

# NON FINANCIAL REPORT 2019

## Separate combined non-financial report<sup>1</sup>

This is our non-financial report in accordance with sections 315b and 315c and sections 289b to 289e of the German Commercial Code (HGB). Sustainability is a central element in our strategy and our activities. Therefore, much of the content of the non-financial report is contained in the combined management report, including the management-related performance indicators on occupational and plant safety, and reporting on our non-financial targets. In addition to the chapters audited with reasonable assurance, we have included the chapter on the value chain in the management report so that all non-financial information is presented clearly and consecutively. The content of the chapter on the value chain was not included in the audit of the management report with reasonable assurance. However, most of it was included in the limited assurance review of the sustainability report. For 2020, we are planning to integrate the non-financial statement fully into the audit of the combined management report.

Since all non-financial information is contained in the combined management report, references to the relevant chapters in the management report can be found below. In these, we report on concepts, processes, measures, metrics, and risks relating to the individual aspects of the non-financial report. When preparing the non-financial report, we used the GRI standards of the Global Reporting Initiative (GRI) as a guide.

The topics of relevance for the non-financial statement for the Evonik Group are derived from the materiality analysis (see sustainability report [www.evonik.com/sustainability-report](http://www.evonik.com/sustainability-report)) and the relevance of the topics for Evonik. The following table shows which chapters in the combined management report contain information on the various aspects and topics. For the disclosures required on the business model, please refer to section 1.1 Business model in the combined management report [financial report, p. 13f.](#)

In 2019, we did not identify any material individual risks where there is a very high probability of negative impacts in connection with the respective non-financial matters. The opportunities and risks relating to the non-financial aspects are included in the opportunity and risk management system and described in the opportunity and risk report [financial report, p. 53ff.](#) In addition, we refer to the risks relating to climate change, which are published in connection with our participation in CDP Climate Change. This information is available on our website. [http://evonik.com/CDP-Climate-Change\\_2019](http://evonik.com/CDP-Climate-Change_2019)

### Information relating to Evonik Industries AG

Evonik Industries AG is the parent company of the Evonik Group. As a management holding company, it defines concepts and rules that have to be observed worldwide and monitors compliance with

them. All aspects described here apply for both Evonik Industries AG and the Evonik Group. Management and monitoring are based on data compiled worldwide. Therefore, the focus is on indicators for the Evonik Group. Few of the key indicators are meaningful for Evonik Industries AG as it does not operate only production sites itself.

### Key data on Evonik Industries AG

|   | 2018  | 2019  |
|---|-------|-------|
| Employees (as of December 31)                     | 2,590 | 2,366 |
| Women as a proportion of the total workforce in % | 45.0  | 45.2  |
| Female managers in %                              | 28.0  | 29.9  |
| Employee turnover rate in %                       | 5.5   | 3.8   |
| Average length of service in years                | 16.7  | 17.0  |

| Aspects                           | Topics  | Sections in combined management report, financial report 2019                                     |
|-----------------------------------|---|---|
| Employee matters                  | Safety  | Safety <a href="#">p. 47f.</a>  |
|                                   | Appeal as an employer                             | Employees <a href="#">p. 44f.</a>   |
|                                   | Working conditions                                | Employees <a href="#">p. 44f.</a>   |
|                                   | Diversity and equal opportunity                   | Employees <a href="#">p. 45f.</a>   |
|                                   | Health protection and promotion                   | Employees <a href="#">p. 46f.</a>   |
|                                   | Training/advanced training                        | Employees <a href="#">p. 46</a>   |
| Environmental matters             | Climate change                                    | The environment <a href="#">p. 48ff.</a>  |
|                                   | Water management                                  | The environment <a href="#">p. 50</a>   |
|                                   | Product stewardship                               | Value chain <a href="#">p. 51f.</a>   |
| Respecting human rights           | Responsible corporate governance and human rights | Value chain <a href="#">p. 52</a>   |
| Preventing bribery and corruption | Compliance  | Value chain <a href="#">p. 50</a><br>Declaration on corporate governance <a href="#">p. 74ff.</a> |
| Supply chain                      | Responsibility within the supply chain            | Value chain <a href="#">p. 51</a>   |
| Social matters                    | Commitment to society                             | Value chain <a href="#">p. 52</a>   |

<sup>1</sup> This non-financial report is a combined report for the Evonik Group and Evonik Industries AG in compliance with the CSR Directive Implementation Act. Outside the scope of the audit.

<sup>a</sup> Unaudited components of the combined management report.

EVONIK INDUSTRIES AG  
Rellinghauser Strasse 1–11  
45128 Essen, Germany  
[www.evonik.com](http://www.evonik.com)

