

NON-FINANCIAL REPORT

2020

Separate combined non-financial report¹

This is our combined 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 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.

Since all non-financial information is contained in the 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 report are derived from the materiality analysis (see sustainability report www.evonik.com/sustainability-report) and the relevance of the topics for Evonik. The following table shows which chapters in the management report contain information on the various aspects and topics. The disclosures on the business model can be found in the section headed "Business model" [Financial Report, p. 14 f.](#)

In 2020, 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. 59 ff.](#) 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 can be found on our website <http://evonik.com/CDP-ClimateChange>.

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 to both Evonik Industries AG and the Evonik Group.

Global data are compiled for management and monitoring purposes. Consequently, the focus is on key data for the Evonik Group. Few of the key indicators are meaningful for Evonik Industries AG as it does not operate any production sites itself.

Key data on Evonik Industries AG

	2019	2020
Employees	2,366	2,526
Women as a proportion of the total workforce in %	45.2	45.7
Female managers in %	29.9	31.2
Employee turnover in %	3.8	4.4
Average length of service in years	17.0	17.3

Aspects	Topics	Chapter in combined management report in the financial report
Employee matters	Safety	5.3 Safety p. 52 f.
	Appeal as an employer	5.2 Employees p. 48 f.
	Diversity and equal opportunity	5.2 Employees p. 49 f.
	Health protection and promotion	5.2 Employees p. 51 f.
	Training and continuing professional development	5.2 Employees p. 51
Environmental matters	Climate change	5.4 The environment p. 54 ff.
	Water management	5.4 The environment p. 56
	Product stewardship	5.5 Value chain ^a p. 57 f.
Respecting human rights	Responsible corporate governance and human rights	5.5 Value chain ^a p. 58 f.
Preventing bribery and corruption	Compliance	5.5 Value chain ^a p. 56 ff. Declaration on corporate governance ^a p. 82 ff.
Supply chain	Responsibility within the supply chain	5.5 Value chain ^a p. 57 ff.
Social matters	Social commitment	5.5 Value chain ^a p. 58

^a Unaudited components of the combined management report.

¹ Outside the scope of the audit.

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