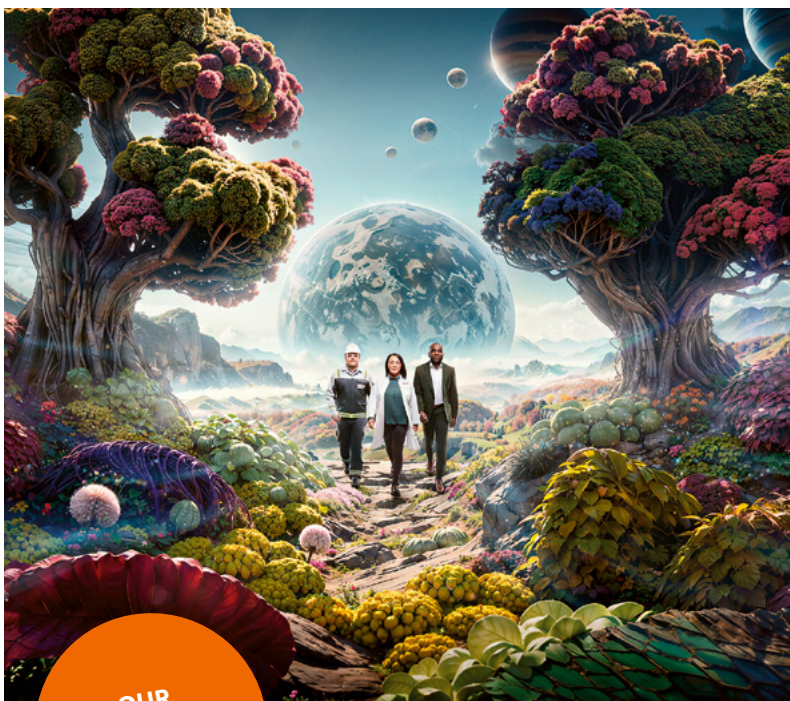


WE GO BEYOND TO ENABLE TRANSFORMATION



OUR
COMPANY
IN BRIEF

At Evonik, we pursue a common goal: to develop superior innovations and technologies for our customers' business success.

WE GO BEYOND

We're forging ahead and making this possible. 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 prosperity, growth, and responsible action. We are contributing to this development with our deep understanding of customers and markets

Our tailor-made innovations for sectors such as the consumer goods, automotive and plastics industries are driving change—away from wasting resources and toward forward-looking business operations.

Our outstanding technologies ensure attractive market prices and efficient processes. For example, global food production is becoming more sustainable and the production of green hydrogen more economical.

Day by day, our employees operate in areas that go far beyond chemistry. This results in completely new ideas with which we can address the needs of our customers while making the world a better place. See for yourself.

INNOVATION STARTS WITH LISTENING

We love talking to customers and finding out more about their needs. Four employees explain how dialog is shaping the future



"We are developing a unique process to recover the chemical components of end-of-life polyurethane foam mattresses. Selected customers, such as The Vita Group, are able to use high levels of recycled materials from our pilot plant in their concept foams with great results. This collaboration highlights how customer feedback is essential to achieve circularity in the polyurethane industry."

Dr. Emily Schweissinger, Technology Manager at the Comfort & Insulation business line, Essen Goldschmidtstraße



"We have introduced a new track and trace system. Thanks to this system, customers know in good time when our products will arrive and can plan their production processes accordingly. The results of numerous customer surveys have been taken into account in the tool. This also enables us to offer maximum transparency and collect valuable data to continuously improve our logistics."

Johannes Geisslinger, Project Lead Track and Trace, Hanau



"Our materials and processing solutions help create advanced medical devices. We work with diverse teams and communicate closely with our customers to truly understand their needs. For instance, by collaborating with customers, we developed multiple unique bioresorbable materials that enabled the 3D printing of life-saving tracheal and breast implants, something that had never been done before."

Ryan Heniford (USA), Head of Strategic Marketing at Medical Device Solutions, Piscataway (USA)



"Our biosurfactants are already improving personal care products and cleaning agents. However, our sustainable surfactants still have a lot of potential for further applications. To leverage it, we work closely with customers from various sectors. In this way, we can tailor the properties of the biosurfactants to the respective area of application and thus open up new market opportunities for customers."

Dr. Lisa Maus, Director Strategic Projects at Care Solutions, Essen Goldschmidtstraße

WE AT EVONIK IN FIGURES

From group sales and particularly sustainable products to a democracy promotion project: facts from the heart of our company

FINANCES

In fiscal 2024, our company generated **sales of €15.2 billion.**

In the same year our **adjusted EBITDA** amounted to **€2.1 billion**, while the corresponding **EBITDA margin** was **13.6%**.

Compared to the previous year, our **free cash flow** rose by 9.2% to **€873 million** in fiscal 2024.

Our **capital expenditures** totaled **€816 million** in 2024.



Our **portfolio** encompasses around **9,200 products**. Every single one of them is designed to make people's lives better.

Products with superior **sustainability benefits** (Next Generation Solutions) already account for **45%** of our total sales.

In 2024 our facility in Slovenská Ľupča (Slovakia) commenced **biosurfactant production**. We developed the manufacturing process ourselves.

Thirteen business lines work closely with customers and markets worldwide. The number of our international **production locations: 104.**

BUSINESS

INNOVATION

Nothing comes from nothing: Last year, we invested **€459 million** in our research and development activities.

Our **first patent** dates from **1882/83**. It was issued for a recycling process that removes sulfuric acid from smelter smoke and factory gases.

Flashes of inspiration are a well-known phenomenon in our company. We submitted **223 new patents** last year alone.

The **total number of patents** is around **21,400**. There is no better way to sum up our company's innovative spirit.



In Germany, all of the around **700 apprentices** in the 2024 training year took part in our **MUTausbruch** democracy promotion project.

In 2024 Evonik had a **training rate** of **6.9%** in Germany. The national average for the chemical industry was 4.5%

From April 1, the **proportion of women on our Executive Board** will be **60%**. No other company in the DAX or the MDAX has a higher rate.

Our **32,000 employees** represent **110 nations**. Plenty of potential to develop tailor-made solutions for every market in the world.

PEOPLE



**The Evonik Executive Board
(from left to right)**

Thomas Wessel
Chief Human Resources Officer
and Labor Relations Director

Maïke Schuh
Chief Financial Officer

Christian Kullmann
Chairman of the Executive Board

Dr. Harald Schwager
Deputy Chairman of the
Executive Board (until March 31)

THE FOCUS IS ON BUSINESS

A new segment structure is focusing our activities even more specifically on customers and markets. Our management model is becoming much leaner

Our organization

Our focus is on business. The business lines of our operational chemicals business are the heart of our company. Every day, they work on solutions that give our customers that decisive competitive edge and at the same time drive forward the transformation of the industry. In the future, we will align the business lines even more specifically with our customers and markets. To this end, we will be assigning them to two new segments from April 1.

Our new segments

Advanced Technologies bundles our efficiency-driven business models, which are characterized by a high level of technological expertise, operational excellence and cost leadership—our high performance polymers and our hydrogen peroxide products, for example. Custom Solutions combines our innovation-driven businesses such as our additives for paints and coatings or our products for the cosmetics and pharmaceutical industries.

Our innovation strategy

We concentrate our research and development activities on three innovation growth engines. Advance Precision Biosolutions provides bio-based solutions for a better quality of life and health. Our contributions to a sustainable energy supply are bundled in the Accelerate Energy Transition innovation growth engine. Enable Circular Economy, in turn, brings together all our R&D projects for a modern circular economy.



OUR NEW BUSINESS MODEL

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The business lines of our operational business will be assigned to two new segments. This eliminates the intermediate level of the previous three divisions. The two segments will be managed directly by new members of the Executive Board from April 1: Advanced Technologies by Dr. Claudine Mollenkopf, Custom Solutions by Lauren Kjeldsen. Dr. Harald Schwager, Deputy Chairman of the Executive Board since 2017, will retire.



Dr. Claudine Mollenkopf will head the Advanced Technologies segment in the future



Lauren Kjeldsen will head the Custom Solutions segment

TWO PEOPLE WITH A COMMON GOAL

Claudine Mollenkopf and Lauren Kjeldsen will be responsible for the operational business from April 1. In a double interview, they talk about their new roles

What do you plan to do with your segments?

Kjeldsen: First of all, it is important that we, as heads of two different segments, pursue a common goal: a good future for Evonik. At Custom Solutions, we focus on innovations with which we want to build up new business and achieve good earnings.

Mollenkopf: Advanced Technologies is all about maintaining our leading market positions and our

cost leadership. The segment has the best prerequisites for this.

What are they?

Mollenkopf: We have outstanding technologies and a strong team. This will enable us to further increase our efficiency and offer our customers high-quality products at competitive prices.

Kjeldsen: Custom Solutions in particular scores well with its innovative strength and customer

proximity. This is exactly where we go beyond chemistry and cooperate with our customers to develop innovative, value-adding, and sustainable solutions.

Which topics are you addressing?

Kjeldsen: We are focusing our innovation on three future-oriented topics: bio-based solutions, the energy transition, and the circular economy. This offers great growth opportunities for Evonik.

Mollenkopf: In my segment, it is crucial that we optimize production processes. Asia has a special role to play here. We need to be as competitive as possible there, but the Asian countries also provide us with the best development opportunities."



A BRIEF INTRODUCTION

Lauren Kjeldsen

Kjeldsen, who is from the USA, started her career at the group in 2002. The future segment head will also be responsible for innovation and the Americas region on the Executive Board.

Dr. Claudine Mollenkopf

Mollenkopf, who is from France, joined the group in 1996. In addition to her new role as segment head, she will be responsible for ongoing process improvement and the Asia Pacific region on the Executive Board.



NEW IDEAS FOR INCREASING SUSTAINABILITY

We are driving the transformation forward—with environmentally friendly and value-adding customer solutions as well as with projects that reduce our own emissions

Increasing the ecological handprint

Our Next Generation Solutions are characterized by a very positive sustainability benefit. They help our customers to make their products more sustainable and to exploit new business opportunities in their markets. We want to increase the share of sales generated by our Next Generation Solutions to over 50% by 2030. For example, with innovations for CO₂ capture, plastics recycling, and the recovery of lithium from old electric car batteries.

Decreasing the footprint

In order to reduce greenhouse gas emissions in our company, we are investing in the further development of our production processes. One example is the Rheticus project, in which we are working together with Siemens Energy to produce specialty chemicals in an artificial photosynthesis process. We are also making our energy supply more sustainable. In fact, we already cover almost 50 percent of our external electricity requirements from renewable sources. This figure is set to rise to 100 percent in 2030.

OUR RESEARCH: OPEN TO NEW THINGS

To push the boundaries of what is possible, we bring together skills and disciplines—within the company and beyond

We conduct interdisciplinary research as a matter of course. In our company, experts from various specialist areas work on pioneering catalysts, high-performance polymers, active ingredients for cosmetics, and much more. We operate six innovation hubs worldwide, from the USA to Europe and China.

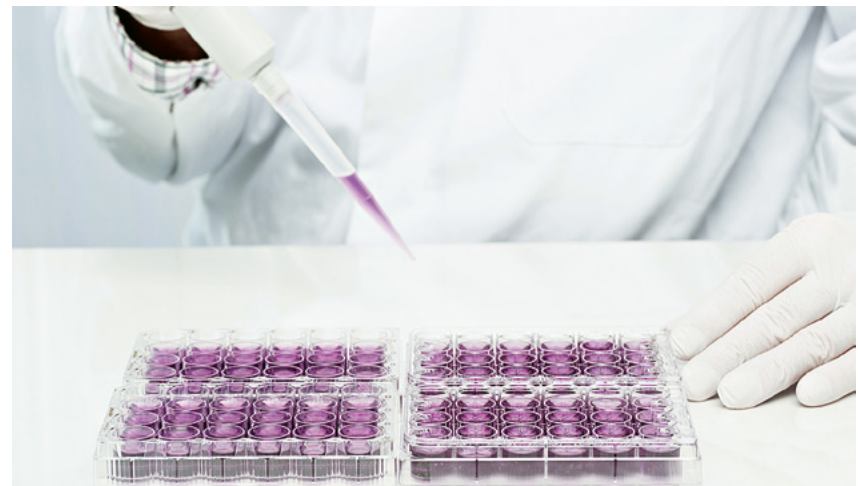
Investing in knowledge

By investing in startups, we are acquiring new knowledge in a targeted manner. The Chinese battery specialist SuperC is providing us with momentum in the field of

e-mobility, while the British company Interface Polymers Ltd is expanding our expertise in plastics recycling.

Continuous dialog

We are seeking a dialog with external researchers worldwide. In cooperation with the Technical University of Munich, we are promoting the exchange of new approaches in biotechnology, among other things, and in the greater Boston area we are closely networked with the players in the local life science ecosystem.



VEGAN COLLAGEN

We have developed **Vecollan®**, a **vegan alternative** to collagens of animal origin. The product is highly pure, adaptable, and interacts well and reliably with human cells. This makes for a **next-generation biomaterial** that is ideally suited to improving the state of the art for many medical applications including tissue cultivation and implantable medical devices or aesthetic dermatology.

WE ARE IMPROVING HEALTH AND QUALITY OF LIFE

The age of biotechnology is dawning and promises pioneering innovations. We have already made a start



CLIMATE-FRIENDLY COSMETICS

Emollients are cosmetic ingredients that soften and moisturize the skin. They can account for up to 25 percent of cosmetic emulsions such as creams and lotions, and up to 80 percent of a product's climate footprint. We use biotechnology to manufacture emollients via an **enzymatic process** that has a much **lower climate footprint**. This results in a better sustainability profile for cosmetics.

SAFE PASSAGE

mRNA and other nucleic acid-based technologies are revolutionizing medicine, from the treatment of infectious or metabolic diseases to cancer immunotherapy and gene therapy. Our **lipid nanoparticles** protect the fragile nucleic acid and ensure its **safe delivery** to the intended site of action. We have decades of experience with a wide variety of delivery systems. And we can support our customers from formulation to large-scale manufacturing.

SUSTAINABLE CLEANERS

We are the first company in the world to produce **rhamnolipid biosurfactants** on an industrial scale. These unique biosurfactants are manufactured using our IP-protected fermentation process. They are 100 percent bio-based and **biodegradable**, skin-friendly, deliver excellent cleaning results, and have a very **low aquatic toxicity**. Our biosurfactants can be used in shampoos, shower gels, toothpaste, detergents, and dishwashing liquids.



WE ARE REDUCING CO₂ EMISSIONS AND ENERGY CONSUMPTION

To manage the transition away from fossil fuels, we are focusing on intelligent solutions that minimize energy consumption regardless of the energy source

BOOSTING OUTPUT

We offer industry high-performance **specialty additives** that increase the safety and efficiency of **lithium-ion batteries** while reducing production costs. This enables us to optimize the **lifespan and range** of batteries and thus make a decisive contribution to the sustainable development of e-mobility.

MORE EFFICIENT PRODUCTION

Green hydrogen is considered an important component of the energy transition. This fuel is produced by electrolysis using energy from renewable sources. **AEM electrolysis** does this job particularly efficiently, and the investment and operating costs are lower compared to other technologies. These costs are further reduced by our ion-conducting **membrane DURAION®**.

REDUCING CO₂

With our **adsorbents** for **direct air capture**, we will make an important contribution to reducing CO₂ concentrations. These technologies make it possible to safely store carbon dioxide in the ground or use it to **manufacture new products**.

STAYING MAINTENANCE-FREE

Our **synthetic base oils** ensure that gearboxes operate particularly **efficiently and with a long service life**. This saves energy and costs compared to mineral oil-based gear oils. As a component in gear oils for **wind turbines** they help to ensure that the turbines remain maintenance-free for years and produce clean electricity over the long term.



MONOMATERIAL PACKAGING

Plastic food packaging keeps germs and moisture out, but is often made of multi-layer systems that are difficult to recycle. This is where **DEGACRYL® HS** comes into play. The binder for heat-sealing coatings enables the production of PET packaging that consists of only one type of plastic and can therefore be **effectively recycled** after use.

CIRCULAR PYROLYSIS OIL

Chemical recycling makes it possible to return complex plastics to the material cycle. The **pyrolysis process** converts polyolefin-based plastic waste into synthetic oil, which can replace the fossil raw material naphtha in existing production processes. Our **VISCOPLEX®** pour point depressant facilitates the handling of pyrolysis oil and also reduces processing costs. Adsorbents such as **CHLOROCEL™** are used to separate contaminants.

WE ARE CONSERVING NATURAL RESOURCES

The circular economy is crucial for a strong, sustainable economy. Together with customers and partners, we create new circular business models

RECYCLING ADDITIVES

In mechanical recycling, plastics are separated from used products, cleaned, and reused as recyclates. Our **TEGO® Cycle** product range includes a variety of additives that improve the efficiency of the recycling process and **increase the recyclate quality** at the same time. This will enable even more plastic waste to be competitively converted into circular materials in the future.

PROTECTED PARQUET FLOORS

Particularly durable products make an important contribution to the efficient use of resources. Take wooden parquet flooring as an example: the floors are pleasing to the eyes and feet, but are often subjected to heavy wear, for instance in public spaces. Coatings formulated with **VESTANAT® IPD** reliably protect parquet floors and thus considerably increase their service life. This can also be further improved by the **TEGO® Glide** products.

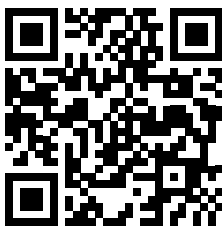




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