

Stakeholder management concept

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This document outlines the concept used by the Evonik Group to steadily improve its understanding of stakeholders' expectations.

Aims of our stakeholder engagement

Dialogue with our stakeholders is important to give us a better understanding of different perspectives and regularly review our own positions. It enhances our understanding of present and future societal challenges and helps us fulfill our corporate responsibility more effectively. At the same time, engaging with our stakeholders helps us identify upcoming market developments and innovative trends. That makes it easier for us to identify possible opportunities and risks at any early stage and position Evonik more resiliently.

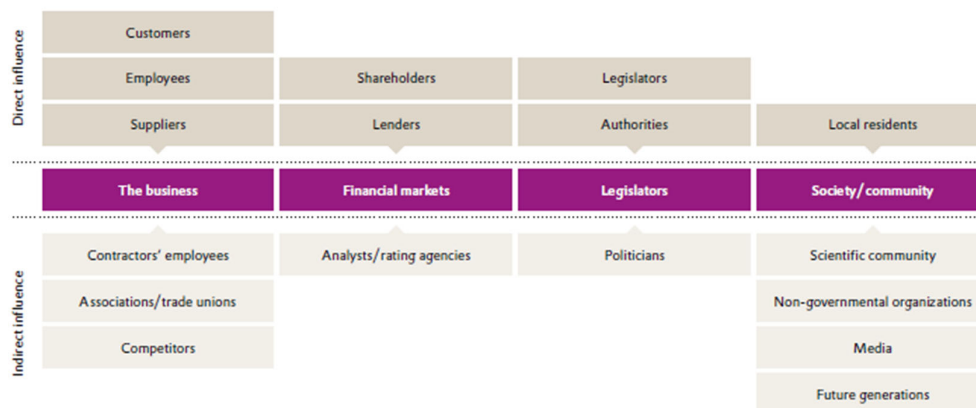
Our stakeholder groups

Stakeholders are individuals or groups that influence Evonik's decisions and activities and/or are influenced by them. We use the following criteria to define and prioritize our stakeholder groups:

- Type of influence (direct/ indirect)
- Impact cluster (e.g., business, financial market)
- Characterization (e.g., suppliers, employees, customers)

The following chart shows the stakeholder groups of relevance for Evonik.

Chart: Stakeholder groups and their influence on Evonik



In the context of our extensive new materiality analysis in 2022, we undertook a critical review of the stakeholder groups we had defined and added trade unions, contractors’ employees, and future generations. This was partly in view of the recommendations of GRI 3: Material Topics 2021.

Our approach to stakeholder engagement

Evonik engages in continuous dialogue with its stakeholders—both in the operating business and at group level. This includes a wide range of events and issues. We use the following communication channels for this:

Chart: Stakeholder communication channels¹

	Personal or remote discussions	Townhall meetings, workplace/ staff meetings	Open days, site visits	Whistleblower system (compliance, human rights)	Surveys	Sustainability reporting	Evonik website, social media
Customers	✓		✓	✓	✓	✓	✓
Suppliers, contractors, business partners	✓		✓	✓	✓	✓	✓
Employees	✓	✓	✓	✓	✓	✓	✓
Local residents, general public	✓		✓	✓	✓	✓	✓
Investors and shareholders	✓		✓	✓		✓	✓
Authorities, legislators, regional and national politicians	✓		✓	✓		✓	✓

¹ Stakeholders with direct influence.

We interacted with stakeholder groups with a direct influence on us on many occasions in 2022.

Chart: Scope of Evonik's continuous dialogue with stakeholder groups^a

Stakeholder groups ^a	Examples of stakeholder engagement	Stakeholder groups ^a	Examples of stakeholder engagement
Customers	<ul style="list-style-type: none"> Exchange with cosmetics manufacturers on life cycle assessments and green hydrogen peroxide Discussions on various aspects of sustainability with customers from, e.g., the consumer goods, automotive, and construction industries 	Legislators	<ul style="list-style-type: none"> Dialogue with members of the European Parliament Dialogue with regional and national politicians in Germany Site visits by German MPs (Rheinfelden, Lütisdorf, Herne)
Employees	<ul style="list-style-type: none"> Establishment of a network of sustainability ambassadors for the Active Oxygens business line Regular sustainability dialogue with the Evonik regions on various topics Internal social media platforms ("communities") Meet & greet: workplace/staff meetings Learning sessions on various topics 	Authorities	<ul style="list-style-type: none"> Talks with authorities and regular exchange on various topics and permits Inspections by authorities with a focus on production incidents and the environment
Suppliers	<ul style="list-style-type: none"> Workshop with strategic suppliers on climate-friendly raw materials and carbon capture and storage Supplier Day in the Asia-Pacific, Americas^b, and EMEA^c regions on Sustainability @Procurement Road & Rail Supplier Day for logistics providers in the EMEA region 	Local residents^d	<ul style="list-style-type: none"> Sustainability-related invitation to the Hanau site Support for local projects and activities worldwide
Shareholders	<ul style="list-style-type: none"> Virtual shareholders' meeting Capital Markets Day: Next Generation Evonik—Strategy, Portfolio & Culture Roadshows, conferences 	Lenders	<ul style="list-style-type: none"> Continuous dialogue on sustainability issues

^a Only includes stakeholder groups with a direct influence. | ^b Americas = North America, Central & South America. | ^c EMEA = Europe, Middle East & Africa.
^d Around Evonik sites.

To include further stakeholder groups with an *indirect* influence on our business, we have developed additional dialogue formats. Not all of these could be used due to the Covid-19 pandemic.

Chart: Specific formats used for dialogue with stakeholders

FORMAT	„DENKWERK-STÄTTEN“	SMALL-DIALOGUES	„EVONIK-PERSPEKTIVES“ STAKEHOLDER-CONFERENCE	ACTION-DAYS "ON-SITE"
FOCUS	Politicians	Society	Products-/markets	Local residents
STAKEHOLDER-GROUPS	Politicians, associations, NGOs, ⁺⁺ scientific community, competitors, legislators, authorities	Scientific community, ⁺⁺ associations, NGOs	Politicians, associations, NGOs, scientific community, customers, suppliers	Politicians, associations, NGOs, scientific community, customers, suppliers
NUMBER-OF-PARTICIPANTS	15–30	15–20	250	open
VENUE	Berlin or Brussels	open	digital	open
RESPONSIBILITY-IN-THE-EVONIK-GROUP	Communications/ Governmental ⁺⁺ Affairs	Function-Sustainability	Function-Sustainability	Site-/regions

Due to the pandemic, our large stakeholder conference, Evonik Perspectives, has been held in a digital format since November 2021. This conference, which was organized with our cooperation partner DENEFF, the Germany enterprise initiative on energy efficiency, has become established as an expert forum and a platform for informed debate on key aspects of sustainable development.

Review and validation of our extensive materiality analysis 2022

To enhance the quality and credibility of the materiality analysis, we included *external* stakeholders and sustainability experts in the validation step. A broad spectrum of stakeholder perspectives was included: representatives of the financial community, non-governmental organizations, sustainability networks, industry associations, trade unions, service providers, etc. This resulted in our 15 material topics.

Chart: Materiality analysis 2022: 15 material topics for Evonik



Stakeholder engagement worldwide

In addition, we have established a regular exchange on various sustainability issues with our regions, which also have diverse stakeholder networks. As well as current and future developments that are important from the viewpoint of the Evonik Group, we discuss regional topics.