Creating the future is our business

15th HSBC ESG Conference, 05.02.2020

Corporate Responsibility Relations | 2020





1 Evonik – a global leader in specialty chemicals

- 2 Our sustainability commitments, strategy and targets
- 3 Value chain and products
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Building a best-in-class specialty chemicals company

Targeting excellence in three strategic areas

- More specialty and balanced portfolio
- Customer-focused innovation
- Open & performance-oriented culture
- Portfolio with four growth engines
 - Specialty Additives
 - Health & Care
 - Smart Materials
 - Animal Nutrition



- Strong track record in strategy execution
 - Successful divestment of Methacrylates Verbund; targeted acquisitions APD Specialty Additives, Huber Silica, Dr. Straetmans, PeroxyChem
 - Complexity reduction via portfolio streamlining
 - €200 m cost savings p.a. until 2021;
 €50 m in 2018 and in 2019
 - Corporate values as guidelines for cultural change

Overall objective: Adj. EBITDA-margin rising from 16 – 18% to 18 – 20%; GDP+ volume growth



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Our sustainability management





Thomas Wessel Executive Board Member responsible for sustainability

Executive Board member in charge – Chief Human Resources Officer (CHRO)					
Segments	egments	Executive Committee HR			
Corporate Divisions		Corporate Responsibility Panel			
		Global Corporate Responsibility Committee			
Regions					
U		CR Expert Circles			
	Ŧ				

Executive Board - Overall responsibility for sustainability







Our sustainability strategy¹





1) adopted February 2019 2) using WBCSD Portfolio Sustainability Assessment method, business activities are weighted at the level of PARCs; PARC = product-application-region combination 6 | Public | 2020 | Corporate Responsibility | 15. HSBC ESG Conference, 05.02.2020





Evonik committed to Paris Agreement on Climate Change





New gas and steam turbine power plant in Marl





- Modernization of Evonik's power plant park as key element in achieving our targeted CO₂ reduction
- Replacement of last coal-fired power plant at Marl Chemical Park by a flexible gas and steam turbine power plant
- Total power output of 180 megawatts with an efficiency exceeding 90%
- Global scope 1 GHG emissions to be reduced by ~20%, mainly due to annual reduction of 1 million metric tons CO₂
- Plant expected to come on stream by 2022





Downstream: Sustainability analysis of our business 2.0



Our goal:

By end of 2020, completion of sustainability analysis 2.0

FY 2018 | 1) Methodology published on Evonik's website
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Sustainability is part of Evonik's market proposition

Evonik is committed to foresighted resource management

Evonik has defined growth engines with a clear focus on sustainability

Evonik integrates sustainability into its strategic management processes

Evonik sets high standards for continuous improvement of reporting

2

3

5



Our sustainability targets 2019 and beyond







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Upstream: Responsible supply chain management



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









Upstream: Responsible supply chain management





Gate to gate: Sustainability evaluation part of our R&D



POWER TO CREAT



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Gate to gate: Our innovation targets

R&D expenses to sales

Group level: 3.1% Growth engines: 4–6%

Sales with new¹ products and applications



Medium term: 16% of sales 2018: ~12% of sales

Corporate Venturing

~ 30 investments since 2012

2019: 2nd venture capital fund launched (€150 million), more than doubling amount under management to €250 million



Additional contribution to sales by 2025: > €1 billion; 2018: > €250 million





Growth engines	Growth trends and drivers	"Sustainable" products	Market growth in %
Specialty Additives "Small volume, big impact"	 Rising requirements on additive effects Need for increased product performance and efficiency 	 Additives for eco-friendly coatings PU additives for insulation Oil additives for fuel savings 	5 - 6
Health & Care Preferred partner in Pharma and Cosmetics	 Increasing health awareness Bio-based products and eco-safe cosmetics 	Pharma polymersOleochemicalsAdvanced biotechnology	5 - 6
Smart Materials Tailored functionalities for sustainable solutions	 Trend towards resource efficiency in highly-demanding applications Engineered materials to fulfill high performance requirements 	 Silica & silanes ("green" tire) HPP² for lightweight applications or 3D-printing Membranes for biogas upgrading 	4 - 7
Animal Nutrition Comprehensive portfolio for sustainable food chain	 Sustainable nutrition Improving food quality and safety 	Amino acids for animal nutritionProbiotics	5 - 7



Products with significant contributions to sustainable development¹

Insulation & Circular Economy

POLYVEST® HT for sealing compounds for insulating glass windows (triple glazing)

VESTENAMER®

process additive allows rubber waste to be processed to low-noise asphalt

PU-Additives for furniture applications and the automotive industry (low VOC)

CALOSTAT®

purely mineral high-performance insulation material; fully recyclable; incombustible

Mobility

Silica-organosilane reinforcing system for "areen tire" technology

DYNAVIS® oil additives for energyefficient hydraulic fluids

ROHACELL® light-weight technology for automotive and aircraft industry

DRIVONTM technology for costefficient engine oils and transmission fluids





Catalyst NM 30 for cost-efficient biodiesel production

Renewable Energies











TAICROS[®] Crosslinkers for photovoltaic cell encapsulation

customized hollow-fibre

membranes for efficient

biogas purification

SEPURAN[®]







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Sustainability analysis of business 2.0	To be completed by end of 2020
Management processes	Further integration of sustainability into strategic processes
Impact valuation	Database 2018 to be updated
UN Sustainable Development Goals (SDGs)	Ongoing work on SDGs
Transparency/Reporting	Continuous refinement of Sustainability Report (GRI Standards)



In so far as forecasts or expectations are expressed in this presentation or where our statements concern the future, these forecasts, expectations or statements may involve known or unknown risks and uncertainties. Actual results or developments may vary, depending on changes in the operating environment. Neither Evonik Industries AG nor its group companies assume an obligation to update the forecasts, expectations or statements contained in this release.





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- Evonik products increasing sustainability in their application



We create value for society^{1, 2}



1) Impact valuation of our business activities along the value chain for Germany, the rest of Europe, USA, Canada, Mexico, and the Asia-Pacific region in 2016, based on the data currently available. 2) Data outside the scope of the limited assurance review. 3) The total includes Evonik's direct impact. Germany: added value: €1 : €2.50, jobs 1 : 3.7, public revenue €1 : €1.14

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UN Sustainable Development Goals (SDGs)



https://corporate.evonik.com/en/responsibility/sustainable-development-goals 25 | Public | 2020 | Corporate Responsibility | 15. HSBC ESG Conference, 05.02.2020



Ratings & Rankings: Evonik well-positioned

- ✓ Oekom Research (Prime Standard B-)
- ✓ **Sustainalytics** (among Top 10 of chemicals sector)
- ✓ Together for Sustainability/EcoVadis ("Gold Standard")
- ✓ Dow Jones Sustainability Index Europe
- ✓ **FTSE4**Good Europe, FTSE4Good Global
- ✓ **STOXX**[®] Global ESG Leaders
- MSCI World ESG Leaders Index; Socially Responsible Index MSCI Europe
- ✓ Vigeo Eiris Euronext Index (Europe 120, Eurozone 120)
- ✓ **CDP** Climate Change: B







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



Internal

Global Social Policy

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



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



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





Occupational safety & plant safety 1.24 1.16 1.18 0.97 0.87

2014 2015 2016 2017 2018

Accident frequency rate¹ for Evonik employees considerably improved; target 2018 (≤1.30) ✓

Accident frequency rate² for contractors' employees considerably improved

2014 2015 2016 2017 2018

3.2

2.9

3.5

3.6

1.40 1.29 1.11 1.08 0.95

2014 2015 2016 2017 2018

Incident frequency rate³ at very good level target 2018 (≤ 1.10) ✓

Incorporation of safety performance in remuneration systems; culture initiative "Safety at Evonik" firmly established. Implementation of ESTER⁴ covering core ESHQ work processes.

FY 2018 1) Number of work-related accidents involving Evonik employees and employees under the direct supervision of Evonik per 1 million working hours 2) Number of work-related accidents involving non-Evonik employees resulting in absence from work per 1 million working hours 3) Process Safety Performance Indicator according to Cefic, covering incidents involving the release of substances, fire or explosion, even if there is little or no damage. It is calculated from the number of incidents per 1 million working hours of Evonik employees 4) ESTER = Evonik Standard Tool ESHQ and reporting 28 | Public | 2020 | Corporate Responsibility | 15. HSBC ESG Conference, 05.02.2020



Management compensation: Executive Board

Fixed salary ~1/3	 To be paid in cash for each financial year on a monthly bas 	is
Bonus ~1/3	 Pay-out calculated on the basis of the achievement of focused KPIs; aligned to mid-term strategic targets: Progression towards EBITDA margin target EBITDA growth (yoy) Contribution to FCF target Accident performance (frequency and severity of accidents) 	 Factor of between 0.8 and 1.2 to take into account the achievement of further individual targets Bonus capped at 200% of initial target
Long-term incentive plan ~1/3	 Granted LTI target amount is calculated in virtual shares (4-year lock-up) Value of LTI to mirror the development of Evonik's share price (incl. dividends) Amount payable is determined by two performance elements 	 Absolute performance: Real price of the Evonik share Relative performance against external index benchmark (MSCI Chemicals) Bonus capped at 300% of initial amount To be paid out in cash after lock-up period



RAG-Stiftung (RAG Foundation)

- Obligation to finance the perpetual liabilities arising from the cessation of hard-coal mining in Germany
- Evonik as integral and stable portfolio element with attractive and reliable dividend policy
- Clear intention to remain significant shareholder
- RAG-Stiftung capable to cover annual cash-out requirements with Evonik dividend (~€363 million dividend in 2018)





Opportunity and risk management







Risk categories: planning/market, legal/compliance and processes/organization. In each category, opportunities and risks allocated to **sub-categories**

Within these sub-categories, individual risks allocated to **risk and opportunity classes** (high, moderate, low etc.) based on potential impact/probability of occurrence. Evaluation based on a **net view**, taking into account risk limitation measures

Evaluation of risks based on mid-term planning (3 years); opportunities and risks defined as positive and negative **deviations from plan**

- Opportunity and risk management as central element in the management of Evonik
- Risk management system based on internationally recognized COSO Enterprise Management standard
- In 2017, we took steps to integrate non-financial risks even more closely into our conventional risk reporting. Our established risk management system now systematically captures and monitors non-quantifiable sustainability risks.
- At the same time, we raised the awareness of risk officers throughout the Group to enable them to identify sustainability risks.



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)
- CTA: >50% of liquid assets overlapping with renowned sustainability indices such as FTSE4Good etc.



Funding level at ~70%

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.)
- From 2020 on 50% women in PKD Board of Management
- Investment criteria: managers required to have signed UN PRI; focus on democratic countries, respect for human rights, anti-corruption etc.
- Asset Class Specific: Suitable ESG factors taken into account in investment process



Animal welfare

- Wherever possible, usage of published data to minimize animal testing
 - Teaming up with other companies to carry out joint tests
 - Taking read-across, grouping and in-silico-/in-vitro approaches
 - Active involvement in EPAA¹, SET Foundation²
- Toxicological/ecotoxicological data still needed to assess safety of Evonik products
 - Tests on animals in many cases only way of reliably generating these data
 - Under national/international regulations (e.g. REACH) animal testing still required
- Evonik exclusively selects certified contract research organizations with high animal welfare standards
- Within Evonik Group, animal protection guidelines and animal protection officers installed





Evonik, Power to create,

Sustainable use of palm oil



TEGO[®] Betain P 50 C The cost-efficient, concentrated Cocamidopropyl Betaine based on RSPO certified palm kernel oil.



Since 2014 RSPO-certified products offered such as emulsifiers, consistency enhancers for creams and lotions.

Today, BL Care Solutions offers >100 ingredients for the cosmetic industry according to MB supply chain rules.

Evonik member of Roundtable on Sustainable Palm Oil (RSPO) since 2010

All main Evonik sites¹ processing palm oil certified according to RSPO Standard (MB², SG³)

Share of RSPO certified raw materials amounts to ~25% for the Evonik Group, 65% for BL Care Solutions

Our goals: We intend to purchase only certified palm-based raw materials by 2023. Moreover, we will further expand our certified product portfolio.







1) Energy- and process-related emissions as defined by the Greenhouse Gas Protocol, scope 2 emissions calculated using market-based method 2) Reporting on specific water intake has been recalculated retrospectively. Based on our regular analytical verification - checks on random samples of reported data and audits - gaps in reporting in one organizational unit were identified and corrected 3) Start-up of hydrogen peroxide facility in Jilin (China).

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Carbon footprint

Evonik Carbon Footprint in 2018 (27,6 Mt CO₂e)

0,6 0,2 27.7 0,6 0,7 0,9 0,9 5,7 +21% 6,6 +24% 11,5 +42% Total Purchase of Disposal and Direct Emissions Energy-Capital **Disposal and** Other Transport of recycling of recycling of emissions raw emissions due to nurchased raw related aoods material sold (Scope 1) purchased materials and activities (Scope 3) waste (Scope 3) and indirect products outside of (Scope 3) energy sold products Scope 1 and 2 goods (Scope 3) (net, Scope (Scope 3) (Scope 3) (Scope 3) 2)

Avoided emissions

108 million metric tons CO₂eq¹ avoided emissions

by use of selected Evonik products² compared to conventional alternatives on the market



CO2eq¹ in million metric t

FY 2018 | 1) Carbon dioxide equivalents 2) "green tire" technology, amino acids in animal feed, foam stabilizers for insulation materials, and oil additives in hydraulic oils 36 | Public | 2020 | Corporate Responsibility | 15. HSBC ESG Conference, 05.02.2020


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LCA TÜV Rheinland¹ of Evonik's amino acids for animal nutrition







With 1 kg of DL-Methionine, up to 260 kg of soybean meal can be replaced in feed. The use of 100,000 t DL-Methionine¹ means:





Innovation example Veramaris

Algae to produce omega-3 fatty acids, skipping over the food chain in the ocean



Specialist in developing industrial biotechnology processes and in operating large scale manufacturing sites for fermentative processes



Specialist for the cultivation of marine organisms including algae



1: 50:50 JV Evonik & DSM



A combination of complementary expertise

- Start-up of new plant in July 2019
- Market-pull from the feed value chain, consumers and NGOs
- Committed customers like Norwegian salmon farmer Lingalaks & German retailer Kaufland
- Initial sales potential of ~€150 200 m from first plant¹
- Evonik site in Blair offers flexibility and opportunity for further investments to expand production



Innovation example Tissue Regeneration

Tissue Engineering Project House following Medical Devices



Biodegradable Bone Screw



Biodegradable Stent

- Network with more than 15 universities an institutes
- More than 10 customer projects launched
- More than 10 patents filed
- First product launched



- Evonik's right to play: eg materials (amino acids, growth factors, resobable polymers)
- CAGR 30%
- Evonik addressable markets: 3B (2021)



Sustainability as a growth driver: efficiency in construction

Silica

Non-combustible highperformance insulation materials are recyclable and allow for slim insulation at new and refurbished buildings.

Silanes

Best practice anti-corrosion systems

avoid maintenance costs caused by corrosion over a time period of more than 35 years.

Processing aid

Efficient use of ground tire rubber in

asphalt, along with reduction of lane grooves, crack formation and noise generation.



Binding agents

Durable road markings improve road safety and save **more than 33%** of the CO₂ footprint over the life cycle compared to other technologies.

Sustainability as a growth driver: wind power

Crosslinkers

Oil additives

Composite materials in rotor

blades have gained wide acceptance due to their high carrying capacity and their low weight.

Silica

High-performance adhesives enable the sustainable construction and stability of glued rotor blades longer than 75 m.

Silicone Epoxy Resins

Anti-corrosion coatings are

approx. 50% thinner, at the same performance.



reduce lubricant cost by **20%**.

Wind turbine gear oils with high reliability

Sustainability as a growth driver: efficiency in mobility

Polymer powder

Additive Manufacturing (3D printing)

enables new design freedom, light weight components, rapid prototyping and more efficient spare parts logistics.

Membranes

Energy carriers methane and hydrogen

from renewable sources emit significantly less CO_2 over the life cycle than petrol and diesel.

Silica/Silane system

The **Green Tire** with lower rolling resistance reduces fuel consumption and CO_2 emissions by **up to 8%**, compared to conventional automobile tires. Road safety is improved due to reduced braking distance on wet roads.

Crosslinkers, polymers, resins

Light weight solutions reduce the weight of selected components with the same function by up to 60% in comparison to aluminum.



Sustainable mobility: "Green tire"





- Sustainable mobility more and more important to consumers worldwide
- Low resistance tires lead to fuel reduction by up to 8%¹; silica/silane systems as essential components of the rubber mixture of these tires
- Since 2010, market for "green tires" has grown by 30% p.a.; labeling requirements as growth driver
- Evonik is improving "green tires" even further, bringing a new silane on the market in the near future



Development of rubber silanes follows market demands



compared to conventional passenger car tires 2) VOC = volatile organic compounds
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DYNAVIS® additive technology for hydraulic fluids









Membranes for efficient separation of gas mixtures

Internal innovation achievement (Creavis)	Polyimide membrane modules for efficient and energy-saving gas separation, tailoring selectivity and permeability exactly to the specific application	
Stepwise tapping new growth markets	 2011: SEPURAN[®] Green for upgrading biogas to biomethane; today: >300 biogas upgrading installations operating worldwide, reducing CO₂-emissions by nearly 2 million metric tons p.a. 2015: SEPURAN[®] Noble for energy efficient helium recovery from source gas 2016: SEPURAN[®] N₂ for energy efficient nitrogen generation from air 	
Strategic partnership with Linde	2016: Reference plant for helium upgrading in Mankota (Canada)2018: Exclusive cooperation agreement on the use of membranes for natural gas processing	
Growth	 Already mid-double digit million € business¹ in BL High Performance Polymers (Resource Efficiency Segment) Strongly growing with 20% CAGR 	



Biosurfactants are the next game changer in Evonik's innovation portfolio Large-scale production of world's first "green" biosurfactant (rhamnolipids)



Commercialization to capture future growth



- Unilever has successfully launched a product in Chile in 2019
- Next step in commercializing Evonik's leading biotechnology capabilities: designs of a global scale production plant
- Evonik will be the first company to produce biosurfactants on industrial scale with focus on attractive markets in personal and home care





RHEANCE[®] One – completly natural raw material for cosmetics

First ever glycolipids product, launched during in-cosmetics tradeshow in Amsterdam in April 2018.

Glycolipids are made up of sugar and fatty acids, avoiding use of tropical oils. RHEANCE[®] One is **100 percent based on renewable raw materials** and manufactured using a **fermentation process**.

RHEANCE[®] is **fully biodegradable** and offers extremely good environmental compatibility.

Glycolipids stand out for generating a dense, creamy foam and having a **pleasant, natural skin feel**.

In skin, hair and oral care products, RHEANCE[®] One ensures **effective yet gentle cleansing** – and is ideally suited for even the most demanding skin types.



RHEANCE® One: 2019 Ringier Innovation Award for Personal Care in China



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