

Remuneration System for members of the Supervisory Board

At the Annual Shareholders' Meeting of Evonik Industries AG on Tuesday, June 4, 2024, the system for the remuneration of the members of the Supervisory Board will be put for confirmation under item 8 "Resolution on the confirmation of the remuneration and the remuneration system of the members of the Supervisory Board in accordance with the amendment of Section 15 (1) Sentence 3 (c) of the articles of association with regard to the designation of a committee of the Supervisory Board" in accordance with the following editorial adjustment to the confirmation pursuant to Section 120a (1) sentence 4 of the German Stock Corporation Act (AktG).

Remuneration system for the Supervisory Board

The remuneration of the Supervisory Board is governed by Section 15 of the Articles of Incorporation of Evonik Industries AG.

The remuneration system takes account of the responsibilities and scope of activities of the members of the Supervisory Board. Given its duty to oversee the Executive Board in its management of the business, the Supervisory Board makes a contribution to promoting the business strategy and to the long-term development of the company. In addition to reimbursement of their expenses and value-added tax payable on their remuneration and expenses, the members of the Supervisory Board receive a fixed annual payment. Their remuneration does not include a variable component. In view of the special nature of the remuneration of the Supervisory Board, which is granted for activities that differ fundamentally from the work of employees of the company and of the Evonik Group, it is not possible to conduct a comparison with the remuneration of the workforce.

The remuneration system for the Supervisory Board is regularly reviewed by the administration. In particular, the time taken up by members of the Supervisory Board and the Supervisory Board remuneration granted by other, comparable companies are decisive in this respect. If the Executive Board and the Supervisory Board see reason to change the remuneration system, they will submit a modified remuneration system and a proposal for a corresponding modification of Article 15 of the Articles of Association of Evonik Industries AG to the Annual Shareholders' Meeting; in any case, the remuneration system for the Supervisory Board will be presented to the Annual Shareholders' Meeting every four years. In the past, there have been no conflicts of interest on the part of individual members of the Executive Board or the Supervisory Board with regard to the remuneration system for the Supervisory Board. Should such a conflict of interest arise during the review of the remuneration system, the Executive Board or the Supervisory Board will treat it in the same way as any other conflict of interest involving a member of a governing body, so that the member of the governing body in question will not participate in the resolution or, in the event of a more serious conflict of interest, in the discussion. Should a permanent and insoluble conflict of interest arise, the Board member concerned will resign from office. Early disclosure of any conflicts of interest ensures that the decisions of the Executive Board and Supervisory Board are not influenced by improper considerations.

Different levels of fixed annual remuneration are paid to the chairman (€250 thousand), his deputy (€175 thousand), and other members of the Supervisory Board (€100 thousand).

The chairman of the executive committee receives additional remuneration of €60 thousand, the deputy chairwoman €45 thousand, and the other members €35 thousand each. The chairman of the audit committee receives additional remuneration of €90 thousand, the deputy chairwoman €60 thousand, and the other members €50 thousand each. The chairman of the investmentfinance and sustainabilityinvestment committee receives additional remuneration of €60 thousand, the deputy chairman €45 thousand, and the other members €35 thousand each. The chairwoman of the innovation and research committee receives additional remuneration of €30 thousand, the deputy chairman €20 thousand, and the other members €15 thousand each. The chairmen of the nomination committee and the mediation committee receive additional remuneration of €20 thousand each, the deputy chairpersons receive €10 thousand each, and the other members €10 thousand each. Entitlement to the additional remuneration for work on the mediation committee only applies if the committee is actually convened during the fiscal year.

Further, members of the Supervisory Board receive a fee of €1 thousand for each meeting of the Supervisory Board and its committees that they attend. If several meetings are held on the same day, this fee is only paid once.

Members who only serve on the Supervisory Board for part of a fiscal year receive remuneration on a pro rata basis. This also applies for increases in the remuneration of the chairman of the Supervisory Board and his deputy and any increased remuneration paid for membership of or chairing a committee.