













Implementing our top 10 sustainability targets

▼ Sustainability areas of action

▼ Top 10 strategic targets for 2024 and beyond

▼ Status 2023

▼ Status 2022

 Strategy and growth	<p>» Portfolio transformation:</p> <ul style="list-style-type: none"> • Increase the proportion of sales generated with Next Generation Solutions to > 50 percent by 2030 • Proportion of sales from challenged products should be permanently < 5 percent 	<p>43% 2%</p>	<p>43% 2%</p>	
 Value chain and products	<p>» Generate at least €1 billion in additional sales with circular products and technologies by 2030</p>	<p>--</p>	<p>--^a</p>	
 The environment	<p>» Reduce absolute greenhouse gas emissions</p> <ul style="list-style-type: none"> • Scope 1 and 2 by 25 percent between 2021 and 2030 • Scope 3^b by 11 percent^c between 2021 and 2030 <p>» Reduce both absolute and specific energy consumption by 5 percent between 2020 and 2025</p> <p>» Reduce specific freshwater intake by 3 percent between 2021 and 2030</p> <p>» Reduce the specific volume of production waste by 10 percent between 2021 and 2030</p>	<p>-15% -17%</p> <p>-8% absolute +10 specific</p> <p>+12%</p> <p>+8%</p>	<p>-6% -7%</p> <p>-1% +/-0%</p> <p>+6%</p> <p>+2%^d</p>	
 Employees	<p>» Proportion of women and intercultural mix</p> <ul style="list-style-type: none"> • Proportion of women in top management should be 23 percent at each level by 2026 • Proportion of women in senior management should be 23 percent at each level by 2026 • Intercultural mix^e at executive level should be 20 percent by 2026 <p>» Learning time per employee per year in LILY and LinkedIn Learning >3 hours by 2026</p>	<p>22.2% 18.5% 18.4%</p> <p>--</p>	<p>17.1% 17.1% 15.8%</p> <p>--^a</p>	
 Safety	<p>» Occupational and plant safety:</p> <ul style="list-style-type: none"> • Lost time injury rate (LTI-R) ≤ 0.26 • Process safety incident rate (PSI-R) ≤ 0.40 	<p>0.21 0.43</p>	<p>0.25 0.49</p>	
 Governance and compliance	<p>» 100 percent of all raw materials suppliers where annual procurement volume is > €100 thousand to be covered by TFS assessments by year-end 2025^f</p>	<p>66.7%</p>	<p>66%</p>	

You can find a full overview of the status of our sustainability targets for 2023 in the Evonik Sustainability Report 2023, p 146. | You can find an overview of the main sustainability indicators used for the Evonik Group in the Evonik Sustainability Report 2023, p. 142. |

^a New target set in 2023. | ^b Scope 3 emissions from all upstream categories and the category "Downstream transportation and distribution." | ^c Exact target: 11.07 percent. | ^d Relative to production volume. | ^e Employees whose nationality is not German. |

^f Annual procurement volume > €100 thousand.