▼ Sustainability areas of action		▼ Top 10 strategic targets 2021 and beyond	▼ KPIs for each area of action	▼ Status 2020
Strategy and growth 3 MANNELSTRE WY B MENTALITY B MEN	₽ .11	At least 35 percent of sales should come from Next Generation Solutions a	Percentage of sales generated by Next Generation Solutions	35%
Governance and compliance 12 HERWINI LONG THE COMPLIANCE 13 SINKE LONG THE COMPLIANCE LONG THE COMPLIANC	₽ .25	Percentage of women at the first and second management levels below the executive board: 30 percent at each level by year-end 2024	Women at the first and second management levels below the executive board	26.9%/26.3%
Value chain and products 3 source part 12 server part 13 schutt 14 server part 15 server part 15 server part 15 server part 16 server part 16 server part 17 server part 18	P.38	 100 percent of all raw materials suppliers where annual procurement volume is >€100 thousand to be covered by TfS assessments by year-end 2025 Generate more than €1 billion in additional sales b in our six innovation growth fields by 2025 	 Suppliers of raw materials covered by TfS assessmentsc^c Sales growth in € million 	73 % ^d
The environment 3 ***CHAPTERIN************************************	₽ .63	 Reduce greenhouse gas emissions absolute scope 1 and scope 2 emissions by 50 percent by 2025 (reference base 2008) absolute scope 3 emissions from the upstream value chain—principally from the "raw material backpack"—by 15 percent by 2025 (reference base 2020) Reduce both absolute and specific energy consumption by 5 percent by 2025 (reference base 2020) 	 Reduction in greenhouse gas emissions (scope 1 and 2/scope 3) Reduction in energy consumption in petajoules 	-44%/
Employees 3 MONTH MENTON	P. 78	 20 percent intercultural mixe^e in top management by 2023 23 percent women in top and senior management by 2023 	Intercultural mix in top management Percentage of female managers	12.9% 15.9%/14.2%
Safety 3 some HEADEN	P.90	 Safety Accident frequency rate ≤ 0.26^f Incident frequency rate ≤ 0.40^g Occupational health performance index ≥5.0 	Accident frequency/incident frequency Occupational health performance index	0.80/1.45 5.4

You can find a full overview of the status of our sustainability targets for 2020 on You can find an overview of the main sustainability indicators used for the Evonik Group

a Outside the scope of the limited assurance review by PwC. | b With products introduced in or after 2015. | c Annual procurement volume > €1,000 thousand.

^d We do not publish the interim status. | ^e Employees whose nationality is not German

f New reference parameter from 2021 g Modified calculation basis from 2021