

SUSTAIN ABILITY AT A GLANCE. 2023



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
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You can find our  **sustainability report 2023** as a PDF here.

Alternatively, you can visit our  **online report**, which offers supplementary videos.

FOREWORD.

Implementing sustainability

WE GO BEYOND – Enabling transformation and going beyond the known, that is the key to a sustainable world for us. At Evonik, we have been on this path for a long time and are paving it with our passion for outstanding products and technologies. Competitiveness and sustainability complement each other to form a future-proof business model: the more resource-efficient, the more profitable and the more innovative, the more future-proof. We are convinced of that. It is precisely for this reason that we are implementing our sustainable corporate strategy under the heading Next Generation Evonik at a time when our business and our society are being challenged by geopolitical, ecological and social crises.

In 2023, our focus was on our three most important sustainability topics: Green Energy, Portfolio Transformation and Circular Economy. Through four focus projects, we show how we are working with our partners to contribute to a more sustainable world.

Evonik is also committed to the goals of the Paris Climate Agreement. We underline this with our commitment to the Science Based Targets initiative (SBTi) and ambitious targets to reduce our CO₂ emissions (Scope 1, 2 and 3).

We support the implementation of the Sustainable Development Goals (SDGs) and have been intensively examining our own positive and negative contributions for several years. We have published examples of the positive contributions of our products and solutions to the implementation of the SDGs on our [website](#).

We present detailed information on the above topics in our current [sustainability report](#) entitled "Implement".

EVONIK IN FIGURES.

€**15.3** → **43**
 billion sales % from
 Next Generation Solutions

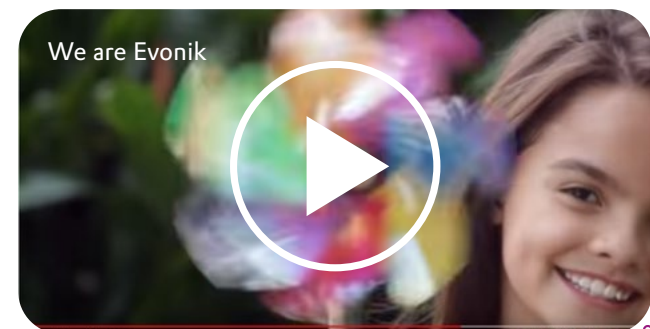
€**1.7** **109**
 billion adjusted EBITDA nationalities

~ **33** **27**
 thousand employees % female employees

WHO WE ARE

Evonik is one of the world's leading specialty chemicals companies with operations in more than 100 countries. Our strengths include a balanced spectrum of business activities, end-markets, and regions, and working closely with customers.

Often, we only contribute small amounts to our customers' products and solutions, but they make a real difference. Because Evonik makes tires more fuel-efficient, PU mattresses recyclable, medical implants bioresorbable, and animal feed more sustainable.



FIVE KEY STATEMENTS ON SUSTAINABILITY AT EVONIK.

1 Our purpose

We aspire to create sustainable, value-added solutions for our customers. That promise is expressed in our purpose: Leading beyond chemistry to improve life, today and tomorrow. We lead beyond chemistry by networking competencies, perspectives, and partners.

2 Next Generation Evonik

We have integrated sustainability comprehensively into our corporate strategy—from research & development through portfolio management to our corporate culture. The core process is the sustainability analysis of our business. Research & development play a key role in the ongoing transformation of our portfolio. In 2023, Evonik generated additional sales of over €650 million with, among others, innovative solutions for health, cosmetics, and membranes (reference base 2015) [sustainability report, p.29.](#)

3 Next Generation Solutions (handprint)

We already generate 43 percent of our sales with products and solutions that have a strongly positive sustainability profile. We aim to increase the proportion of sales generated with these Next Generation Solutions to over 50 percent by 2030 [sustainability report, p.23.](#)

4 Next Generation Technologies (footprint)

Evonik supports the objectives of the Paris Agreement on Climate Change. This is underscored by our commitment to the Science Based Targets initiative (SBTi). Between 2021

and 2030, we aim to reduce our scope 1 and 2 emissions by 25 percent. For the reduction in our scope 3 emissions, we are committed to a target of –11 percent¹. Our targets are aligned to the SBTi target level of “well below 2°C.”

[sustainability report, p.17.](#)

5 Next Generation Culture (heartprint)

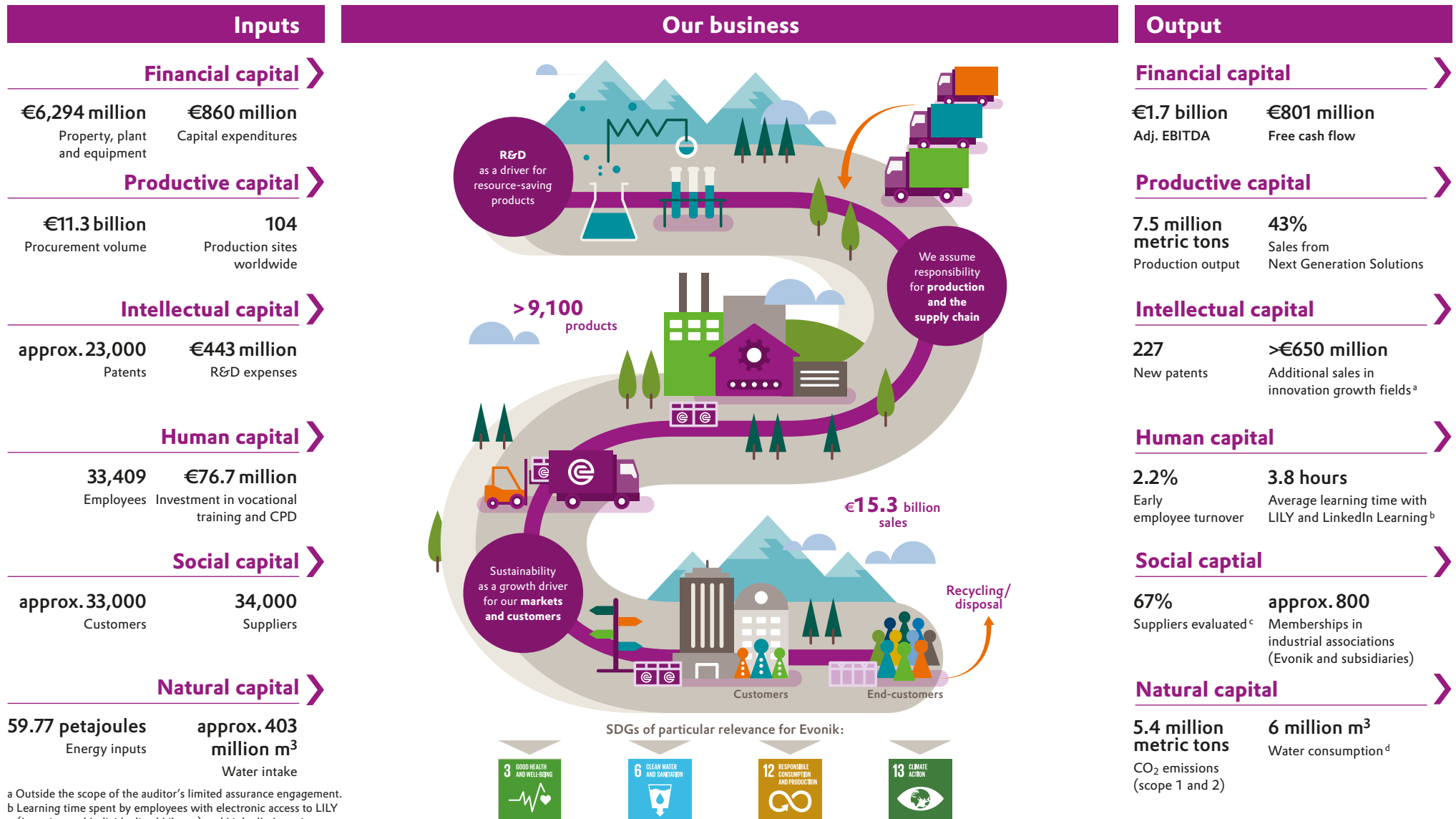
We integrate sustainability into our human resources processes at all levels, from recruitment through vocational training and continuing professional development to engagement programs and remuneration [sustainability report, p.17.](#)

Sustainability is the backbone of our purpose and our strategy



¹ Exact target: 11.07 percent.

RESOURCES AND VALUE ADDED AT A GLANCE.



^a Outside the scope of the auditor's limited assurance engagement.

^b Learning time spent by employees with electronic access to LILY (Learning and Individualized Library) and LinkedIn Learning.


^c TFS assessments of suppliers where annual procurement volume is > €100 thousand.

^d For further water data, see [sustainability report](#), p. 59.

STRATEGIC FOCUS PROJECTS.

GREEN ELECTRICITY FROM THE ENBW HE DREIHT OFFSHORE WIND FARM

Cooperation with
EnBW

 [more informations](#)


FUTURE SUSTAINABLE CAR MATERIALS — MAKING AUTOS MORE SUSTAINABLE

Cooperation with
BMW

 [more informations](#)

H₂ANNIBAL PROJECT — WATER ELECTROLYSIS FOR HERNE

Cooperation with
Siemens Energy

 [more informations](#)

PARTNERING TO CREATE MORE SUSTAINABLE SKINCARE CARE PRODUCTS

Cooperation with
Beiersdorf

 [more informations](#)

MEASURABILITY OF OUR SUSTAINABILITY ACTIVITIES.

The sustainability analysis of our business is based on the framework for Portfolio Sustainability Assessment (PSA) developed by the World Business Council for Sustainable Development (WBCSD).

Evonik was involved in developing this method from the beginning. The PSA uses signal categories that reflect the value chains of our businesses and take account of sustainability aspects from the supply chain through production to subsequent use.

Evonik has divided its portfolio into 531 PARCs. PARC stands for product-application-region combination and relates to a differentiated assessment of a product group with reference to its application and region. The sustainability performance determined in this way is examined along three axes (product, region, application).



NEXT GENERATION SOLUTIONS AND THEIR HANDPRINT.

We define **handprint** as the positive impacts of our products along the value chain compared with other established products and applications on the market, especially in the usage phase in customers' applications.

Our Next Generation Solutions already account for **43 percent** of our sales. By 2030, we want to raise that to more than 50 percent.

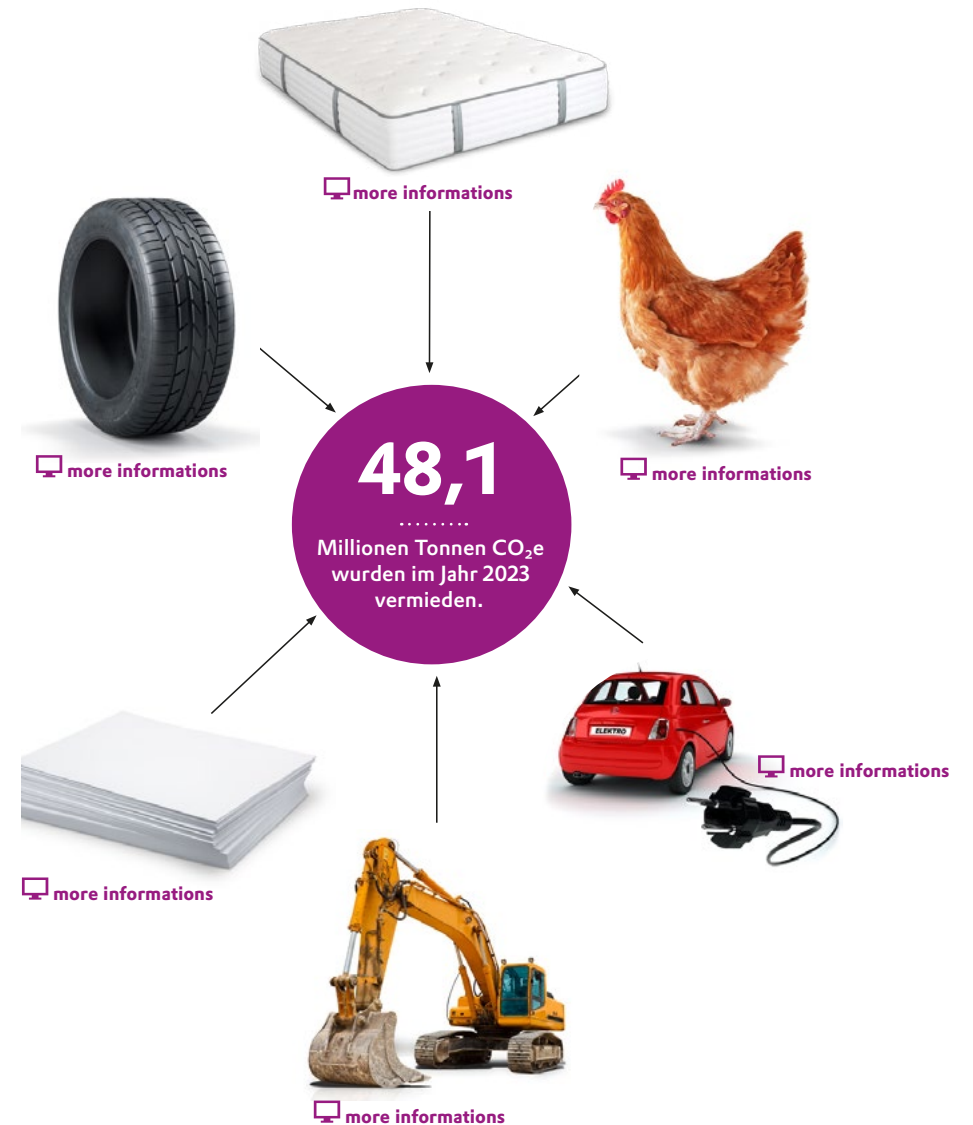
NEXTGEN Solutions

Outstanding products in Evonik's portfolio that ...













- ... deliver **above-average growth**
- ... meet **rising customer demand** for sustainable solutions
- ... offer our customers **above-average sustainability benefits**

You can find more information in our:

 [Next Generation Solutions brochure](#)



IMPLEMENTING OUR TOP 10 SUSTAINABILITY TARGETS.



Sustainability areas of action	Top 10 strategic targets for 2024 and beyond	Status 2023	Status 2022	
 Strategy and growth see sustainability report 2023, p.13	» Portfolio transformation: <ul style="list-style-type: none"> Increase the proportion of sales generated with Next Generation Solutions to > 50 percent by 2030 Proportion of sales from challenged products should be permanently < 5 percent 	43% 2%	43% 2%	
 Value chain and products see sustainability report 2023, p.28	» Generate at least €1 billion in additional sales with circular products and technologies by 2030	--	-- ^a	
 The environment see sustainability report 2023, p.46	» Reduce absolute greenhouse gas emissions <ul style="list-style-type: none"> Scope 1 and 2 by 25 percent between 2021 and 2030 Scope 3^b by 11 percent^c between 2021 and 2030 » Reduce both absolute and specific energy consumption by 5 percent between 2020 and 2025 » Reduce specific freshwater intake by 3 percent between 2021 and 2030 » Reduce the specific volume of production waste by 10 percent between 2021 and 2030	-15% -17% -8% absolute +10 specific +12% +8%	-6% -7% -1% +/-0% +6% +2% ^d	
 Employees see sustainability report 2023, p.85	» Proportion of women and intercultural mix <ul style="list-style-type: none"> Proportion of women in top management should be 23 percent at each level by 2026 Proportion of women in senior management should be 23 percent at each level by 2026 Intercultural mix^e at executive level should be 20 percent by 2026 » Learning time per employee per year in LILY and LinkedIn Learning >3 hours by 2026	22.2% 18.5% 18.4% -	17.1% 17.1% 15.8% -- ^a	
 Safety see sustainability report 2023, p.102	» Occupational and plant safety: <ul style="list-style-type: none"> Lost time injury rate (LTI-R) ≤ 0.26 Process safety incident rate (PSI-R) ≤ 0.40 	0.21 0.43	0.25 0.49	
 Governance and compliance see sustainability report 2023, S.110	» 100 percent of all raw materials suppliers where annual procurement volume is > €100 thousand to be covered by Tfs assessments by year-end 2025^f	66.7%	66%	

You can find a full overview of the status of our sustainability targets for 2023 in the [sustainability report 2023, p.146](#). | You can find an overview of the main sustainability indicators used for the Evonik Group in the [sustainability report 2023, p.142](#). | ^a New target set in 2023. | ^b Scope 3 emissions from all upstream categories and the category "Downstream transportation and distribution." | ^c Exact target: 11.07 percent. | ^d Relative to production volume. | ^e Employees whose nationality is not German. | ^f Annual procurement volume > €100 thousand.

CONSOLIDATED SUSTAINABILITY INDICATORS FOR THE EVONIK GROUP.

The following tables are an overview of Evonik's principal company-specific KPIs. The structure is aligned with Evonik's six areas of action. **The 15 material topics** are highlighted in color. For more detailed information, please go to the relevant chapters in this report.

Sustainability indicators 2023^a

 Strategy and growth ☞ sustainability report 2023, p.13	Unit of measurement	2021	2022	2023
Production	in million metric tons	9.5	8.4	7.5
Production sites worldwide	n	102	104	104
Sales	in € billion	14.9	18.5	15.3
Adjusted EBITDA	in € million	2,383	2,490	1,660
Net income	in € million	746	540	-465
Portfolio transformation				
Proportion of sales from Next Generation Solutions	in %	41	43	43
CO ₂ e avoided by using Evonik products ^b	in million metric tons CO ₂ e	39	44	48
 Value chain and products ☞ sustainability report 2023, p.28	Unit of measurement	2021	2022	2023
Research & development				
R&D expenses	in € million	464	460	443
Ratio of R&D expenses to sales	in %	3.1	2.5	2.9
No. of new patent applications filed	n	280	256	227
Circular economy				
Proportion of renewable raw materials	in %	9.7	11.1	12.0
Proportion of RSPO-certified palm (kernel) oil in the RSPO accounting period (September 1, 2022 through August 31, 2023)	in %	-	-	60
Product stewardship				
Breaches of product labeling regulations	n	0	0	0

^a Differences between the data and totals are due to rounding.


^b In 2021, 4 products with sales of €1.8 billion were evaluated.

In 2023, 5 further products were added, bringing the total evaluated to 11 products with sales of €1.3 billion.

^c For details, see ☞ sustainability report 2023 in the chapter "The environment", p.53.

^d Emissions from production and energy generation.

^e Emissions of ozone-depleting substances calculated in accordance with the Montreal Protocol.

 The environment ☞ sustainability report 2023, p.46	Unit of measurement	2021	2022	2023
Mitigating climate change				
Evonik Carbon Footprint^c				
Scope 1: Direct energy- and process-related emissions	in million metric tons CO ₂ e	4.4	4.2	3.8
<i>thereof methane^d</i>	in million metric tons CO ₂ e	13	22	21
Scope 2: Indirect emissions from purchased energy (gross, market-based approach)	in million metric tons CO ₂ e	1.9	1.8	1.5
Scope 3: Upstream and downstream emissions	in million metric tons CO ₂ e	23.4	20.5	19.2
<i>thereof upstream</i>	in million metric tons CO ₂ e	15.3	14.4	13.3
<i>thereof downstream</i>	in million metric tons CO ₂ e	6.3	6.1	5.9
GHG emissions Evonik Carbon Footprint (sum of scope 1, 2, and 3)	in million metric tons CO ₂ e	29.7	26.5	24.6
Other emissions into the air				
Carbon monoxide (CO)	in metric tons	1,096	800	803
Sulfur oxides (SO _x /SO ₂)	in metric tons	1,530	1,185	1,027
Nitrogen oxides (NO _x /NO ₂)	in metric tons	3,799	3,192	2,803
Heavy metals (As, Cd, Cr, Cu, Hg, Ni, Pb, Zn)	in metric tons	0.82	0.31	0.26
Non-methane volatile organic compounds (NMVOC)	in metric tons	939	994	741
Ozone-depleting substances ^e	in metric tons CFC-11 equivalents	0.20	0.30	0.29

Green energy	Unit of measurement	2021	2022	2023
Energy				
Gross energy input ^a	petajoules	80.55	74.96	71.82
Net steam required ^b	petajoules	41.32	38.29	37.09
Net electricity required	petajoules	15.73	14.32	13.31
Steam sold ^b	petajoules	10.86	9.51	9.64
Electricity sold	petajoules	0.85	0.83	2.41
Internal steam generation ^{b,c}	petajoules	37.66	34.03	33.88
Internal electricity generation	petajoules	6.00	4.44	4.78
Purchased electricity ^d	petajoules	10.58	10.70	10.94
<i>thereof renewable energy</i>	in %	–	27	35
Purchased steam ^b	petajoules	14.52	13.78	12.85
Net energy input ^e	petajoules	68.84	64.63	59.77
Change in net energy input versus 2020	in %	6	0	–8
Specific net energy input per million metric tons production	petajoules	7.22	7.71	7.97
Change in specific net energy input versus 2020	in %	–1	6	10
Savings due to measures to enhance efficiency	c	218	380	– ^f
Sites certified as compliant with ISO 50001 energy management	n	45	48	57
Water management				
Total water intake	in million m ³ p.a.	460	444	403
<i>thereof freshwater</i>	in million m ³ p.a.	256	248	224
<i>thereof salt water (seawater)</i>	in million m ³ p.a.	204	197	179
Total discharges	in million m ³ p.a.	454	439	397
Total water consumption	in million m ³ p.a.	6	5	6

^a Fuel inputs plus purchased electricity and steam.

^b Conversion factor: $2.8 * 10^{-6}$ PJ/t steam.

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

^d Excluding trading and excluding supply of purchased electricity to third parties in Germany.


^e Fuel inputs plus purchased electricity and steam less electricity and steam supplied to third parties.

^f Figures for 2023 will only be available in summer 2024.

^g Calculated using the AWARE (Available WAter REmaining) method recommended by the EU Commission.

^h Determined using the WWF Risk Filter, based on an analysis of various physical risk aspects, e.g., water stress, flooding, water quality.

ⁱ Chemical production + building + demolition rubble.

Sites with water risk classification of extreme or very high	n	10 ^g	13 ^g	0 ^h
Sites with water risk classification of high	n			5 ^h
Sites with water risk classification of medium or moderate	n	9 ^g	12 ^g	47 ^h
Total wastewater load (direct discharges only)	in metric tons	1,597	1,612	1,541
Waste management				
Hazardous waste, reprocessed ⁱ	in 1,000 metric tons	134	128	100
Non-hazardous waste, reprocessed ⁱ	in 1,000 metric tons	88	113	82
Hazardous waste, disposal ⁱ	in 1,000 metric tons	143	102	89
Non-hazardous waste, disposal ⁱ	in 1,000 metric tons	86	84	79
Total waste	in 1,000 metric tons	451	427	348
<i>thereof total reprocessed waste</i>	in 1,000 metric tons	222	241	182
Waste reprocessing rate	in %	49	56	52
Biodiversity				
Area of production sites adjacent to conservation areas	in km ²	–	–	19.8
Production sites adjacent to conservation areas	n	–	–	34
Area of production sites adjacent to key biodiversity areas	in km ²	–	–	2.0
Production sites adjacent to key biodiversity areas	n	–	–	11
Employees <small>Unit of measurement 2021 2022 2023</small>				
 Employees <small>Unit of measurement 2021 2022 2023</small> sustainability report 2023, p. 85				
Key data				
Total employees	n	33,004	34,029	33,409
Total personnel expenses	in € million	3,408	3,487	3,254
Women as a proportion of the total workforce	in %	26	26	27
Men as a proportion of the total workforce	in %	74	74	73
Full-time employees as a proportion of the total workforce	in %	93	93	93
Part-time employees as a proportion of the total workforce	in %	7	7	7
Proportion of women working full-time	in %	80	80	80
Proportion of men working full-time	in %	97	97	97

	Unit of measurement	2021	2022	2023
Proportion of women working part-time	in %	20	20	20
Proportion of men working part-time	in %	3	3	3
Agency staff ^a	n	506	583	229
Employees with disabilities ^a	n	1,735	1,752	1,695
Proportion of employees with disabilities ^a	in %	8.4	8.2	8.2
Apprentices ^{a,b}	n	1,569	1,510	1,668
Expenditure for vocational training ^a	in € million	62	61	64
Employees covered by collective pay agreements	in %	71	70	70
Employees covered by collective agreements on work time	in %	74	74	74
Employees aged under 21 years	in %	2.2	2.2	2.5
Employees aged 21-30 years	in %	16.3	16.7	16.4
Employees aged 31-40 years	in %	25.8	26.4	26.5
Employees aged 41-50 years	in %	23.7	23.3	23.8
Employees aged 51-60 years	in %	27.2	26.4	25.5
Employees aged over 60 years	in %	4.8	5.1	5.4
Attractiveness as an employer				
Employees who receive performance appraisals (total)	in %	80	80	88
Expenditure for CPD	in € million	11.2	18.3	12.4
Expenditure for CPD per employee	in €	338	538	371
Average learning time on the LILY and LinkedIn Learning digital platforms	hours	5.4	3.5	3.8
Participation in "Evonik learning sessions"	n	39,090	23,181	17,664
No. of "Evonik learning sessions"	n	109	94	74

^a In Germany.

^b Evonik apprentices (1,112) and apprentices being trained in cooperation with other companies (556).

^c Employment terminated by new employees within the first year.

^d Total remuneration of the highest paid person in the company/average total remuneration of the workforce in Germany.

^e Executives = executive functions, i.e., top management functions in the Evonik Group.

^f Senior management = senior management functions, i.e., key functions in the divisions, regions, service units, and corporate divisions.

^g Other management levels = further management functions.

^h No. of work-related accidents per 200,000 working hours. Upper limit ≤ 0.26.

ⁱ No. of work-related accidents relating in absence per 200,000 working hours.

^j No. of incidents per 200,000 working hours. Upper limit ≤ 0.40.

^k Lower limit ≥ 5.0. Upper limit 6.0.

^l ODR for 2023 not available by the editorial deadline.

	Unit of measurement	2021	2022	2023
Employee satisfaction				
Participation in pulse checks	n	9,638	8,655	10,562
No. of pulse checks	n	50	30	27
Turnover rate	in %	7.0	6.7	6.6
Early turnover rate ^c	in %	2.2	1.9	2.2
Average length of service	in years	14.5	14.1	13.9
No. of employees who left the company - total	n	2,317	2,204	2,260
No. of employees who left the company - women	n	560	545	566
No. of employees who left the company - men	n	1,757	1,657	1,694
Employment terminated by employee	n	884	1,080	1,190
Diversity and equal opportunity				
Gender pay gap	in %	-	1	-6.6
Total remuneration of highest paid person in the company	in € '000	3,561	2,521	3,501
Average remuneration of total workforce (in Germany)	in € '000	89	85	85
Ratio ^d	n	40	30	41
Women in management (total)	in %	27.9	29.1	29.6
Female executives ^e	in %	17.7	20.3	22.2
Women in senior management ^f	in %	17.6	17.1	18.5
Women in other management levels ^g	in %	28.7	29.9	30.3
Safety				
sustainability report 2023, p.102				
Occupational and plant safety				
LTI-R	n ^h	0.19	0.25	0.21
LTI-R contractors' employees	n ⁱ	0.67	0.43	0.79
PSI-R	n ^j	0.48	0.49	0.43
Health protection and promotion				
Workforce represented by safety committees	in %	>99	>99	>99
Occupational health performance index ^k	n	5.6	5.5	5.5
Occupational disease rate (ODR)	n	0.28	1.11	- ^l

 Governance und Compliance sustainability report 2023, p.110	Einheit	2021	2022	2023
Responsible management/human rights				
Executive board members	n	4	4	4
Supervisory board members	n	20	20	20
Women on executive board	in %	25	25	25
Women on supervisory board	in %	30	30	30
Women at first management level ^a	in %	26.9	38.5	38.5
Women at second management level ^a	in %	29.2	31.0	33.3
Training rate: code of conduct	in %	89	89	92
Training rate: fighting corruption	in %	92	91	86
Training rate: anti-money laundering	in %	96	97	98
Training rate: antitrust law	in %	83	85	89
Training rate: human rights (new 2023)	in %	–	–	90
Locations with a certified anti-corruption management system	in %	100	100	100
Discrimination cases	n	7	4	12
Alleged breaches of human rights	n	–	1	2 ^b
Corruption cases (current year)	n	5	8	8
Reported cases	n	168	162	126
Reported internal investigations	n	136	142	110
Reported action	n	152	168	86

^a At Evonik Industries AG.

^b Suspected cases that were not substantiated.

^c Locations with more than ten IT employees.

^d For us, local sourcing means deliberate procurement from sources close to our production sites.

Cybersecurity				
Locations certified under ISO 27001 or equivalent ^c	in %	–	–	100
Cybersecurity training participation rate	in %	–	96	95
Phishing test drives	n	14	8	8
Data protection				
Training rate: data protection	in %	85	–	81
Responsibility within the supply chain				
Procurement volume	in € billion	10.4	13.6	11.3
Local sourcing ^d	in %	76	76	75
Raw materials and suppliers of total procurement volume	in %	57	53	47
Petrochemical feedstocks of total procurement volume	in %	62	61	65
Total suppliers	n	35,000	35,000	34,000
Suppliers validated by Tfs audits and assessments	n	1,629	1,923	1,788
<i>thereof Tfs audits</i>	n	284	378	492
<i>thereof Evonik audits</i>	n	16	11	17
<i>thereof Tfs assessments</i>	n	1,345	1,545	1,296
<i>thereof Evonik assessments</i>	n	176	108	91
Newly-validated suppliers	n	1,754	1,804	1,440
Suppliers where corrective action is required	n	34	25	22
<i>thereof suppliers where a corrective action plan has been agreed</i>	in %	100	100	100
Procurement employees trained in sustainability aspects	in %	–	–	99
Suppliers with sustainability reporting or sustainability targets	in %	–	–	84

STATUS OF OUR SUSTAINABILITY TARGETS FOR 2023.

This table shows the targets we set for the reporting period. The traffic lights show progress towards achieving the targets. You can find details of the exact status in the sustainability report in the relevant chapters and in the table “Sustainability indicators for the Evonik Group” [S.142](#).

Target attainment in 2023



Strategy and growth [sustainability report 2023, p.13](#)

- Increase the proportion of sales generated with Next Generation Solutions to over 50 percent by 2030
- Proportion of sales from challenged products should be permanently below 5 percent



Value chain and products [sustainability report 2023, p.28](#)

- Generate more than €1 billion in additional sales^a in our six innovation growth fields by 2025
- Generate more than €350 million in additional sales with solutions for the circular plastics economy from 2030
- Solutions for around 400,000 metric tons of recyclable plastics by 2025
- Add substances/products from acquisitions^b to CMS/CMS^{PLUS} and process them by the end of 2023



The environment [sustainability report 2023, p.46](#)

- Reduce absolute scope 1 and scope 2 emissions by 25 percent between 2021 and 2030
- Reduce absolute scope 3 emissions^c by 11 percent^d between 2021 and 2030
- Reduce both absolute and specific energy consumption by 5 percent between 2020 and 2025
- Switch purchased electricity to 100 percent green electricity by 2030
- Reduce specific freshwater intake by 3 percent relative to production volume between 2021 and 2030
- Reduce the specific volume of production waste by 10 percent relative to production volume between 2021 and 2030

^a With products introduced in or after 2015.

^b Since 2017.

^c Scope 3 emissions comprise all upstream categories and the category “Downstream transportation and distribution.”

^d Exact target: 11.07 percent.



Employees [sustainability report 2023, p.85](#)

- Proportion of women in top and senior management should be 23 percent at each level by 2023
- Intercultural mix at executive level should be 20 percent by 2023



Safety [sustainability report 2023, p.102](#)

- Lost time injury rate (LTI-R) ≤ 0.26
- Process safety incident rate (PSI-R) ≤ 0.40
- Occupational health performance index ≥ 5.0



Governance and compliance [sustainability report 2023, p.110](#)

- 30 percent women at both the first and the second management level below the executive board by year-end 2024
- Regular risk analyses
 - Human rights in 2023
 - Antitrust law, fighting corruption, and prevention of money laundering by year-end 2024
- 100 percent of all raw materials suppliers where annual procurement volume is >€100 thousand to be covered by TFS assessments by year-end 2025



● Target not achieved

● Target partially achieved or target horizon extends beyond 2023

● Target achieved

Credits

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You can find further information on sustainability
at Evonik in our sustainability report

 www.evonik.com/sustainability-report

Concept, design, and realization

HGB Hamburger Geschäftsberichte GmbH & Co. KG

All data relate to FY 2023.

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