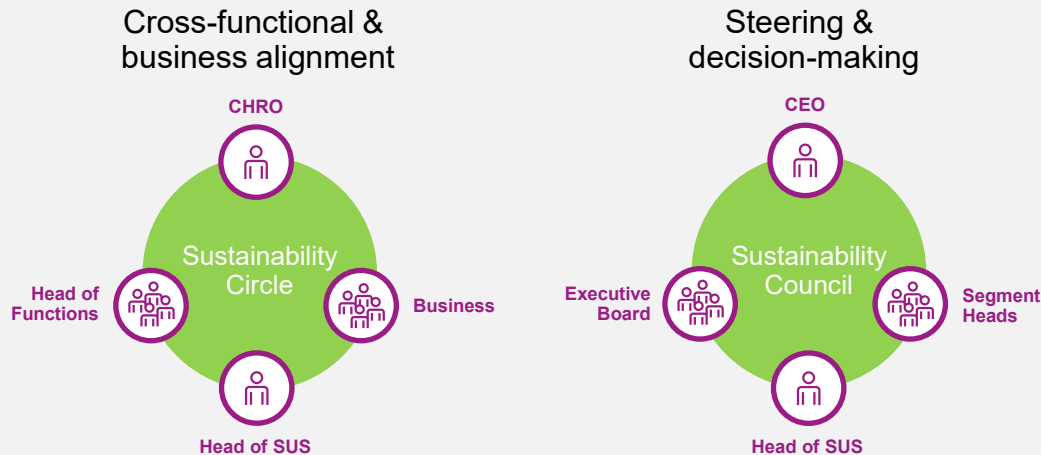
1. KPIs part of annual short-term incentive system; ROCE to be decided on by 2026 AGM | 2. FY 2027 vs. FY 2023 | 3. Adj. EBIT / Capital Employed | 4. Free Cash Flow / Adj. EBITDA
5. Next Generation Solutions | 6. Green house gas emissions; scope 1 & 2 vs. base year 2021

Complementing the governance on ESG

Reflected in organizational set-up and remuneration

Clear responsibilities

- **Executive Board** has overall **responsibility** for sustainability
- Setting **strategic framework** and **executing measures** in close cooperation with operating divisions



Part of remuneration

- Occupational safety part of remuneration of the executive board since more than a decade
- New ESG goals **integrated in remuneration schemes** of Executive Board

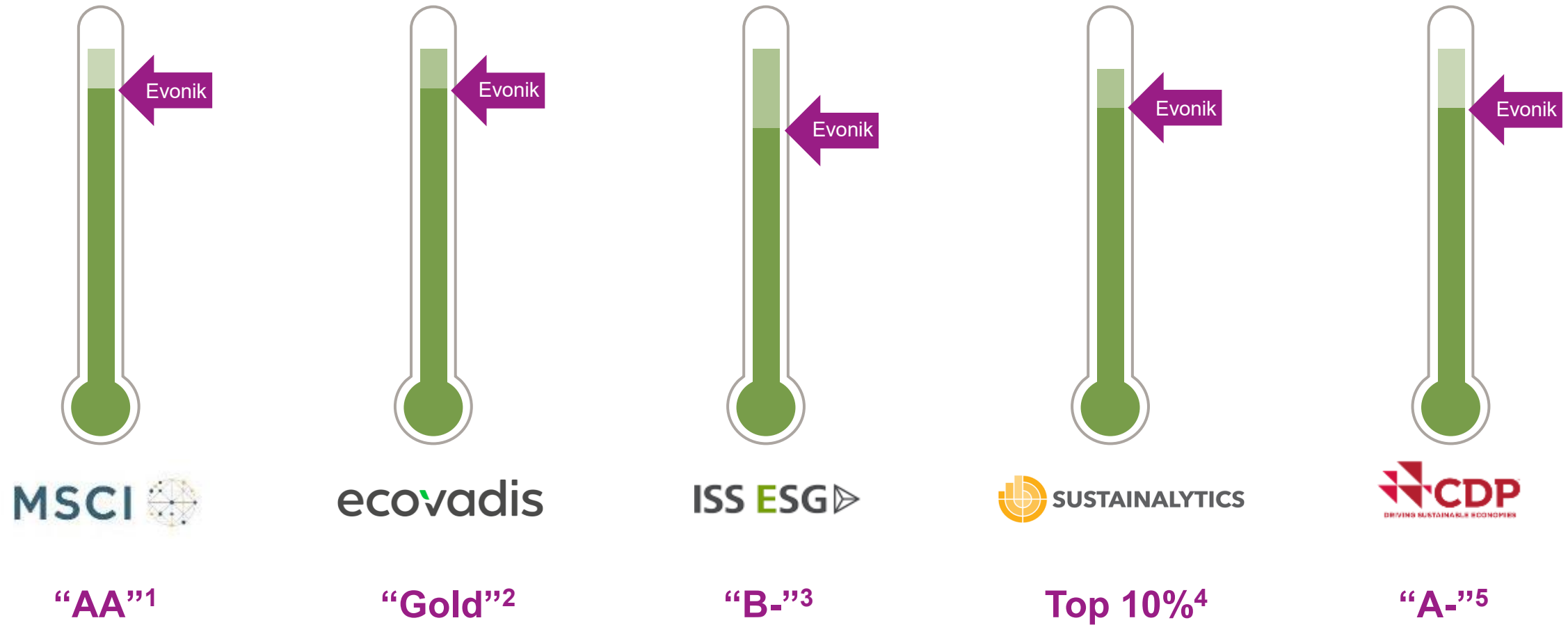
20%
ESG
thereof:

Long-term incentives linked to ESG KPIs:

- **40% Next Generation Solution:** increase sales share to more than 50% by 2030
- **40% Next Generation Technology:** Scope 1 & 2 reduction according to SBTi
- **20% Next Generation Culture:** increase of Training intensity, Health rate and diversity ratio

Sustainability Ratings – Updated in August, 2025

Evonik still best-in-class within chemicals sector, but back to level of 2022



1: Rating on a scale of AAA to CCC | 2: Top 5% of companies assessed | 3: Rating on a scale of A+ to D- | 4: out of ~600 companies ranked in the chemical sector | 5: Rating on a scale of A+ to D-

Sustainability strategy - Key take-aways

To improve life, today and tomorrow.

Sustainability is an **integral part of our purpose and strategy**

Sustainability is fully integrated into strategic management processes: portfolio & innovation steering, capital allocation

Handprint: increase NGS¹ sales share to **>50% by 2030**

Footprint: reduce CO₂ emissions by **25% by 2030²**

Driving **Next Generation Culture** & complementing **governance**

NEXTGEN ✖
Solutions

>50%



SCIENCE
BASED
TARGETS

-25%

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

1. NGS: "Next Generation Solutions"

2. Confirmed SBTi target for Scope 1 & 2 ("well below 2 °C"); gross emissions reduction with reference year 2021, target year 2030



EVONIK

Leading Beyond Chemistry

Our top ESG targets (I)

Implementation of our sustainability goals and their status in 2024

		Status 2024	Target
Strategy and growth	▪ Sales share to be generated from “Next Generation Solutions” by 2030	45%	>50%
	▪ Challenged products should be permanently below 5%	~2%	<5%
	▪ Generate at least €1 bn in additional sales with circular products by 2030	~€0.2 bn	~€1 bn
	▪ Generate at least €1.5 bn in additional sales with new innovation growth areas by 2032	-	~€1.5 bn
Environment	▪ Reduce greenhouse gas emissions		
	▪ absolute scope 1 and scope 2 emissions by 2030 (reference: 2021)	-20%	-25%
	▪ absolute scope 3 emissions by 2030 (reference: 2021)	-8%	-11%
	▪ Total saving of energy from implemented efficiency projects until target year 2030 (vs. 2021)	-	-1.,200 GWh
	▪ Increase of share of green sourced electricity to 100% by 2030	47%	100%
	▪ Reduce specific freshwater intake by 2030 (vs. 2021)	+21%	-3%
	▪ Reduce specific production waste by 2030 (vs. 2021)	+20%	-10%
	▪ TfS assessments of >90% of raw materials suppliers (with annual procurement volume >€100k) by 2030	71%	>90%

Our top ESG targets (II)

Implementation of our sustainability goals and their status in 2024

Social	▪ Women in top management by 2026	21.8%	30%
	▪ Women in senior management by 2026	19.1%	25%
	▪ Women in other management level by 2026	31.4%	33%
	▪ Intercultural mix ¹ in top management by 2026	18.4%	25%
	▪ Intercultural mix ¹ in other management level by 2026	26.2%	35%
	▪ Safety		
	▪ Accident frequency rate (LTI-R) ²	0.14	<0.26
Governance and compliance	▪ Incident frequency rate (PSI-R) ³	0.44	<0.40
	▪ Occupational health performance index	5.5	>5.0
	▪ 20% of Long-Term Incentive linked to Sustainability targets	-	✓
	▪ Cyber Awareness trainings covering at least 90% of workforce	94%	90%

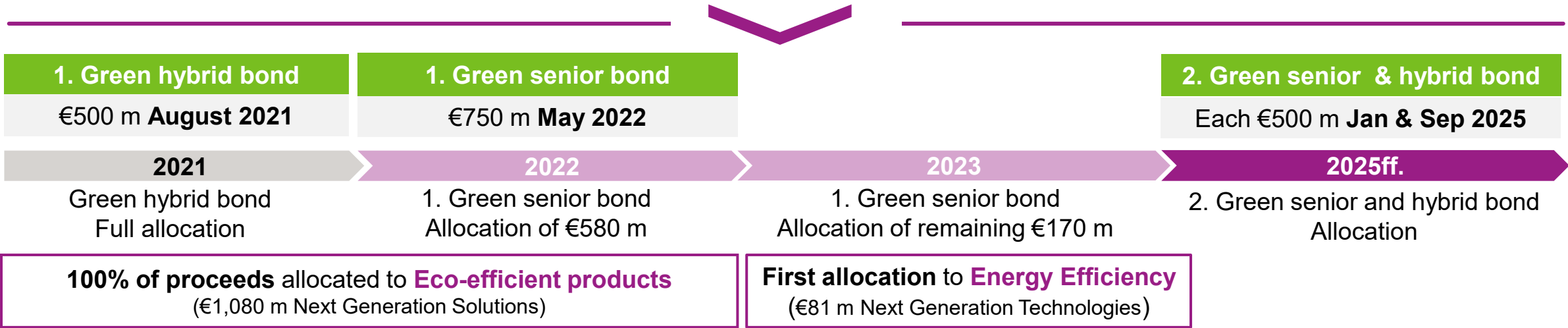
1.. Non-German Employees | 2. New reference parameter from 2021 | 3. Modified calculation basis from 2021

Green bonds firmly established as financial instrument – supporting our sustainability strategy



Eligibility Categories for use of proceeds

- Eco-efficient products:** Capex and RD&I Opex for **Next Generation Solutions**
- Energy Efficiency:** Expenditure for ongoing development of production processes and infrastructure to reduce GHG emissions (e.g. **Next Generation Technologies**)
- Renewable Energy:** Expenditure related to sourcing of renewable energy



Agenda

Sustainability fully integrated into all three strategic levers

1

Portfolio

- Handprint: “Next Generation Solutions”
- Footprint: CO₂ emission reduction as key KPI

2

Innovation

- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3

Culture

- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

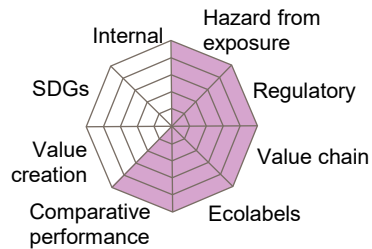
- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Sustainability fully integrated in corporate strategy

PSA and Emission Data Cube: core tools for strategic management process

“Portfolio Sustainability Analysis” (PSA)

Assessing products vs. market signals

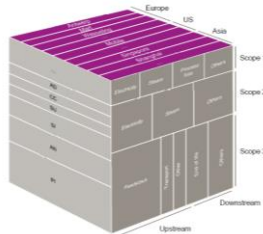


Categorization of product portfolio

- >500 PARC¹s analyzed
- Classification into 5 product sustainability clusters with ranking from C-- to A++

“Emissions Data Cube” (Evonik GHG summary)

Emissions' analysis

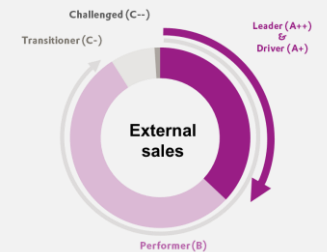


3-dimensional emission data

- By business lines and divisions
- By type: scope 1-3 emissions, up- & downstream
- By site and region

Outcomes for Strategic Management Process

- Clear strategic roles of product groups acc. to sustainability cluster, managing “Next Generation Solutions”
- Portfolio guidelines for product and innovation steering



- Reduction targets considered in asset strategy and accounted for in resource planning
- Simulation of scenarios in all dimensions (e.g. portfolio moves, regional choices)

Portfolio management

Innovation management

Capital allocation

1. PARC: product-application-region combinations

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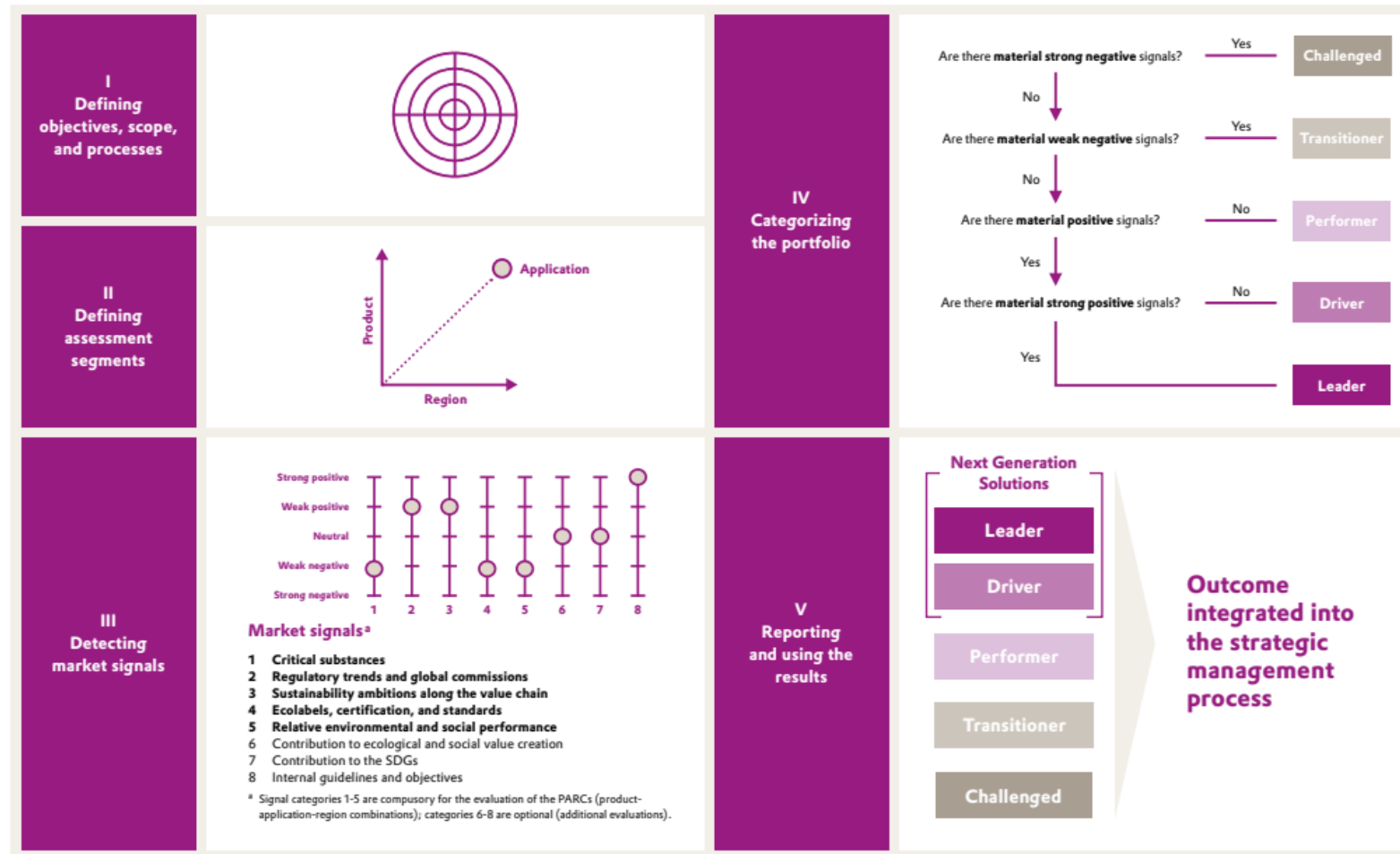
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Social & Governance

- Social commitments & responsible supply-chain management
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Portfolio Sustainability Analysis (PSA)

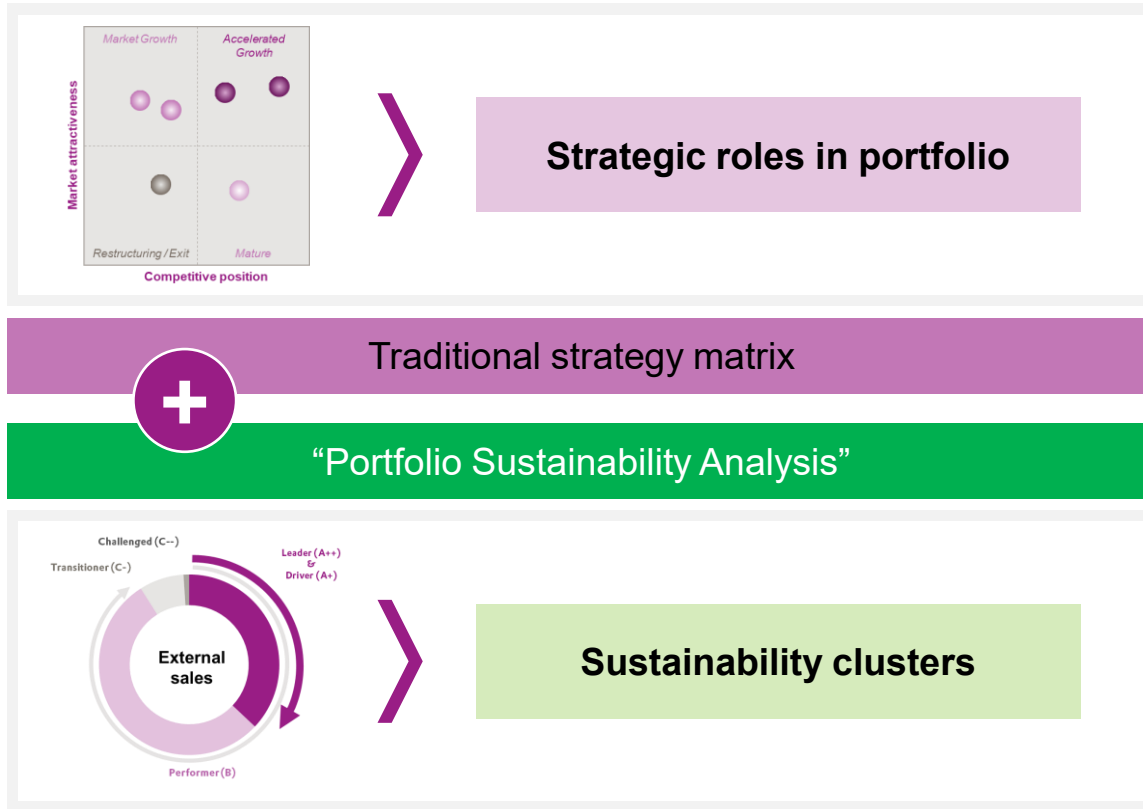
Categorization of product portfolio, integrated in Strategic Management Process



Portfolio management: Adding sustainability as integral dimension

Alignment of sustainability clusters and strategic roles in strategy dialogues

Bringing together two approaches



To derive new strategic actions

Sustainability clusters	Leader			
	Driver			
	Performer			
	Transitioner			
	Challenged			
		Transformation	Financing	Growth

Strategic roles in portfolio

Next Generation Solutions

Clean-tech market opportunities and impacts

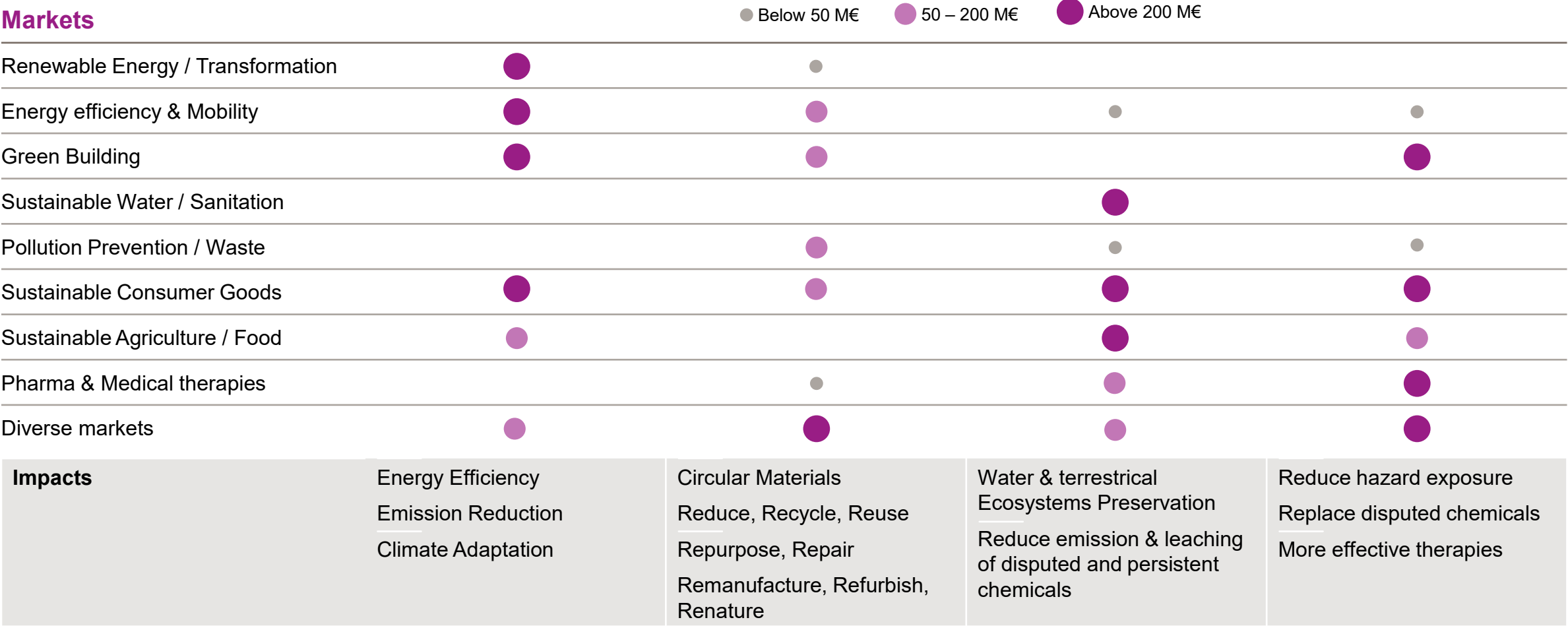
Markets

Renewable Energy / Transformation	Biogas, Biofuel, Wind, Solar, Hydrogen, Energy Storage/Distribution		
Energy efficiency & Mobility	Advanced Materials, E-mobility, Batteries		
Green Building	Insulation, Advanced Construction Materials		Low VOC, safe materials
Sustainable Water / Sanitation	Wastewater Prevention & Treatment		
Pollution Prevention / Waste	CCS, CCU	Enable recycling	Pollution prevention & control, Environmental Remediation
Sustainable Consumer Goods	Circular Carbon-Based Ingredients		Low VOC, safe materials
Sustainable Agriculture / Food	Resource efficient, low pollution animal nutrition		
Pharma & Medical therapies	Drug & vaccine delivery, Cell-culture based therapy		

Impacts	Energy Efficiency Emission Reduction Climate Adaptation	Circular Materials Reduce, Recycle, Reuse Repurpose, Repair Remanufacture, Refurbish, Renature	Water & terrestrial Ecosystems Preservation Reduce emission & leaching of disputed and persistent chemicals	Reduce hazard exposure Replace disputed chemicals More effective therapies
	  	  	  	  

Next Generation Solutions across markets and impacts

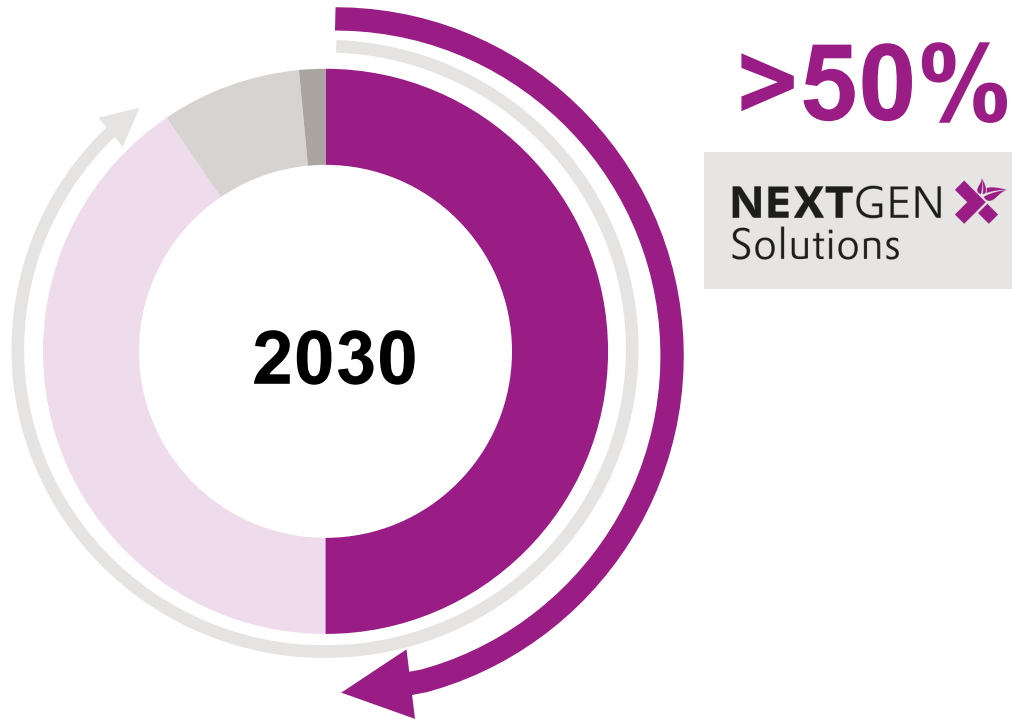
45 % sales in 2024



Handprint: “Next Generation Solutions” to grow beyond 50% by 2030

Ambitious new sales share target to be achieved through three levers

Increase “Next Generation Solutions”



Three levers to increase the share of NGS

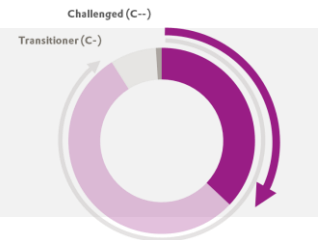
1 Superior sales growth rates of existing “Next Generation Solutions”



2 New sales from **innovations** becoming “Next Generation Solutions”



3 “**Challenged**” and “**Transitioner**” products exiting or with new formulations



NGS: “Next Generation Solutions” include “Leader” (A++) and “Driver” (A+) products and solutions

Superior sales growth rates of existing “Next Generation Solutions”

Selected examples

Future mobility solutions

- Lightweight applications: PA12 portfolio
- Batteries: additives for electrodes / separators
- “Green tire” technology



Additives for durability in construction

- Water-repellents for building materials
- Additives for integrated protection and self-healing of concrete structures



- Global development partner & solutions provider for delivery systems for effective drugs and vaccinations
- Evonik as pioneer in Lipid Nano Particle (LNP) field for mRNA technology



Drug Delivery Systems

- High-quality proteins with essential amino acids
- PhytoSquene® as an alternative to shark liver oil in vaccines, such as in the H1N1 flu vaccine



Biodiversity

% values: Target CAGR 2021-2030 defined in Strategy Dialogue

Handprint Example with focus on „Future mobility“

Focus “Future mobility”

Cooling and A/C



Lightweight through metal / rubber replacement

- Weight reduction supports CO₂ and NO_x reduction
- Smart battery temperature management

Materials for Li-Ion-Batteries



Nanostructured high-quality metal oxide and silicon particles improve safety, lifetime and energy density

- Metal oxides extend cathode lifetime by ~50%

Silica / Silane “green tires”



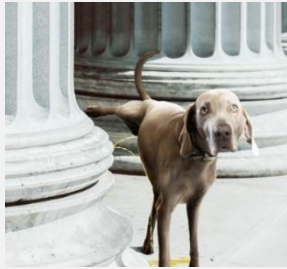
First Silica/Silane system for natural-rubber-based truck tires

- Fuel savings as high as 8%
- 20% lower rolling resistance (1 class better in tire label) and 5% improved wet grip
- No losses in wear resistance

Handprint example with focus on „Durability“

Focus “Durability”

TEGOVISIN®



Water-repellents for building materials:

- Strong reduction of water uptake and efflorescence
- Long lasting stability and aesthetics reduce the need for resource and emission intensive maintenance

SITREN®



Additives for integral protection of concrete structure:

- Durability for new and renovated concrete surfaces by protection against environmental influences
- Less emissions and reduced resource use by longer lifetime of constructions

WallCraft



Self-healing concrete:

- Bacteria-based additive extends the longevity of concrete by stimulating its self-healing properties
- Cracks can grow together again resulting in a durable construction

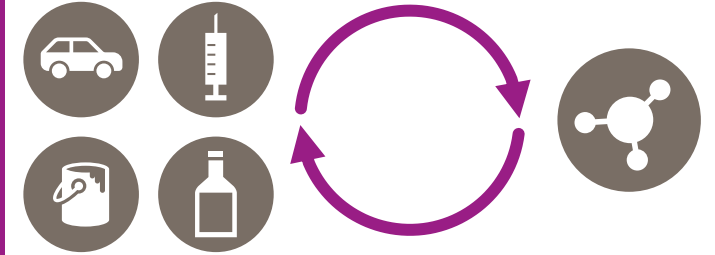
Handprint example with focus on „Circular Economy“

MECHANICAL RECYCLING



- During separation/washing, **our additives help to make recycling processes more efficient** – resulting in higher quality of recyclates
- During compounding, **our additives improve processing** leading to competitive costs and quality

CHEMICAL RECYCLING



- **Technologies & additives to enable chemical recycling**
- Additives enabling for example
 - use of recycled polyurethanes
 - silicone recycling

>€1 bn

sales potential of Evonik Circular Economy Program by 2030

Handprint example with focus on „Biodiversity“

Focus “Biodiversity”

Essential amino acids



The key to high quality proteins

- Modern, environmentally sound formulation techniques based on nutrient value, on supplementation with crystalline EAAs, and on animal nutrient requirement

Veramaris



Production of omega-3 fatty acids from microalgae

- Potential to reduce the fish-in-fish-out ratio to zero
- 1 ton EPA DHA replaces 60 Tons wild-caught fish

Peracetic Acid



Effective alternative to biocides for disinfecting wastewater

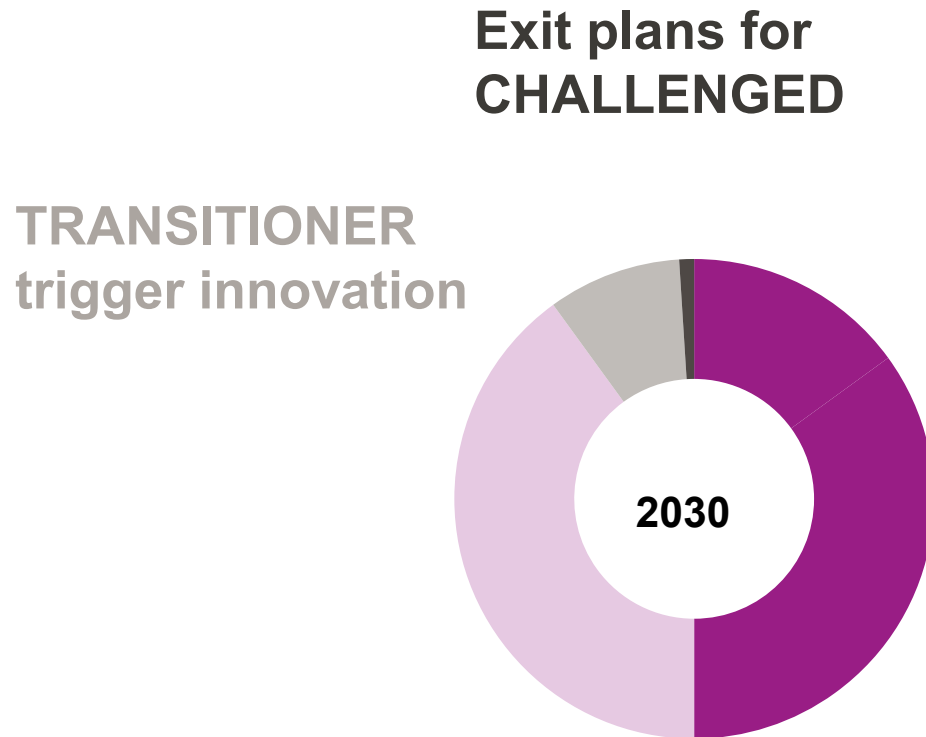
- Due to its low oxidant demand in wastewater, lack of harmful disinfection by-products, low ecotoxicity, and efficacy, peracetic acid offers a cost-effective alternative to chlorine, UV, and ozone

Handprint example with focus on „Drug Delivery Systems“

Focus “Drug Delivery Systems”	
Drug Delivery Systems	Next generations of LNP-based gene therapies
 ▪ Global development partner & solutions provider for delivery systems for effective drugs and vaccinations ▪ Evonik as pioneer in Lipid nanoparticles (LNP) field for mRNA technology	Vaccines Cancer immunotherapy expected to be the next breakthrough of mRNA therapeutics
	Protein therapeutics mRNA-based therapies can potentially treat hereditary diseases
	Gene editing In-vivo modification of genes to prevent diseases expected to be commercial within the next years

Actively managing “Transitioners” & phase-out “Challenged” products

Either improvement or exit



“Challenged” products addressed with exit strategies

- Alternative, new product solutions without any negative signals are offered
- “Challenged” products included in financial risk-management

“Transitioners” as driver for innovation

- Early identification of negative sustainability signals
- Valuable trigger for innovation and customer engagement in reformulation

Further products will be exposed to negative signals as higher sustainability requirements develop

Agenda

Sustainability fully integrated into all three strategic levers

1

Portfolio

- Handprint: “Next Generation Solutions”
- Footprint: CO₂ emission reduction as key KPI

2

Innovation

- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

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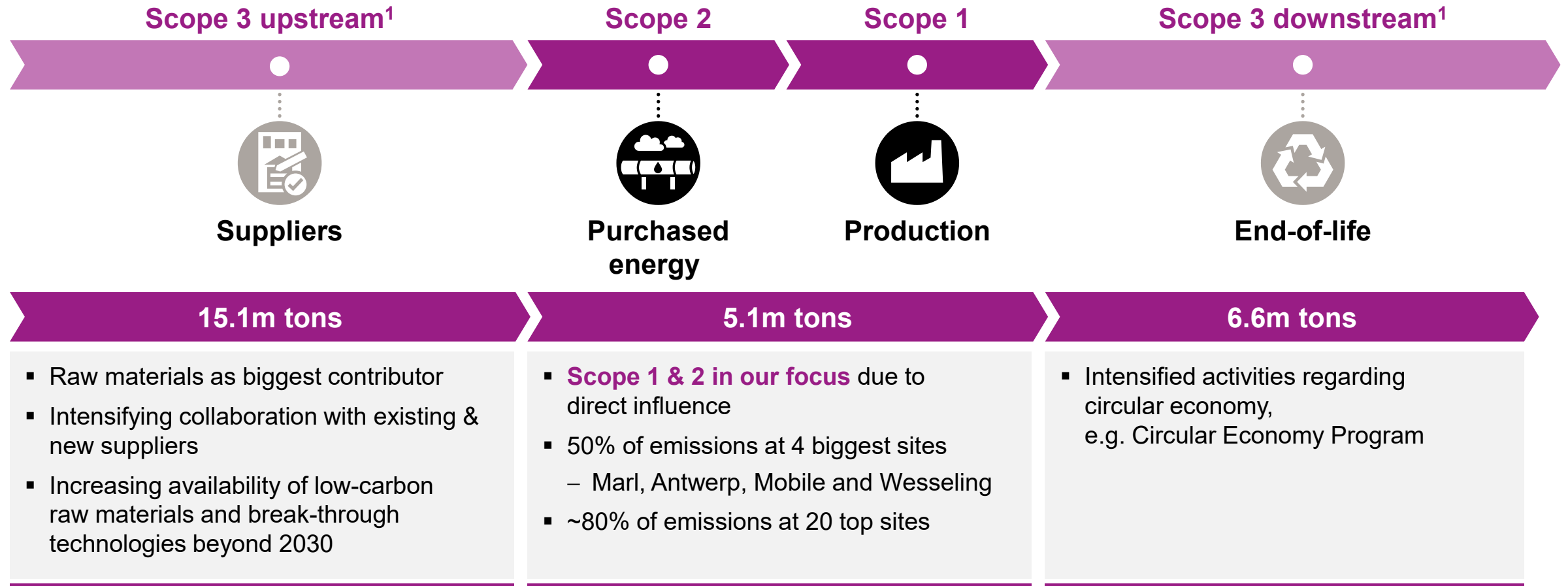
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Footprint: Evonik Carbon Footprint 2024

Focus on Scope 1&2, intensifying efforts on Scope 3

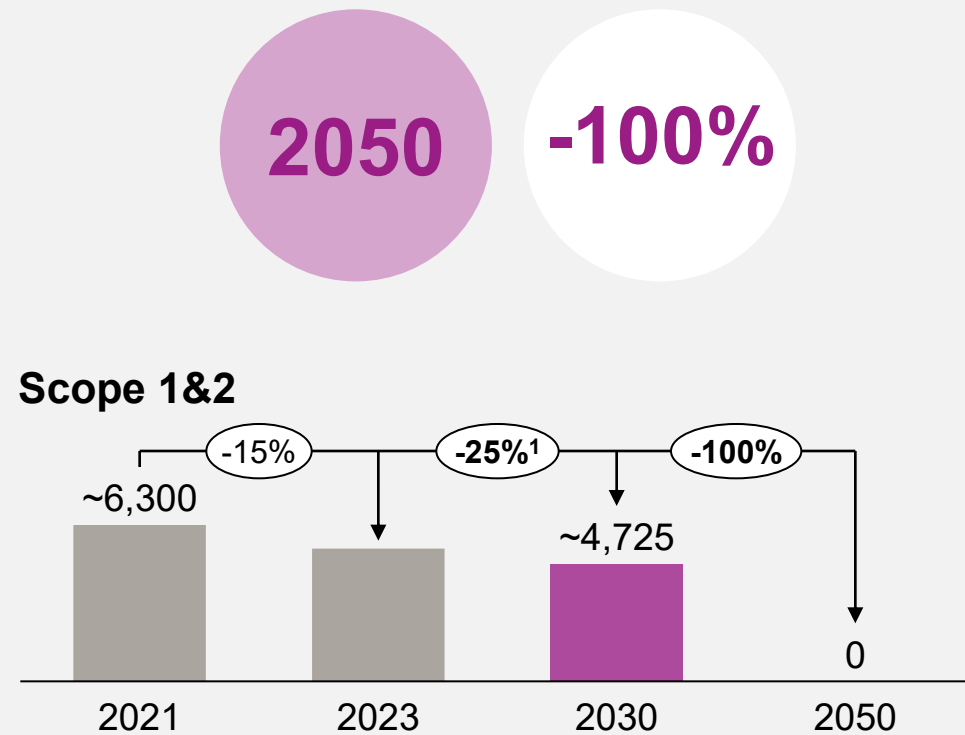


1. Scope 3 figures according to fast close estimate

Our commitments to reaching the Paris Climate Agreement

Evonik will be climate neutral by 2050. Committed to SBTi.

Our path to climate neutrality



New targets for GHG emissions' reduction

Scope 1&2
Well below 2°C²



2030

-25%

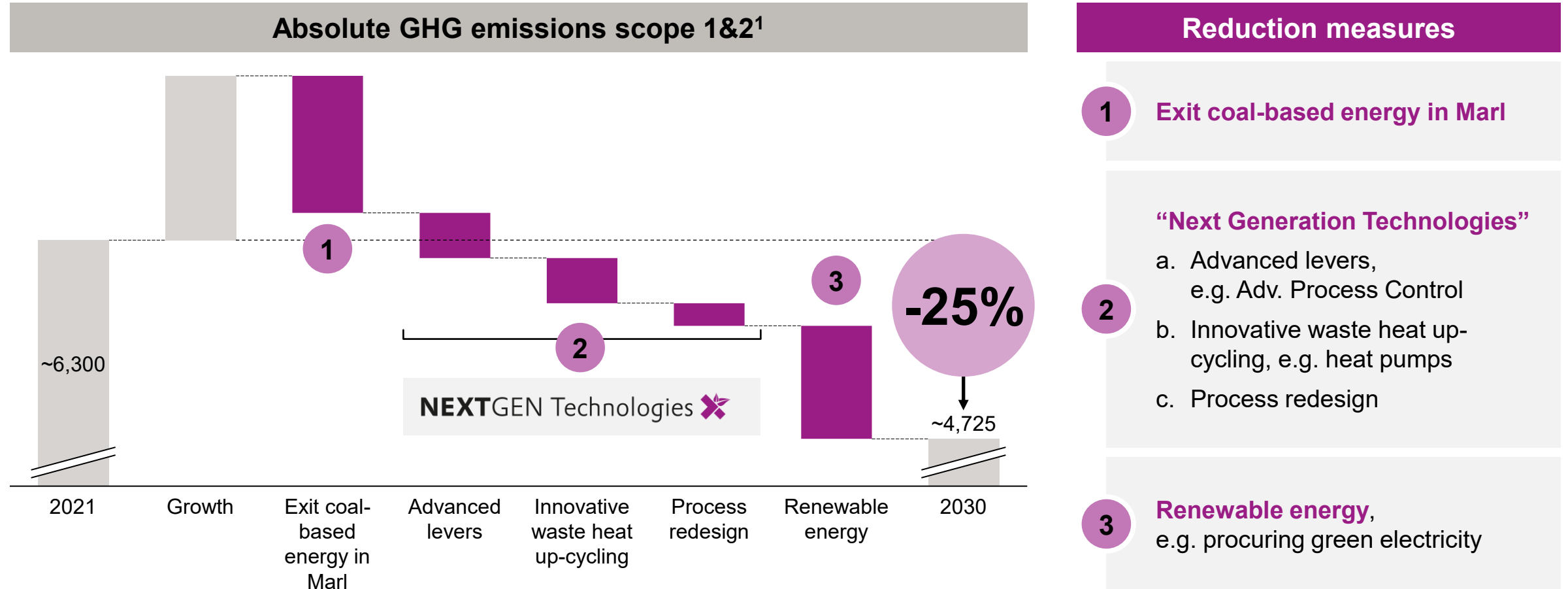
Scope 3

2030

-11%

Footprint: Clear roadmap to achieve Scope 1 & 2 targets by 2030

Three clusters with economically attractive measures defined



1. Gross emissions in kt CO₂e

1 Exit coal-based energy in Marl



Modernization of Evonik's power plant park with two new power plants

The last coal-fired power plant at Marl Chemical Park was replaced by a **flexible combined cycle gas and steam power plant in April 2024**

Global **scope 1** GHG emissions cut **by ~20%**, mainly due to **annual reduction of up to 1 million metric tons**

Additional turbine plant connected to the grid end of 2022, replacing an old reserve gas-fired power plant

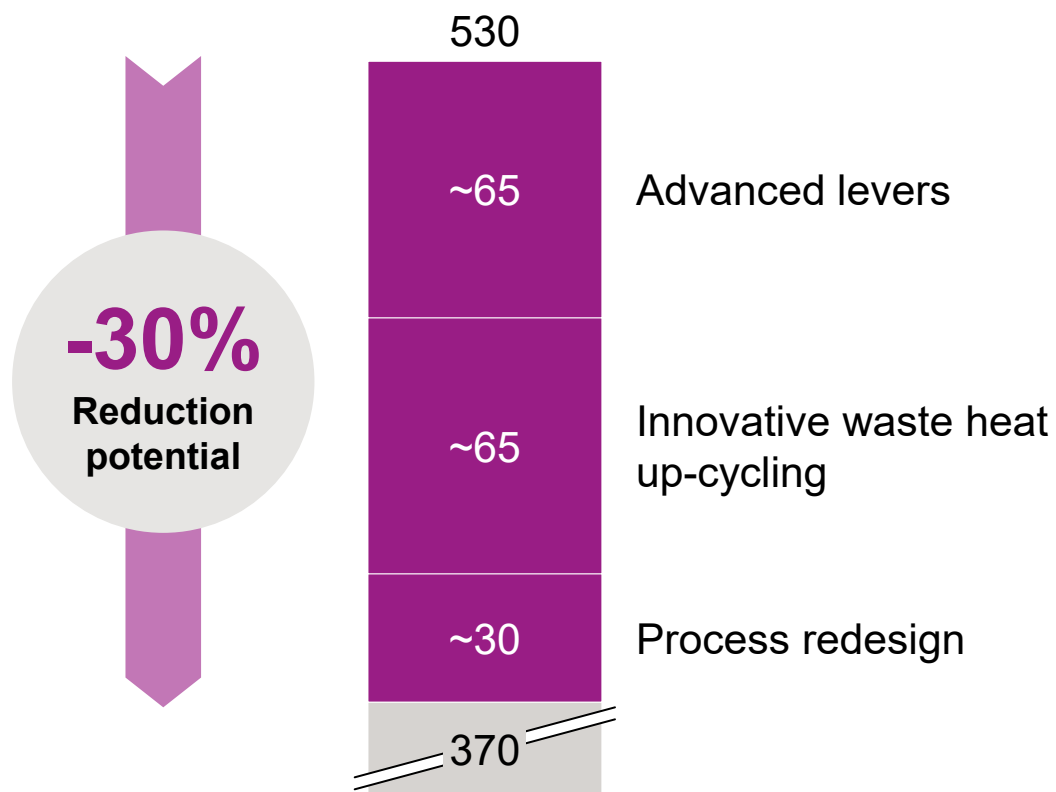
Total power output of 270¹ megawatts with an **efficiency exceeding 90%**

1. 2x blocks in first power plant, 1x block in second plant, each generating 90 MW electricity and 220 tons of steam per hour

2 “Next Generation Technologies”

Example Antwerp as blueprint for other sites

Reduction¹ by economically attractive measures



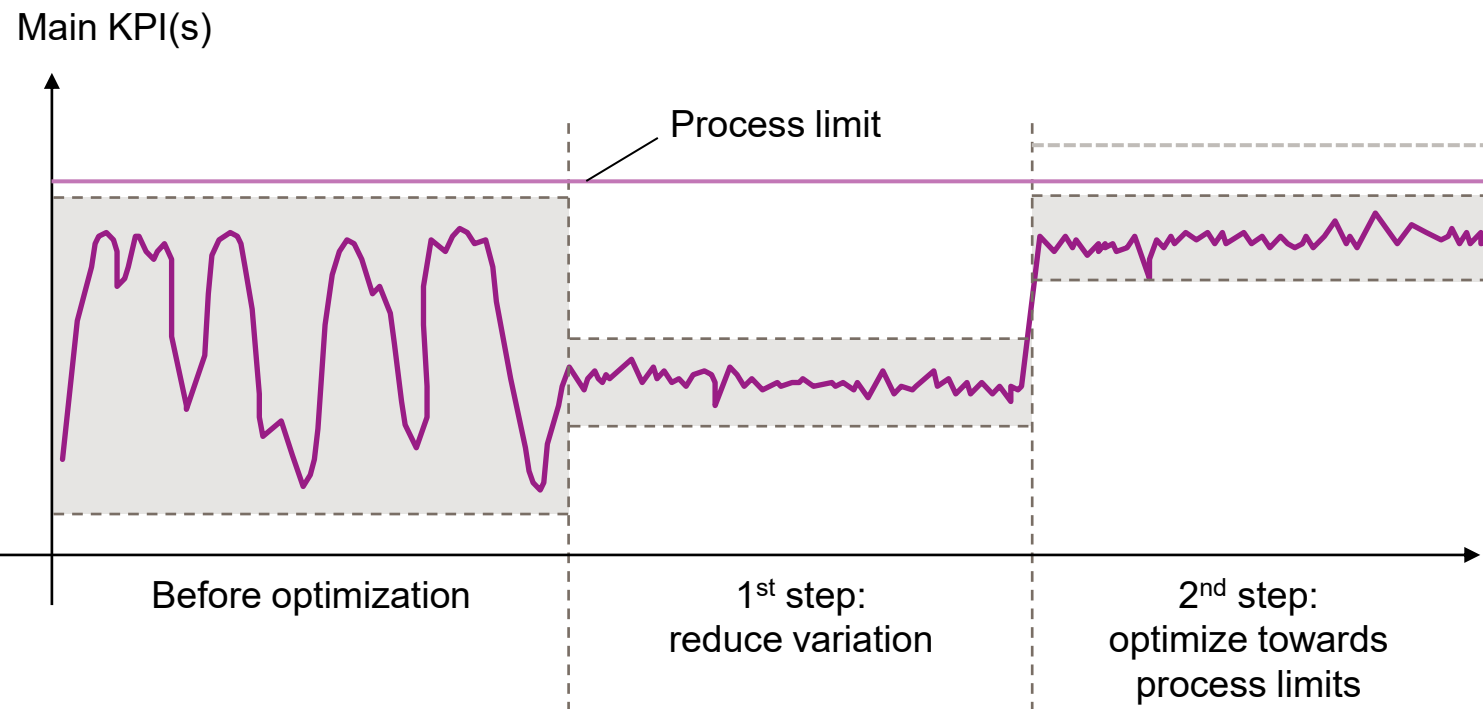
1. Gross emissions in kt CO₂e

“Next Generation Technologies” (selected examples)

- 2a**
 - Advanced Process Control (APC) ensuring production at ideal operating point
 - Heat exchangers for improved heat integration
- 2b**
 - High temperature heat pumps for valorization of waste heat
 - Mechanical vapor recompression
- 2c**
 - CO₂ reuse in production processes
 - Adaptation of reaction conditions for increased energy efficiency

2a “Next Generation Technologies”: Advanced levers Example

Advanced Process Control (APC)



APC optimizes complex production processes under consideration of many process parameters and ensures production at the **ideal operating point**

- Before optimization: High fluctuation
- 1st step: Reduce variation up to 50%
- 2nd step: Optimize towards process limits, typical benefit 5 % (throughput increase, specific energy/raw material consumption)

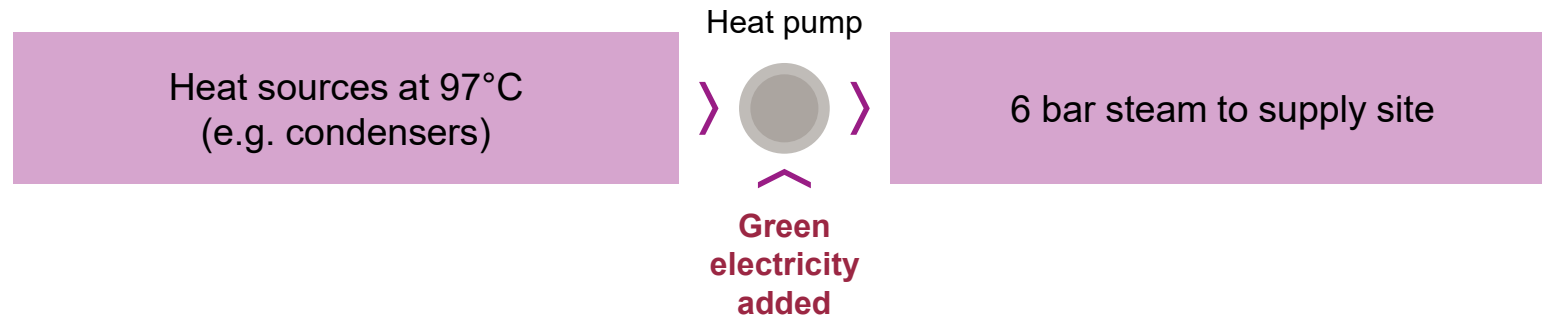
2b “Next Generation Technologies”: Innovative waste heat up-cycling Example

Heat Pump deployment to switch entire site to renewable steam generation

Today



Future



- **High-temperature heat pumps** for steam generation out of waste heat at chemical multi-user sites
- **65% energy saving** by heat recovery
- Substantial **CO₂ reduction** through total avoidance of natural gas boiler
- Central step for **CO₂ neutral production site**
- Project under discussion with Siemens Energy

2c “Next Generation Technologies”: Process redesign Example

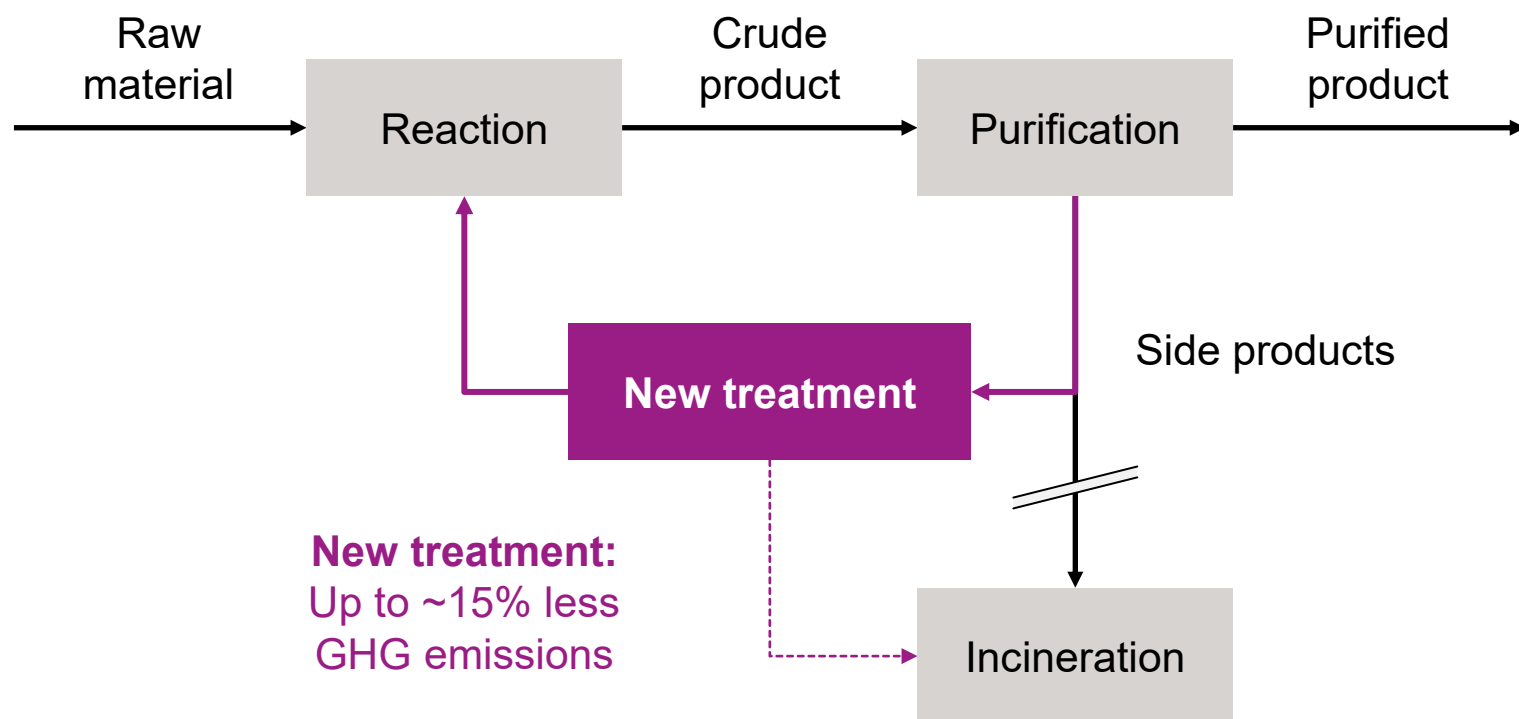
Sustainable processes via electrochemical pH-shift



- Development of **sustainable processes** avoiding acids, bases and salt containing waste streams
- pH induced reactions by applying electrochemical process steps – **“electrons replace chemicals”**
- Technology as enabler to minimize carbon footprint

2c “Next Generation Technologies”: Process redesign Example

Increased re-use of side products at our Herne site



- In the current process, all side products are incinerated
- A new side product treatment – as experimentally demonstrated for a single stream – would lead to GHG emission reduction of up to ~15 % in this process step
- Further CO₂ reduction potential by holistic network optimization

2 EAGER program to assess main CO₂ emitting sites

Definition of 2030 implementation plan with reduction measures

2021: Starting point

- Detailed analysis of options for Antwerp and Rheinfelden sites
- Definition of most important reduction levers with necessary investments
- Blueprint for other sites



2022-2030

- Identification of potential to reduce GHG, Water and Waste emissions
- Focus on our top 20 sites, accounting e.g. for 80% of GHG emissions
- Implementation plan defined by cross-functional working group

NEXTGEN 
Technologies

IMPLEMENTATION PLAN

Since 2023: Projects Implementation

- Investments into profitable projects
- ~€180 m spend in 2023 and 2024
- e.g. new facility in Singapore for carbon-neutral production of alkoxides and Steam at Antwerp



2 EAGER to support sound decision making on site investments

Program EAGER¹

Setup



Organization

Cross-functional approach allows for fast and flexible execution



Methodology

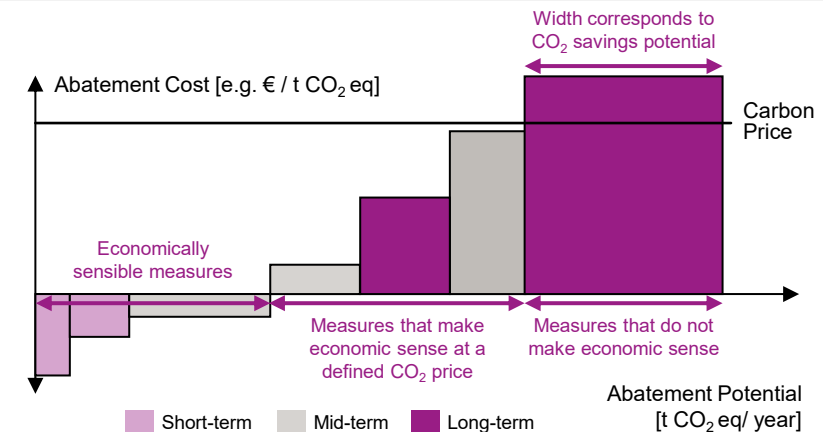
Holistic assessment of top 20 sites, incorporating existing ideas, analyses and measures



Calibrated Point of Truth

Ensuring a harmonized approach to allow for cross-site comparison

Results



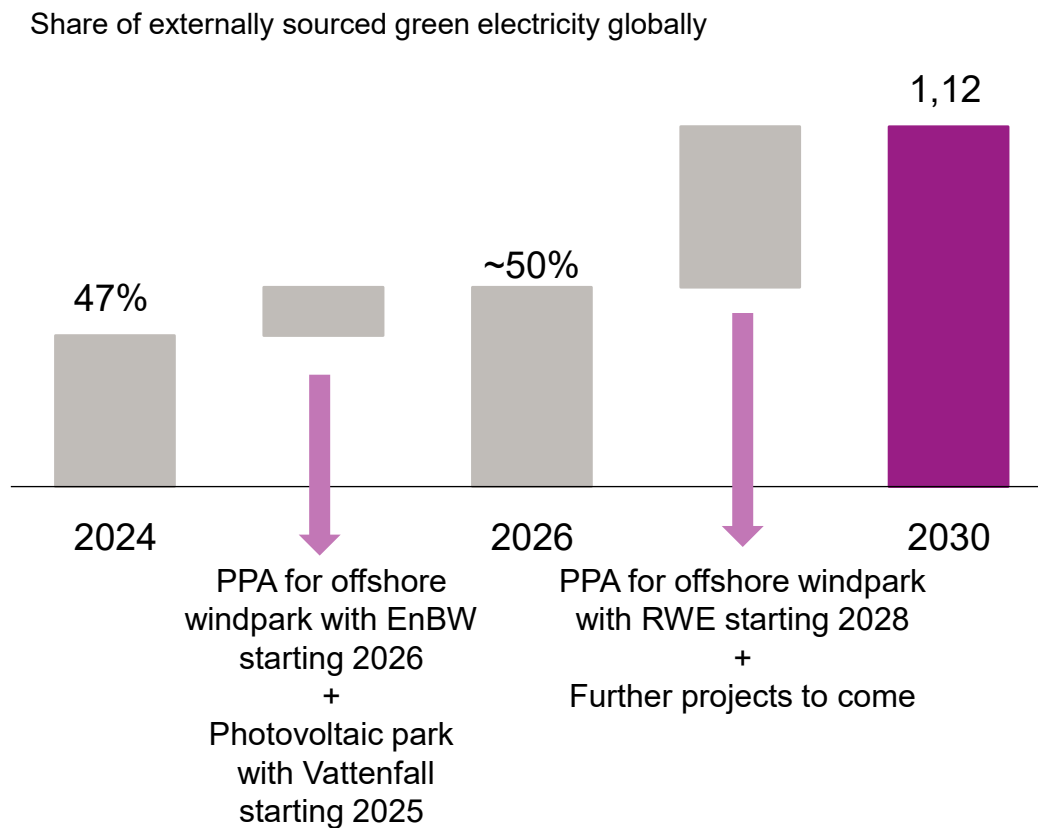
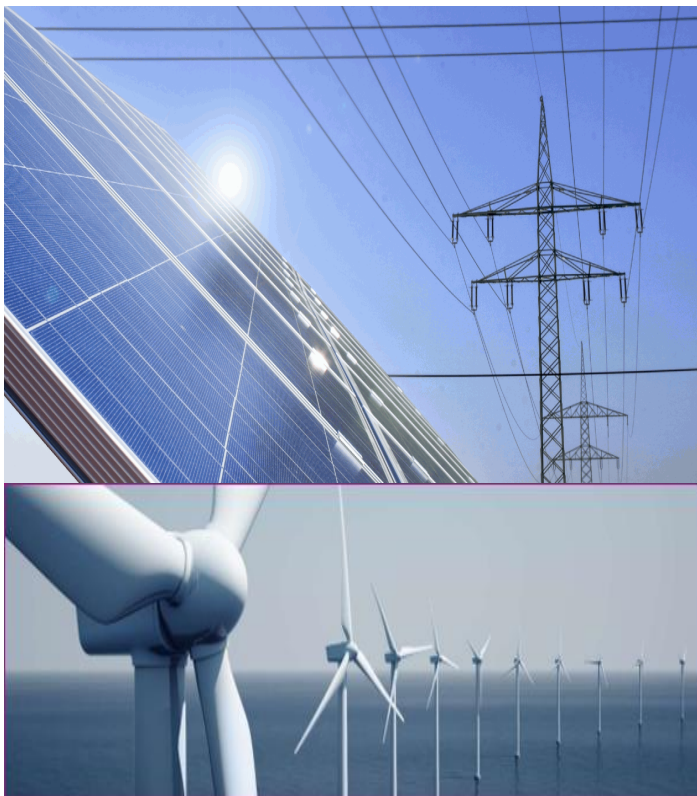
- Abatement Cost Curve: Specific measures on site level
- Validated CapEx/OpEx requirements considering real values and typical estimate accuracy
- Additional findings on water and waste data

1. EAGER: Evonik Assessment of Greenhouse Gas Emission Reduction

3 Renewable energy

Targeting 100% renewable sourced electricity until 2030

Increase of share of green sourced electricity to ~50% in 2026 with recent PPAs



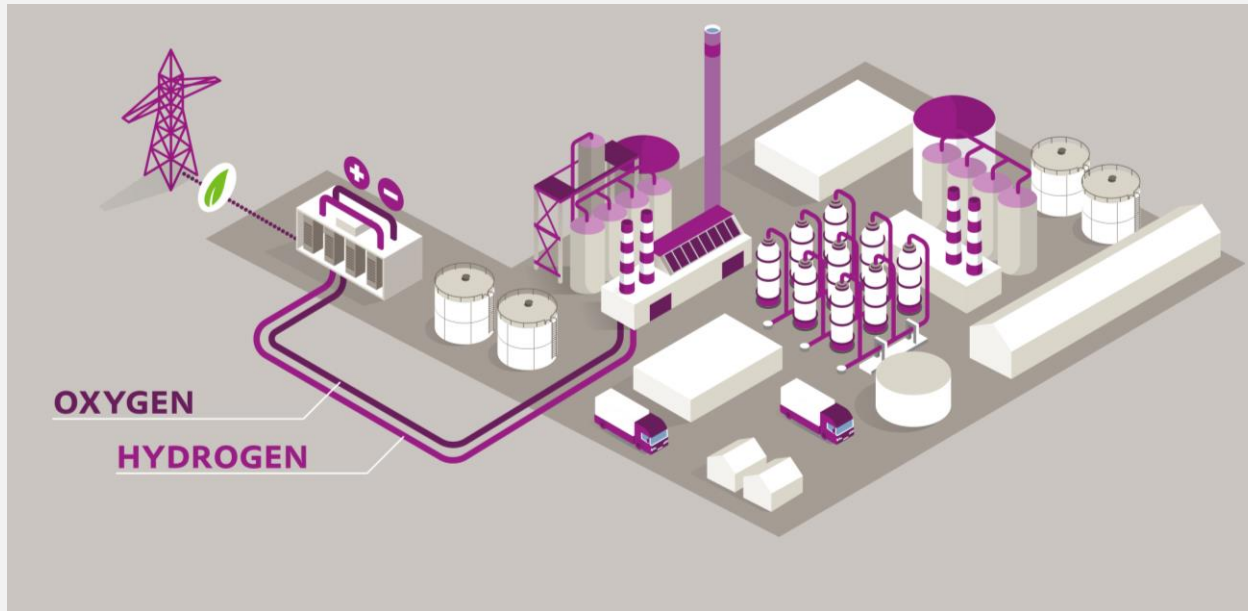
1. CO₂ reduction occurs in GHG protocol scope 1 or 3, dependent on selected accounting methodology (incl. or excl. biogenic carbon removals and emissions)

3 Renewable energy

Green Hydrogen for green wind energy

Partnering with Siemens to produce green hydrogen

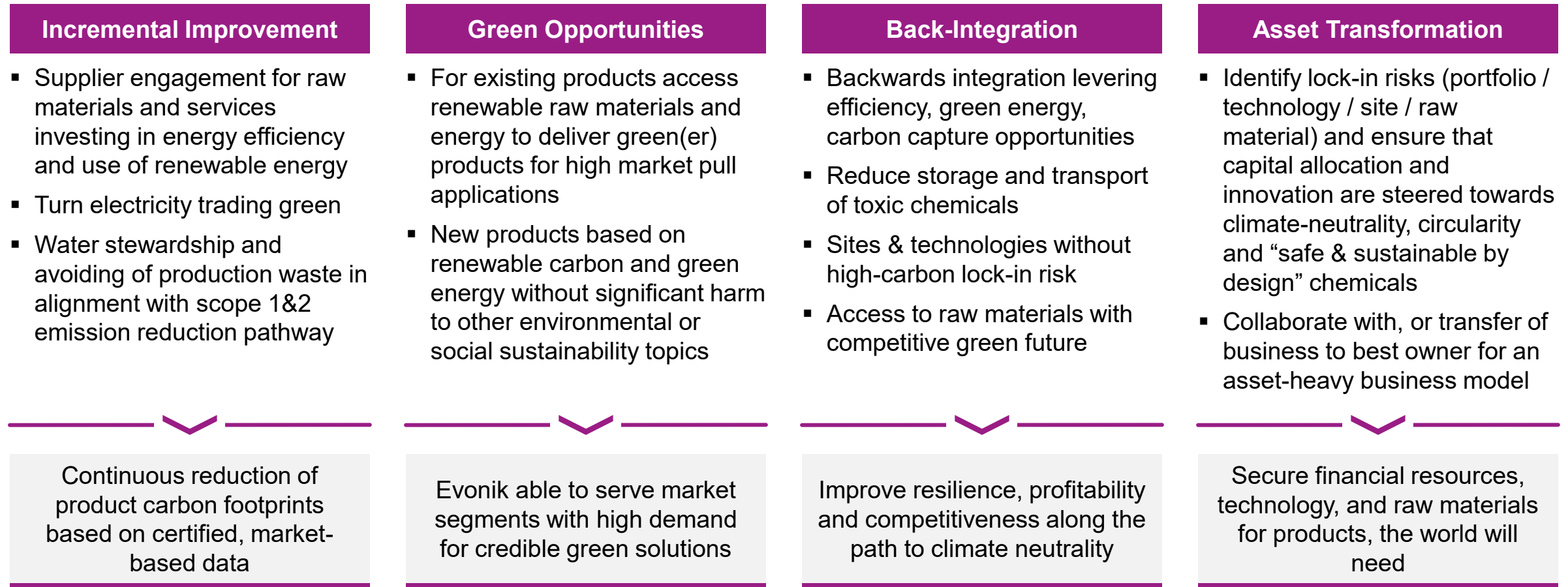
Green hydrogen production by Siemens and Evonik in Herne, Germany



- Evonik is investing in a pilot electrolyzer in Herne (Germany) to produce green hydrogen as a starting product for isophorone diamine (IPDA), a key raw material for the rotor blades for wind turbines.
- In the electrolysis process, water is split into green hydrogen and green oxygen with the aid of green electricity.
 - It will be able to meet about 45 percent of the hydrogen required by this site each year
 - 100 percent of its oxygen requirements
 - Reduction of 12,500 metric tons CO₂ a year
 - Local production makes operation of the facilities at the site more reliable
 - Start of production is planned for 2025

Evonik's Scope 3 approach

Different levers to deliver outcome that matters to our customers



Evonik's Scope 3 approach

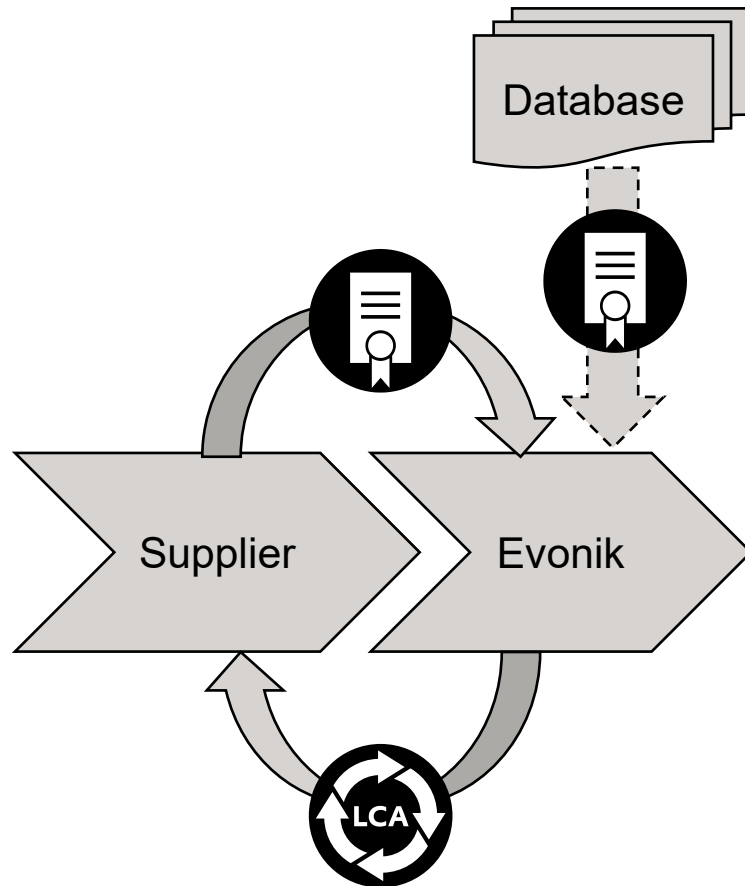
Continuously improving the data quality on Scope 3 emissions

Incremental
Improvement

Green
Opportunities

Back-Integration

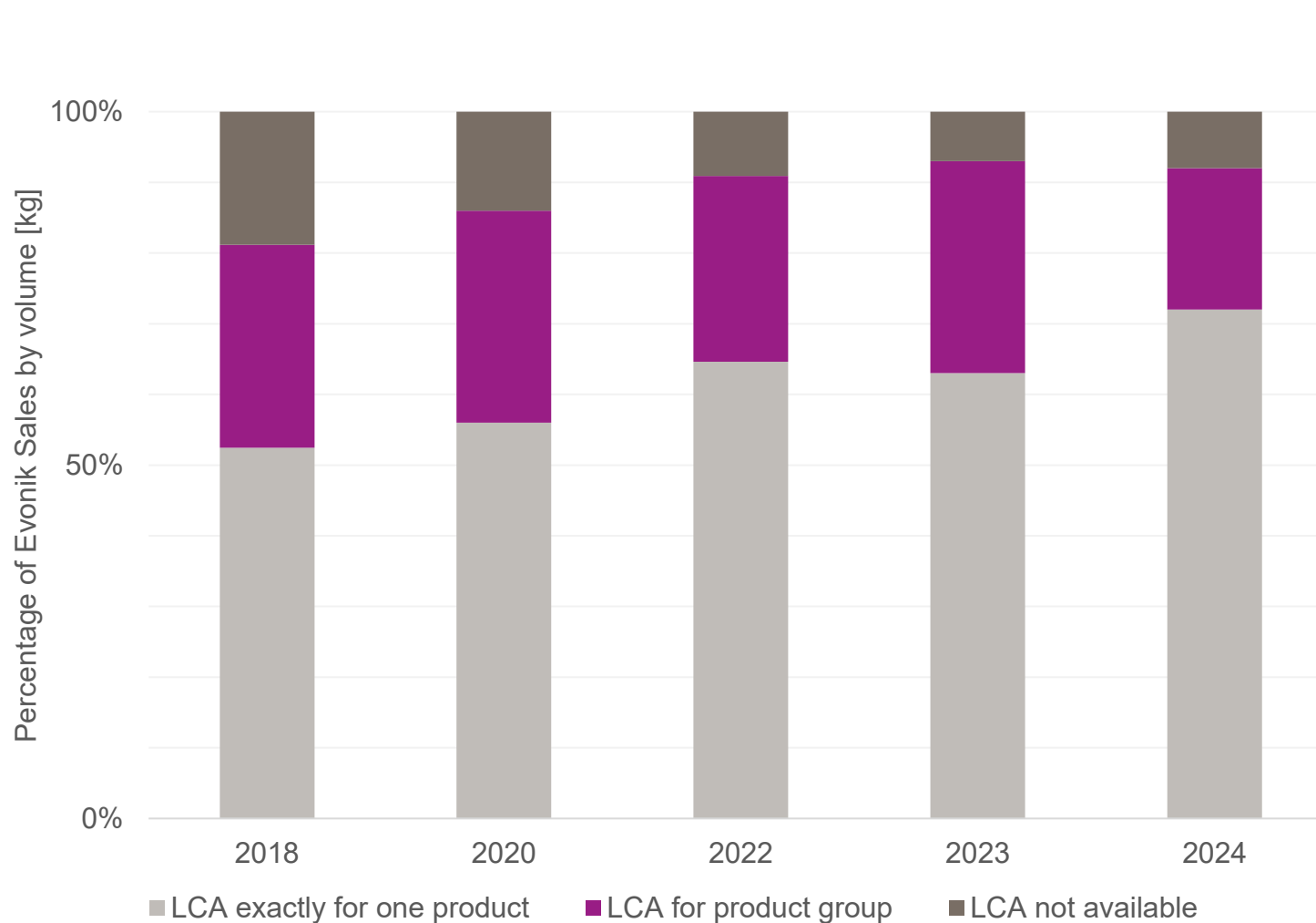
Asset
Transformation



- Evonik motivates suppliers to provide primary (“real”) emission factors for the actual purchased raw material
- Proxies from public databases are only used if the supplier does not provide a real emission factor
- Supplier commitment to deliver primary emission factors mandatory as of 2025
- Strong involvement in TfS development of digital formats to exchange sustainability data across value chains
- Evonik experts support suppliers in calculating Life Cycle Analyses (LCAs) for raw materials purchased by Evonik to be able to provide real emission factors

Evonik's Scope 3 approach

Continuously increasing the coverage of own products by LCAs



Incremental Improvement Green Opportunities Back-Integration Asset Transformation

- Continuous increase of coverage of LCA¹s for own products
- > 90% of sales volume covered with LCAs for the exact or a similar product in 2024
- Good understanding of environmental impact of own products
- Ability to respond quickly to customer requests for LCAs

1. LCA = Lifecycle Assessment

Evonik's Scope 3 approach

Taking a selective approach on GHG reductions with green opportunities

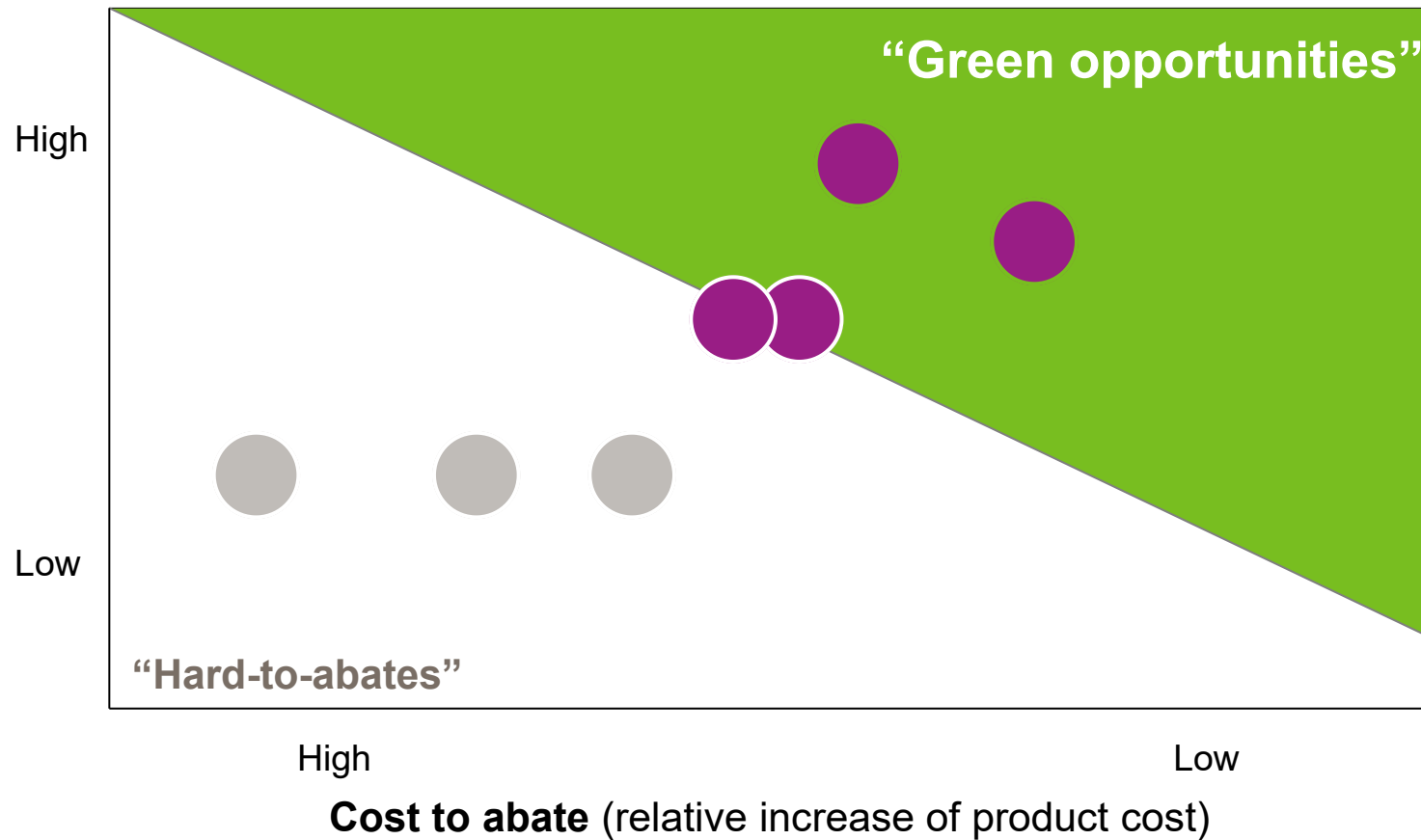
Incremental
Improvement

Green
Opportunities

Back-Integration

Asset
Transformation

End market pull¹



Green opportunities are e.g.,

- Rhamnolipids (bio-based feedstocks)
- Silica (bio-based or recycled feedstocks)
- Eco Products (circular feedstocks instead of virgin fossil ones)

Evonik's Scope 3 approach

Leveraging market opportunities resulting from value chain transformations

Incremental
Improvement

Green
Opportunities

Back-Integration

Asset
Transformation

In various products and markets, Evonik replaces virgin fossil raw materials with circular feedstocks to meet demand for green alternatives

Vestamid Eco

Sports and Engineering applications

Dynacoll Eco

Adhesives

Vestoplast Eco

Adhesives

Polyvest Eco

Polybutadiene in various applications

Trogamid Mycx Eco

Optics

Vestamin IPD Eco

Epoxy systems, e.g., in Windmill blades

Vestanat IPDI Eco

Epoxy systems, e.g., in Windmill blades

Vestasol IP Eco

Solvents in various applications



Evonik's Scope 3 approach

Actively redesigning value chains to secure access to circular feedstocks

Incremental
Improvement

Green
Opportunities

Back-Integration

Asset
Transformation



Rhamnolipids

New technology to produce sustainable tensides based on circular feedstock



Silica

Rice husk ash and sand processing residues as circular feedstock



Polyurethane recycling

Partnerships with all relevant steps in the value chain to close a circular value chain



Backward integration

Backward integration in Methionine value chain to secure low-emission feedstocks

Evonik's Scope 3 approach

Active portfolio management reducing the emission profile of own assets

Incremental
Improvement

Green
Opportunities

Back-Integration

Asset
Transformation

Divestment of high emission assets done or in progress

Functional Solutions



Performance
Intermediates



Superabsorber



Carve-out of infrastructure services, incl. power plants in Marl and Wesseling finalized.

Site Services in Marl and
Wesseling



Sustainable use of palm oil

- Evonik member of *Roundtable on Sustainable Palm Oil (RSPO)* and cross-industry industry platform *Action for Sustainable Derivatives (ASD)*
- Our annual **demand** for palm-based derivatives is approx. 100 kilo tons, primarily used by Business Lines Care Solutions and Oil Additives
- For Evonik employees, we developed **recommendations for action** for the responsible handling of palm oil, palm kernel oil and their derivatives
- **Target:** By 2025, Evonik aims to ensure only RSPO-certified palm oil and palm kernel oil are used in its products.

TEGO® Betain P 50 C

The cost-efficient, concentrated Cocamidopropyl Betaine based on RSPO certified palm kernel oil.



Evonik's Personal Care Business

- ~60% of our cosmetic ingredients are made up of at least 50% renewable feedstocks
- Palm oil raw materials basket contains 60% RSPO-MB palm-based feedstocks
- Production of >40 cosmetic ingredients using CO₂-optimized processes

Promotion of sustainable palm oil production in Malaysia

Evonik and Beiersdorf support WWF project

- Beiersdorf and Evonik committed to a sustainable palm oil economy for many years, being both members of RSPO¹⁾ and ASD²⁾
- Conservation and sustainable development project launched in Sabah's Tabin landscape in late 2020
- Goal is to certify local palm-oil farmers for sustainable production (RSPO), restore ecological connectivity and protect wildlife habitats
- Tabin's wildlife reserve safeguards many threatened species such as orangutans or Borneo elephants

Tabin's ecosystem faces enormous challenges



1) RSPO = Roundtable on Sustainable Palm Oil 2) ASD = Action for Sustainable Derivatives

The EU Deforestation Regulation (EUDR) aims to protect forests globally

- Forests make an important contribution to combating climate change as well as preserving biodiversity and are threatened by conversion to agricultural land.
- Transformation of the industry and the benefits for our customers will foreseeably lead to increased demand for bio-based raw materials.
- Evonik is aware of the resulting impacts on deforestation and biodiversity loss and analyzes its product portfolio, not least in order to meet the requirements of the EUDR.
- Evonik is implementing a framework of procedures and measures to ensure that relevant products comply with EUDR obligations.
- Evonik is in close contact with suppliers of relevant commodities and products and follows developments regarding EUDR at EU level closely.

The EUDR initially applies to the following **commodities and certain derived products** that use them:



Obligations must be implemented by 30th Dec. 2025

Relevant commodities and products must:

- be deforestation-free,
- been produced in accordance with the relevant legislation of the country of production and
- be covered by a due diligence statement

Highlight – Water

Methodology

- Distinction between water Scarcity Sites and Water Intensive Sites
- Introduction of the Sustainable Baseline Water Stress methodology in addition to AWARE¹
- Holistic assessment of water risks by using WWF² Water Risk Filter
- Assessment according to Physical, Regulatory and Reputational Risks

Understand water as a place dependent and shared resource
(Basin risks)

Understand Evonik's impact on local basins
(Operational risks)

Assess and prioritize water-related risks

Optimize water governance, improve water efficiency and reduce pollution and footprint

Reduce water demand in water-stress areas to a sustainable level

Example

Multi-User Site Shanghai (MUSC)



- Demineralization of purge water from a cooling unit
- Usage in chemical processes
- Replacement of 250.000 m³ freshwater

-3%



Reduction of specific freshwater intake by 2030²

- Site-specific action plans for water-stress production sites



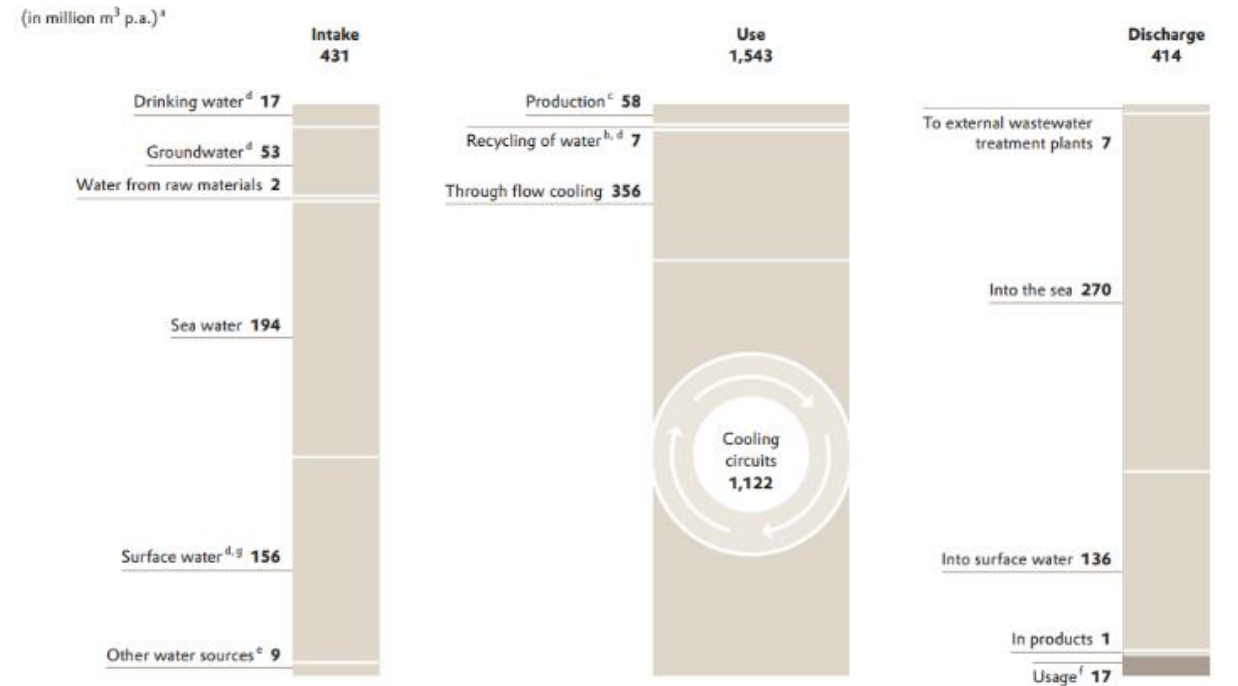
1. AWARE: available water remaining, 2. corresponding to the production volume, reference year 2021; 2. new tool used to analyze various physical risk aspects such as water stress, flooding, and water quality

Water data 2024

Only 4% used for production

- Total water intake was 431 million m³ in 2024, while discharges amounted to 414 million m³
 - Difference of 17 million m³ mainly comprises water used to replace evaporation losses
- ~96% of our total water use (including water consumption) was for cooling purposes in energy generation and production
- Only ~4% used for production purposes

Evonik's water data 2024



^a Figures in the chart are rounded. | ^b E.g., condensate recycling. | ^c Water used in chemical processes, including generation of steam and water for sanitary purposes.
^d Freshwater. | ^e E.g., rainwater. | ^f Water consumption is the difference between water withdrawal and the return of water. It primarily relates to evaporation losses.
^g Including brackish water.

Highlight – Waste

Methodology

Goal for waste management:

- Promote the environmentally sound treatment of waste generated by Evonik

Goal for waste reduction:

- Reduction of waste generated at Evonik

Example

Hanau-Wolfgang



- Recycling of solvent from a chemical process
- Usage in other chemical processes
- Adapted by other Evonik site in China

-10%



Reduction of specific production waste by 2030¹

- Reduce amount of non-hazardous waste sent to landfill

1. corresponding to the production volume, reference year 2021

Agenda

Sustainability fully integrated into all three strategic levers

1

Portfolio

- Handprint: “Next Generation Solutions”
- Footprint: CO₂ emission reduction as key KPI

2

Innovation

- Sustainability fully integrated into innovation portfolio steering
- Clear alignment with our four Sustainability Focus Areas

3

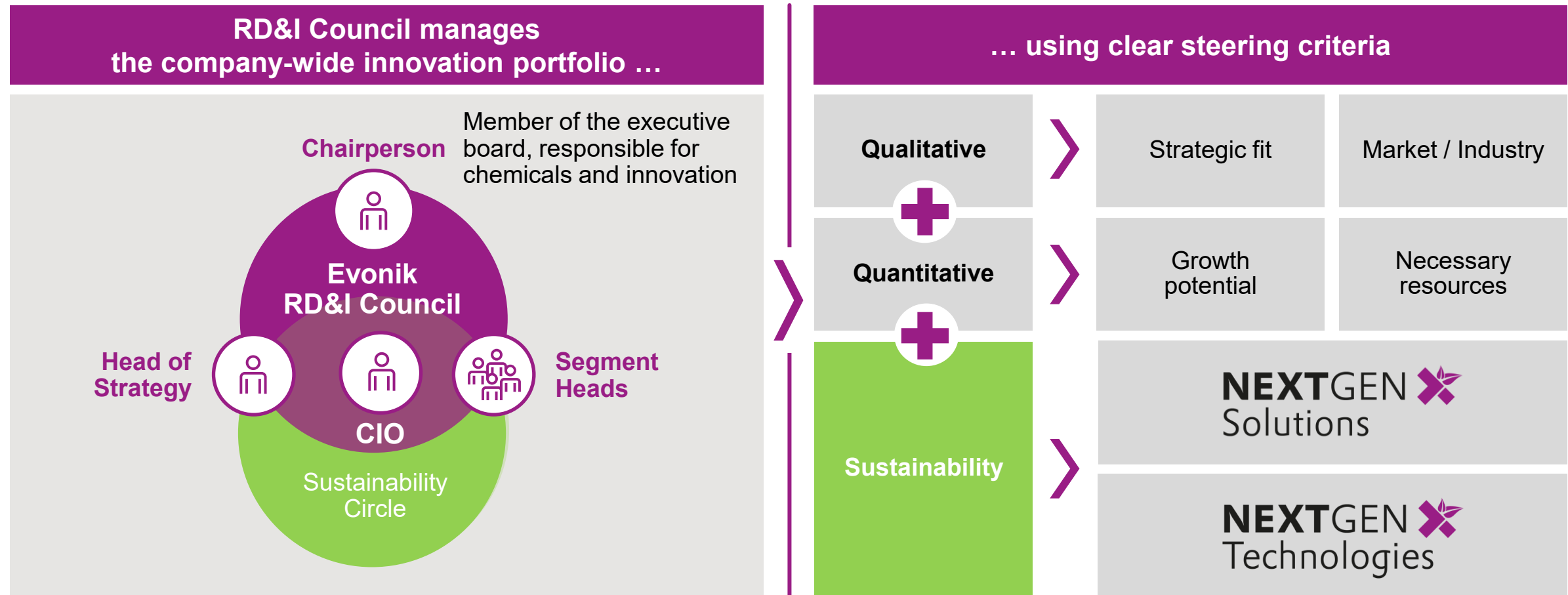
Culture

- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Sustainability is fully integrated into innovation portfolio steering



R&D at Evonik at a glance 2024

Approx. €440 million R&D spend

2.9% R&D ratio

>2,700 employees¹

Approx. 23,000 patents²

100% sustainability-integrated

1 RD&I, Application Technology, some Process Technology | 2 Patents and pending patents

Evonik's Innovation Growth Areas



**Advance
Precision
Biosolutions**



**Enable
Circular
Economy**



**Accelerate
Energy
Transition**

New Innovation Growth Areas – €1.5 bn additional sales targeted

Addressing our most relevant sustainability trends

Previous Innovation Growth Fields		
		
Advanced Food Ingredients	Additive Manufacturing	Sustainable Nutrition
		
Cosmetic Solutions	Membranes	Healthcare Solutions

- Introduced in 2016
- Targeted €1 bn additional sales by FY 2025
- €650 m achieved by year-end FY 2023 with EBITDA margin well above Group average
- Further growth in FY 2024 despite difficult macroeconomic conditions

New Innovation Growth Areas		
	Advance Precision Biosolutions	Leveraging biotechnology to enhance human health and quality of life while protecting our ecosystems
	Enable Circular Economy	Helping to close material cycles and paving the way for a sustainable future for our customers
	Accelerate Energy Transition	Addressing emission reduction and the capture, utilization, and storage of CO ₂



€1.5 bn additional sales by 2032¹

¹ Vs. reference base: 2023

Advance Precision Biosolutions: Leveraging biotechnology to enhance human health and quality of life while protecting our ecosystems

WE GO BEYOND TO ADVANCE PRECISION BIOSOLUTIONS



Harness the power of living systems and modern science to address the complex demands of today's world

- **Cutting-edge technologies:** Producing advanced RNA-based medicines, enhancing cell culture performance, and creating innovative biosurfactants and cosmetic actives
- **Sustainability:** Moving away from fossil-based feedstocks and utilizing renewable resources through fermentative production processes
- **Leading expertise:** Pioneering role in industrial-scale biotechnological manufacturing

High-performance solutions that transform the pharmaceutical, biotech, and personal care industries

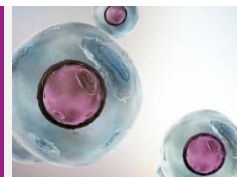
WE GO BEYOND TO ADVANCE PRECISION BIOSOLUTIONS



**Nucleic Acid-Based
Medicines &
Drug Delivery Systems**



We provide best-in-class solutions to engage in fast-growing innovative pharmaceutical markets
→ Enabling the next generation of **therapeutics**



Cell Culture Solutions



We empower pharmaceutical and biotech companies
→ Enabling the production of **innovative therapeutics** and **biotechnological processes**



**Biosurfactants &
Biofunctional
Ingredients**



We leverage safe, precise and low-energy fermentation processes based on renewable raw materials
→ Achieving **superior performance** & environmental benefits



**Cosmetic Actives &
Delivery Systems**



We help our customers enhance their cosmetic formulations
→ Meeting **consumer demand** for effective, natural, and scientifically-backed cosmetic products

Enable Circular Economy: Helping to close material cycles and paving the way for a sustainable future of our customers

WE GO BEYOND TO ENABLE CIRCULAR ECONOMY



- **Focus:** Minimizing waste and maximizing resource utilization by increasing the use of recycled and renewable feedstocks.
- **Innovative approach:**
 - Rejuvenate catalysts and inorganic materials
 - Create value from waste by harnessing the potential of renewable and recovered raw materials
 - We focus on principles of circular design to promote sustainable practices in design and manufacturing
- **Regulatory frameworks:** Globally, governments and associations drive the transformation towards a circular economy and increase restrictions on fossil-based raw materials.

Our innovative approach goes beyond traditional plastics recycling and aims to rejuvenate catalysts and inorganic materials

WE GO BEYOND TO ENABLE CIRCULAR ECONOMY

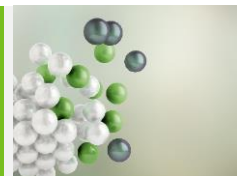


Enable Plastic Recycling



We enable effective recycling to drive the **transformation of the plastics industry**

→ Replacing fossil raw materials with circular ones



Enable Catalyst and Inorganics Recycling



We **recover and repurpose** critical catalysts and metals, reduce waste, and conserve natural resources

→ Reducing reliance on finite resources



Renewable or Recycled Raw Materials



We transform our processes & products to **replace fossil raw materials** with renewable or recycled alternatives

→ Creating a competitive advantage for us & our customers



Design for Circularity



We support our customers to create a circular economy

→ Generating **less waste**, extending product's lifetime, facilitating **repair & reuse** of products & their components

Accelerate Energy Transition: Leveraging our advanced capabilities in materials science & chemistry to lead the global transition to a greener future

WE GO BEYOND TO ACCELERATE ENERGY TRANSITION



- **Focus:**
 - Reducing the impact of fossil-based energy
 - Fostering solutions for energy savings
 - Enabling alternative energy production
- **Competences:**

Our innovative material solutions and specialty additives make a decisive contribution to the energy transition.
- **Innovative approach:**

We offer materials and procedures to reduce carbon footprints and energy consumption, build lightweight materials for the automotive and aviation industries to minimize fuel consumption, and develop materials to increase the efficiency and service life of renewable energy technologies.

Accelerate Energy Transition: Addressing emission reduction as well as the capture, utilization, and storage of CO₂

WE GO BEYOND TO ACCELERATE ENERGY TRANSITION



Membranes, Hydrogen Generation and Transport



We leverage our expertise in polymer & material design
→ Pioneering the future of the **hydrogen economy** and separation technologies for renewable natural gas



Future Mobility and Battery Solutions



We enhance the performance of batteries, tires, and lightweight materials
→ Powering the next generation of **electric vehicles**



Carbon Capture and Storage



We enable direct CO₂ removal from the air or from point sources like gas power plants
→ Contributing to reach a true **net-zero scenario**



Renewable Energy and Energy Efficiency



We provide additives for wind turbines, solar cells, & insulation
→ Accelerating the **expansion of renewable energy** and the **reduction of emissions from buildings**

Agenda

Sustainability fully integrated into all three strategic levers

1

Portfolio

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Culture

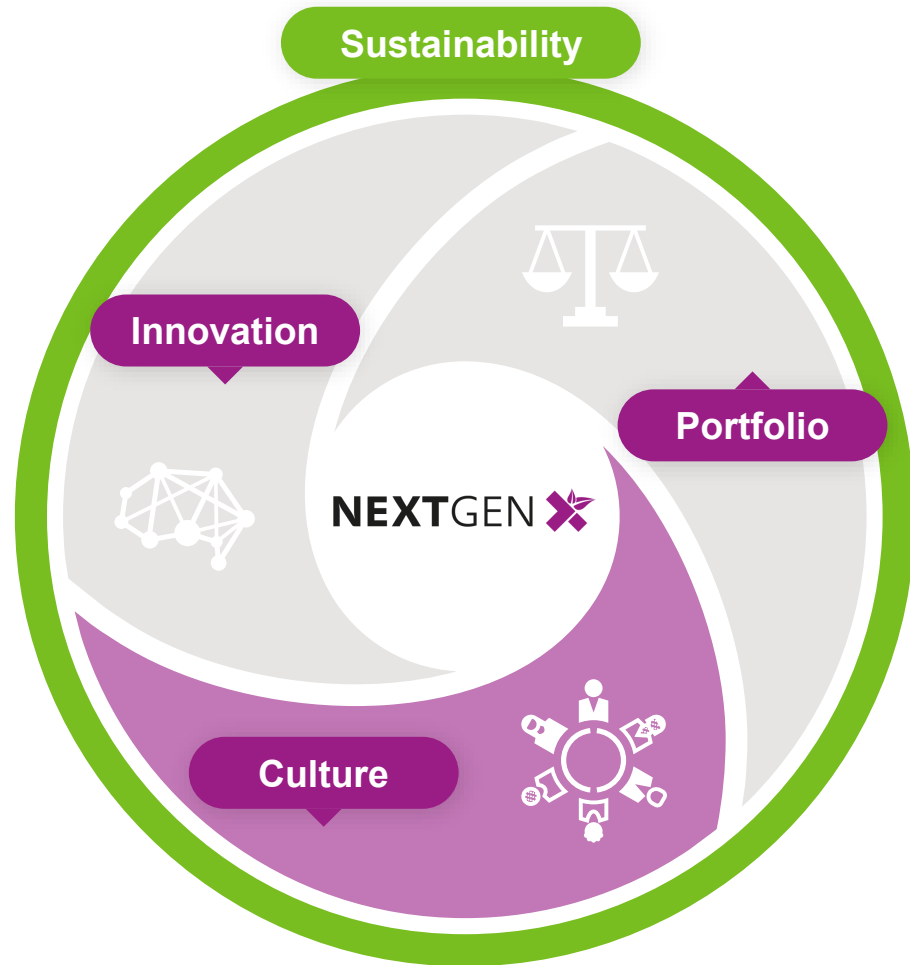
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Driving “Next Generation Culture“

Shifting mindset in the entire organization



Safety first as foundation:

- Accident frequency as part of management compensation
- Low level secured over the last years¹

Diversity as basis of our economic success:

- Ambitious targets defined
- Inclusive mindset and behavior foster diversity

Attractive employer:

- Employee commitment with increase of 5pp in latest employee survey
- Integrating sustainability stronger into HR core processes

1. below upper limit of 0.21 (number of accidents per 200,000 working hours)

Our sustainability commitments

External



UN Global Compact

Aligning companies' operations and strategies with 10 universally accepted principles in the areas of human rights, labor, environment and anti-corruption



Responsible Care

The global chemical industry's initiative to improve health, environmental performance, enhance security, and to communicate with stakeholders about products and processes



Chemie³

An alliance of VCI, IG BCE and BAVC underpinning sustainability as a guiding principle of the chemical industry in Germany and providing inspiration for the international community

Internal



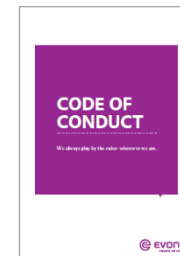
Global Social Policy

Evonik's internal commitment to human rights, core labor standards, international standards and principles of conduct



ESHQ Values

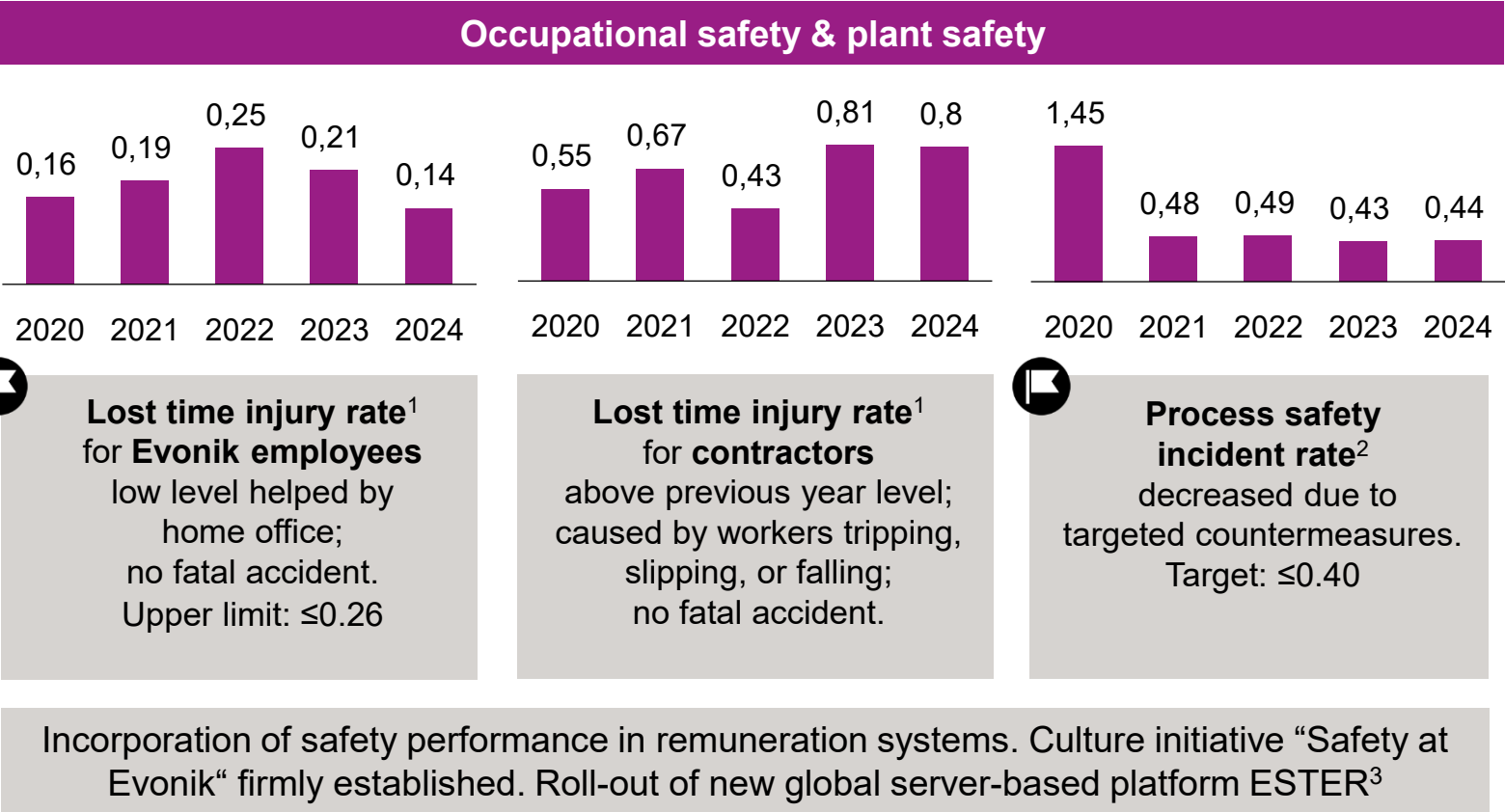
Protecting people and the environment, treating partners fairly, and focusing on the needs of customers as core beliefs for everyone at Evonik



Code of Conduct

Containing corporate values and principles, governing conduct of all Evonik employees; externally operated whistleblower system

Safety is at the top of our agenda



1) This indicator contains all work-related accidents (excluding traffic accidents) resulting in absences of at least one full shift per 200,000 working hours.
2) Number of incidents per 1 million working hours up to 2020, Number of incidents per 200,000 working hours as from 2021 in acc. with Cefic 2016 3) ESTER = Evonik Standard Tool ESHQ and Reporting

Diversity goes far beyond quantitative targets

We approach diversity with diversity



Diversity is key to economic success

- Evonik ranks among **top European companies** in terms of diversity
- We address **diversity** strategically, culturally and with an eye toward our business processes
- **Top management** as prominent **role model** in embracing diversity, e.g. in Diversity Council



Specific goals with highest priority (by 2026)

- **Gender diversity:** e.g. **30%** of executive, 25% of senior management and 33% on manager level (2024: 22%/19%/31%)
- **Intercultural mix:** e.g. **25%** of executive and **35%** of senior management positions (2024: 18%/26%)

Diversity goes far beyond quantitative targets!

- Diversity is not only a numeric game but a **matter of culture**
- An **inclusive mindset and behavior** ultimately determine if we can utilize diversity successfully

Diversity creates growth

Diversity creates innovation

Diversity brings us closer to our customers

Diversity is our future

Agenda

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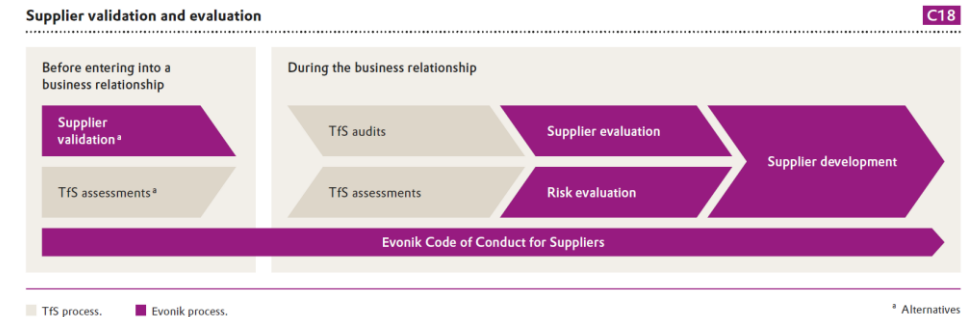
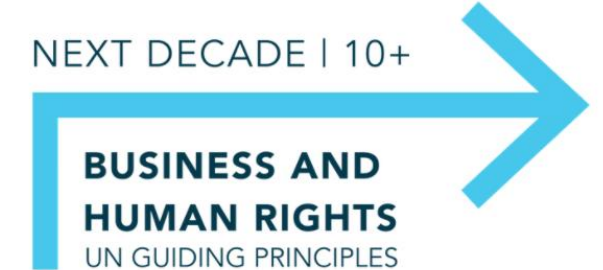
- Safety and health protection are top of our agenda
- Strengthen diversity to lead in a complex world

Social & Governance

- Social commitments & responsible supply-chain management
- Sustainability KPIs as integral part of management compensation

Taking a broad view on human rights throughout our value chains

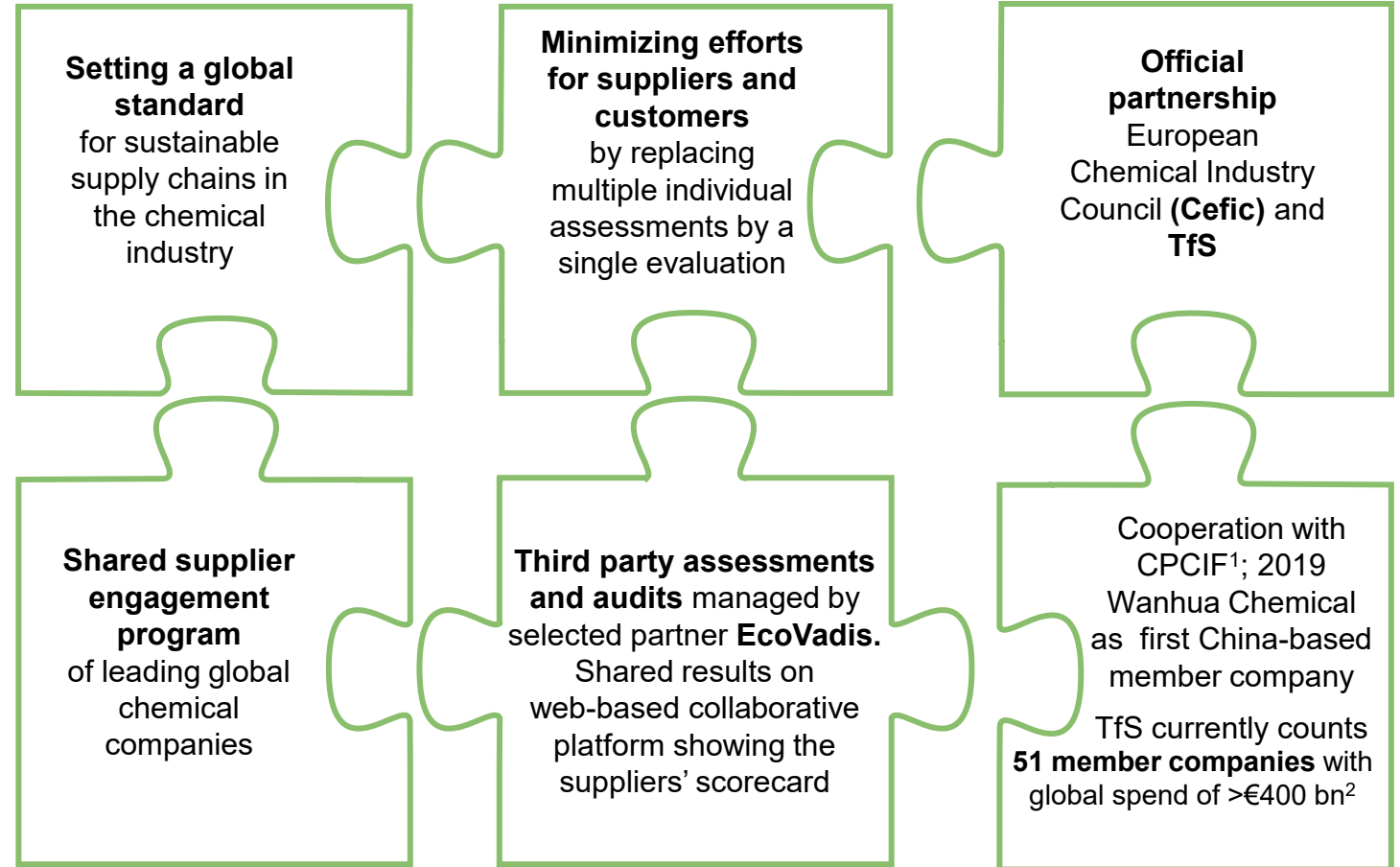
- Evonik commits to respecting human rights in line with the “Guiding Principles on Business and Human Rights” of the United Nations across its complete value chain.
- Our policy statement on human rights is based on
 - the International Bill of Human Rights,
 - the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work
 - the ten principles of the United Nations Global Compact.
- We also respect the OECD Guidelines for Multinational Enterprises.
- Evonik complies with applicable laws and regulations wherever it operates. In countries where local laws and regulations conflict with internationally recognized human rights, we seek ways to honor the above-mentioned international standards while not violating local law.



Responsible supply chain management

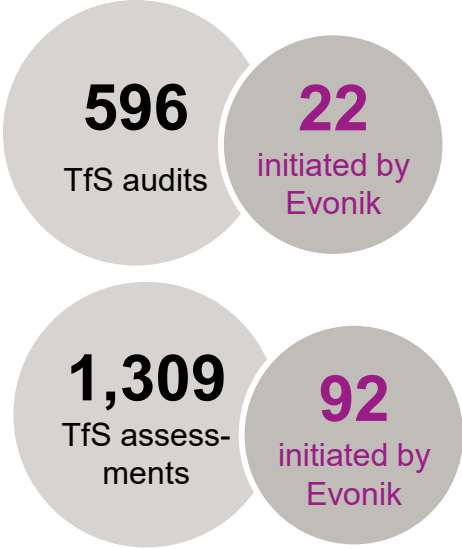
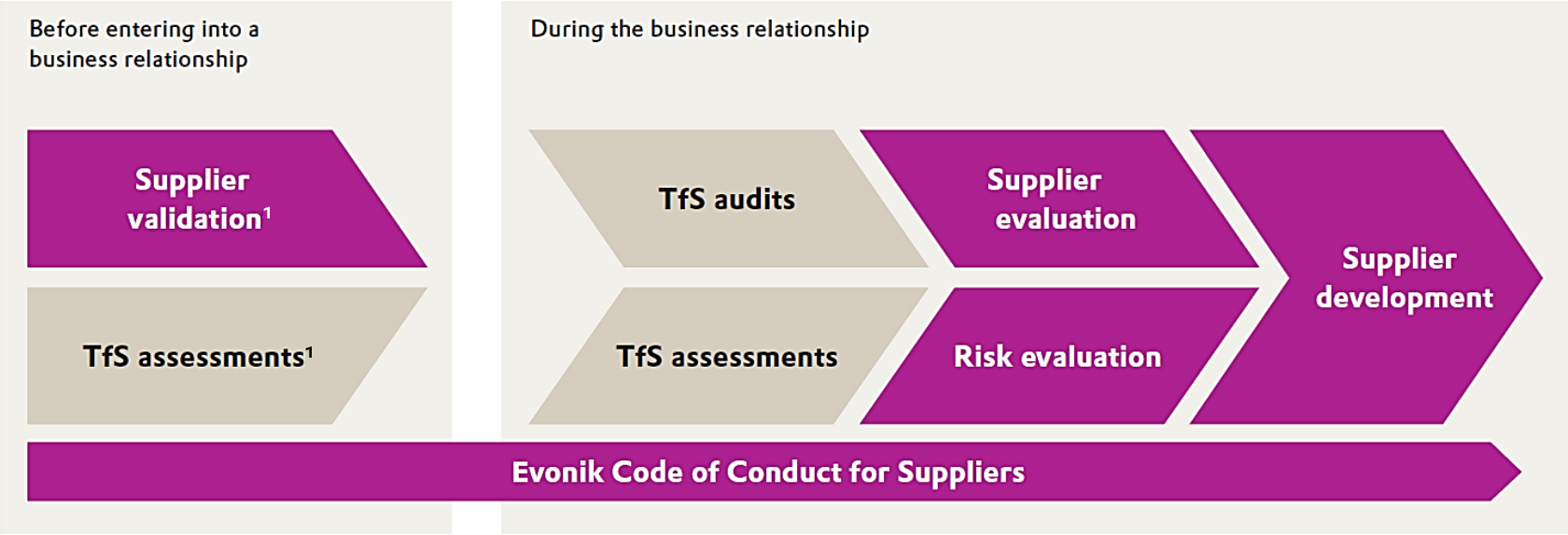


Evonik **founding member** of “Together for Sustainability” (TfS) initiative of chemical industry driving transparency and sustainability along the supply chain.



1.CPCIF = Chinese Petroleum and Chemical Industry Federation 2) estimated figure for the chemical industry

Responsible supply chain management



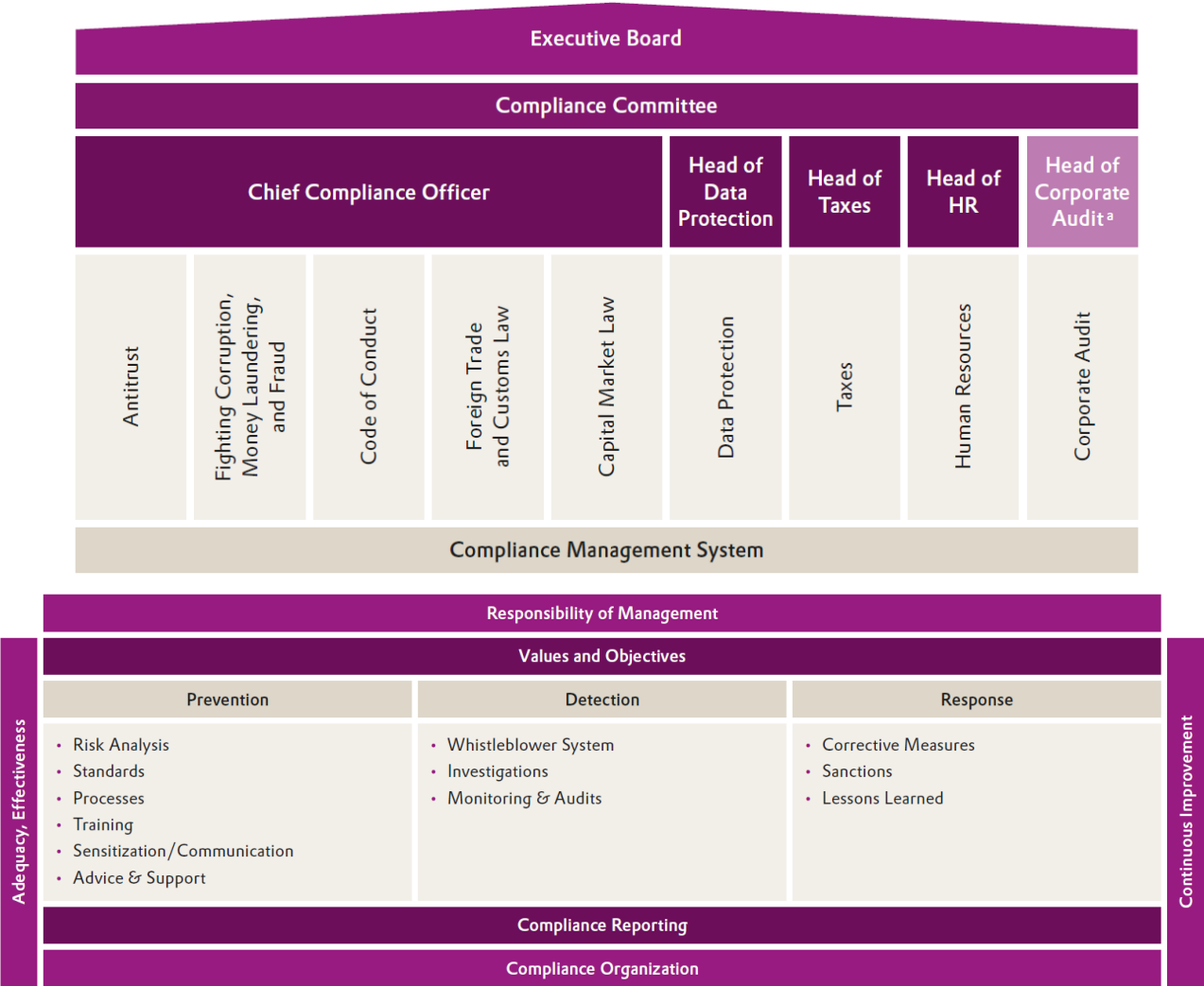
Our target

>90% of raw materials suppliers² to be covered by TfS assessments by 2030 (2024: 71%)

~87% (~78%) of Evonik's direct (indirect) purchasing volume covered by TfS assessments

FY 2023 | 1. Alternatives; 2. with annual procurement volume of >€100k

Compliance: Watching responsible business practices



House of compliance

- The House of Compliance has been established to define minimum Group-wide standards for the relevant compliance management systems in relation to the topics specified above and to ensure that these standards are implemented
- Decision-making, exchange of experience, and coordination of the joint activities all take place in the Compliance Committee, which is comprised of the heads of the individual departments, who are independently responsible for their subject area, and the head of Corporate Audit

Compliance management system

- The compliance management system comprises, on the basis of defined values and objectives, the instruments shown in the chart and any measures to be taken accordingly

Compliance. Whistleblower hotline.

- All employees are required to report possible or actual violations of the code of conduct to the responsible department or compliance officer without delay
- In addition to internal reporting channels, electronic whistleblower hotlines operated by independent external providers are available group-wide
- Both employees and external stakeholders such as business partners and their employees, local residents near our sites, and employees' families can report suspected compliance violations
- Reports are possible on all key compliance issues and are automatically forwarded to the department responsible for the relevant compliance topic
- The whistleblower hotline is certified as conforming with European data protection legislation
- Evonik takes up all allegations and investigates them
- To protect whistleblowers, the general principles set out in the policy on internal investigations include security measures such as forbidding putting them at any disadvantage



▪ External Whistleblower System. Guarantees anonymity, if desired by whistleblower.

Sustainability integrated into management compensation scheme

20% of long-term incentive based on strategic ESG KPI's

Fixed salary ~1/3	To be paid in cash for each financial year	
Bonus ~1/3	KPIs aligned to mid-term strategic targets 1. Progression towards EBITDA margin target 2. EBITDA growth (yoy) 3. Contribution to FCF target	... and integrating Safety First mindset: 4. Accident performance
Long-term incentive plan ~1/3	 ▪ Granted LTI target amount calculated in virtual shares (4-year lock-up) ▪ Absolute performance: Real price of the Evonik share ▪ Relative performance against external index benchmark (MSCI Chemicals)	 LTI based on strategic ESG KPI's, e.g.: ▪ 40%: Sales share of “Next Generation Solutions” ▪ 40%: CO₂ emission reduction ▪ 20%: Next Generation Culture

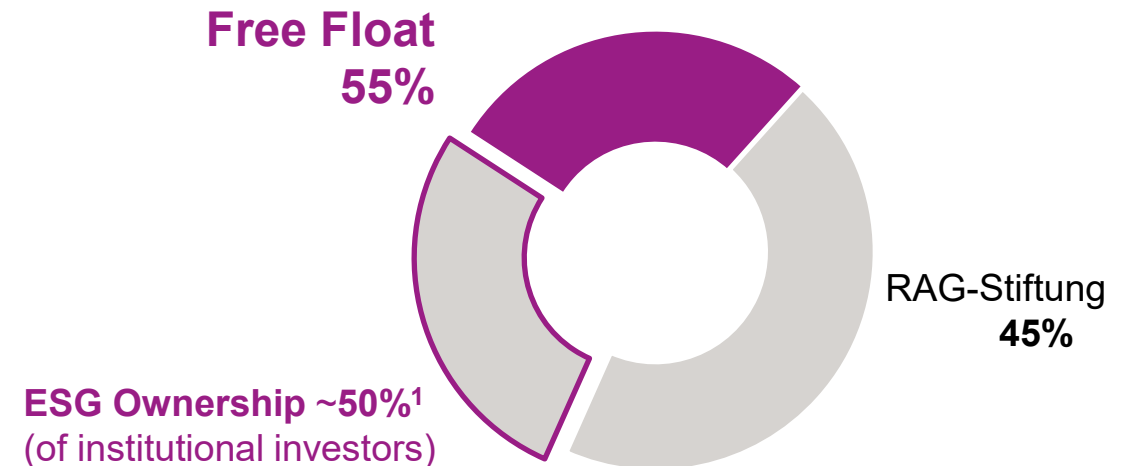
Shareholder structure

“RAG-Stiftung”, long-term shareholder with focus on total shareholder return

RAG Stiftung

- RAG-Stiftung (foundation) manages a portfolio of ~€18 bn assets, one of the biggest foundations in Europe
- Portfolio consists of publicly traded securities, private equity, direct holdings, real estate and bonds of various types
- RAG-Stiftung focuses on investments with high total shareholder return and strong cash/distribution profiles
- Underlying goal is to finance/cover the perpetual obligations arising from hard-coal mining in Germany
- About 75% of total portfolio invested in assets other than Evonik
- RAG-Stiftung with strong interest in Evonik’s profitable growth, resulting in significant shareholder returns
- Clear intention to remain significant shareholder

Ownership structure



1. as of Jan 2025

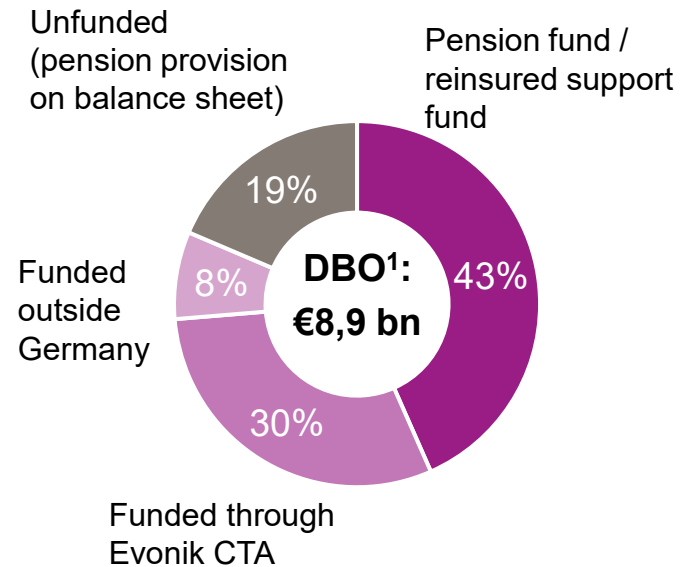
Sustainability embedded in pension asset management

Evonik Pensionstreuhand e.V. (CTA)

Sustainability process initially developed for portfolio held directly by Evonik Industries AG and thus directly under Corporate control (Contractual Trust Agreement, **CTA**)

- CTA: >80% of total plan assets under management supervised by managers committed to UN Principles for Responsible Investment (UN PRI)
- Segregated Accounts and mutual funds with minimum ESG guardrails (Art. 8 eligible)
- ESG monitoring

Funding level at 81%



Pensionskasse Degussa VVaG (Pension fund)

As one of the first pension funds in Germany, Pensionskasse Degussa VVaG (**PKD**) with own **ESG strategy** since April 2019

- Main focus on Governance requirements (compliance, audits, risk management, cyber security etc.)
- Investment criteria: managers required to have signed UN PRI; minimum ESG guardrails (Art. 8 eligible) for segregated accounts and mutual funds
- Asset Class Specific: Suitable ESG factors taken into account in riskmanagement process
- ESG monitoring

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EVONIK

Leading Beyond Chemistry