

Annual Shareholders' Meeting of Evonik Industries AG, Essen

on Tuesday June 4, 2024, at 10 a.m. (Central European Summer Time — CEST)

Venue: Rellinghauser Straße 1 – 11, 45128 Essen, Germany (Building 5)

Proposal on the allocation of the net profit by the Executive Board

The Executive Board proposes that the net profit of Evonik Industries AG for fiscal year 2023 amounting to € 645,220,000.00 should be allocated as follows:

- Payment of a dividend of € 1.17	
per no-par value share entitled to the dividend	= € 545,220,000.00
- Addition to other revenue reserves	= € 0.00
- Amount carried forward	= € 100,000,000.00

Net profit	= € 645,220,000.00

This proposal for the allocation of the profit is based on the capital stock of € 466,000,000.00 divided into 466,000,000 no-par value shares—entitled to a dividend on February 26, 2024 (date of establishment of the annual financial statements). The number of shares entitled to the dividend and thus the total amount of the dividend could decrease in the period up to the date on which the resolution on the allocation of the net profit is passed. In this case, the Executive Board and Supervisory Board will submit an amended resolution proposal for the allocation of the net profit, which will, however, propose an unchanged distribution of € 1,17 per no-par value share entitled to the dividend, and a corresponding increase in the amount to be carried forward.

February 26, 2024

The Executive Board